



CONCORDIA
COLLEGE

TOWARDS 2025 Strategic Plan





“ The unparalleled emotion of beginning as a newcomer to Concordia has undoubtedly been felt by every student in every decade. There has always been a blend of wonder, awe, excitement, and joy, all occasioned by the feeling that something special happens here. ”

Extract from the book 'Concordia 100 Years' by Elmore Leske



Welcome

Embracing a World of Possibilities

As Concordia College approaches its 130th year, there is much to celebrate and be thankful for. From humble, yet hopeful, beginnings, Concordia today is a vibrant and thriving community of around 1,300 students, 230 staff and more than 9,000 alumni. While much has changed, our commitment to providing a challenging and engaging education that inspires students to be their best, and to make a meaningful contribution in the world around them, remains constant.

We are proud of our past, but we are equally passionate about providing the best possible foundation for the future. Today's increasingly complex and fast-paced world brings new and exciting opportunities to enhance learning, while at the same time requiring us to navigate globalisation, technological innovation and a changing work environment, among other dynamics.

Envisioning a school in five years' time is no easy task. To help inform and guide our future direction, we have worked consultatively with our community to develop **Towards 2025**, which builds on our previous Strategic Plan and outlines our purpose and priorities for the next five years. We are grateful to the hundreds of students, staff, directors, parents and members of the wider community whose ideas and views have helped shape this Plan through surveys and consultation.

At the heart of the Plan is our commitment to inspiring and equipping our students to embrace whatever challenges and opportunities the future presents. Central to this are learning experiences that engage and empower the whole person, opportunities to serve and grow in faith, and the welcome and support of a vibrant, connected community, all of which nurture the skills and qualities students require for a changing world.

Concordia College and its students are ready for a world of possibilities. We look forward to working with you to make **Towards 2025** a reality.

Paul Weinert

Principal – Concordia Campus

Loyd Fyffe

Chair – Concordia College Board

Michael Paech

Principal – St John's Campus

Vision

Inspiring and equipping hearts, hands and minds for a world of possibilities

Mission

We aim to provide a vibrant education, rich in opportunities, delivered within a caring, supportive environment, empowered by the love of Jesus Christ. We seek to inspire young people to actively **engage** in lifelong learning, **achieve** their best and become global citizens who **serve** with an open heart.





What we Value

- + Our compassionate and connected community.
- + Serving others in response to the love of God.
- + Nurturing high quality teaching and learning.
- + Excellence in a spirit of humility and grace.
- + Creativity and innovation.
- + Caring for the environment as stewards of God's creation.
- + A global perspective shaped by hope and courage.
- + Resilience in embracing challenges.
- + Our unique heritage.



Strategic Intentions



1 Lead in Learning

To implement approaches to teaching and learning that provide students with opportunities to collaborate, be creative, and take ownership of their learning.



2 Strengthen Christian Identity

To celebrate and uphold our Lutheran identity and provide opportunities to grow in faith.



3 Connecting Community

To establish and foster positive relationships and partnerships that build a vibrant, connected community.



4 Promote Wellbeing

To strengthen a school culture that values people and fosters caring, positive and respectful relationships between students, staff and our community.



5 Secure Our Future

To ensure a sustainable future that meets the needs of the College Community.



Goal

To implement approaches to teaching and learning that provide students with opportunities to collaborate, be creative, and take ownership of their learning.

Priorities

- 1.1 Implement the 'Unlocking Futures' learning framework.
- 1.2 Invest in developing high-performing and passionate staff who motivate and inspire students to be their best.
- 1.3 Deliver effective curriculum across the whole school, informed by and based on IB principles and practices.
- 1.4 Develop mutually beneficial entrepreneurial and future-focussed programs by enhancing business and industry relationships, as well as partnerships with other educational institutions, locally, nationally and internationally.
- 1.5 Encourage all students to participate in extra-curricular and co-curricular extension activities.



Goal

To celebrate and uphold our Lutheran identity and provide opportunities to grow in faith.

Priorities

- 2.1 Promote positive and mutually beneficial connections between the College and the wider Christian Church.
- 2.2 Ensure all staff participate in ongoing theological and spiritual formation in the Lutheran tradition.
- 2.3 Review the approach to Christian Studies to ensure that it continues to provide meaningful and substantial student engagement.
- 2.4 Promote the Christian values of the College through visual arts, symbols and representations.
- 2.5 Communicate the faith of the College to parents in a contextually appropriate way.
- 2.6 Maintain an enriching, Christ-focused worship program that fosters faith development.



Goal

To establish and foster positive relationships and partnerships that build a vibrant, connected community.

Priorities

- 3.1 Deepen the connections across the whole school community.
- 3.2 Promote diversity and intercultural understanding.
- 3.3 Celebrate and foster a sense of belonging and pride in the College community.
- 3.4 Strengthen Aboriginal connections.
- 3.5 Champion active and engaged parent and alumni communities.
- 3.6 Strengthen a culture of philanthropy within the College community.



Goal

To strengthen a school culture that values people and fosters caring, positive and respectful relationships between students, staff and our community.

Priorities

- 4.1 Develop an evidence-based understanding of wellbeing and its importance in supporting effective teaching and learning.
- 4.2 Educate, empower and build resilience and self-awareness, and seek to ensure our students and staff feel safe, valued and connected.
- 4.3 Develop strategies to monitor wellbeing and welfare.
- 4.4 Ensure that students' voices and interests are valued and supported.
- 4.5 Respect difference and diversity and build partnerships within the local and international community.



Goal

To ensure a sustainable future that meets the needs of the College Community.

Priorities

- 5.1 Effectively and efficiently align operations and resources across the whole school.
- 5.2 Develop and maintain College facilities that enable the Vision for Learning.
- 5.3 Ensure prudent stewardship of resources and the financial sustainability of the College.
- 5.4 Build our capacity to adapt to change.
- 5.5 Strengthen a culture of continuous improvement to support staff professional growth and succession planning.
- 5.6 Identify and investigate opportunities for future development and growth of the College.
- 5.7 Provide leading-edge digital technology to enhance teaching and learning and business operations.
- 5.8 Ensure best practice in risk management and compliance.
- 5.9 Implement best practice approaches to governance to ensure effective oversight of the Strategic Plan.



“Concordia celebrates the individual strengths of all students, be they academic, sporting, art, music, technology or humanitarian. This creates an environment where every young person can strive confidently in his or her areas of interest and strength.”

Parent

Firm in Principle, Gentle in Manner
Fortiter in Re, Suaviter in Modo



CONCORDIA
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