



*Creating Space for
What Matters*

Strategic Plan
2026 – 2028



Acknowledgement of Country

Concordia College acknowledges the Kaurna people of the Adelaide Plains, the Traditional Custodians of the Land on which our school resides.

We respect their Native Title Rights to Country.

We recognise their strength and resilience and pay our respects to their Elders past and present.

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Vision

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

Mission

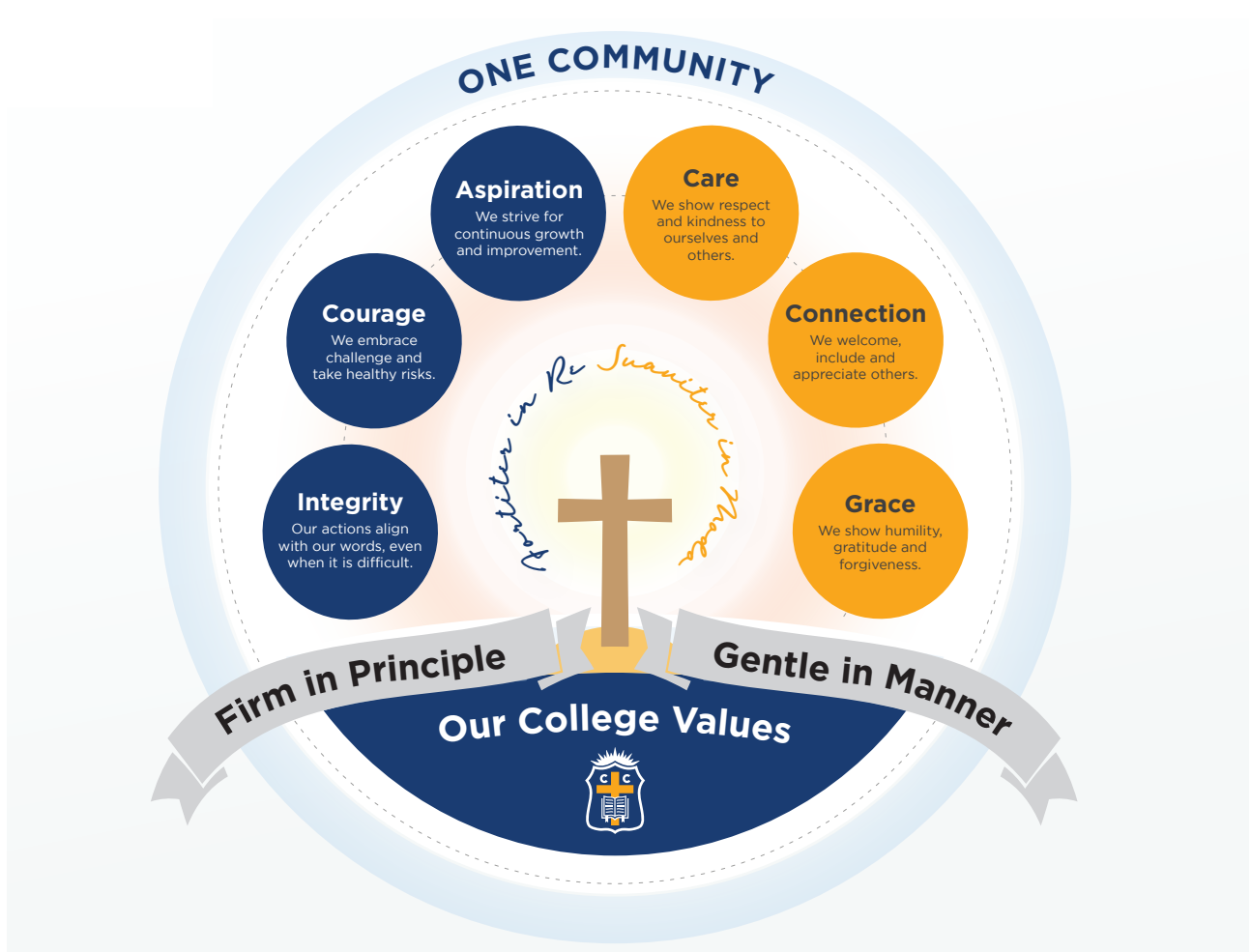
We aim to provide a vibrant education, rich in opportunities, delivered within a caring, supportive environment, empowered by the love of Jesus Christ.

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.

Motto

*Fortiter in Re,
Suaviter in Modo*

**Firm in Principle,
Gentle in Manner.**



From the **Head of College**



Creating Space for What Matters

Concordia College has always been a community shaped by a clear purpose: to inspire and equip hearts, hands and minds for a world of possibilities through a Christ-centred education that nurtures learning, wellbeing, faith and community.

As we looked towards the future, we wanted to ensure our next Strategic Plan was not simply a collection of aspirations or initiatives. Instead, we wanted it to be grounded in the lived experiences of our students, staff, families and broader community. Through consultation, feedback, reflection and strategic discussion, a consistent message emerged. Our community deeply values the opportunities, care and experiences that Concordia provides, but also recognises that schools today operate in an increasingly complex environment where time, energy and attention are precious resources.

This Strategic Plan is our response to that reality.

The theme, *Creating Space for What Matters*, reflects a deliberate commitment to focus on the areas that have the greatest impact on learning, wellbeing, faith formation and community connection. It challenges us to think carefully not only about what we should do, but also what we may need to simplify, refine or stop doing in order to create greater clarity, coherence and effectiveness.

The plan has been shaped by listening. It reflects the voices of staff seeking greater focus and alignment; parents seeking strong learning outcomes and wellbeing support for their children; students seeking connection, belonging and meaningful opportunities; and leaders committed to ensuring Concordia remains strong, sustainable and future-focused.

Across five strategic pillars, we have identified the priorities that will guide our work from 2026 to 2028. These priorities are ambitious, but they are also purposeful. They are designed to strengthen what we do best, build our capacity for the future, and ensure that every decision remains centred on the experience and growth of our students. Most importantly, this plan recognises that education is fundamentally about people. It is about creating the conditions where students flourish, staff thrive, families feel connected, and faith, learning and community are experienced in meaningful and life-giving ways.

We look forward with confidence, optimism and a shared commitment to continuing the story of Concordia College together.



Paul Weinert
Head of College

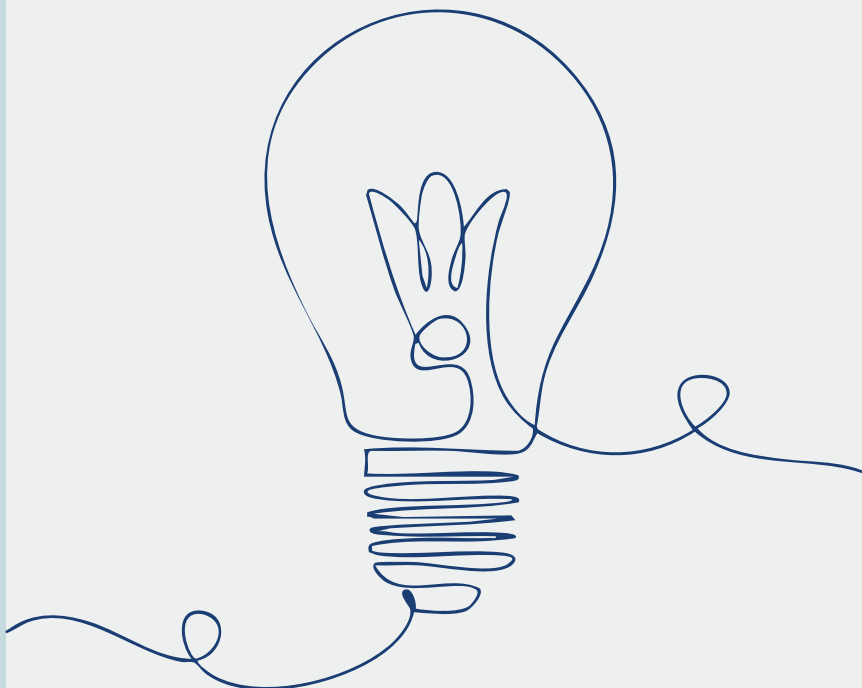
Pillar 1 **Learning**

At Concordia, we see all members of our community as learners.

We are ambitious in our commitment to high-quality teaching and learning. We will continue to evolve and embed the College Instructional Model into daily practice—a model that clearly reflects how students learn best and supports a curriculum that is coherent, engaging and relevant.

We value teachers as learners and will explore and invest in professional learning approaches that strengthen collective expertise and drive continuous improvement that enhances student outcomes.

We will also partner deliberately with parents as learners, building shared understandings of how their child learns and develops so they can enhance their child's educational journey.



Goals Learning

- ✦ Evolve the instructional model to more explicitly communicate our evidence-informed understanding of how students learn, and continue to embed this into practice.
- ✦ Develop a coherent and low-variant curriculum to support consistent learning outcomes for students.
- ✦ Explore new professional learning approaches that are personalised, flexible and use the expertise of our staff.
- ✦ Enhance the impact of parent engagement and partnership by supporting their understanding of their child's learning and development.
- ✦ Embed authentic industry and community connections into our ELC–12 curriculum.



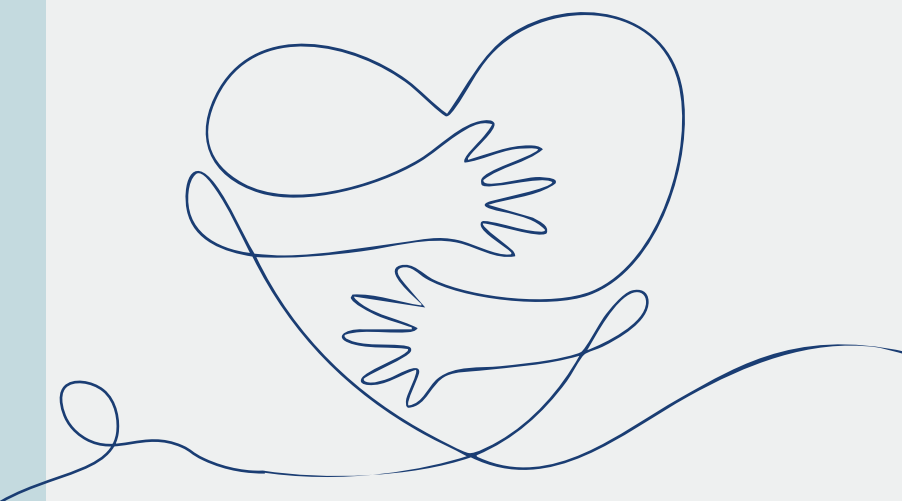
Pillar 2 **Wellbeing**

At Concordia, Wellbeing is central to the life of the College and is valued as an important outcome for all members of our community.

We are committed to maintaining and strengthening a psychologically safe environment where every member feels safe, known, valued and supported in their daily experience.

We aim to develop members of the community as agents of their own wellbeing, supporting them to develop and access resources to confidently engage with challenge, rather than avoid it.

We recognise that schools have become increasingly complex environments and seek to deliberately simplify systems and processes to reduce unnecessary load.



Goals Wellbeing

- + Intentionally shape an environment where every student feels like they belong and are safe, known, valued and supported.
- + Embed the wellbeing model into programs, initiatives and daily practice to enrich the wellbeing of our community.
- + Shape a psychologically safe, inclusive and positive workplace where staff feel valued, engaged and supported to experience work satisfaction and success.
- + Improve efficiency and reduce workload pressures by simplifying processes, thereby creating space to do what really matters.



Pillar 3 **Spiritual Life**

As a school of the Lutheran Church of Australia, Concordia is called to live out and communicate the Christian faith with vibrancy, authenticity and sensitivity.

We welcome people of all backgrounds into a shared journey of faith, learning and service, supporting all members of our community to encounter Christianity in ways that are engaging, meaningful and life-giving.

We see faith as a lived experience that shapes identity, relationships and service, and seek to create an environment where students and staff can grow spiritually, explore questions of meaning and purpose, and make a positive contribution to the community.



Goals Spiritual Life

- ✦ Embed a visible and sensitive expression of the Christian faith across the school community, while strengthening connections with the wider church.
- ✦ Transform student learning and formation through authentic, service-oriented experiences and a coherent, engaging Christian Studies curriculum that enables students to encounter the Christian faith positively.
- ✦ Empower staff in their own spiritual growth through diverse, meaningful and sustained opportunities for faith formation.
- ✦ Foster lifelong faith engagement by partnering with families, alumni and the broader community to nurture shared Christian identity and practice.



Pillar 4 **Organisational Sustainability**

At Concordia, organisational sustainability is focused on securing the long-term financial, operational and strategic strength of the College.

We aim to enable ongoing reinvestment in people, programs and infrastructure through responsible stewardship, disciplined financial management and a clear focus on sustainable enrolment growth and retention.

We take a deliberate and integrated approach to business planning, master planning and infrastructure renewal, ensuring decisions are aligned, future-focused and connected to our strategic priorities.

We are committed to strengthening digital capability and exploring diversified income streams to ensure the College remains agile, resilient and well-positioned to meet the evolving needs of our community.



Goals

Organisational Sustainability

- + Ensure long-term financial sustainability through disciplined budget management, surplus generation for reinvestment, optimal staffing structures and diversified income streams.
- + Achieve enrolment growth and strong retention by strengthening the College's profile, improving conversion pathways, refining points of difference and implementing targeted enrolment strategies.
- + Invest strategically in infrastructure, learning programs and digital capability to enhance educational offerings and provide contemporary learning environments and student opportunities.
- + Strengthen operational effectiveness and organisational capability by optimising business operations, improving systems and processes, and ensuring resources are aligned to College priorities and future growth.



Pillar 5 **Community & Culture**

Community is at the heart of Concordia.

We are committed to creating a culture where every member feels welcome, respected and connected.

We aim to use our shared values to foster inclusive relationships that shape daily interactions and strengthen a shared sense of belonging across the College.

We are committed to fostering a positive and collaborative workplace, supporting leadership development and celebrating the contributions of our people.

We seek to build strong partnerships with families, alumni and the wider community to enrich learning, wellbeing and connection to the College during schooling and beyond.



Goals

Community & Culture

- + Embed College values across all aspects of community life, ensuring the perspectives and experiences of students, staff and families inform decisions and strengthen a connected culture.
- + Strengthen student transition and targeted retention strategies to build enduring connections to the College.
- + Embed respectful relationships and inclusive behaviours across staff interactions by creating meaningful opportunities for authentic connection, shared purpose, celebration of achievements and the enrichment of our workplace culture.
- + Develop a distinctive Employee Value Proposition that reflects our culture and strengthens our ability to attract, engage and retain talented staff, while building leadership capacity by supporting current leaders and investing in the development of future leaders.
- + Partner with families to create a welcoming and connected community where parents are engaged in College life, and where students graduate with a strong sense of belonging, maintaining meaningful connections with the College for life.



Creating Space for What Matters

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Visit concordia.sa.edu.au

Highgate and Blackwood — ELC – Year 12

St John's Campus (ELC-Year 6)

20 Highgate Street
Highgate SA 5063
t. 08 8271 4299
CRICOS Code: 00360J

St Peters Campus (ELC-Year 6)

71 Cumming Street
Blackwood SA 5051
t. 08 8278 0800
CRICOS Code: 04084C

Concordia Campus (Years 7–12)

24 Winchester Street
Highgate SA 5063
t. 08 8272 0444
CRICOS Code: 00360J