



STRATEGIC PLAN

2023 – 2027



ST LUKE'S
GRAMMAR SCHOOL



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WELCOME

In 2022, as we celebrated 30 years of St Luke's Grammar School as a co-educational C-12 school serving the Northern Beaches, it was fitting to work with our key stakeholders to reimagine what the next few years for St Luke's could entail as we developed our new Strategic Plan.

Over the past 30 years, St Luke's has developed a strong reputation for academic excellence, with engaged students, dedicated teachers and a robust Learning Framework. Combined with warm pastoral care and deep community spirit, St Luke's is recognised as one of the leading co-educational schools in NSW.

Our 2023-2027 Strategic Plan connects the best of our past with our purpose to seek to honour God by empowering students to flourish in learning and life. The plan reflects what we love about St Luke's and what we hope for our community in the years ahead.

We believe our Mission Statement accurately captures the essence of who we are as a school - we are a community where everyone is known and together we pursue excellence

in education and Christian character, equipping graduates to serve and impact the world.

The word, together, was purposefully used to acknowledge that we want to achieve our potential but not at the expense of others. We believe we are at our best when we help others to be their best too.

As an Anglican School, our Christian faith underpins our values and our desire to help every child achieve their potential in an environment of inclusivity and opportunity. As students leave St Luke's we want for them to be optimistic, despite the uncertainties they may face, and have hope for a bright future.

We know that many of our students will move into jobs that don't exist yet. They will need to be adaptable and have the courage to take on new

challenges. The School Executive have developed goals around each of the Strategic Pillars to ensure we not only prepare students for this future but empower them to be the ones who shape the future.

As Principal and Council Chair, we acknowledge and thank the staff, parents, School Council and Alumni for their valued contributions to this Strategic Plan and the past and future success of our school.

We are grateful for the opportunity we have to educate the children entrusted to us – it is a responsibility and privilege we don't take for granted. We are excited about what the future may bring!

GEOFF LANCASTER, PRINCIPAL
VICTORIA HAYMAN, COUNCIL CHAIR



OUR PURPOSE

We seek to honour God by empowering students to flourish in learning and life.

OUR MISSION

We are a community where everyone is known and together we pursue excellence in education and Christian character, equipping graduates to serve and impact the world.

OUR MOTTO

CHRIST OUR LIGHT



OUR VALUES



WE

CARE FOR THE WHOLE PERSON

- We love all people unconditionally, as each person is made in the image of God.
- We nurture the wellbeing of our students and staff – our minds and bodies as well as our purpose and connection.
- We value co-education, where all belong, respectfully collaborate and are given equal opportunities.

INSPIRE EXCELLENCE IN EVERYTHING WE DO

- We pursue educational excellence, equipping students to be relational, resourceful, reflective and resilient learners.
- We intentionally foster Christian character, recognising that who we are becoming is more important than what we are doing.
- We act with integrity, honesty and authenticity, saying what we mean and doing what we say.

LOVE, SERVE & CARE FOR OUR COMMUNITY

- We love our community on the Northern Beaches, as relationships are at the heart of living and learning.
- We serve with compassion and humility, following the example of Jesus.
- We care for God's whole creation and believe that we truly flourish when we discover our part in His story.

STRATEGIC PILLARS

A FLOURISHING COMMUNITY

We authentically live out our Christian values to build a warm and inclusive community.

STRATEGIC AIMS

- Establish a shared understanding of the School's Mission, Purpose and Values.
- Develop new ways to effectively engage, encourage and equip students and staff to live a Christ-centered life both now and into the future.
- Foster a community where parents and carers feel welcome and connected.
- Develop an alumni strategy to rejuvenate connections and deepen engagement with past students, harnessing their experiences and wisdom for mutual growth.
- Foster an inclusive community where students and staff from diverse backgrounds feel a sense of connection, belonging and support.
- Be an employer of choice.



The standard we walk past is the standard we accept. Building a strong community is everyone's responsibility and works best when group consensus leads to group action – it creates a culture of us.

MR GEOFF LANCASTER, PRINCIPAL

PERSONAL BEST, TOGETHER

We pursue excellence and collaboration in all domains for students and staff.

STRATEGIC AIMS

- Ensure the LEARNING @STLUKE'S Framework is embedded in all aspects of learning from Cottage to Year 12.
- Provide a high quality learning environment that empowers every student to strive for excellence.
- Enhance teacher capacity in program development, pedagogy and assessment by providing exceptional Professional Learning Opportunities.
- Broaden co-curricular programs in sport, performing arts and diverse life experiences.



We are at our best when we work together and support one another. We are at our best when we help others to be their best too.

**MS JENNIFER POLLOCK,
DEPUTY, ACADEMIC STRATEGY**



THE WHOLE PERSON MATTERS

We care about faith, mind, body, purpose and connection.

STRATEGIC AIMS

- Wellbeing initiatives are deeply embedded in our LEARNING@STLUKE'S Framework.
- Provide an environment where the safety, wellbeing, and protection of students is part of our culture.
- Strengthen our partnership with parents and carers to have shared understanding of effective strategies to support students' mental health.
- Build understanding of targeted and specialist support for students in need.
- Provide staff with the tools, resources and support needed to enhance their wellbeing, achieve their potential and cultivate a positive work environment.



A shared language of learning and wellbeing helps our students understand themselves as learners and understand how they can intentionally improve in learning and also improve their quality of life.

MS ALANA KOCH, HEAD OF WELLBEING

AN EYE ON THE FUTURE

We seek positive change, innovation and sustainable growth.

STRATEGIC AIMS

- Design and commence development of the new Senior School Campus that reimagines excellence in education and bridges the gap between School and University.
- Foster an environment that cultivates AI, robotics, STEM education, sustainability and an entrepreneurial spirit.
- Establish opportunities for global connections for students and staff, including a robust Teacher and Student Exchange program.
- Invest in innovative professional development and coaching to retain and attract high performing staff.
- Be outward looking through engagement with Professional Networks.



Not only prepared for the future, but prepared to shape the future.

**MR MARK LIDDELL,
HEAD OF LEARNING AND INNOVATION**



PASSION FOR SERVICE

We serve our community and beyond, working to make a genuine difference.

STRATEGIC AIMS

- Develop a Service Learning Framework that captures the hearts and includes opportunities for students from Cottage to Year 12.
- Foster a culture of student agency, giving students a voice and opportunities to create new service initiatives.
- Build partnerships with charities that align with the School's Purpose, Mission and Values that deliver impact to local, national and global communities.
- Foster and develop staff passion for service.



Service is a natural outworking of understanding the privileged position we are in, and we want our students to not take this for granted.

MR DAVID CHILTON, HEAD OF MINISTRY AND SERVICE

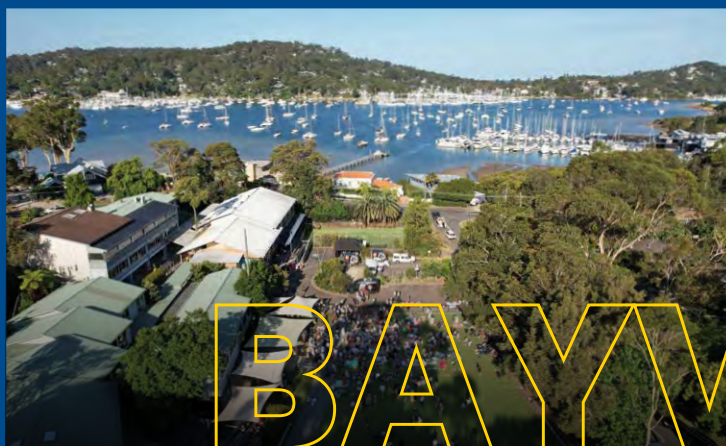


GRADUATE PROFILE



ST LUKE'S STUDENTS
ARE RESOURCEFUL,
REFLECTIVE,
RELATIONAL,
RESTORATIVE+
RESILIENT.

SHOWING KINDNESS,
GRACE, HUMILITY,
JUSTICE, COMPASSION & JOY



BAYVIEW DEE WHY



DEE WHY CAMPUS

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BAYVIEW CAMPUS

Cottage – Year 6

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