



2023

Principal's Welcome

DEE WHY | BAYVIEW



Principal's Welcome

Welcome to 2023 at St Luke's Grammar School and I hope that, like me, you are looking forward to the year ahead.

I am sure you have already read the information distributed in December regarding the School's outstanding HSC results. We are very proud of our students and staff for achieving results that placed us 33rd in the state in the 2022 HSC examinations, with 10 all-rounders and 50% of our students achieving an ATAR over 90. This is an incredible achievement for a non-selective school and in fact makes us the top non-selective co-educational school in NSW north of the harbour. Our school's success is due to the hard work of all of our students, staff and the wonderful support of our families. Although it is appropriate to thank our Year 12 teachers, who really do go above and beyond to support our students in their final years, the collective efficacy of all staff leads to the strong learning culture we enjoy at St Luke's.

The School's learning culture has been a focus of our Staff Professional Development this week as we relaunched **LEARNING@STLUKE'S** in 2023 in response to a review of the Teaching Framework in 2022. The review involved focus groups, surveys and discussions with staff and students to determine what was working and what in the framework could be refreshed and improved.

The "new" **LEARNING@STLUKE'S** framework is included in this document and I encourage you to use the language of the framework in conversations at home with your children. We believe the framework captures much of what it means to be a powerful learner and also now includes our wellbeing dispositions to help students understand their emotions and develop strategies to stay mentally healthy. I often describe **LEARNING@STLUKE'S** as a Learning and Character Development Framework, but now it is even more holistic, recognising the importance of wellbeing in achieving our potential as learners as well as flourishing as people.

You will also see in this document the outline of our new Strategic Plan, launched at our Presentation and Celebration events at the end of 2022 by School Council Chair, Victoria Hayman. This Strategic Plan was developed with wide consultation and will guide us as a school over the next five years. We think the 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.

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. The School Executive has developed one and five year goals around each of the Strategic Pillars and we are looking forward to implementing some great initiatives to provide further opportunities for our students.

One of these pillars is "An eye on the future" and we have already started some exciting initiatives in this area. Last week our Leadership Teams were fortunate to hear from Laura McBain and Louie Montoya from the d.school which is part of Stanford University. They presented to our staff on the topic "Expanding Our Visions of the Future(s)", helping us to view ourselves not just as educators, but as futurists - equipping our students to not only be prepared for the future, but inspired and empowered to shape the future!

We also held a session for all staff on the potential impact of new AI (Artificial Intelligence) technologies on education. ChatGPT is only the beginning of many technologies that will have a huge impact on education, and the technology is only getting better. It is an exciting time to be working in schools and as a school we will work to leverage these technologies to best support our students. We are forming a working party over the next few weeks to support our teachers in learning about these new tools. We will continue to ensure we help our students have agency in their learning and not defer to an AI to do their thinking for them.

This year we welcome three new members of the School Executive who are introduced in the following pages:

- Deputy Principal - Dr Kester Lee
- Head of Senior School - Mrs Kathryn MacDonald
- Acting Assistant Head of Junior School (Dee Why) - Mrs Wendy Lucas

We also welcome Miss Alice Glyde into the role of Acting Head of Junior School (Dee Why). Please feel free to contact members of the School Executive as we work together to support your child's learning and development in 2023.

As we begin the new school year, I ask you to access the Student Handbook on the School Portal to help remind students of expectations regarding uniform and behaviour to set them up for a successful year. We will continue to set high expectations for our students in all areas and I thank you in advance for your support.

I am excited about the opportunities we have before us in 2023 and I am looking forward to welcoming all students back to the School over the coming days. Have a great year!



Mr Geoff Lancaster
Principal

Dee Why Campus
Bayview Campus





STRATEGIC PLAN 2023 – 2027

MOTTO

CHRIST
OUR LIGHT

PURPOSE

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

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.

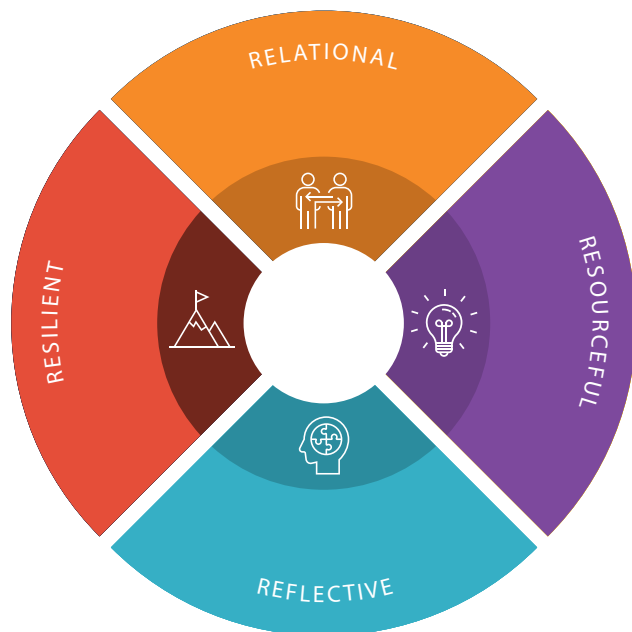
GRADUATE PROFILE

We seek for our graduates to be:

RELATIONAL,
RESOURCEFUL,
REFLECTIVE,
RESILIENT

Showing:

KINDNESS,
GRACE,
HUMILITY,
JUSTICE,
COMPASSION,
JOY



VALUES & BEHAVIOURS



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.

We **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.

We **love** 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.

1



Personal best, together

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

2



The whole person matters

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

3



Passion for service

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

4



An eye on the future

We seek positive change, innovation and sustainable growth

5

<p>Self-awareness Identify and understand your emotions, thoughts, and values and how they influence your learning and life. Recognise your strengths and limitations with a sense of confidence.</p>	<p>Emotional Management Manage your emotions, thoughts and behaviours. Lessen the impact of negative emotions; build positive emotions to improve your wellbeing.</p>	<p>Coping Nurture, protect and replenish yourself through positive relationships; learning, community and faith to carry on through difficult times in life.</p>	<p>Be Resilient The emotional aspects of learning – FEELING</p>	<p>Managing Distractions Concentrate on the task at hand; know when to take a break and refresh yourself. Create your best learning environment to maintain focus and be absorbed in your learning.</p>	<p>Perseverance Show determination and courage by working through challenges. Recognise that mastery of any learning requires consistent effort and deliberate practice.</p>	<p>Recovering Bounce back from frustration or failure in your learning. Try a different approach; don't get bogged down when things don't go to plan; be flexible and adapt in light of changing circumstances.</p>
<p>Movement Move your body to boost your mood, fitness, concentration, alertness and improve the quality of your sleep.</p>	<p>Rest Get a good night's sleep to have energy for the day. Have regular downtime to close stress cycles and replenish your attention and motivation.</p>	<p>Nourish Keep well-hydrated and eat a wide variety of nutritious food to keep you in good health and maintain energy levels. Immerse yourself in nature.</p>	<p>Be Resourceful The cognitive aspects of learning – THINKING</p>	<p>Reasoning Use your logical and rational skills to analyse and think deeply about complex situations; critique information and construct valid arguments.</p>	<p>Capitalising Identify and make the most of the resources and opportunities available to you from the wider world; benefit from the learning of others when developing solutions.</p>	<p>Curiosity Adopt an inquisitive attitude to life; ask questions of yourself and others; creatively explore possibilities and imagine innovative solutions; be adventurous in your investigations; try things out to see what happens.</p>
<p>Kindness Interact with patience and generosity; be helpful and friendly toward others.</p>	<p>Grace Show understanding towards one another by withholding judgement; celebrate the success of others.</p>	<p>Justice Treat others with respect; ensure your behaviour and contributions support the learning and wellbeing of everyone; give everyone the same chance for their voice to be heard.</p>	<p>Be Restorative The virtues of character – BECOMING</p>	<p>Compassion Be mindful of the suffering and struggles of those around you; when you see a need, act upon this.</p>	<p>Humility Recognise the possibility of learning from others; dedicate yourself to seeking truth even at risk of being wrong.</p>	<p>Joy Respond to circumstances with hope and gratitude, rejoicing in the love of God and trusting that He is in control.</p>
<p>Relationships Establish and maintain supportive and inclusive interactions with others; respect personal boundaries; help to ensure that everyone belongs in the St Luke's community.</p>	<p>Empathy Actively listen to others to value and understand their perspective. Have an awareness of the connection between the actions of others and their feelings, thoughts and words.</p>	<p>Contribution Look beyond yourself; serve others, especially those in need. Offer help with compassion, generosity, and respect.</p>	<p>Be Relational The social aspects of learning – RELATING</p>	<p>Interdependence Know when it's appropriate to learn on your own or with others; value the role others can play in your learning and the impact you can have on their learning.</p>	<p>Collaboration Maximise the impact of group activities by utilising roles and responsibilities; draw on the strengths of team members to achieve learning goals together.</p>	<p>Imitation Intentionally adopt values, habits or effective methods that are modelled by others.</p>
<p>Goals Set goals to provide a sense of purpose, accomplishment and direction in life. Create good habits; identify and break bad habits.</p>	<p>Meaning Know what gives you value and purpose; consider the sense of meaning and belonging that the Christian faith can bring; focus on what's really important; have confidence in the face of adversity.</p>	<p>Decision-making Make thoughtful, caring, constructive and ethical choices about your behaviour and social interactions. Evaluate the benefits and consequences of your actions for personal and collective wellbeing.</p>	<p>Be Reflective The strategic aspects of learning – MANAGING</p>	<p>Organising Plan and implement effective strategies towards achieving your learning goals; think about the obstacles you may encounter and how you might overcome these; plan regular times to revise previous learning.</p>	<p>Making Links See connections between concepts and experiences; notice subtle patterns and details to weave a web of understanding. Pull out the essential features and carry them forward to aid further learning.</p>	<p>Meta-learning Know yourself as a learner through self-evaluation; understand the learning process and apply to your own learning; monitor and review your learning.</p>

Executive Introductions



Kester Lee
Deputy Principal

It is a great privilege to commence 2023 as the Deputy Principal at St Luke's. I look forward to getting to know all parts of the St Luke's community as I support Geoff Lancaster's leadership and management of the whole school. My goal is to serve the students, staff, and parents well in the daily running of the school and help drive the long-term vision of St Luke's. I have taught mathematics at Barker College for the past 14 years, including eight years as the Director of Studies overseeing the school's academic life. I currently serve as a Board Director of the Church Missionary Society NSW/ACT and love being involved in my local Baptist church and various musical organisations. I am married to Cindy, and we have a daughter in Year 5 who enjoys her music, swimming, skiing, and gymnastics, and a one-year-old son who enjoys keeping us on our toes!



Kathryn McDonald
Head of Senior School

I'm so looking forward to establishing strong relationships with the St Luke's community in my role as Head of Senior School. I've been a teacher for more than 30 years and feel privileged to work in the field of education. I am an English teacher and have taught in many schools and several countries. My most recent experience is at Arden Anglican School in Epping where I was the Director of Pastoral Care. In this role, shaped by my Christian faith, I developed a deeper understanding of the importance of a strong partnership between academic and pastoral care of students. I also learned how vital it is for all of us who work with young people to lead with compassion, seeking to understand the personal story of each student and their unique strengths. My husband, Iain, is a teacher after a career in journalism, and our daughter Laura is a teacher too, of primary-aged students. If I'm not working, I'll be reading, or in a bookshop, having a coffee in a local café, walking in nature, or thinking about a craft project that I could do, and might even start!



Wendy Lucas
Acting Assistant Head of Junior School – Dee Why

I am thrilled to be taking up the role of Acting Assistant Head of Junior School, Dee Why Campus for Terms 1-3, 2023. St Luke's has been a valued part of my life and I have had the privilege of teaching at both the Dee Why and Bayview Junior School Campuses, most recently in Year 6. I am looking forward to working with our great team of educators to provide a safe and positive learning environment for students that enables them to flourish in their individual learning journey. My aim is to continue the smooth, efficient daily operations of the Dee Why Junior School Campus and to build strong connections with our parents, students and staff, through proactive pastoral care. Prior to teaching, I held marketing roles for Apple, McGraw-Hill, and AT&T. After starting my family, I found my true passion in education and I strive to instil a love of lifelong learning in young people. I am married to Greg and our two adult sons Aaron (24) and Jarrod (22) were St Luke's students from K-12. Outside school, I enjoy spending time with my family and friends, camping, soccer and solving cryptic crosswords. Most recently, I joined a community choir and I have found singing to be wonderful for the soul.

2023 Senior School Leadership Team

School Captains



James Lye



Charlotte Symington

Prefects



Kye Burns



Jade Chadban



Jessica Crosby



Hudson Lear



Claire Sandilands



Josh Small



Poppi-Tiger Townhill



Oliver Whitehead

2023 Junior School Leadership Team

School Captains – Dee Why



Luke Higgins



Penelope House

School Captains – Bayview



Atalya Dent



Harrison Euers

Staff Movements

Education is the most powerful weapon we can use to change the world.

— Nelson Mandela

2023 Arriving Staff

Dee Why Campus

Tracey Anderssen	PA to Head of Junior School (Mat Leave Cover)
Victoria Brett	Cottage Teacher
Angie Chia	Teacher's Aide
Victoria Giovanelli	Head of Christian Studies Senior School
Marcus Hewitt	Teacher's Aide
Josh Irving	Intern
Phoebe Kelly	Junior School Teacher
Gracie Kim	Geography Teacher
Madison Lawrence	Senior School Teacher & Head of Spoken Arts
Kester Lee	Deputy Principal
Ethan Lowry	Intern
Kathryn McDonald	Head of Senior School
Katja Schneider	PA to Deputy Curriculum
Stephanie Sinclair	Science Teacher
Matthew Smith	Teacher's Aide
Kate Spencer	Teacher's Aide
Sandra Stone	Junior School Teacher
Charlie Suters	Junior School Teacher
Jodie Symington	Food Technology Assistant

Bayview Campus

Elise Bartlett	Junior School Teacher
Kristy Buckley	Junior School Teacher
Rebecca Hildebrandt	Junior School Teacher

2023 Returning Staff

Greg Bell	Head of History
Amelia Watts	Senior School Teacher - History

Current Staff in New Positions

Ross Andersen	Stage Coordinator
Craig Baker	Director of Operations
Dave Boyle	Year 9 Coordinator
Giselle Connon-Jackson	Teacher's Aide
Emma Donnan	Senior School Sports Coordinator
Alice Glyde	Acting Head of Junior School - Dee Why
Kristie Hutton	Academic Care & Year 10 Coordinator
Stephanie Lohr	Junior School Teacher
Wendy Lucas	Acting Assistant Head of Junior School - Dee Why
Lisa Murray	Year Coordinator (8) and Wellbeing Assistant
Deb Peters	Head of Christian Studies - Junior School
Michelle Puhl	PDHPE/Year 8 Elective
Stephanie Reed	Head of Learning Enhancement (C-12)
Nick Smith	Year Coordinator - Yr 7 2023





ST LUKE'S GRAMMAR SCHOOL

DEE WHY CAMPUS

Junior School (Years K - 6) & Cottage Program
8 Tango Avenue, Dee Why 2099

Senior School (Years 7 - 12)
210 Headland Road, Dee Why 2099

T: (02) 9438 6250 (Junior School)
T: (02) 9438 6200 (Senior School)
E: enrol@stlukes.nsw.edu.au
W: www.stlukes.nsw.edu.au

ST LUKE'S GRAMMAR SCHOOL

BAYVIEW CAMPUS

Junior School (Years K - 6) & Cottage Program
1977 Pittwater Road, Bayview 2104

T: (02) 9979 5755
E: enrol@stlukes.nsw.edu.au
W: www.stlukes.nsw.edu.au