

LUTHER COLLEGE HIGH SCHOOL



STRATEGIC PLAN SUMMARY 2016-2019

Quality Education in a Christian Context

Goals & Objectives

ACADEMICALLY CHALLENGING

To continue to achieve high quality learning outcomes for all students;

- To continue reviewing and refining instructional practices, including ESL;
- To continue developing a comprehensive wellness culture;
- To continue reviewing and refining accountability practices;
- Ensure Luther College achieves CAIS accreditation;
- To continue reviewing and refining IB delivery and IB curricula, and ensure Luther College maintains its status with IB;
- Ensure Luther College is aware of and exceeds all Ministry of Education requirements.

To implement provincial and IB curricula updates;

- To adequately prepare well ahead of time faculty and resources in anticipation of curricula changes.

HIGH QUALITY STUDENT SUPPORT SERVICES

To provide excellent academic supports and information for students;

- To ensure that students have access to the supports we provide to help them maximize their learning experience at Luther;
- To ensure that Luther staff, teachers and/or administration have been responsive to diagnosed learning needs and have made appropriate accommodations;
- To provide the technology needed by our faculty and staff to offer the best teaching and services to our students;
- To ensure that faculty and staff possess both the equipment as well as the knowledge to use technology appropriately and for the best interests of the students;
- To maintain and develop excellent administrative and support services.

STRENGTHENED CAPACITY FOR PROFESSIONAL DEVELOPMENT AND FACULTY & STAFF RENEWAL

To offer all employees a healthy and transparent workplace that promotes role modelling and self-improvement;

- To strengthen the capacity of Luther to recruit, retain and renew excellent teachers, with special emphasis on succession planning and HR policies;
- To provide professional learning and development opportunities for faculty and staff, including opportunities to improve wellness in all its facets;
- Ensure a culture of accountability and self-improvement continues and is strengthened among faculty and staff;
- Ensure Luther College has adequate policies, protocols and communication plans in place so that everyone is informed of its culture of self-improvement, with a special emphasis on a protocol for responding to parent surveys.

ENHANCED COMMUNITY BUILDING, INCLUDING STRENGTHENING THE CHRISTIAN CONTEXT OF THE SCHOOL

To provide students with a safe, healthy, welcoming community;

- To increase opportunities for community-building and encourage more interactions between international students (boarders) and day students;
- To provide opportunities for individual student development and personal growth;
- To foster spiritual life and further the chapel program, including community service;
- To strengthen relations with alumni and parents;
- To continue developing a comprehensive communication plan.

Our strategic plan considered several factors, some unique to Luther and others that impact schools across the province:

- ⇒ **Student enrolment & retention**
- ⇒ **Maintaining high-quality teaching & programming**
- ⇒ **Increasingly diverse student population along with rural & urban migration**
- ⇒ **Parent involvement**
- ⇒ **Capacity for accountability & evaluation**
- ⇒ **Economy & fundraising abilities**
- ⇒ **School safety & security**



RENEW AND ENHANCE THE PHYSICAL PLANT

To provide high quality teaching and ancillary spaces;

- To complete landscaping and other areas of new construction;
- To upgrade our maintenance and care of existing landscaping;
- To review older facilities and refurbish as necessary (especially the cafeteria);
- To set money aside for future maintenance;
- To improve security for our students to ensure Luther College is regarded as an exceptionally safe place for students and is as secure as reasonably possible on a daily basis, including the ability to be locked down immediately under emergency protocol as needed.

ACHIEVE A STABLE AND PREDICTABLE FINANCIAL CAPACITY AND STUDENT ENROLMENT

To work toward more sustainable and achievable student enrolment and retention numbers;

- To implement a comprehensive Enrolment plan, which will include provisions for ensuring diversity, including the economically disadvantaged and providing a definition of the mission appropriate student;
- To finish an initial draft of an operational vision

To continue to strive for solvency and long-term financial sustainability;

- To increase fundraising goals and develop new initiatives, including a planned giving program; to review fundraising policies; to finish the donor wall;
- To work with the Ministry of Education to increase grant funding; and capital funding;
- To retire the capital campaign debt; to balance budgets; to assess budget demands of current buildings;
- To develop a growth plan;
- To provide financial assistance for those who can't afford to come.



Over 50 key actions have been identified in the three year strategic plan which we are implementing in order to reach these goals immediately and in the future. Many of these actions will continue beyond 2019.

OUR VALUES

Education in a Christian Context

We believe in Christian values that inform how we relate to one another and the world; we respect other's beliefs and encourage our students to explore their own spirituality and values

Challenging & Supportive High Quality Education

We believe in assisting students to achieve their full potential

Equity & Responsiveness

We believe in fairness for all people and value diversity

Parent, Community & Alumni Support

We believe in the richness and importance of the contributions of parents, alumni and community to the education of youth and the strength of the school

Financial Sustainability & Stability

We believe in the history, purpose and legacy of the school

Accountability

We believe in being responsible for results

Progressive & Innovative

We believe in nurturing tomorrow's leaders and decision makers



The mission of Luther College High School is to instill in students a love of learning and belief in the value of knowledge, the worth of the individual, the importance of community, and an awareness of God's world.

We provide an intellectual, challenging and supportive environment where students gain a solid foundation for further education, life-long learning, and service to the community and world.

Through the development of the whole person—*social, emotional, intellectual, physical and spiritual*—students are well prepared to become leaders as caring, ethical, critically engaged citizens.

Students leave Luther College well prepared for post-secondary education.



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