

STRATEGIC PLAN 2017-2022



EMMAUS
CHRISTIAN SCHOOL CANBERRA

20
YEARS
1997-2017



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A MESSAGE FROM THE CHAIR OF THE BOARD

As Emmaus enters our 20th year of parent-led Christian education, I am honoured to commend the Emmaus Christian School Strategic Plan for 2017-22. While we set the plan for the next 5 years I wish to acknowledge the achievements of those who passionately established and built Emmaus into the loved and respected school that we share today. In this Plan, we continue the desire to see children “grow in wisdom and character” as they journey to adulthood in a Christ-centred education at Emmaus.

The Board has developed the plan through consideration and prayer over a period of nine months, with input and collaboration from the school executive. Guiding our plan are the updated statements of core purpose and school values. These capture our ‘reason for being’ and reflect our ethos and distinctive as a Christian school serving the North Canberra community.

The intent of the Plan is to harmonise and focus the various operations and activities of Emmaus Christian School and to ensure they align with, and support our core purpose and values.

The Plan sets out our strategic priorities for the next five years to ready our students, staff and

campus for the future. It will inform the school’s operational plan, master plan, curriculum & policies, further allowing us to measure our performance against the strategic priorities.

By 2022, Emmaus Christian School will be....

- **A flourishing community of faith in Christ, anchored in our partnership with parents**

- **A repository of expertise in Christian Education**

- **A leader in academic achievement**

- **Renowned for our service to Canberra’s Inner North**

- **An attractive workplace for the best Christian teachers and staff**

- **Resilient and sustainable, with room to grow**

Joshua Thow

Chairman
North Canberra Christian Education
Association (NCCEA) Board



CORE PURPOSE

Emmaus Christian School was founded by parents in 1997. The ethos of the school remains grounded in the partnership between parents and staff, to develop each child physically, emotionally, academically and spiritually.

The school's core purpose statement has recently been refined:

"Emmaus exists to partner with parents, in providing a Christ-centred, Biblically-grounded and academically-rigorous education, which enables students to grow in wisdom and character, to the glory of God."

CORE VALUES

STRIVING FOR MASTERY

We encourage students to strive for excellence in all aspects of life: in study, work, and in relationship with God and people.

We believe God equips every person with gifts and abilities. We seek to instill in our students a strong desire to apply their utmost to what they do, an attribute that will long outlive their school years. Students are encouraged to master and apply academic and life skills in order to make the most of their opportunities in later life. Our goal is to equip students with the necessary skills and understanding to make wise and godly choices and to live resilient, fulfilled and productive lives.

EQUIPPING FOR SERVICE

Our motivation for service is the love that Christ has shown us. His life of servant leadership is the example we seek to follow.

Staff model integrity, accountability and the value of excellence in our work. We strive to equip students with both the desire and the skills to make a difference in the lives of others. We aim to grow students who are rich in godly wisdom and noble character and find their security in the love of Christ.

CARING FOR OTHERS

We value, care for and respect each other because we are all made in the image of God.

We partner with parents to care for and develop the whole person – body, soul and spirit. We foster a sense of belonging, celebrate one another's achievements and choose to be grateful for our school and each other. We are a community that learns in a fun, creative, encouraging and generous environment.

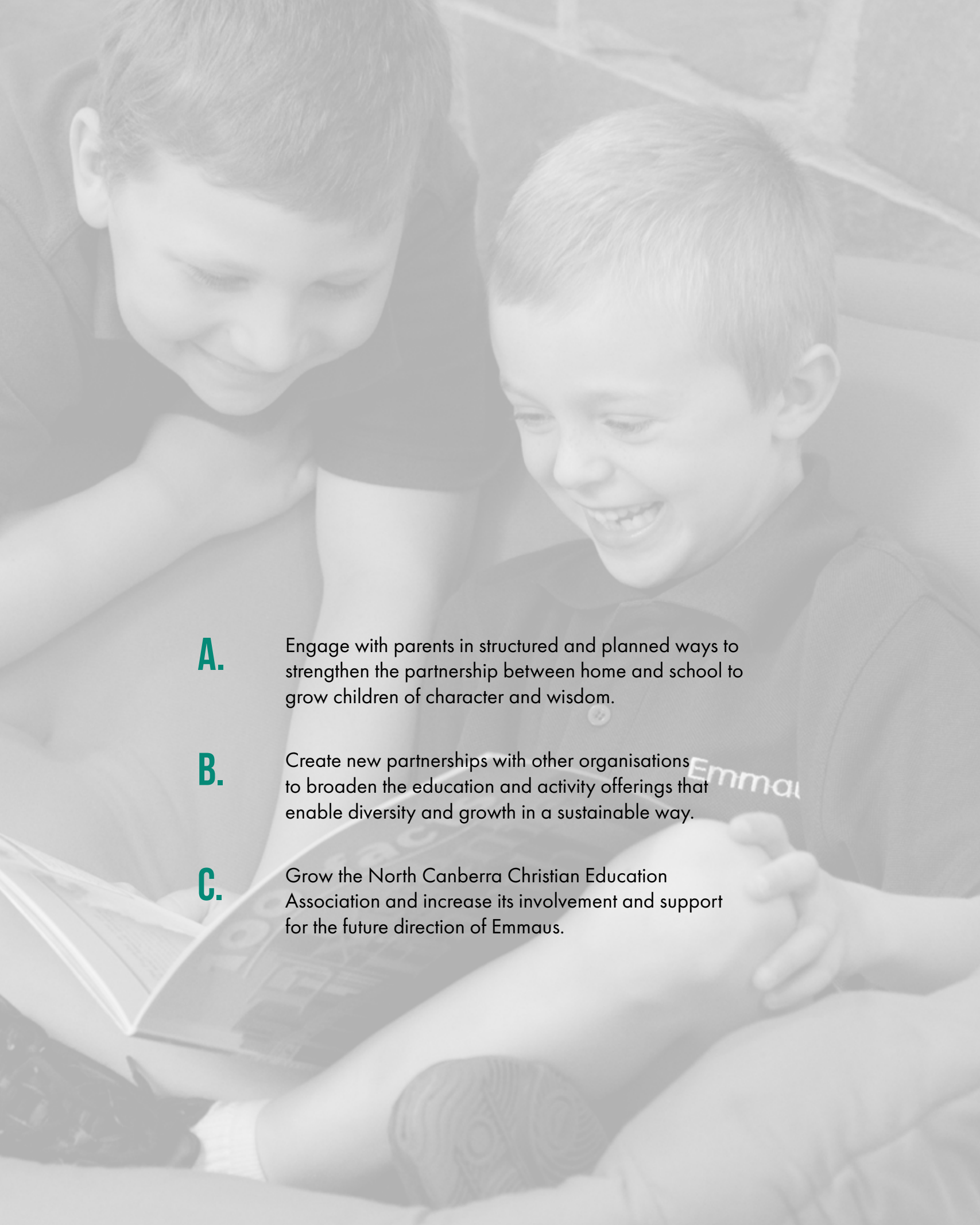
Strategic Priority 1

PARTNERSHIPS & COMMUNITY

Emmaus is a school founded on the involvement of parents in the education of their children. Our organisational structure enables parent involvement, governance and influence.

Emmaus started through the generosity of other community organisations and we recognise the opportunity and value of creating strategic partnerships.

To strengthen our partnerships, we will:

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- A background image showing two young boys in school uniforms. One boy is pointing at a book, and the other is smiling and looking at the book. The book has the word 'Emmaus' visible on its cover.
- A.** Engage with parents in structured and planned ways to strengthen the partnership between home and school to grow children of character and wisdom.
 - B.** Create new partnerships with other organisations to broaden the education and activity offerings that enable diversity and growth in a sustainable way.
 - C.** Grow the North Canberra Christian Education Association and increase its involvement and support for the future direction of Emmaus.

Strategic Priority 2

FAITH & VALUES

Emmaus Christian School exists, first and foremost, to offer Christian education. At the same time, we seek to be faithful to the Biblical mission of conveying the message of true hope and salvation in the Lord Jesus Christ to all nations. The School is not a church, but is prepared to give an account of the faith by which we lead our lives.

The core values, updated by the Board in 2016, represent the way we apply our faith at school. They are what make Emmaus distinctive.

To embody our faith and values, we will:

A.

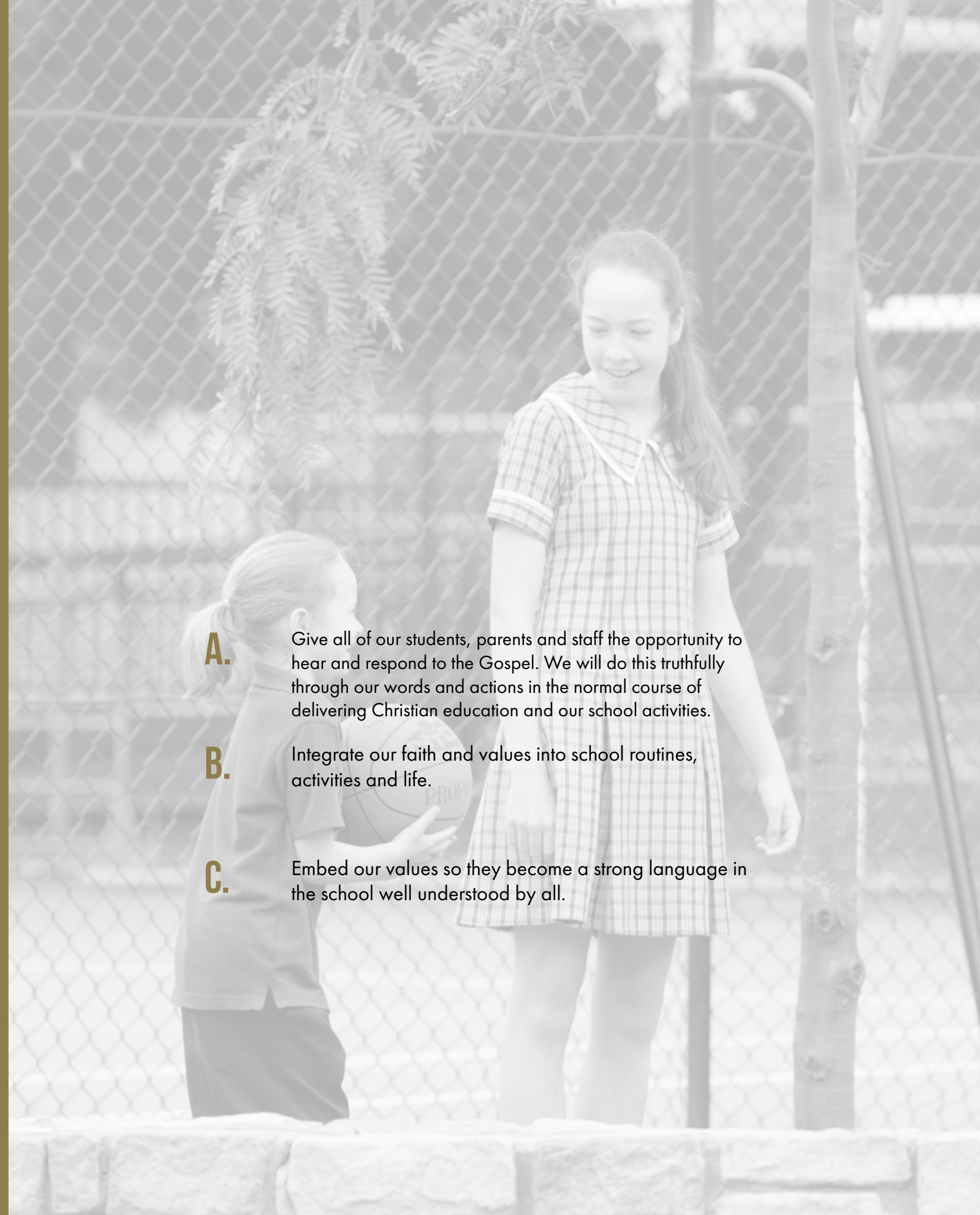
Give all of our students, parents and staff the opportunity to hear and respond to the Gospel. We will do this truthfully through our words and actions in the normal course of delivering Christian education and our school activities.

B.

Integrate our faith and values into school routines, activities and life.

C.

Embed our values so they become a strong language in the school well understood by all.



Strategic Priority 3

CHRISTIAN EDUCATION & EXCELLENCE

Emmaus offers a distinctly Christian Education, whereby the biblical understanding of our world is integrated into the delivery of our curriculum.

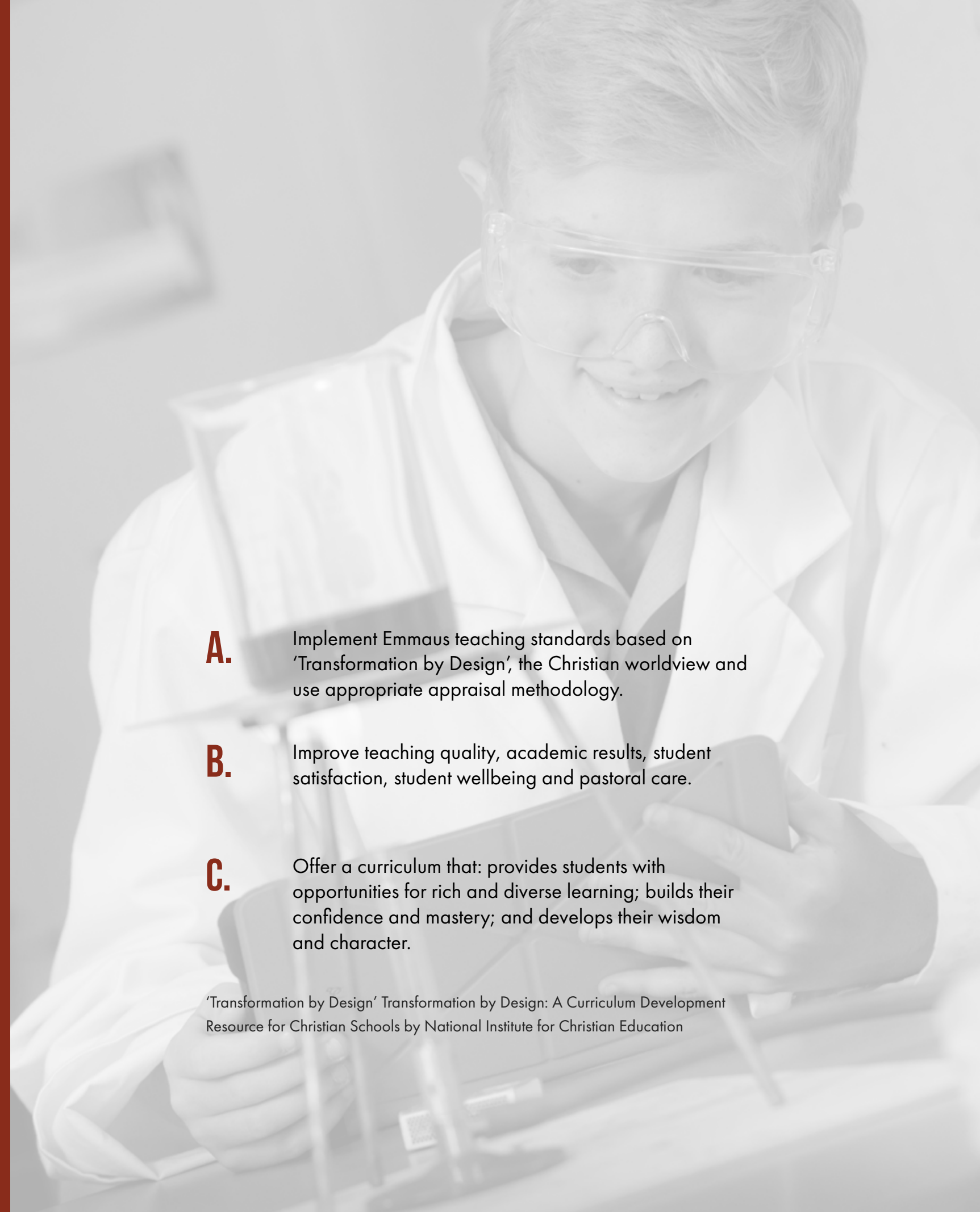
Emmaus is committed to an academically rigorous education. To do this we use effective, evidence-based teaching and learning practices. Our teaching is regularly assessed and refined through targeted feedback and performance appraisals. The achievement of academic and wellbeing outcomes for all students will be monitored regularly through appropriate data collection and analysis to inform continuous improvement in teaching quality. The

focus will be on delivering high-level learning outcomes across preschool, primary and secondary, increased enrollments and strong community satisfaction.

To deliver academically rigorous Christian Education, we will:

- A.** Implement Emmaus teaching standards based on 'Transformation by Design', the Christian worldview and use appropriate appraisal methodology.
- B.** Improve teaching quality, academic results, student satisfaction, student wellbeing and pastoral care.
- C.** Offer a curriculum that: provides students with opportunities for rich and diverse learning; builds their confidence and mastery; and develops their wisdom and character.

'Transformation by Design' Transformation by Design: A Curriculum Development Resource for Christian Schools by National Institute for Christian Education




Strategic Priority 4

SUSTAINABILITY & GROWTH

2017 marks 20 years of Emmaus Christian School delivering Christ-centred education.

As a Board we seek to establish a strategic direction for longevity by building capacity and strength in our student profile, staff, property and finances.

To create sustainability in our school, we will:

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- A.** Establish and execute a school master plan and building improvement plan for the campus to support current and future requirements including double streaming of primary and secondary schools.
 - B.** Attract and retain quality and experienced staff committed to Christ-centred education and provide our staff with quality resources, training and development.
 - C.** Develop the school to be resilient and adaptable to government funding and policy changes through optimal size and structure.
 - D.** Build and maintain appropriate structures policies and procedures to ensure our school operates in a compliant, efficient and accountable manner.



02 62477151

73 Davenport Street, Dickson, ACT, 2602

www.emmaus.act.edu.au

