



STRATEGIC PLAN

2025-2029



Shire
Christian
School

MESSAGE FROM THE **PRINCIPAL AND BOARD CHAIR**

*It is with much hope and prayerful anticipation that we present the **Shire Christian School 2025–2029 Strategic Plan.***

This plan reflects a deep commitment to our mission in Christian education—to see students equipped for a life of learning, service, and purpose to the glory of God. Built on strong biblical foundations, this strategic plan outlines the vision, priorities, and projects that will guide our school community through the next five years.

We are excited to pursue projects that strengthen our Christian culture, enrich student learning, invest in our staff, enhance our facilities, and deepen our partnership with families and the wider community. With gratitude for God’s past provision and confidence in His continued faithfulness, we look forward to working together—staff, parents, students, alumni, and

community—as we bring this vision to life. May these strategic directions serve as a faithful expression of our trust in God’s purposes for the generations to come.

“Whatever you do, work at it with all your heart, as working for the Lord, not for human masters.”
Colossians 3:23



Mr John Ishak
Chair
Shire Christian School Board



Mr David Stonestreet
Principal
Shire Christian School



“Whatever you do, work at it with all your heart, as working for the Lord, not for human masters.”

Colossians 3:23

OUR VISION

Students equipped, in all their endeavours, to the glory of God.



OUR MISSION

To educate students for a life of learning, service and purpose, to the glory of God.

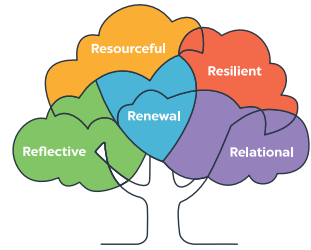


OUR PURPOSE

To honour God in providing affordable high-quality education that is founded on the Bible. These Scriptures are the foundation of all reason and underpin true knowledge and learning, and therefore are inherent to Christian schooling. To assist Christian parents in fulfilling their God-given responsibility to teach their children.



LEARNING FOR LIFE



Our Learning for Life framework is grounded in the school's mission statement: a Life of Learning, Service and Purpose to the Glory of God. This is symbolically represented by building upon our school's logo of a tree. The school's mission is its roots, the very basis of our framework that nourishes it and causes it to grow. The framework itself encompasses five domains; Renewal, Resourceful, Resilient,

Relational and Reflective. At Shire Christian School, we believe that these domains are the areas through which we seek to nurture our students holistically – academically, socially and spiritually. Within each domain are dispositions. These are the beliefs, approaches and skills that we will develop in our students in order to become a better learner. Our framework encompasses the following tenets:

RENEWAL (the spiritual domain)

Our most important and core domain is our spiritual domain. This will not be taught as a stand-alone domain, rather, it shapes and directs all that we do at the school and is the nucleus for each of the other domains (Resilient, Relational, Resourceful and Reflective).

- HOPE IN CHRIST
- COMPASSION and GENEROSITY
- HUMILITY and SERVICE
- JOY and CONTENTMENT
- FORGIVING and RESTORATIVE

RESILIENT

A resilient learner is ready, willing and able to immerse themselves in the learning process and persevere when challenged. They are bold and courageous learners who demonstrate grit, and are willing to apply a range of learning strategies.

Experimenting, persevering, immersing, adapting.

RELATIONAL

A relational learner is ready, willing and able to seek out, value and consider different perspectives and strategies. They effectively express their own ideas, work collaboratively, draw on the strengths of others and contribute to the learning of those around them.

Collaborating, communicating, empathising, emulating.

RESOURCEFUL

A resourceful learner is ready, willing and able to pursue creative and effective resources in order to learn. They are prepared to take risks and be innovative in order to move forward in their learning.

Reasoning, capitalising, noticing, wondering.

REFLECTIVE

A reflective learner is ready, willing and able to think deeply and strategically about the learning process. They critically consider what needs to be done in order to refine their learning and make meaningful adjustments.

Planning, distilling, meta-learning, reviewing.

OUR STRATEGIC PILLARS

The 2025–2029 Strategic Plan is built upon five foundational pillars that shape governance, planning and direction at Shire Christian School. These pillars provide the framework through which we pursue our mission to educate students for a life of learning, service, and purpose, to the glory of God.

Each pillar reflects a commitment to Christ-centred education and helps ensure that our decisions, initiatives, and daily practices align with our vision. Together, they guide us in fostering a faithful, vibrant school community where students are nurtured to grow in knowledge, character, and faith.

STRATEGIC PILLAR DESCRIPTIONS

CHRISTIAN CULTURE	LEARNING CULTURE	ENGAGED AND EFFECTIVE STAFF
<p>Employ Reformed Christian staff who reflect Biblical standards in their professional practice and conduct.</p> <p>Develop teachers who teach the Bible directly to students and integrate a Christian worldview into subjects student’s study.</p> <p>Deliver thorough Christian pastoral care to students. Discipling students and preparing them for a life of learning, service and purpose for the glory of God.</p>	<p>Develop a learning culture which enables students to learn with enthusiasm, confidence and self-discipline.</p> <p>Facilitate students improving their knowledge, skills and desire to achieve excellent academic and co-curricular results.</p> <p>Motivate teachers to achieve strong learning outcomes for their students. Foster teacher collegiality to enhance the school's pedagogy.</p>	<p>Develop teaching practice to align with the Australian Professional Standards for Teachers.</p> <p>Target professional learning and development for all staff to equip, resource and satisfy school strategy and initiatives. Cultivate future leaders in Christian education.</p>



PHYSICAL ENVIRONMENT AND INFRASTRUCTURE	STAKEHOLDER AND COMMUNITY ENGAGEMENT
<p>Effective asset and facilities management and planning.</p> <p>Stimulating learning environments.</p> <p>Generate financial sustainability to resource now and into the future. Deliver safe and effective integrated information systems.</p>	<p>Partner with parents in the Christian education of their children.</p> <p>Influential and active in the Christian Schools movement.</p> <p>Current students and alumni active participants in the local church and community.</p>

“Let your light shine before men, that they may see your good deeds and praise your Father in heaven.”

– Matthew 5:16

CHRISTIAN CULTURE

Our Goal: to develop students who are growing in their knowledge of Christ, serving the Lord and the community.

Our Plan:

- 1.1 Renew the K-6 Biblical curriculum
- 1.2 Promote and enable staff engagement in the study of Christian Education



Project 1.1 – K-6 Biblical Curriculum

Why does this matter?

As a Christian school, we are afforded both the opportunity and the responsibility to engage with Biblical Studies at a depth that exceeds the provisions of our current curriculum, which was originally developed to accommodate a broader and more diverse educational context.

What will we do?

- Collate, review and evaluate a range of Biblical Studies resources that align with our theological convictions and educational philosophy
- Establish a collaborative curriculum development team to design a rigorous, stage-appropriate curriculum
- Equip and support teachers to effectively implement the new curriculum with confidence

What will success look like?

- K-6 Biblical curriculum rewritten and documented
- K-6 students engaged in studying the new Biblical Studies course





Project 1.2 – Promoting Study in Christian Education

Why does this matter?

Biblical truth is foundational to every aspect of learning and practice at Shire Christian School. To faithfully integrate a Biblical worldview across curriculum and school practice, it is essential that our staff can engage deeply with Christian thinking and theology.

What will we do?

- Promote and actively encourage staff participation in study opportunities offered by the National Institute for Christian Education (NICE)
- Financially support study in Christian education through NICE
- Collaborate with NICE to explore onsite professional learning opportunities

What will success look like?

- An increase in staff actively enrolled in NICE courses
- Increased staff confidence in articulating and applying Christian perspectives in their teaching practice
- Biblical worldview more actively embedded into the broader learning framework of the school



LEARNING CULTURE

Our Goal: to develop students equipped for lifelong learning, characterised by academic excellence, adaptability, initiative and a passion for discovery.

Our Plan:

- 2.1 Embed and integrate the *Learning for Life* framework



Project 2.1 – Learning for Life Framework

Why does this matter?

Learning is a lifelong, holistic journey that shapes students academically, spiritually, and personally. An integrated framework for learning ensures that our teaching practices, pastoral care, and reporting systems all work together to support each student's growth and flourishing.

What will we do?

- Continue to refine, implement, and embed a whole-school framework for engaged and purposeful learning at Shire
- Equip and enable teachers through ongoing training, mentoring, and collaborative professional learning aligned with the framework
- Review and align assessment, awards, and reporting systems to ensure they reinforce and reflect the values of the *Learning for Life* framework
- Develop and integrate a Pastoral Care and welfare structure that aligns within the *Learning for Life* framework and supports the holistic development of students

What will success look like?

- All students from K-12 engaged with a consistent set of learning dispositions and practices that underpin the *Learning for Life* framework
- A positive shift in student learning and assessment outcomes
- Improved focus and consistency of pastoral care and welfare practice, aligning with the structure of the learning framework



ENGAGED AND EFFECTIVE STAFF

Our Goal: *to develop skilled staff who are resourced and enthused to drive student learning in a context of Christian and academic excellence.*

Our Plan:

- 3.1 Develop a framework for professional learning
- 3.2 Develop and implement strategies for teacher internship, recruitment and retention



Project 3.1 – Professional Learning Framework

Why does this matter?

High-quality teaching is a significant in-school factor influencing student outcomes. An effective professional learning framework ensures that all staff are continually growing in their practice, aligned with the school's mission and the latest evidence-based approaches to education.

What will we do?

- Develop a whole-school professional learning framework that incorporates a Christian worldview with research-informed pedagogy
- Design and implement professional learning plans that support teacher growth and student learning outcomes
- Partner with tertiary institutions, industry bodies, and Christian education organisations to broaden access to high-quality development opportunities

What will success look like?

- Enhanced teaching practices evidenced, with clear links between professional learning activities and improved classroom practice
- Stronger and more regular collaboration with external partners, providing diverse learning opportunities that directly influence classroom instruction

Project 3.2 – Teacher Recruitment and Retention

Why does this matter?

The strength of our learning community lies in the quality, character, and consistency of our teaching staff. In a competitive landscape where Christian educators are in high demand, attracting and retaining skilled, mission-aligned teachers is essential for sustaining educational excellence, fostering a positive learning culture, and supporting student flourishing over the long term.

What will we do?

- Develop internship and practicum pathways in partnership with Christian organisations and other undergraduate training institutions
- Establish a graduate induction and mentoring program
- Promote Shire Christian School as an employer of choice through targeted recruitment strategies

What will success look like?

- An increased number of interns and pre-service teachers engaged by the school annually
- Increased retention of early-career teachers, supported through structured mentoring, clear onboarding, and a strong professional culture
- Vacant positions filled efficiently with appropriate Christian staff

PHYSICAL ENVIRONMENT AND INFRASTRUCTURE

Our Goal: to develop facilities that support and inspire student engagement in their learning and an environment that fosters rich interactions in community, learning and faith.

Our Plan:

- 4.1 Develop a building masterplan for the site
- 4.2 Design and construct a contemporary facility to support secondary science and technology learning
- 4.3 Refurbish and modernise existing classrooms and recreational spaces



Project 4.1 – Building Masterplan

Why does this matter?

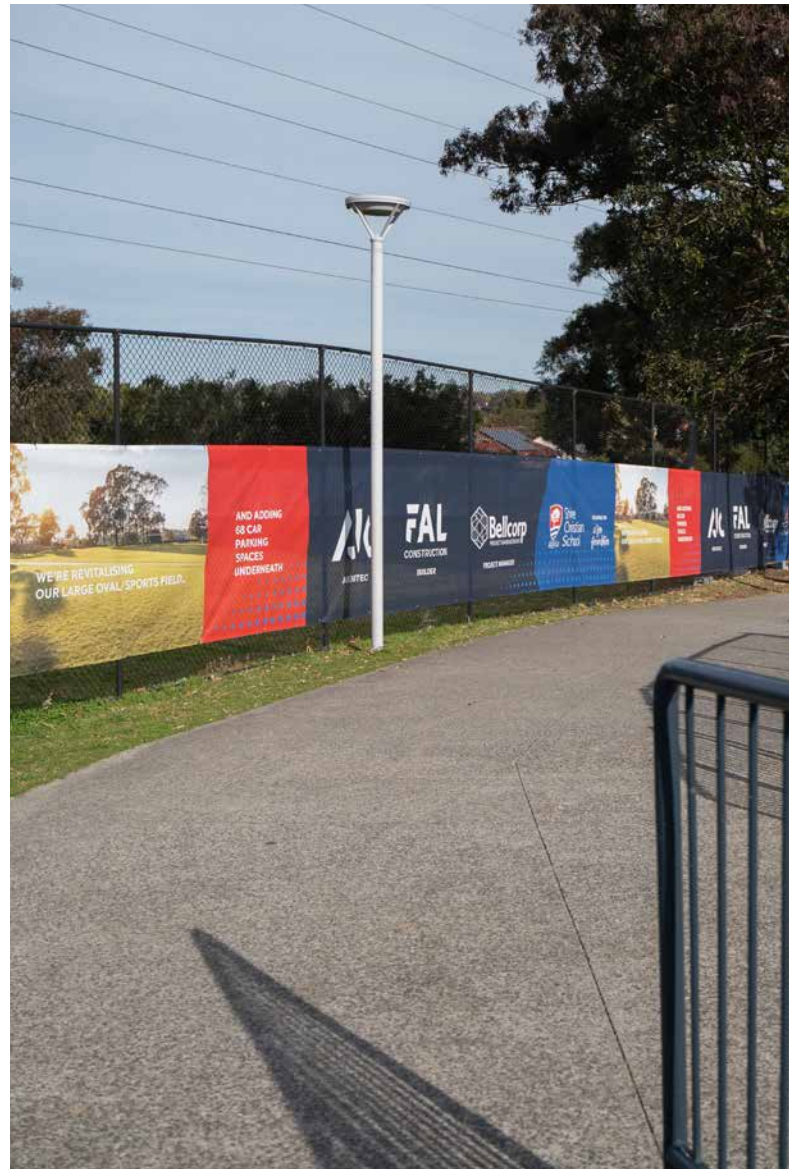
Our physical environment plays a vital role in shaping the quality of teaching, learning, and community life. A thoughtfully developed masterplan ensures our facilities will continue to meet the needs of students and staff for decades to come, while reflecting our Christian identity and commitment to excellence.

What will we do?

- Design and develop a comprehensive site masterplan that anticipates future growth and reimagines learning, play, and community spaces for the decades ahead
- Engage staff, students, and key stakeholders in shaping the vision to ensure the plan reflects the values and educational priorities of the school
- Align development with the school's strategic priorities and ensure staged implementation is financially responsible and sustainable

What will success look like?

- Publication of a masterplan that provides a practical vision for site development over the next 10–20 years
- Phased implementation commenced, with initial projects completed or in progress, aligned with both strategic goals and financial stewardship





Project 4.2 – Secondary School Learning Facility

Why does this matter?

Shire Christian School has grown significantly since the last secondary classrooms were built in 2001. Our TAS workshops are outdated, and we have only half the number of science labs expected for a school of our size. A new, purpose-built Science and Technology facility will provide the modern, flexible learning spaces needed to support school enrolment levels and enhance the overall educational experience in the Secondary School.

What will we do?

- Design and construct a new facility that supports learning in Science, Technology and related disciplines
- Relieve pressure on existing learning spaces through incorporation of additional classrooms, breakout areas, and specialist rooms
- Equip the facility with modern, industry-relevant technologies and flexible furniture to support interdisciplinary learning and experimentation

What will success look like?

- A modern and functional facility completed and in use, tailored to the needs of contemporary Science and Technology education
- Greater timetabling flexibility and reduced overcrowding in existing classrooms across the Secondary School

Project 4.3 – Site Refurbishment

Why does this matter?

Many of our existing buildings and learning spaces are over 35 years old, showing clear signs of wear and tear, with designs and aesthetics that no longer meet the needs of contemporary learning. Thoughtful refurbishment of existing structures will enhance the functionality, aesthetics, and sustainability of our facilities—ensuring they support contemporary teaching and learning.

What will we do?

- Audit and prioritise key areas of the site for refurbishment based on safety, functionality, and educational impact
- Upgrade classrooms, specialist spaces, and staff facilities to support current and future teaching and learning needs
- Enhance outdoor and communal areas to improve student experience, movement, and supervision
- Coordinate refurbishment works in alignment with the broader site masterplan and school operations to minimise disruption

What will success look like?

- Refurbished learning facilities that are attractive, welcoming and functional
- Visible enhancements to outdoor spaces, contributing to student engagement and recreation

STAKEHOLDER AND COMMUNITY ENGAGEMENT

Our Goal: *to develop partnerships with families and stakeholders, both past and present, to form a rich educational environment for students, both now and into the future.*

Our Plan:

- 5.1 Establish a school foundation
- 5.2 Enhance partnerships with parents
- 5.3 Expand opportunities for student service in the community



Project 5.1 – School Foundation

Why does this matter?

For Shire Christian School to flourish for generations to come, we must build strong, lasting partnerships with our broader community. A well-established School Foundation provides a formal structure for fundraising, philanthropy, and alumni engagement, helping to secure financial sustainability and support strategic initiatives. It also fosters a culture of generosity, connection, and shared investment in the school's mission.

What will we do?

- Establish and promote a School Foundation as the formal vehicle for community engagement, fundraising and philanthropy
- Engage with alumni to build lasting relationships and cultivate a vibrant alumni network that contributes to school life and legacy
- Ensure good governance and transparency in Foundation operations to build trust and long-term credibility

What will success look like?

- A formally established and operational School Foundation, with clear governance, purpose, and visibility within the school community
- Increased Alumni engagement in the school, demonstrated through active participation in events, communications, and support for school initiatives



HAPPY
Mother's Day

Project 5.2 – Parent Partnership

Why does this matter?

As a parent-founded and governed school, Shire Christian School recognises that parents are the primary educators of their children, and we aim to walk alongside them—supporting, equipping and encouraging families in a Christ-centred community.

What will we do?

- Develop clear, consistent communication channels that keep parents informed and engaged in school life
- Provide opportunities for parents to volunteer in the school, and connect with teachers, leaders, and each other through events, workshops, and forums
- Offer parenting support and education opportunities that align with Christian values and the developmental needs of children and teens
- Regularly gather parent feedback to guide improvement and ensure their voices are valued in school decision-making

What will success look like?

- A positive, Christ-centred partnership and community, where families feel welcomed and connected to the school's vision and mission
- Increased parent Involvement and satisfaction, as measured through surveys, participation rates, and positive anecdotal feedback

Project 5.3 – Student Service Learning

Why does this matter?

Service learning is a powerful way to nurture Christian character, cultivate empathy, and develop a sense of social responsibility in students. By engaging in meaningful service that connects to their learning, students grow in humility, compassion, and leadership, living out their faith in practical and impactful ways.

What will we do?

- Establish partnerships with local community organisations, churches, and charities to provide authentic service opportunities
- Create age-appropriate service initiatives for all stages (K-12), including both school and community-based projects
- Celebrate and share student service stories to encourage a culture of servant-hearted faith practice

What will success look like?

- Service learning celebrated and recognised across the school, fostering increased student engagement and care for others
- A school culture marked by compassion, humility, and acts of service, where practical actions are seen as a joyful expression of our Christian faith





Students equipped, in all their endeavours, to the glory of God.



Shire
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