

Speaker – Thomas Nielson

The fact that generosity and pro-social behaviour are predictive of not only wellbeing but also academic success, highlights that many governments around the world seem to be putting the cart in front of the horses by over-emphasizing quantitative testing of literacy and numeracy, thus inadvertently forcing teachers and schools to teach to the test, rather than focus on what really matters. What really matters is a whole-learner approach to creating individual and collective wellbeing, in which academic success ‹ however important this is ‹ becomes a by-product of such an approach. Come and learn evidence-based strategies for increasing your staff and students¹ wellbeing and social capabilities, which, it turns out, echo profound perennial wisdom, past and present.

WISE SCHOOL PLANNING

Presentation Notes to ACLE 4

Wednesday 2nd October 2013



A summary of the three areas of focus:

1. Strategic Directions

a. Ministry & Mission

- i. The Lutheran community
- ii. Mission activity and opportunities
- iii. Worship
- iv. Christian education
- v. Faith formation
- vi. Inter denominational interaction
- vii. Pastoral care and wellbeing

b. Situation Analysis

- i. Background
- ii. Current position
- iii. Influencing factors
- iv. Competitor position
 - Location
 - Size
 - SES/ICSEA scores
 - Educational focuses

c. Demographics

- i. Population trends
- ii. Enrolment opportunities

d. Educational/Curriculum Goals

- i. Current
- ii. Planned
- iii. Delivery methods and options

e. Staffing

- i. Current structure
- ii. Future needs/mix
- iii. Professional and spiritual development plans

f. Facilities

- i. Current
- ii. Needed
 - Essential
 - Desirable
 - Optional

g. Financial Modelling

- i. Review
 - Past performance
 - Current position
- ii. Future forecasts
- iii. Scenario planning
- iv. Benchmarks and performance targets to be achieved

h. Funding

- i. Recurrent
 - Government support
 - Fees to be charged
- ii. Capital
 - Government support
 - Donations
 - Borrowings required

i. Marketing

- i. Current focus/activities
- ii. Future plans/strategies
- iii. Measurements of success

j. Risk Management/Mitigation

i. SWOT Analysis

- Strengths/Weaknesses = internal
- Opportunities/Threats = external

ii. Risk Assessment

- Internal factors
- External factors
- Down and up sides

2. Master planning

- a. Planning principles & objectives**
- b. Educational brief**
- c. Existing conditions**
- d. Spatial analysis**
- e. Facility needs**
- f. Proposed solutions/options**
 - i. Buildings
 - ii. Traffic & parking
 - iii. Activity hubs
 - iv. Outdoor spaces including sports/recreation areas
 - v. Building typology
 - vi. Views/vistas
 - vii. Environmental management and sustainability
 - viii. Future expansion
 - ix. Staging plans
- g. Costings**

3. Business Plan

a. Executive Summary

b. Mission/Vision/Values

c. School Environment

- i. Overview
- ii. History
- iii. Main activities
- iv. Operations
- v. Technology
- vi. Competitor advantage
- vii. Suppliers & terms of payment
- viii. Business management
- ix. Human resources
- x. Legal environment
- xi. Business systems
- xii. Risk management
- xiii. Insurances

d. Educational Environment

- i. Overview
- ii. Market characteristics
- iii. Enrolment trends and opportunities
- iv. Market positioning/niche
- v. Social and cultural impacts
- vi. Economic conditions
- vii. Political and legal impacts
- viii. Special interest groups
- ix. Environmental issues

e. Competitor Analysis

- i. Independent schools
 - Catholic
 - Other
- ii. Government schools

f. Marketing Plan

- i. Target market
- ii. Promotion
- iii. Fee pricing

g. Risk Management

- i. SWOT analysis
- ii. Risk assessment/plans

h. Financial plans & Viability Assessment

- i. Past & current years
- ii. Projections
 - Out 5 years
 - Out 15 years

i. Capital Funding

- i. Government
- ii. Donations
- iii. Loans
- iv. LLL Matching Deposits

j. Review & Analysis Process

- i. Timing including key trigger points
- ii. Key Benchmarks and performance targets

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