



Richard BairdPrincipal, Endeavour College

"For I know the plans I have for you," declares the LORD, "plans to prosper you and not to harm you, plans to give you hope and a future." JEREMIAH 29:11



OUR VISION

Endeavour seeks to educate the whole person-academically, spiritually, physically, socially, morally and emotionally. Our goal is to help young people discover their God-given gifts and abilities, and to equip them with the necessary skills to be capable, well-adjusted contributors to society.



OUR COMMITMENT

At Endeavour College, students and staff feel loved, supported and that they belong. The whole College community lives our values, sustaining a culture of positivity and aspiration.

Students are encouraged to pursue their passions and achieve excellent outcomes, by staff who are highly skilled in adapting contemporary teaching styles to support the needs of each student. Students and staff are challenged and inspired to achieve their best.

We are known for excellence in education and making a positive contribution to the wider community. Our grounds and facilities are designed to be used flexibly and are continually updated to suit contemporary teaching and learning.



OUR MISSION

To develop our staff and students' God-given gifts and abilities for LIFE and Community.



OUR VALUES & THE ENDEAVOUR WAY

We believe in our young people and do all we can to support them through these important years of development. We encourage them to take responsibility in all aspects of their lives by following The Endeavour Way. The Endeavour Way is a framework for living restoratively by using the values of:

LOVE COURAGE FORGIVENESS HOPE

OUR LUTHERAN FAITH, IDENTITY AND COMMUNITY

VISION STATEMENT

Our focus, as an inclusive community, is to develop a meaningful understanding of and connection with the Lutheran Faith and practices. The College values are upheld through our relationships, actions and interactions each and every day.

1.1 Grow our community's understanding of and engagement with our Lutheran identity

- Action 1.1.1 Explore the communication of Lutheran identity throughout the College (induction processes, Professional Development, and student engagement) in line with Growing Deep.
- Action 1.1.2 Foster meaningful and beneficial relationships with other Lutheran organisations through networking (sharing resources), service and exchange opportunities.

1.2 Build an inclusive community as an outworking of our Lutheran identity

- Action 1.2.1 Promote a culturally safe Christian environment, reducing racism, and promoting inclusion.
- Action 1.2.2 Continue to equip Board, staff, students and families to foster inclusivity and promote anti-discrimination (best practices, in line with Endeavour Way values and Restorative Practices).

1.3 Enrich our foundations of the Endeavour Way and Restorative Practices embedding this and Christian theology into life at the College.

- Action 1.3.1 Foster an understanding of the Endeavour Way values and Restorative Practices so that it can be embraced at staff, parent and Board levels.
- Action 1.3.2 Ensure that the Leadership Team are working toward accreditation as a leader and train Lutheran Support Officer staff in Connect.
- Action 1.3.3 Implement mechanisms for feedback on Endeavour Way values and Restorative Practices, including measures of progress in strengthening the values.

1.4 Build authentic connections with, and serve families, church and the wider community.

- Action 1.4.1 Consider how to add value to events held at Endeavour College that we request families to attend. Increase community attendance and parent partnership.
- Action 1.4.2 Explore creative ways for staff and students to serve local Lutheran and wider community groups by offering more formal opportunities for this to occur.





OUR THRIVING LEARNING CULTURE OF EXCELLENCE AND PURPOSE

VISION STATEMENT

Our College recognises the interdependence between learning and wellbeing and uses evidence-based future focused pedagogy to allow all members to apply their Godgiven gifts and achieve their potential. We celebrate the diversity of our community and intentionally build connections, within and outside of the community to prepare students to be positive and active contributors to their communities and world.

2.1 Strengthen the impact of the Vision for Learners

- Action 2.1.1 Investigate ways to use Vision for Learners to inform teaching practice.
- Action 2.1.2 Improve parent and student engagement with Vision for Learners by hosting open nights and regular communication in the Anchor newsletter.

2.2 Develop and embed future-focused teaching and learning to suit the needs of all students in an evolving society/community/world.

- Action 2.2.1 Implement ways to recognise excellence in academic and non-academic domains. Improve ATAR to be above the Independent School state mean and be above national standard in NAPLAN on reading, writing, numeracy, spelling, grammar and punctuation.
- Action 2.2.2 Consider the impact and use of Artificial Intelligence (Ai) in the education setting. Be a national leader in innovation (Virtual Reality, Artificial Reality and Ai) and create an immersive environment that improves learning outcomes.

2.3 Enhance diverse and responsive learning (pathways) opportunities that promote a culture of lifelong learning

- Action 2.3.1 Develop a mentor program to support at-risk students to increase student retention.
- Action 2.3.2 Forge connections with other learning institutions to enhance our education program and deepen the partnership with the University of South Australia.
- Action 2.3.3 Engage with the cultural diversity of the College to improve cultural understanding and improve learning outcomes for all students

2.4 Use NAPLAN and Year 12 results data to build an environment of rigour, innovation and continual improvement.

- Action 2.4.1 Improve College wide use of data from various sources to inform practice. Track and monitor individual NAPLAN data for Language Background Other Than English (LBOTE) and non LBOTE students, and use this data to inform teaching.
- Action 2.4.2 Use Understanding by Design (UbD) framework to build rigor and purpose into teaching programs to improve learning outcomes.

OUR PERSONAL AND PROFESSIONAL GROWTH

VISION STATEMENT

Our focus is to build an environment in which students and staff are empowered to become agents of their own learning, as well as meaningful contributors to our College, and to our local and global communities. At Endeavour, we create, innovate, and aspire to excellence, and are committed to continual improvement. Leadership development is something everyone can aspire to.

3.1 Nurture and cultivate leadership capacity and capability.

- Action 3.1.1 Review our systems to enable staff and students to be recognised for showing leadership of our values. (E.g. modelling inclusive behaviour, participation in competitions, making a national team, proposing a lunchtime club, being a subject mentor etc.).
- Action 3.1.2 Develop leadership capacity by creating a formal bespoke Endeavour College aspiring leaders' program, post graduate study subsidy and International fellowship opportunities.

3.2 Empower staff and students to take agency over their growth and fulfillment.

- Action 3.2.1 Embed strategic and sequential programs that focus on social and emotional capabilities, such as a Social Thinking program for students.
- Action 3.2.2 Differentiate staff PL to account for passion, experience, formal feedback and the need in line with the College Strategic Plan and plan this prior to the following year budget.

3.3 Uphold a culture of respect, restoration and personal accountability.

- Action 3.3.1 Introduce Restorative Practices experiential training for students.
- Action 3.3.2 Define a common set of protocols/standards for staff to improve culture.

3.4 Ensure that our pastoral objectives are informed by regular data collection and research.

- Action 3.4.1 Develop a scope and sequence of Pastoral Care which captures year level events and activities, as well as Care Group and Village experiences. Provide staff with clear and effective frameworks and resources that are based on the Vision for Learners framework and pastoral objectives.
- Action 3.4.2 Review staff wellbeing in a holistic way that captures Restorative Practices as well as workload, conditions, review/feedback and follow-up including Australian Institute for Teaching and School Leadership (AITSL).





OUR SUSTAINABLE FUTURE

VISION STATEMENT

We are a future focused, soundly governed College that pursues opportunities to build on partnerships and respond to changes in the strategic landscape. Our school infrastructure is agile, flexible, responsive to contemporary learning practices and benefit students, staff and the wider community.

4.1 Attract, retain, and invest in quality staff.

- Action 4.1.1 Develop and articulate Employer of Choice offerings.
- Action 4.1.2 Workforce plan and organisational structure review to support strategy, addressing all aspects of the College with a focus on pastoral and curriculum structures including time and remuneration.

4.2 Ensure the physical facilities are contemporary, well resourced, flexible, maintained and consider potential campus growth opportunities.

- Action 4.2.1 Future enrolment demographics for input to optimum College size at Mawson Lakes and possible future satellite campus. Consider options for joint development with external organisations on or off campus (gym, courts, University of South Australia, local council etc.).
- Action 4.2.2 Site Master Plan that explores the full potential capacity of the site.
- Action 4.2.3 Implement an annual minor works and refurbishment plan (2% of operating income each year).

4.3 Develop structures and partnerships that support College operation and aspiration.

- Action 4.3.1 Clearly articulated Endeavour College brand and value proposition.
- Action 4.3.2 Connected Schools partnership and value proposition.
- Action 4.3.3 Consider sporting partnerships including co-curricular external organisations and review our relationhsip with South Australian Christian Schools Sports Association, (SACSA).

4.4 Develop and maintain effective governance, risk structures and strategies.

- Action 4.4.1 Strategic Plan Monitoring College Key Performance Indicators (KPIs) developed, appraised and reported through the Principal to the Board and reviewed at regular intervals.
- Action 4.4.2 Development of financial planning including ten-year rolling operational and capital budget.



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