



**John Calvin School Albany**  
A School with the Bible

# **Strategic Plan**

## **2025 - 2027**

# Teaching Covenant Children

*That is, assisting parents of the Free Reformed Churches in the upbringing of their children by providing Reformed education based on God's Word as summarised in the three forms of unity.*

## Vision

The Reformed School is a godly place for covenant children, to be educated for a life of love and service to God and their neighbour.

## Mission

The Reformed School:

- Extends high nurture to the children of the covenant
- Provides expert teaching to children of the covenant
- Calls for faithful response from children of the covenant



## Introduction by the Chairman

*"A man's heart plans his way, but the Lord directs his steps."* (Proverbs 16:9)

It is a truly rich blessing from our gracious and kind God that we have a school where the children of the church can be educated together in a safe and supportive environment by staff who share the same faith.

Over 60 years ago, in 1962, God led the earlier generation to start the John Calvin School in Albany, beginning with about 25 students in a combined grade 4 to 7 class. Since then, God has blessed us with growth, sufficient staff, generous government funding and a united purpose to assist parents of the church in their task of educating God's precious covenant children for a life of service to Him.

Via this strategic plan we hope to make clear the character of the school and the areas of focus for the next few years. As School Committee it is our aim to provide governance and facilities that will enable staff and students to use and develop their God given talents to His glory and in service to the church and community.

A plan is helpful so that all involved know the direction we are heading. At the same time, we acknowledge that our Heavenly Father is in control of all things and directs our paths, so our future is in his Almighty care.

***Br Andrew van Burgel***  
*Board Chairman*

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## Introduction by the Principal

At John Calvin School, the staff are dedicated to educating students for a life of love and service to God and their neighbour. The school prioritises providing expert teaching and expects all staff members to strive for excellence in their work. There are ongoing school-wide efforts to improve teaching and learning, aiming to ensure every student achieves their academic potential.

Beyond academics, staff are also expected to provide high levels of nurture to the covenant children attending the school. The school is committed to maintaining a safe environment where all relationships reflect God's love, care, and holiness.

Ultimately, parents hold the primary responsibility for raising their children, with the school to assist the parents in their task. Therefore, it is crucial for the school to maintain a close relationship with the broader school community, including representation by the school's Board.

***Br Andrew van der Heide***  
*JCSA Principal*



# Strategic Priorities 2025 - 2027

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### Teaching Excellence

Pursue excellence in teaching by implementing practices grounded in educational research.



### Academic Achievement

Every student achieves their academic potential.



### Safe Schooling

Maintain a safe school environment for students and staff.



### Community

Maintain and enhance the connection and engagement between the whole school community.



### Good Governance

Ensure the long-term sustainability of the school through effective governance, strategic planning and management.



### Facility Renewal

Provide high quality facilities to support the mission of the school.

# Strategic Plan Implementation 2025 - 2027

## 1. Teaching Excellence

Pursue excellence in teaching by implementing practices grounded in educational research.



The principal, in collaboration with the leadership team and the staff, will produce an annual School Improvement Plan that will articulate the specific projects to be implemented against this Strategic Goal.

This plan will be presented to the Board for approval on an annual basis.

Biannual updates on the progress of the implementation of the SIP will be provided by the Principal to the Board.

The School Improvement Plan will include explicit projects that address:

1. Performance Review for all staff linked to the AITSL standards
2. Implementation of the Diploma of Reformed Education
3. Expectations for Professional development
4. Expectations for Differentiation
5. Expectations for Programming
6. Surveys of Parents, Students and Staff

## 2. Academic Achievement

Every student achieves their academic potential.



The principal in collaboration with the leadership team and the staff will produce an annual School Improvement Plan that will articulate the specific projects to be implemented against this Strategic Goal.

This plan will be presented to the Board for approval on an annual basis.

Biannual updates on the progress of the implementation of the SIP will be provided by the Principal to the Board.

The School Improvement Plan will include explicit projects that address:

1. The role of the Learning Support Coordinator
2. Use of data to track student academic growth
3. Differentiation

# Strategic Plan Implementation 2025 - 2027

## 3. Safe Schooling

Maintain a safe school environment for students and staff.



The principal in collaboration with the leadership team and the staff will produce an annual School Improvement Plan that will articulate the specific projects to be implemented against this Strategic Goal.

This plan will be presented to the Board for approval on an annual basis.

Biannual updates on the progress of the implementation of the SIP will be provided by the Principal to the Board.

The School Improvement Plan will include explicit projects that address:

1. Implementation of the NPCSO
2. Staff Code of Conduct
3. Student Code of Conduct
4. Compliance with the Mandatory Reporting and Reportable Conduct Scheme
5. Student Wellbeing Program

## 4. Community

Maintain and enhance the connection and engagement between the whole school community.



The Board, Principal and all school staff share in the responsibility to maintain and enhance the connection with the school community.

The Board will:

1. Communicate monthly on the activities of the Board.
2. Hold an Annual General Meeting to share the highlights of the past year and outline the priorities for the coming year(s).
3. Collaborate with the School to hold events that provide opportunities for members to connect with the School.
4. Monitor and encourage support from the wider church community, beyond parents.

The School will:

1. Survey Parents to seek feedback on their experiences and views regarding the operation of the school.
2. Communicate regularly about the activity of the school.
3. Identify, initiate and build on opportunities to engage with parents/guardians to share the progress of their child's learning.

# Strategic Plan Implementation 2025 - 2027

## 5. Good Governance

Ensure the long-term sustainability of the school through effective governance, strategic planning and management.



The Board will:

1. Publish and monitor progress against the Strategic Plan
2. Ensure the ongoing financial viability of the JCSA
3. Ensure effective risk management appropriate for the size and operations of the JCSA
4. Value and invest in staff
5. Monitor and meet all statutory requirements
6. Investigate options to extending schooling to include Years 11 and 12
7. Renew efforts to support and encourage student teachers
8. Monitor political threats and support efforts to protect Christian schooling.

The School will:

1. Pursue strategic relationships in relation to government and political advocacy
2. Continue to inform and encourage school community involvement in political advocacy
3. Maintain a crisis and communication plan

## 6. Facility Renewal

Provide high quality facilities to support the mission of the school.



The Board will:

1. Ensure that the JCSA has sufficient high quality facilities to meet the educational needs of the school.
2. Continue implementation of the 10 Year Improvement Plan.

