



Strategic Plan



2024 - 2027

NT Christian Schools

A Public Company Limited by Guarantee under the Corporations Act. NT Christian Schools is also registered as a charity with the Australian Charities and not for profit commission.

Our Vision

To be Christian Communities, learning together to live life as God intended, offering hope to the world.



Our Sites



Introduction

Our statements and actions reflect our aspirations and represent our vision in action through our schools and our early learning.

It is a continuation of years of outstanding work by the organisation and sets a sound strategic direction for us, as we deliver quality Christian Education to the Northern Territory community.

This plan really matters to us and all staff have a role to play in bringing it to fruition as we learn together to live life as God intended, offering hope to the world.

The Changing Nature of Christian Education and our Operating Environment

The Gonski reforms have concluded as has the national pandemic response and through all this, the Federal Government remains the main funding source (per student) for NT Christian Schools. Whilst the effect of the pandemic response was less for our schools than those interstate, it has taken time for the associated dislocation to wash through the student and teaching community. Post pandemic, the notion of student and teacher wellbeing has taken on additional currency.

Shortages of teachers across the nation and especially in the NT is affecting recruitment and turnover, and we need to be nimble and thoughtful in addressing our supply of new teachers. It is estimated that Australia will be over 4000 teachers short of demand in 2024. Our schools are also at the forefront of the advancement of technology especially responding to the impact of Artificial Intelligence and the migration to online learning.

Finally, whilst community standards on various issues continue to shift and influence schools, NT Christian Schools remains part of the wider Christian Education National umbrella, and we remain steadfast in our faith.

Our Key Strategic Areas

1. Our People

We employ nearly 300 people across the NT. Attracting and developing quality Christian staff is critical to our success and achieving our mission.

2. Our Facilities

We operate 7 schools and 3 early learning centres across the NT. Our facilities provide the places where we come together and learn or board and they need to be fit for purpose, future focused, adaptive to changes in teaching and learning and be compliant with various legislation and building codes.

3. Our Teaching and Learning

We primarily employ teachers, teachers' aides and early learning educators. The provision of quality Christian education through our schools and early learning centres is critical to achieving our mission. Working collaboratively with parents to build capacity and wellbeing while further improving behavior management strategies will enable a renewed focus on the quality of teaching and learning and subsequent student growth.

4. Our Community Engagement

We serve 6 different communities in the NT. Bringing hope to the world requires us to be beacons of light in the communities we serve. We will work to improve our presence in the community and share both the good news and the work we are doing. We will also highlight the gifts and achievements of our students.

5. Our Stewardship

NT Christian Schools is a \$40 million organisation. We are called to effectively and carefully govern NT Christian Schools and steward our resources ensuring that we live within our means while effectively planning for the future. We will improve efficiency and processes and streamline where we can.

Strategic Framework Planner

1. Our People

Actions	2024	2025	2026	What does success look like?
1. Continue to attract and retain quality Christian staff developing new models for engaging with prospective employees	✓	✓	✓	Vacancies are able to be filled Senior staff are able to undertake their role - not constantly backfilling classes Staff feel valued, safe and flourish in their roles
2. Support the development of teaching and educating skills, providing opportunities for growth at all levels	✓	✓	✓	Succession planning is in place and we grow our own leaders
3. Invest in the leadership of NT Christian Schools through training, development and action learning	✓	✓	✓	Annual professional growth plan in place for all POR and leadership positions
4. Ensure effective performance and development systems are in place for all staff	✓			At least 90% of staff have a professional growth plan in place
5. Develop and undertake initiatives to improve staff and student well being	✓	✓	✓	Wellbeing is addressed in every job description

2. Our Facilities

Actions	2024	2025	2026	What does success look like?
1. Review and implement changes to the vehicle and transport fleet and maximise efficiency	✓			Contemporary vehicle fleet and efficient management process in place
2. Ensure all facilities and buildings meet relevant codes and certification with timely completion of upgrade projects and maintenance schedules in place	✓	✓		All our facilities have Certificates of Occupancy and meet requirements
3. Continue to progress the future development of Katherine Christian College		✓	✓	Subject to Native Title Land secured and school development plan in place by end of 2026
4. Partner with Government and Palmerston City Council for land at Palmerston Christian College and Sattler Christian College, and finalise development plans in 2024 for CAPEX investment in 2025 and 2026 across our schools	✓	✓		Additional land secured Planning for first stage upgrades/development finalised for Board approval for 2025

Strategic Framework Planner

3. Our Teaching and Learning

Actions	2024	2025	2026	What does success look like?
1. Improve NAPLAN results, with significant progress made towards meeting national standards	✓	✓	✓	Annual demonstrable improvement towards national standards, year on year in each school
2. Further develop NT Christian College (Yr 10-12) as one school operating over three campuses, with renewed emphasis on achievement and leadership	✓	✓	✓	NT Christian College model is one College, three campuses and retention from Year 9 to Year 10 improves year on year
3. Develop the teaching school's hub pilot with Alphacrucis College and expand potential future enrolments to include staff in remote locations	✓			Pilot program successful. Each student is mentored with 100% completion rate
4. Focus ongoing professional development for staff on the teaching and learning road map, with emphasis also on effective behavior management and student achievement in all areas of school life – academic, sporting, artistic, and extra-curricular	✓	✓	✓	Teaching and Learning roadmap in place and prioritising these outcomes. A schedule of development opportunities in place
5. Continue to develop our Early Learning offering and position as a key transition into our schools	✓	✓		Early Learning is at least revenue/ expenses neutral and provides a leader for primary school enrolments with at least 65% retention into primary school
6. Continue to socialize the use of our IT systems such as Canvass and Compass, ensuring a contemporary approach to cyber security and a safe digital environment for staff and students	✓	✓	✓	Staff and students are able to use IT safely and securely, with no system outages
7. Continue to develop competency and engagement with First Nations people, directly in Gawa, but also across all the communities we serve	✓	✓	✓	Our cultural competency as an organisation continues to improve, and we are able to share our learning in national forums



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4. Our Community Engagement

Actions	2024	2025	2026	What does success look like?
1. Effective School Councils in place at each school	✓			All School Councils operating by the end of 2024
2. Parent and community engagement is effective and an integral part of school annual action plans	✓	✓	✓	High parent engagement at school community events with regular input into the life of each school
3. Promote and/or develop parent training and support programs and deliver through workshops and effective communication	✓	✓	✓	Workshops and parent training offered throughout the year on all campuses and online
4. Develop a curated and informative social media strategy and presence, highlighting the activities and achievements of NT Christian Schools	✓	✓	✓	Increased social media presence with improved analytics year on year
5. Participate in extra-curricular activities, events and competitions allowing our students to improve and demonstrate their gifts and talents	✓	✓	✓	Significant increase in participation level year on year



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5. Our Stewardship

Actions	2024	2025	2026	What does success look like?
1. Harmonise policies and practices to ensure efficient practice across the organisation and reduce unnecessary bureaucracy	✓			All required policies in place, accessible and regularly reviewed with practice embedded at the ground level
2. Ensure effective cost management across NT Christian Schools with explicit project costs and reporting	✓	✓		NT Christian Schools operates within budget, and project managers exercise authority and delegation
3. Increase revenue through philanthropic and related means, as well as effective identification and application for grants	✓	✓	✓	Additional minimum of 5% of total income generated
4. Ensure effective Board induction and operation, increasing the number of Board members to 7	✓			Board effective and operating in line with best practice
5. Ensure school strategic plans and action plans are in place and monitored	✓			Plans are available and understood by school community and progress shared through Annual Report
6. Establish Principal led reference groups to drive improvement across key areas of NT Christian Schools business	✓	✓		Reference groups in place and driving improvements by term 2 2024
7. Ensure our system and school policies and practices are compliant with Section 7 of the Education Act (as recently amended) and meet the minimum standards	✓			System policies and schools have evidence to meet the registration and compliance standards when assessed by the Department of Education

