
Strategic Plan



Shaping lives that change the world



+ **we are** **Northcross**

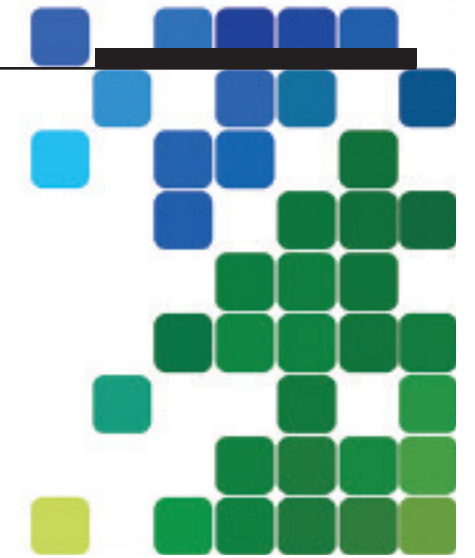


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Our hope is that Northcross Christian School will continue to be a blessing...



// Introduction



The story of Northcross was birthed in 1981, when God called Ryde Baptist Church to begin a school. These pioneers faithfully and obediently followed God's call and today we see the extraordinary fruit of their step of faith. At the centre of our school is Jesus and from Him flows a culture of faith, joy and respect. Our community is a vibrant and beautiful tapestry of families who are connected through faith.

Northcross is not just about excellence in education, sport, the arts and community service but it's about growing students into strong, confident and resilient human beings. Our mission is to shape lives that change the world. We want to see our students go into the world and be future leaders, influencers and world changers.

We want to share with you the direction and focus of the School for the coming years. This strategic plan has been written after deep reflection, prayer and discussion at Board level and with school staff under the leadership of the Principal. The plan builds on our current strong educational outcomes and sound financial position which in turn honours the founding pioneers of Ryde Baptist Church, past families, Board members, staff and Principals.

Our hope is that Northcross Christian School will continue to be a blessing and build the Kingdom through many generations. This School is a light on a hill in the city of Ryde which shines brightly for the Glory of God!

PETER BOSKER
Principal
Northcross Christian School

PHILIP POGSON
Chairman
Northcross Ltd

REV. BRENDAN HANDEL
Senior Pastor
Ryde Baptist Church



vision
miss

WHO ARE WE?

- Is a ministry of Ryde Baptist Church
- Serves the community of Ryde and beyond
- Embraces a strong, two-way, open partnership between home and school
- Is a member school of Christian Schools Australia (CSA)

Northcross Christian School is a vibrant Christ-centred community, delivering a quality biblically-based curriculum which encourages each person to reach their full potential as they actively serve and encourage others

Shaping lives that change the world!

Walking with God

Anchored in love we celebrate, promote and encourage three core values:

FAITH	JOY	RESPECT
Hope	Peace	Kindness
Trust	Forgiveness	Self-control
Courage	Contentment	Inclusion
Resilience	Gentleness	Goodness
Passion	Happiness	Patience

The Student Outcomes We Seek



**Appreciating
participation,
collaboration
and teamwork**



The student outcomes we seek



FAITH

- Growing in their understanding and faith in Jesus
- Embracing a Christian world view
- Discovering and using their God-given gifts and talents

LEARNING

- Bringing grace and truth into the classroom
- Having tough minds, tender hearts and serving hands
- Being a community of learners embracing the concept of the joy in learning
- Being equipped with the passion, skills and knowledge for lifelong learning

LEADERSHIP AND SERVICE

- Embracing age and interest appropriate leadership opportunities both at Northcross and in their future years
- Willingly serving and contributing to society

COMMUNITY

- Valuing the differences amongst individuals and communities
- Appreciating participation, collaboration and teamwork

outcomes

potential



Students embrace and live out their God-given potential



How We Achieve Our Outcomes

Ours is a wholistic approach which seeks to educate each child spiritually, cognitively, socially, emotionally, aesthetically and physically. This is so our students both individually and corporately are able to embrace and live out their God-given potential.

a) **SPIRITUALLY**

- Giving each member of the community the opportunity to develop a personal relationship with God through Jesus
- Inspiring Christian faith and modelling citizenship
- Promoting an informed, extensive Christian world view appropriate to age and experience
- Exploring and understanding individual and collective values
- Participating as a valued member of the body of Christ

b) **COGNITIVELY**

- Recognising and promoting excellence
- Teaching skills required for the acquisition of knowledge
- Instilling values that foster a love of learning
- Identifying and catering for individual needs
- Programming KLAS according to the Australian Curriculum & NSW Education Standards Authority (NESA) guidelines



Ours is a wholistic approach....

wholistic



How We Achieve Our Outcomes

c) **SOCIALLY and EMOTIONALLY**

- Fostering a culture of servanthood in the church and community
- Inspiring, encouraging and building a clear identity in Christ
- Fostering acceptance of each person's uniqueness in Christ
- Creating an atmosphere where appropriate risk is acceptable and set-backs are seen to be part of learning, improving and growing
- Ensuring that "success" through growth in character – not just intellectual attainment - is valued and celebrated

d) **AESTHETICALLY**

- Recognising beauty and taking aesthetic pleasure in God's creation and the artistic creations of humankind
- Encouraging and supporting participation in Literature, Performing and Visual Arts

e) **PHYSICALLY**

- Promoting physical education and healthy lifestyle choices
- Developing respect and appreciation for God's creation, with particular relevance to the human body and the environment
- Encouraging God-honouring choices

Our values...



Anchored in love....

.....this is who we are and what we value

Blessed are those who
trust in the Lord and have
made the Lord their hope
and confidence.

They are like trees planted
along a riverbank, with
roots that reach deep into
the water.

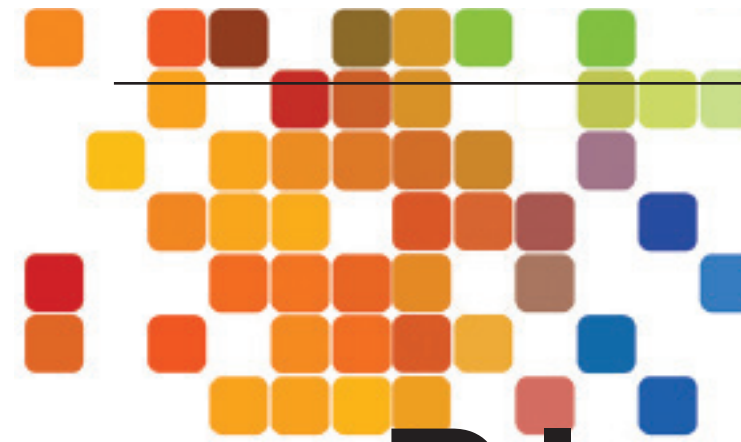
Jeremiah 17:7-8



Governance

Northcross Christian School is a ministry of Ryde Baptist Church (RBC). It is constituted as a company limited by guarantee and is governed by a Board of Directors appointed by the Members of Northcross Ltd. Two Board positions are reserved for the President of the P&F and one other parent representative. The Board elects the Chair and also selects the School Principal whose appointment is confirmed by Ryde Baptist Church. The Board meets eight times a year and is responsible for all aspects of the School's operations, finances, staffing and performance.

governance



Our Planning Process

Planning

Northcross recognises that the journey of learning is a life-long one. Even as a K-6 School, Northcross understands the significant role it plays in a child's education. Children enter the school as beautiful, curious, sometimes fearful five year olds and leave at twelve on the verge of adolescence. The purpose of this strategic plan is to maximise the opportunities for each child entrusted to us and to ensure that appropriate support and educational infrastructure is provided for our valued staff.

Northcross' Strategic Plan (SP) is built on eight strategic elements each of which is broken down into themes and priorities. The Strategic Educational Thinking (SET) documentation has been developed by the School Principal in consultation with the Executive and staff. This document, takes the themes and priorities and develops strategies, resources, accountability, timing and evaluation. The operational implementation of the Strategic Plan and Strategic Educational Thinking is prioritised with desired outcomes and compiled into the Annual Operations Plan (AOP).

planning

+ A. Excellence in Teaching & Learning

The Board and staff work together to create a school environment that nurtures each child as a gift from God.

Our aim is to see wholistic pupil development through co-curricular and extra-curricular activities.

We seek to encourage and support students in striving for excellence in all aspects of their lives as appropriate to their gifts and circumstances.

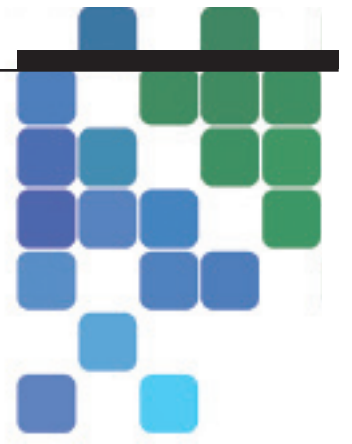
THEMES

- Evidence-based pedagogy (the method and practice of teaching)
- 21st Century Learning
- Collaboration and teamwork
- Communication
- Creative thinking and imagination
- Critical thinking
- Problem solving

PRIORITIES

TO:

- Implement effective learning theories that provide quality learning experiences and results
- Implement appropriate Information Learning Technologies (ILT) to support effective learning
- Effectively cater for the enrichment of students including opportunities for gifted and talented students
- Effectively cater for the individualised learning of students with additional needs
- Retain Year Four students entering Year Five
- Develop the Middle School concept
- Ensure continuity of assessment throughout the school
- Maximise use of resources
- Enhance communication with parents: reporting and decision making within the school
- Implement full double stream K-6
- Optimise space requirements, creating flexible learning spaces, piloting design as we plan our next building stage



+ B. Pastoral Care & Spiritual Development

Lead the professional and spiritual development of staff and ensure a culture that embodies and expresses the teachings of Christ is maintained and continually developed.

Position Northcross as a ministry of Ryde Baptist Church to all key internal and external stakeholders.

Provide an environment that fosters scripture-based Christian witness and teaching to the members of and those engaging with the Northcross community.

THEMES

- Purpose and Culture: anchored in love we celebrate, promote and encourage our three core values; faith, joy and respect
- Pastoral connections for families
- Supporting children making a commitment to Christ
- Student discipleship
- Outreach and mission
- Developing and encouraging appropriate social skills
- Child protection and safety

PRIORITIES

TO:

- Articulate and implement core values consistently in all we do
- Support families in need
- Provide regular parenting programs
- Encourage children in their faith journey
- Continue to build Crusaders (voluntary Christian life skills group)
- Promote the gospel by integrating it across the curriculum
- Build resilient children who can grow, thrive and serve in the 21st century
- Regularly train staff in child protection
- Explore ways to assist refugee families
- Continue community service activities

pastoral
care



spiritual

growing
embracing
discovering
valuing



"I will use the skills I have learnt at Northcross to further develop my life, help others, and continue to pursue the faith of Jesus Christ."

Christopher Kong, 2017 School Captain



+ C. Curriculum, Co-Curricular & Extra-Curricular Activities

Ensure the curriculum, co-curriculum and extra-curriculum promotes the Christian mission of the School.

Enrich the lives of children and encourage their all-round development as human beings.

THEMES

- Resourcing the ongoing implementation of the NSW syllabus for the Australian Curriculum
- LOTE (Languages other than English)
- EALD (English as an Additional Language/Dialect)
- Learning Support: space and programs
- Teacher aide support in all Stages
- Inter-School sport
- Grandparents' and other special days
- Aboriginal and Torres Strait Islander education and awareness
- Environmental education
- Creative and Performing Arts
- Provide a range of co-curricular and extra-curricular activities to enhance the learning of Northcross students with diverse gifts and talents
- Continue the development of Christian perspectives in the curriculum using 'Transformation by Design'

curriculum



PRIORITIES

TO:

- Constantly refine and improve curriculum
- Introduce each Key Learning Area (KLA) in a pedagogically consistent manner
- Introduce LOTE as a curriculum area
- Develop delivery of EALD provision
- Enhance Learning Support offering
- Increase the feeling of inclusion for students in Kindergarten within Northcross
- Be part of an ongoing local sports competition
- Enhance our sport offerings
- Strengthen staff and student understanding of Aboriginal culture and issues
- Develop and appreciate our environment as a gift from God
- Ensure our House system operates beyond sport to include cultural experiences and activities and encourage vertical groupings
- Continue to offer and support a broad range of Creative and Performing Arts including Instrumental Music and Whole School Musicals





"The thing that continues to move me about Northcross is that the 'heartbeat' and focus hasn't shifted or changed in all the years it's been since I was a student here. The staff show the love of Christ and the students reflect that love by the way they interact with their teachers and peers."

Mikaela Janes

Former Northcross student and current teacher



excellence



D. Quality Christian Staff

Invest in leadership development and succession planning for all leadership positions.

Identifying timeframes and key development requirements or job experience opportunities for staff seeking promotion or career enrichment.

THEMES

- Recruitment and retention of quality Christian staff in all roles
- Succession planning
- Professional development
- Teacher accreditation and mentoring

PRIORITIES

TO:

- Engage specialist teachers and improve subject offerings
- Be a preferred place of employment
- Provide leadership opportunities for staff
- Ensure policies and processes are in place to constantly improve pedagogy
- Consolidate Australian Teacher Performance and Development Framework and TAA requirements introduced by NSW Education Standards Authority

staff

+ E. Church, School and Community Partnerships

Develop positive, exemplary relationships between the school executive, pupils and staff and the RBC Pastoral Team and staff, associated ministries and church members.

Build sustaining relationships with the parent and local community so that Northcross is recognised as a preferred destination for Christian education and a valued contributor to the local community.

Represent Northcross in the local community as well as in education and related circles.

Create an effective network within the Christian primary schools sector and provide blessing to others by sharing and learning best practice.

THEMES

- Continue to develop a shared and joint vision amongst Board, Ryde Baptist Church Pastoral Team and Elders
- Prepare Year Five and Six students for successful transition to secondary schooling
- Build Northcross' reputation as a ministry of Ryde Baptist Church
- Support and collaborate with other Christian primary schools in Australia
- Strengthen relationships with Northcross Parents & Friends Association
- Explore ways of boosting the profile of the School in the local area and beyond

partnerships

+ wholistic

PRIORITIES

TO:

- Actively partner with the staff of Ryde Baptist Church in providing pastoral care and Christian ministry to children from Northcross and their families
- Strive to provide continuity of Christian schooling options for parents
- Encourage collaboration amongst practitioners and supporters of Christian schooling
- Contribute to other educational sectors
- Serve the local, national and international community, in ways appropriate to the age and development of our students



+ F. Financial Stewardship

Steward the physical, human, financial and other resources of Northcross in a godly manner to ensure that the school operates in a safe, balanced, fair and sustainable way across financial and other key domains.

THEMES

- Financial Stewardship under God
- Sustainability
- Accountability and transparency

PRIORITIES

TO:

- Responsibly manage school finances
- Develop a five-year financial plan including underlying budget principles
- Ensure accurate reporting and regulatory compliance

stewardship



+ G. Facilities Planning; Size and Structure of School

In collaboration with Ryde Baptist Church, steward and develop the physical, human, financial and other resources of Northcross in a godly manner to ensure that we operate in a safe, balanced, fair and sustainable manner.

THEMES

- Sustainable use of the campus
- Quality learning infrastructure
- Planned approach to the medium and long term size and structure of the school

PRIORITIES

TO:

- Develop a master plan for the campus in collaboration with Ryde Baptist Church
- Increase space available for educational purposes including playground space
- Continually work to raise the standard of presentation on campus and enhance the learning environment
- Preserve Northcross' archival history
- Strengthen our capacity to project future enrolments with more confidence

structure



+ H. Governance, Management and Administration

Constantly revising and improving Board governance policies, processes and Board effectiveness.

Planning for the future development of Northcross in collaboration with Ryde Baptist Church Eldership.

Devising and executing an Annual Operations Plan that delivers the strategic plan in alignment with Ryde Baptist Church's vision and objectives.

Regularly reviewing and reporting on progress against key goals and objectives.

Ensuring the school remains compliant with the various legislative and regulatory regimes it operates under and streamlining administrative processes.

THEMES

- Quality Board governance
- Acting with purpose within a Christian governance culture
- Vibrant, Christ-centred culture
- Compliance and reporting
- Effective and efficient administration

governance

PRIORITIES

TO:

- Implement Northcross Strategic plan and other enabling plans
- Provide ongoing professional growth for Board members
- Develop and periodically review Board policies
- Regularly review Board performance
- Put in place a risk management and compliance reporting framework for the Board that ensures we regularly review key policies
- Continually looking for ways to streamline administrative functions

management





History

Appendix

History of Northcross Christian School - 1981-2017

In 1981 a group of faithful church members from Ryde Baptist Church pioneered the establishment of the school. Its formation was in response to the growing number of Christian parents in the area seeking a primary school which supported the beliefs and values taught at home and who provided a Christ-centred education, in a safe and supportive environment. The school was first known as Ryde Christian Community School and was a member of Christian Community Schools. The school wanted to embrace families from any denomination who subscribed to the school's Statement of Faith. The founding Principal, Mrs Judy Francis started with one small class of students from Kindergarten to Year Six. By the following year the school had more than doubled in size, with three classes of students. Existing Sunday School rooms were converted into classes to accommodate the growing school.

By 1990, the school had grown to 100 students across five classes under the new leadership of Mr Jamie McLean. The school, in partnership with Ryde Baptist Church embarked on a building program to include a further three new classrooms. By 1997 the goal of a fully single streamed school with seven classes and over 125 students was achieved.

Over the next few years the school saw many improvements of resources, classrooms and in the beautification of the playground. The property at 3 Myra Ave was purchased and in 2001 four module classrooms were installed to upgrade classroom space for future growth, provide support rooms and to enable more space for administration. In 2002 the school changed its name to Northcross Christian School as part of the realignment of Christian Community Schools changing to Christian Schools Australia. The uniform was also modernised and the colour scheme changed to navy, red & white. Number 1 Myra Ave was also purchased, paving the way for further expansion in the future.

It was an exciting time when we saw the commencement of double streaming at Northcross with two classes of Kindergarten students in 2003. Mrs Tanya Vaughan became Principal in 2004. During her seven years as Principal she led two major building programs which involved eight new classrooms, a new Library, various support and music rooms as well as housing all of the school's administration needs. The second project was funded by the Australian Government's Education Revolution scheme. This enabled the school to provide enough space to be fully double streamed as well as removing the module classrooms and vacating school administration space that was handed back for Ryde Baptist Church use. The school continued to grow and in 2011, under the leadership of Mr Bob Speck it reached 300 students.

Mr Peter Bosker became Principal in 2014 with 321 students enrolled and a staff of 33. In 2016, 5 Myra Ave was purchased with a view of expanding playground space and upgrading to 21st Century learning spaces.

In 2017, Northcross has reached its goal from 2003 to be fully double streamed from Kindergarten to Year 6 with 340 students and 39 staff. The little known school from the 80's and 90's has grown to be a highly regarded place of Christian education, within the greater Ryde community.

God has richly blessed our school over the years and it continues to be an honour to serve Him and build His Kingdom.



Thank you.



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