



St John's College

Vision, Mission, Values and Shared Expectations



*"The best way to predict the future is to
create it."*
Abraham Lincoln

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“The most important role of a leader is to set a clear direction, be transparent about how to get there and to stay the course.”

Irene Rosenfeld

Introduction - College Principal

Our vision, mission and values, together with our Shared Expectations, provide a roadmap for our future. This document provides our community with a statement of our philosophy including the vision, mission, values and objectives of the school and how we enact our philosophy.

We asked the whole school community what our purpose is and what our vision for the future could be. We also asked the whole school community what the values of LOVE, EXCEL, ACHIEVE and DREAM (L.E.A.D.) look like in action for us to be successful. And they told us.

Once the vision, mission and values in action were drafted, there was further consultation to confirm the wording reflected the intent conveyed by our community. Finally, a survey of the whole College community was conducted to check the clarity and degree of support for the vision, mission, and values in action. The feedback indicated the vast majority of people understand and fully support the vision, mission, and values. The one-page Shared Expectations were developed to display a summary of the values in action around the school.

This booklet is the result of the consultation and has been developed to communicate our mission, vision, school philosophy, provide clarity about each value, democratic principles, and our child safe declaration. Suggestions are provided for each of the four values to help us get better at demonstrating them. The booklet is intended for use by all members of the St John's College community and those who will join us in the future.

I am inspired by the contribution made by our students, staff, families and the College Board. I was pleased to hear that we all share similar beliefs. I look forward to working with you as we build a strong and vibrant school community.

Anna Urban
Principal
St John's College



*"The best preparation for tomorrow
is doing your best today."
H. Jackson Brown, Jr.*

Archbishop MAKARIOS

My dearly beloved,

You are a jewel for our Holy Archdiocese of Australia because, as it says in the Book of Sirach in the Old Testament, "Gold is tested in fire". These words are very appropriate for the past year because of your valiant efforts to remain committed to your studies and to persevere with remote learning despite the overwhelming challenges imposed by the severe lockdowns and the restrictions in Melbourne due to the coronavirus pandemic.

Therefore, I sincerely congratulate you and praise your successes in the face of the insurmountable difficulties and challenges. Furthermore, as your Archbishop and Spiritual Father, I assure you that, not only I, but all the priests and the entire Holy Archdiocese of Australia stands by your side and we unite our prayers with yours for a quick end to this ordeal.

The above verse in the Bible continues with wise words of counsel: "Believe in Him, and He will help you; hope in Him, and your reward will not fail" (Sirach 2:5-8). I repeat these words to all of you and strongly urge you not to lose heart or be disillusioned or discouraged. Our Lord is a loving Father, and we must keep the hope alive and the channels of prayer open and strong. Remain focused on Christ for when Christ is with us, then we have everything.

Finally, I commend the Principal, Mrs. Urban, the Teaching staff, and the Parents and community members for their unrivalled commitment and for their untiring efforts in improving the facilities of the College. Lastly, I bend down and embrace each and every Student and give you my blessing.

Archbishop MAKARIOS

Primate of the Greek Orthodox Archdiocese of Australia



*“Few, if any, forces in human affairs
are as powerful as a shared vision.”
Peter Senge*

Vision

Our vision is to educate the whole person, academically, socially, spiritually and morally. Students leave the school with the knowledge, skill and confidence to succeed in their chosen field; to 'walk the right path – Philotimo'.

Philotimo is considered to be the highest of all Greek virtues, the standards for family and social living; the core concept is that of respect and walking the right path. In its simplest form, the term means "doing good", actions that ensure that one's behavior be exemplary and demonstrate one's personality and the manner in which one was raised. Philotimo to a Greek is essentially a way of life. Children are said to display Philotimo when they display unconditional love and respect towards their parents, grandparents and friends, through small actions such as expressions of gratitude for small gifts or random acts of kindness.



"The job of the mission statement is to articulate the essence of why the organization exists."
Sam Frank

Mission

To foster a love of learning, live the Orthodox Christian values of love, kindness, responsibility and humility, and celebrate Hellenism, in a community where everyone is welcome.

Hellenism is defined within our mission statement as universal, dynamic, timeless, and “eternal” principles that seek authentic human understanding, theology, oratory, science and the ideals of freedom, democracy, justice, and ethics.



"Student choice is more than simply picking a task. It's about owning the entire learning process."
John Spencer

School Philosophy

We believe that when students feel safe and accepted at the school, they are best able to engage in their learning.

Students engagement and agency of learning are the foundation of educational achievement and personal growth.



"It's not hard to make decisions when you know what your values are."

Roy Disney

L.E.A.D. Values in Action



We conducted a series of workshops with students, staff, parents and the Board to help us decide on a description of what each of the values looks like in action.

The L.E.A.D. values provide guidance about how we treat one another regardless of our role in the community.

The workshops indicated that our community have very similar views about how we, as a College, need to demonstrate each value in order to achieve our vision.

Each value is defined on the following pages and suggestions are provided to help us get better at demonstrating them.



We Love by

- Caring for and respecting each other.
- Actively listening to each other and understanding different perspectives.
- Connecting with and accepting others for who they are.
- Being compassionate, inclusive and supporting each other.
- Sharing what we have with one another.
- Loving others and feeling loved by Christ and the community.
- Volunteering with a generous spirit.

*“Love means caring and helping others.
Being supportive and comforting people
in times of need.” Student*



Three things you can do today to get better at demonstrating Love

1. In conversations, practice summarising what the other person says.
Genuinely listening conveys respect and you are interested in what they have to say.
2. Be kind to someone today. Show them that you care about them and the work they do.
3. Ask others to join you in an activity; ask someone you don't normally mix with.



We Excel by

- Having high expectations – of ourselves and each other.
- Reflecting on feedback to maximise improvement.
- Using our strengths to help others.
- Being willing to take risks and accepting opportunities to learn.
- Demonstrating persistence and resilience – never stop trying.
- Growing spiritually; trusting in God.
- Striving to be the best version of ourselves.

“Excel means getting better at learning, that you try your best on the hardest work and don’t give up.”

Student



Three things you can do today to get better at demonstrating Excel

1. Consider one aspect of your work that is very important to you and that you could improve upon. What goal would you set yourself? What measure would you use to know you achieved your goal?
2. Make a plan. Your chances of achieving your goal with a plan are much better than without one.
3. Check your progress using evidence. Knowing that you have made progress toward achieving your goal is highly motivating.



We Achieve by

- Setting, planning and accomplishing goals.
- Taking responsibility for our work and learning.
- Learning from our mistakes.
- Acknowledging and celebrating achievements.
- Collaborating with others to meet shared goals.
- Always trying to do our best.

“Achieve means to be confident and proud of yourself and even your friends too. Put in 100% in everything you do.”
Student



Three things you can do today to get better at demonstrating Achieve

1. Ask an older person about an achievement that is important to them. Ask them how they went about achieving it and why it is important to them. Conversation helps develop curiosity which is important for achievement.
2. Think of something that you enjoy at school. What specific steps can you take to improve your results in this area? Whatever your current level, write down three things you can try to help you improve. Try one of them today.
3. Think of an achievement that you feel proud of. How did you go about achieving it? Was it easy? What was important for you to do. Use this experience to help you achieve a current goal.



We Dream by

- Imagining our future success and using our talents.
- Believing in our God given abilities and having courage.
- Imagining possibilities and solving problems in different ways.
- Asking for help when we need it.
- Recognising the importance of effort, creativity and innovation involved in learning.

“Dream means to have ideas and ambition and look to teachers to help you achieve your dreams.”
Student



Three things you can do today to get better at demonstrating Dream

1. Use a mindmap to help you think about an important dream you have for yourself. By looking at what is related to your dream you may gain insight into how to make your dream come true.
2. Use brainstorming to help you think about how to solve a problem you are working on at the moment. You may ask someone to help you brainstorm ideas.
3. Reflect on the effort you have made to learn and grow. It is important to know that you have worked hard to achieve your dreams. Today, reflect on what you did and how you can use your learning about yourself to continue to grow.



Shared Expectations for the whole community

St John's College	Classroom	Yard/Canteen/ Bathroom/Corridors	Community	Online
WE LOVE BY:	Being kind by doing good deeds and caring for each other. Listening to others and understanding different perspectives. Being thankful and showing gratitude. Sharing what we have with one another.	Forgiving others and ourselves when we make mistakes. Respecting others' personal space and privacy. Being compassionate, inclusive and fair. Picking up after ourselves. Empathising with and assisting others who need support.	Volunteering with a generous spirit. Greeting people in a positive manner. Looking after the property of the College and others. Loving ourselves and feeling loved by Christ. Doing good deeds without seeking recognition.	Taking care of personal and school ICT equipment. Respecting the views and opinions of others online. Making only positive comments about our school and others. Making others feel safe online. Connecting with others.
WE EXCEL BY:	Having high expectations of ourselves and others. Reflecting on feedback to maximise improvement. Demonstrating persistence by completing what we start. Showing resilience by asking for and accepting help.	Showing leadership by being the best version of ourselves. Modelling safe and respectful behaviour. Encouraging others to respect the environment.	Helping others achieve success, doing our share of work in a team. Being willing to take risks and taking opportunities to learn. Being proud of our accomplishments. Being on time and being prepared for work and learning.	Using ICT to support our learning. Informing a trusted adult if we have trouble online. Following the school mobile phone policy.
WE ACHIEVE BY:	Setting, planning and accomplishing goals. Being organised and taking responsibility for our learning. Showing confidence, being open to learning and solving problems creatively. Being curious, learning from our mistakes. Collaborating with others to meet shared goals.	Helping others who need it. Appreciating our school environment keeping our school clean. Getting along with everyone and including others in our games.	Wearing our uniform with pride (students). Always modelling the school values. Growing spiritually, learning and trusting in God. Acknowledging and celebrating our and other's achievement.	Conducting relevant research. Keeping our passwords private and changing them regularly. Having laptops ready for use before class (students). Staying on task and completing set work.
WE DREAM BY:	Being open to possibilities, having faith and optimism. Imagining future success; using our talents to achieve our goals. Working collaboratively to solve problems.	Promoting and celebrating those who are showing our values. Being proud of our and others' accomplishments.	Believing in our God given abilities and having courage. Recognising effort, creativity and innovation.	Communicating with people we know. Exploring new ways of doing things.
Philotimo - every day we strive to walk the right path, to act as Christians, in accordance with our school values.				

The one-page Shared Expectations document is a summary of our values in action in different contexts (e.g., classroom). It is displayed around the College (e.g., classrooms, staffrooms, meeting rooms, corridors, offices, our website).

Displaying the Shared Expectations in public places supports people to remember what we expect of each other.









The Shared Expectations document helps to promote the use of the values in our decisions, communication and actions.

The Shared Expectations are included in key processes such as the development of curriculum.

They are used to inform the communication and behaviour of teachers and students in class.

Shared Expectations for the Junior School



	Classroom	Yard/Canteen/ Bathroom/Corridors	Community	Online
WE LOVE BY: Accepting people who are different from me. I show empathy to others.		Getting along with others by being a good friend. I can solve problems in a friendly way.		Respecting ICT equipment and people's views online. I follow the school ICT guidelines.
WE EXCEL BY: Being persistent and resilient. I try my personal best.		Being a positive role model. I can be a leader in the playground.		Working hard and staying focused. I use technology to extend my knowledge.
WE ACHIEVE BY: Being organised and confident. I can set personal goals.		Caring for each other and our school environment. I ensure that everyone is safe.		Continuing to learn and master different ICT skills. I can complete set tasks.
WE DREAM BY: Working collaboratively for future success. I am optimistic.		Celebrating those who display our values. I display pride for my actions.		Exploring new ways of doing things. I can solve problems creatively.
Philotimo - every day we strive to walk the right path, to act as Christians, in accordance with our school values.				

The Shared Expectations document has been simplified for use by students in the Junior School (Grades Prep to 4).



*“Example is not the main thing in influencing others. It is the only thing.”
Albert Schweitzer*

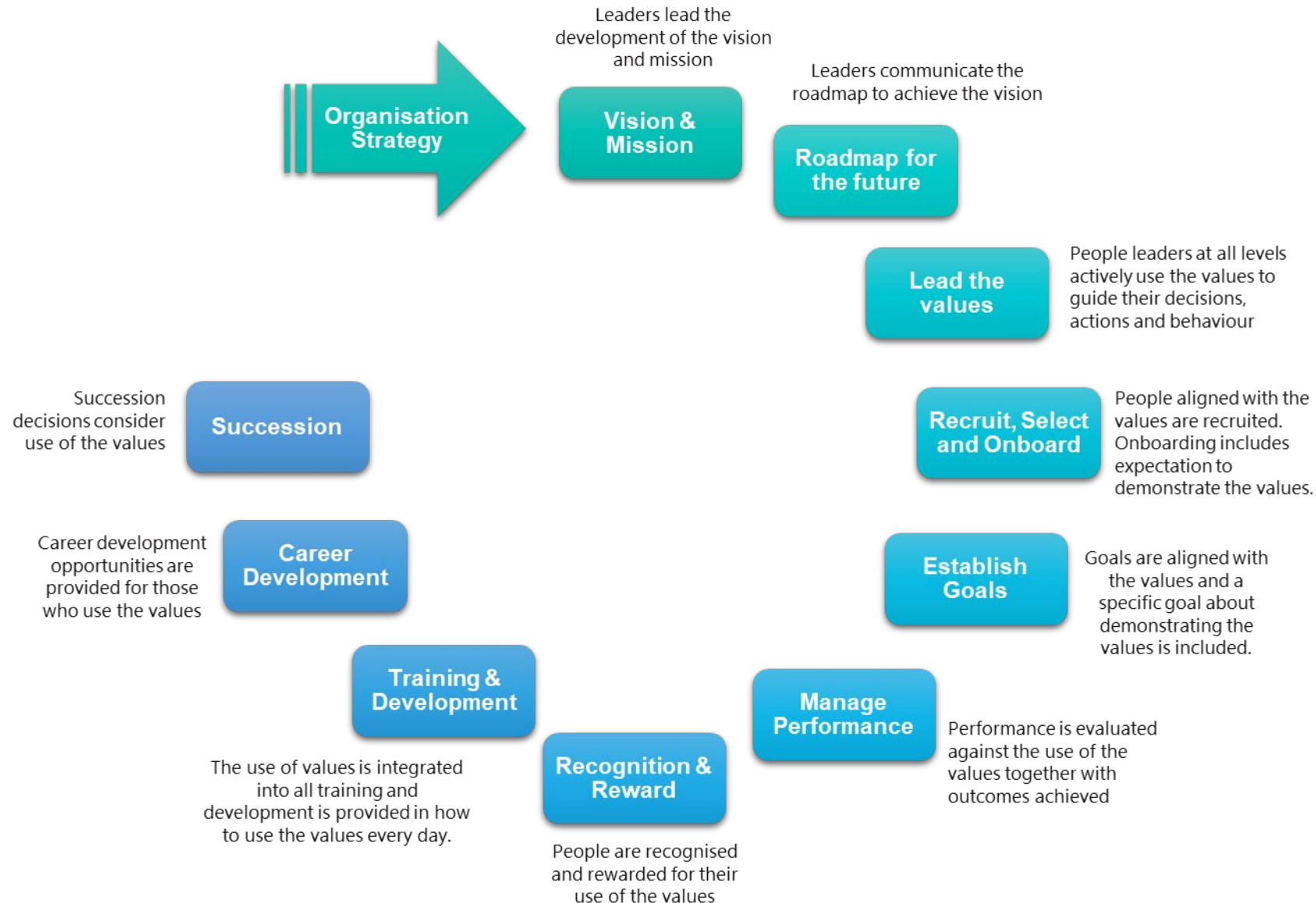
Leading Values

The Leadership Team and the College Board values a consultative, evidence-based approach to achieving our vision. Our values guide the school's strategic direction, planning, monitoring and evaluation to advance student learning opportunities and outcomes. Our leaders take deliberate actions to lead the use of our values every day.

The Leadership Team and College Board:

1. Talk with one another about what each of the values means for the Leadership Team's work; each leader is responsible for doing this for the team/s they lead.
2. Consider how each of our leadership styles may come across to others to role model our values effectively.
3. Behave and communicate in a way that demonstrates our values each day.
4. Are consistent in modelling our values.
5. Incorporate our values as a conscious and deliberate part of our decision-making and share our rationale with each other and with our teams.
6. Link decisions, communications and behaviour to our values.
7. Invite each other to provide feedback, especially when we aren't role modelling the values.
8. Hold themselves, the team, and other members of the school community, to account for demonstrating our values.
9. Check in with students and teams about how they are progressing in demonstrating our values.

Embedding Values in People Processes



Embedding the Values

To celebrate and embed our Statement of Values and overarching Philosophy in our school community, we:

- Display posters and banners that promote our vision, mission, philosophy and values in our school.
- Display the Shared Expectations around the school to remind people about them and encourage their use.
- Nominate a value to **focus on per term** and direct energy and activities on that value.
- Discuss and use the values with **students** in the **classroom**.
- Use the values as part of **curriculum development**.
- Use the values in talking about the **learning intention** for each class.
- Provide **awards** and **recognition** for students who actively demonstrate the values.
- **Regularly** speak about and **celebrate** the use of values - at whole school and sub-school assemblies, school communications, classes, meetings etc.
- Discuss and use the values as part of **student leadership development** programs.
- Describe **how** the values were considered as part of making specific **decisions**.
- Use the values in **Leadership Team Meetings** to review how the value/s have been used over the preceding week by school leaders.
- Staff and students **create symbols** of each value to be displayed around the school (e.g., paint/draw pictures, artefacts made from clay, wood, paper, plasticine etc.).
- Staff and students **practice** using the values by working through various **scenarios** developed and designed to assist in understanding and using the values.
- Stories about how values are used are collected and shared amongst the whole school community.
- The **self assessment** section at the end of this booklet is used to support us reflect on our own use of the values.



“Never believe that a few caring people can't change the world. For, indeed, that's all who ever have.”
Margaret Mead

Democratic Principles

St John's College is committed to providing a safe, supportive and inclusive environment for all students, staff and members of our community. Our school recognises the importance of the partnership between our school and parents and carers to support student learning, engagement and wellbeing. We share a commitment to, and a responsibility for, creating an inclusive and safe school environment for our students.

The programs and teaching at St John's College support and promote the principles and practice of Australian democracy, including a commitment to:

- elected government
- the rule of law
- equal rights for all before the law
- freedom of religion
- freedom of speech and association
- the values of openness and tolerance

This policy outlines our school's vision, mission, objective, values and expectations of our school community. This policy is available on our school website, within the SharePoint intranet, is provided as part of the staff induction program and is included in enrolment and transition packs.



Child Safe Standards Declaration

St John's College takes a zero-tolerance approach to child abuse and is fully committed to ensuring that its strategies, policies, procedures and practices meet all Child Safety Standards as specified in Ministerial Order No. 870 (2015).

The protection of children and young persons is the responsibility of everyone who works at St John's College including its Board, Leadership, staff, contractors, parents and volunteers. We all share responsibility for promoting the wellbeing and safety of children.

St John's College has zero tolerance for child abuse and is always committed to acting in the best interests of children and to keeping them safe.

Self Reflection

Date	Value/s used	Situation	What I did	The result	What would I do differently next time (if anything)?

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Self Reflection

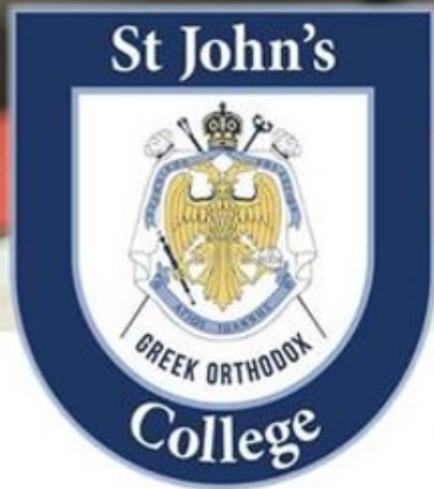
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Notes



Notes





A community that values students.



St John's College

Vision, Mission, Values and Shared Expectations

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