



DESIGNED FOR *Impact*

GREEN POINT CHRISTIAN COLLEGE
FINAL REPORT & RECOMMENDATIONS

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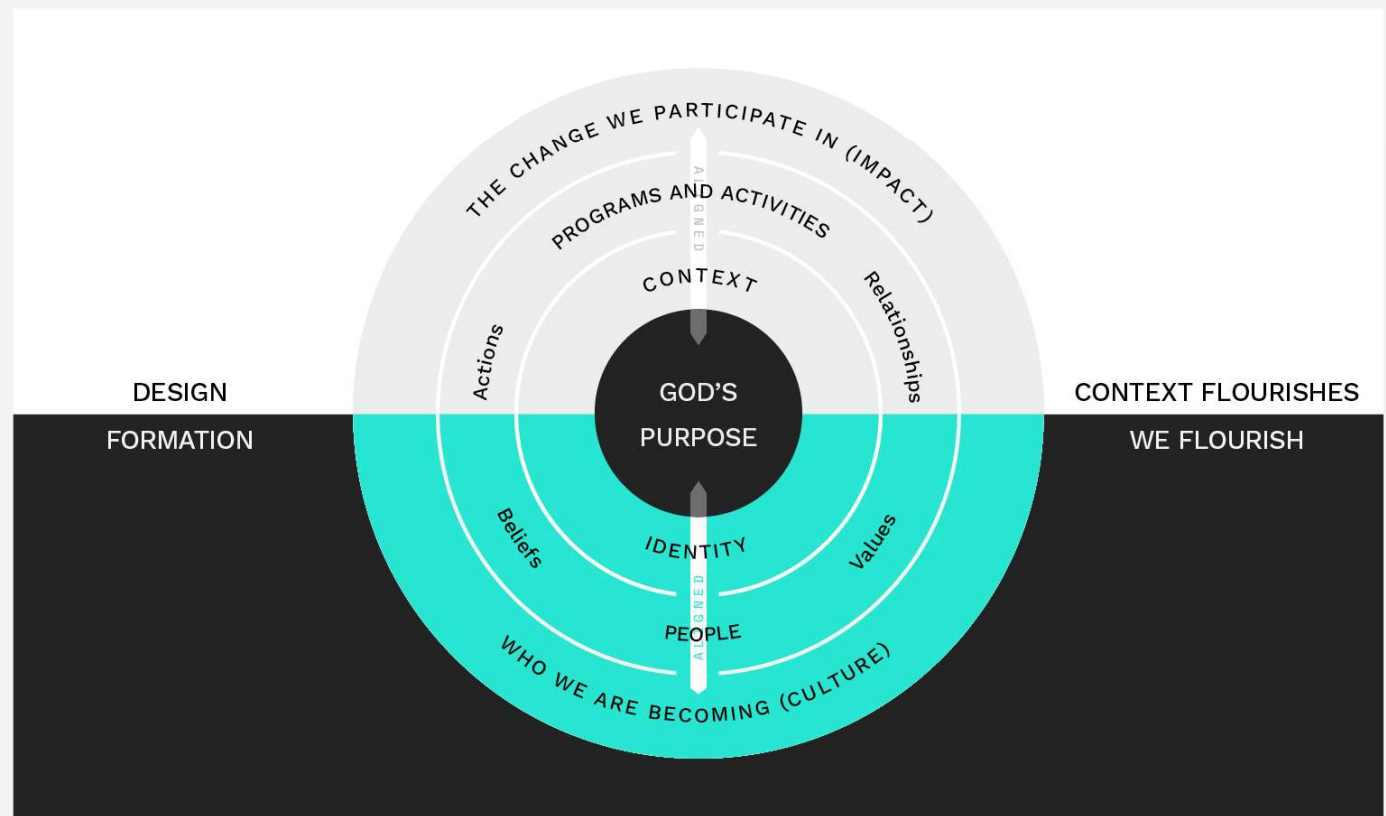


FOUNDATION OF OUR APPROACH

We believe that when Christian schools effectively align their strategy, culture, programs and activities with their foundational Christian identity & mission they will be agents for Redemptive Influence – they will flourish, their context will flourish, and God will be glorified as people encounter both the way of Jesus and the person of Jesus.

SEED FOUNDATIONS

GOD IS GLORIFIED



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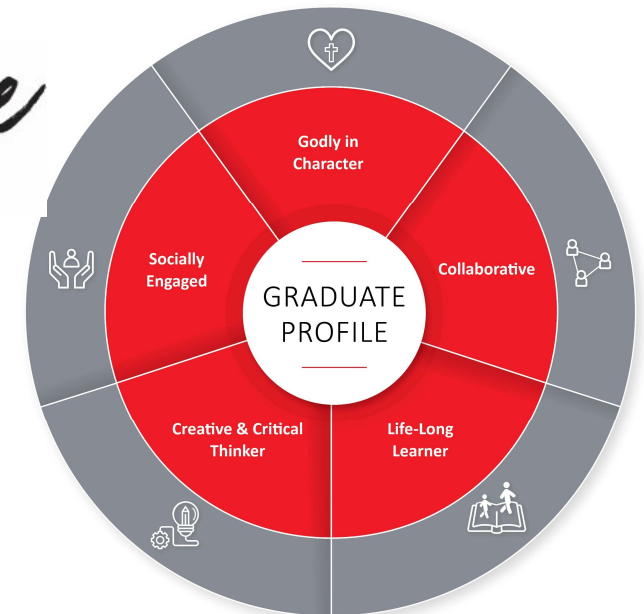
Green Point Christian College (GPCC) Project Scope

A review of the embeddedness of the College's purpose statement, graduate profile and motto

March-June 2022

The purpose of Green Point Christian College is to equip students for a life of redemptive action through a holistic education grounded in a Biblical perspective.

Equipped for Life



1

STUDENTS

The formation of students who display the attributes of the Graduate Profile.

2

STAFF

The development of quality staff who serve our students well.

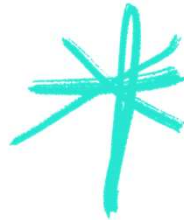
3

PARENTS

The support of families as the cornerstone of a flourishing society.



STAKEHOLDER ANALYSIS & REPORT



Key Insights

STAKEHOLDER GROUP	TOTAL #	SURVEY #	% response
Teacher	80	43	54%
Other staff	60	22	37%
Senior Students (Years 10, 11, 12)	280	45	16%
Parents / families	716	85	12%
Executive Leadership	7	6	86%
Board	4	2	50%
TOTAL	1147	203	18%

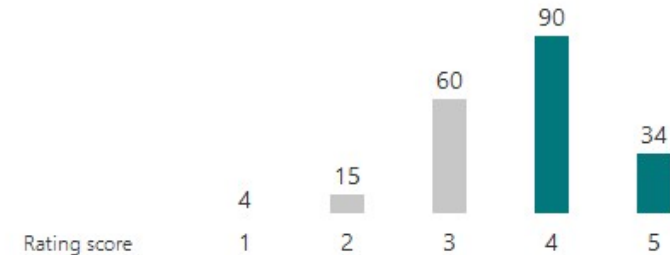




Reviewing embeddedness of the School Motto



Equipped for Life



On a scale of 1-5, based on your experience of the school, how well do you think GPCC is equipping students for life?

61% of the 203 respondents rated between '4-5'. The average response rating was 3.67 out of 5.

- 82% of parents rated between '4-5'
- 70% of staff rated between '4-5'.
- 41% of students rated between '4-5'

Parents are even more convinced than teachers that GPCC is equipping students for life. However, students are far from convinced. Why?

KEY FINDING

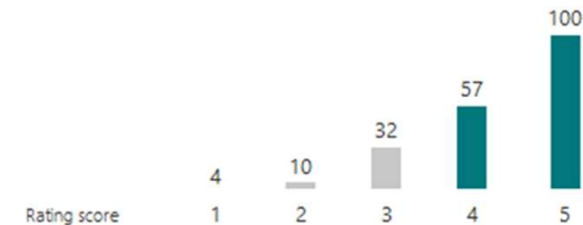
The motto is well known among the student body and is also very visible across the school. However, many students do not appear to connect school curriculum & activities with 'real-life' and have reduced the concept of 'life' to a single dimension, consisting of 'real-life' tasks. When viewed this way, the majority of students report feeling ill-equipped to undertake 'real-life' tasks.



Reviewing embeddedness of the core GPCC Purpose



The purpose of Green Point Christian College is to equip students for a life of redemptive action through a holistic education grounded in a Biblical perspective.



On a scale of 1-5, based on your experience of the school, how well do you think GPCC is equipping students for life?

77% of the 203 respondents rated between '4-5'. The average response rating was 3.67 out of 5.

- 96% of staff rated between '4-5'
- 75% of parents rated between '4-5'.
- 49% of students rated between '4-5'

KEY FINDINGS

- **Students** are mostly neutral (35%) about the school's purpose and tend to consider that the purpose is not inclusive enough and does not fit everyone's worldview.
- **Parents** largely positively support the school's purpose, yet many do not understand key elements, especially the phrase "redemptive action" and 18% are neutral/undecided
- **Staff** are strongly in favour of the school's purpose even though some confusion about "redemptive action" is evident, along with 'boundary concerns about how 'holistic education'.



Reviewing embeddedness of GPCC Graduate Profile

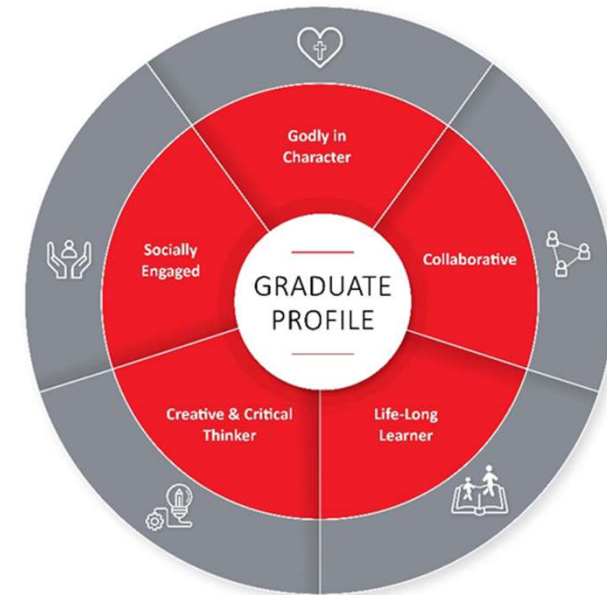
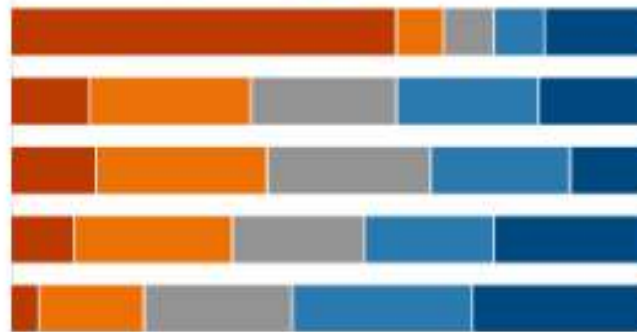


Please rank these in order of what you feel is most important to see in GPCC Graduates

Rank Options

- 1 Godly in Character
- 2 Socially Engaged
- 3 Creative and Critical Thinker
- 4 Life-Long Learner
- 5 Collaborative

First choice ■ ■ ■ ■ ■ Last choice



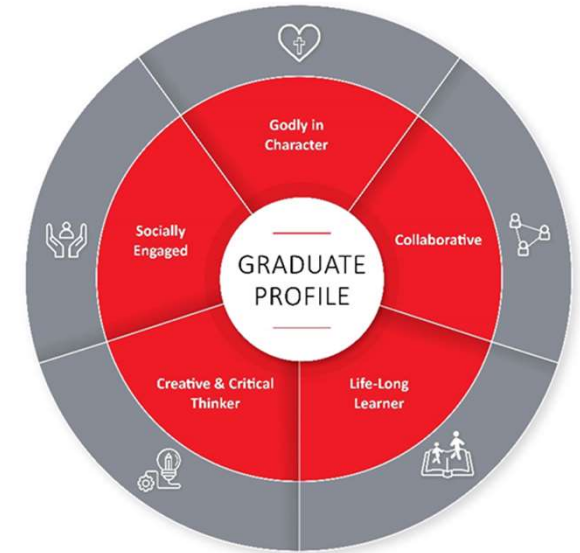
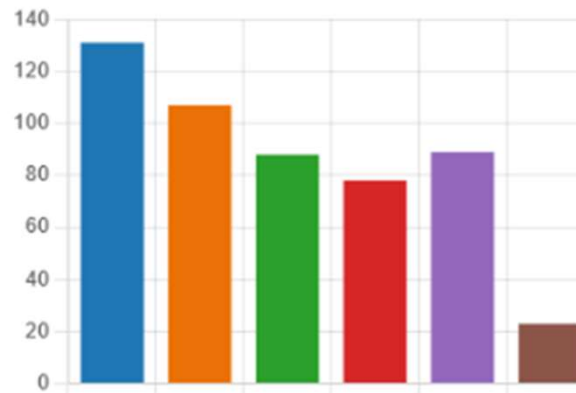


Reviewing embeddedness of GPCC Graduate Profile



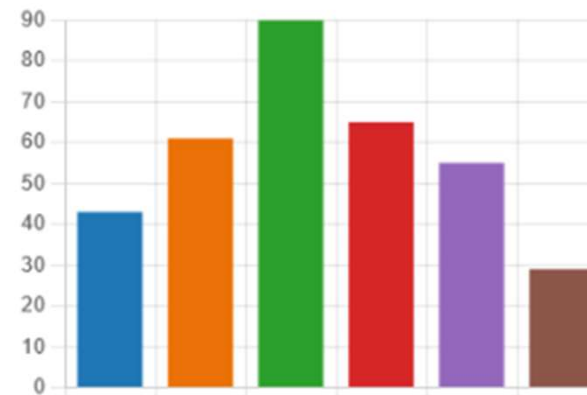
Select any 5 areas in which GPCC is doing well?

Godly in Character	131
Socially Engaged	107
Creative and Critical Thinker	88
Life-Long Learner	78
Collaborative	89
None of the Above	23



Out of these 5 areas, which areas do you think GPCC can most improve?

Godly in Character	43
Socially Engaged	61
Creative and Critical Thinker	90
Life-Long Learner	65
Collaborative	55
None of the Above	29



KEY FINDING

- **Students, Parents and Staff alike** ALL ranked *Creative and Critical thinker* as the clear area GPCC can most improve, providing a clear strategic focus for the students and teacher development in coming year.

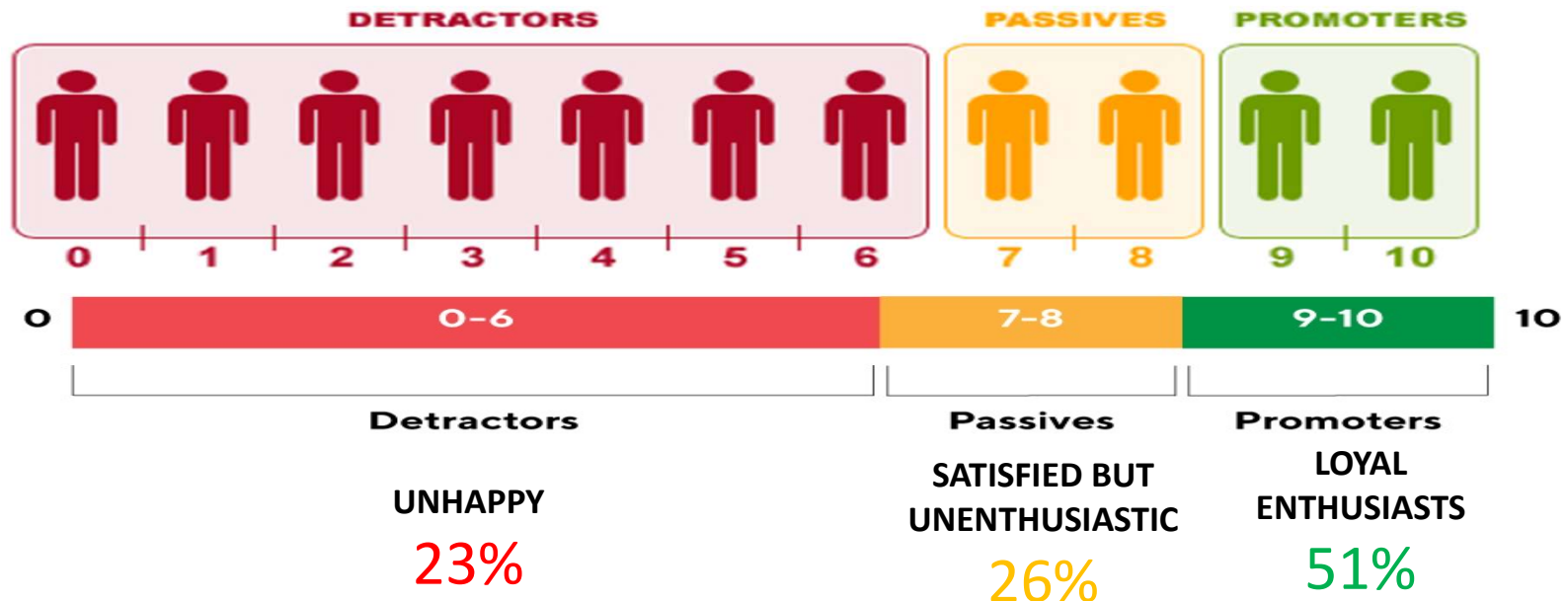


The Net Promoter Score®

The Net Promoter Score®, or NPS®, measures customer experience and predicts business growth. It is a proven metric that is calculated using answers from the question, using a 0-10 scale, *“How likely are you to recommend [brand] to a friend or colleague?”* Promoters (score 9-10) are loyal enthusiasts, Passives (score 7-8) are satisfied but unenthusiastic and Detractors (score 0-6) are unhappy.

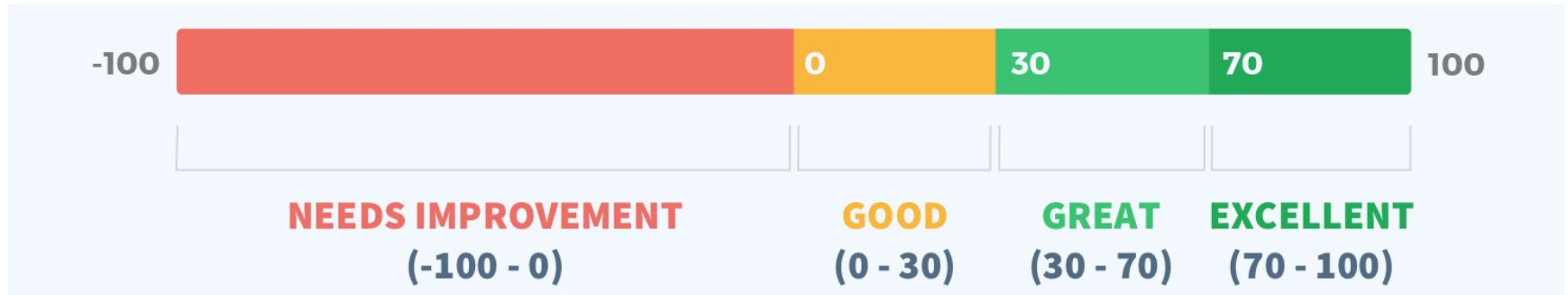
The final question on the stakeholder survey was:

On a scale of 1-10, how likely are you to recommend GPCC to friends and family?





What is a good NPS score?



$$\text{Net Promoter Score} = \% \text{ Promoters} - \% \text{ Detractors}$$



28%

LOYAL
ENTHUSIASTS

=

51%

—

UNHAPPY

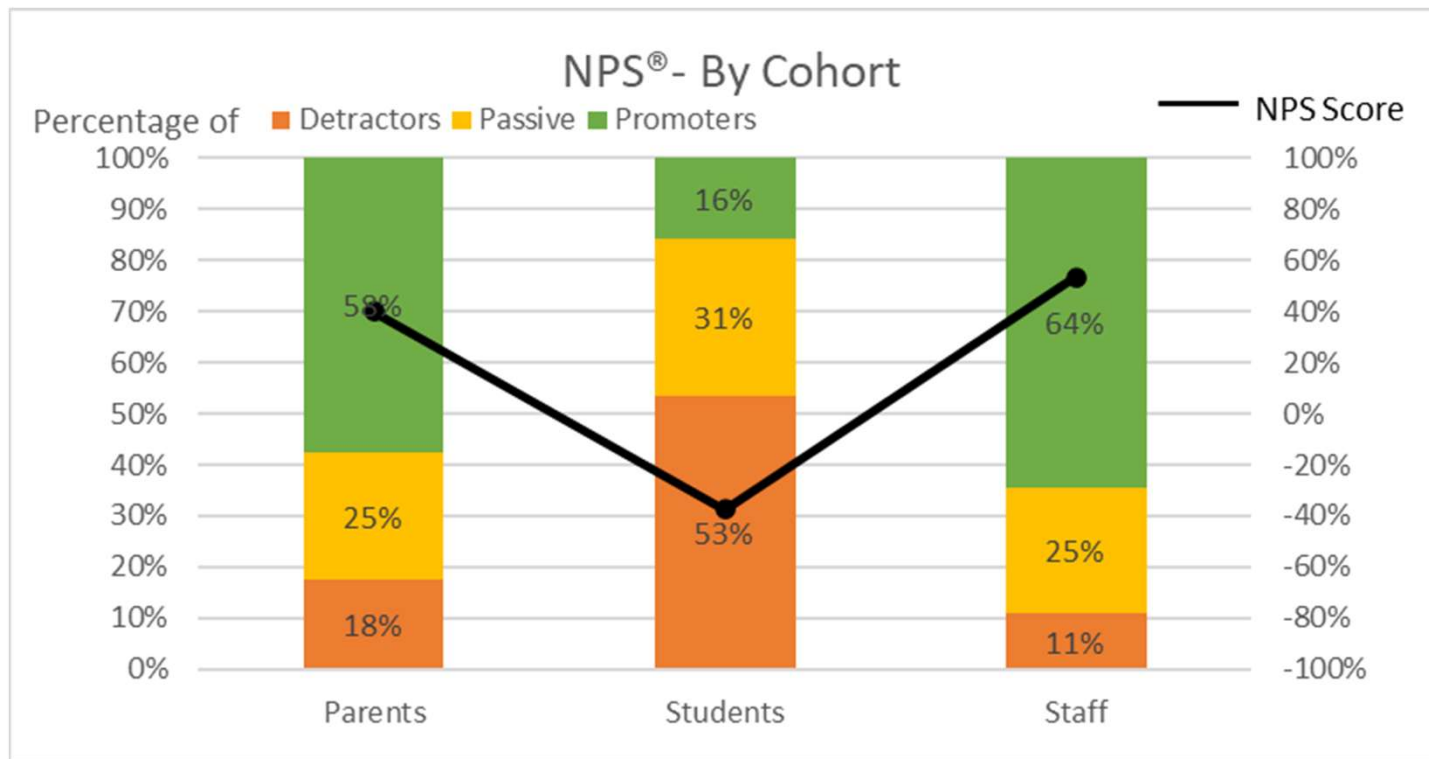
23%



Reviewing Net Promoter Score



On a scale of 1-10, how likely are you to recommend GPCC to friends and family?



NPS categorises

- Promoters (score 9-10) are **loyal enthusiasts**
 - 64% of staff
 - 57% of parents
 - 16% of students
- Passives (score 7-8) are **satisfied but unenthusiastic**
 - 31% students
 - 25% of staff/ parents
- Detractors (score 0-6) are **unhappy**
 - 53% students
 - 18% parents
 - 11% staff

** See qualitative comments on reasons for NPS score for affirmation of what's working and practical recommendations of what could be improved*



CONTEXT SYSTEMS MAP

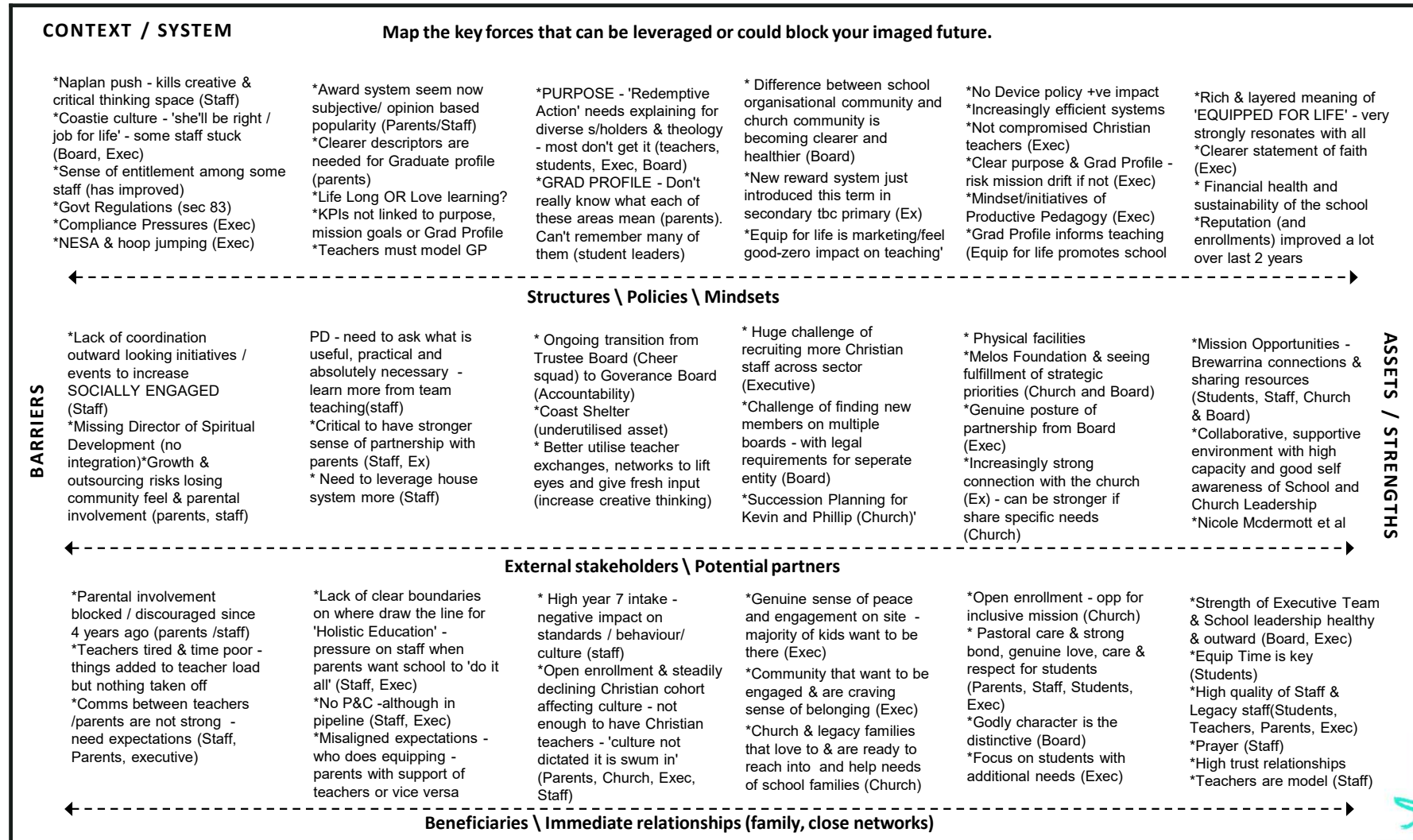
Understanding assets and barriers impacting the embeddedness of GPCC purpose, motto, mission goals and graduate profile

(6 x 1.5 hour Stakeholder Focus groups – Students, Parents, Staff, Executive, Board, Church)





SEED CONTEXT SYSTEMS MAP (themes from focus groups)

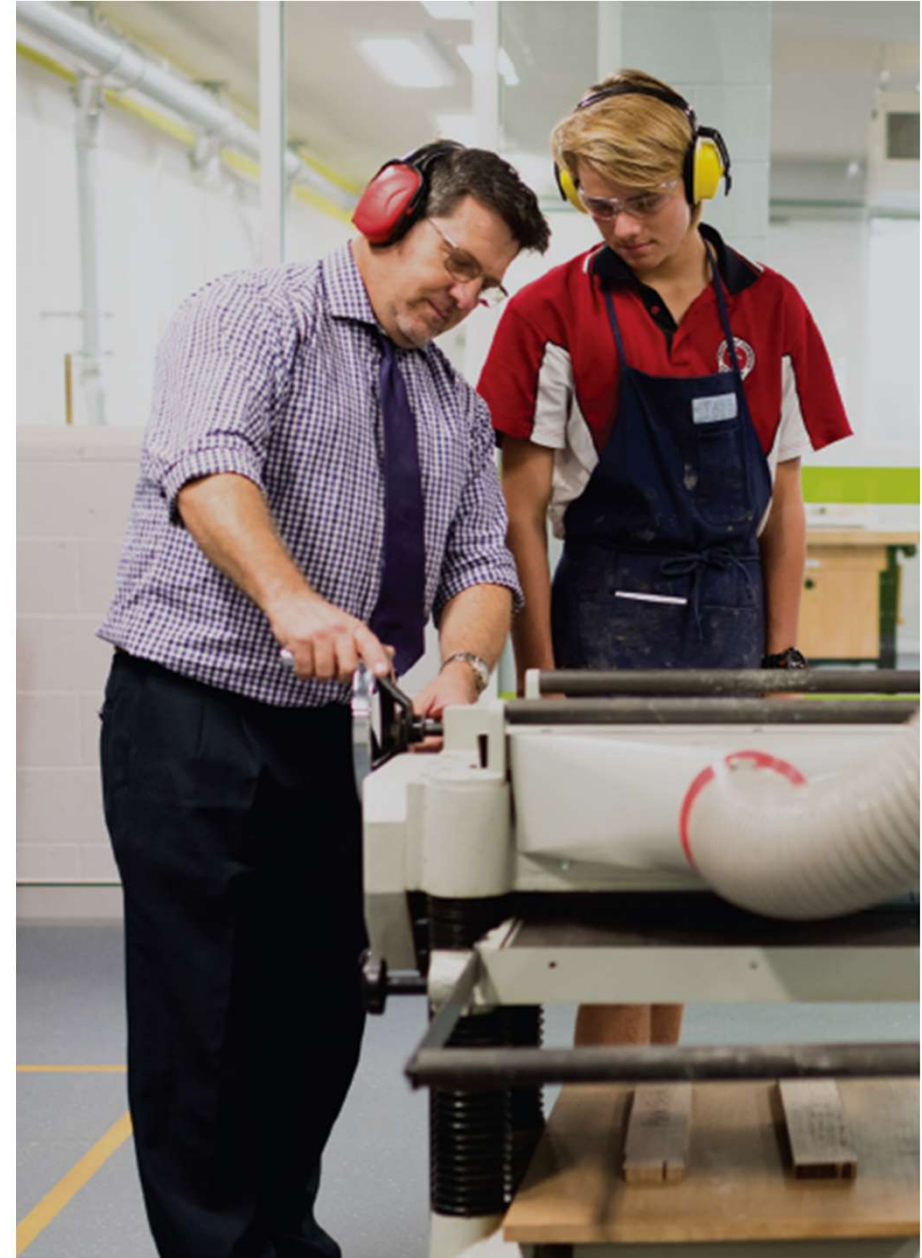




ALIGNMENT AUDIT REPORT

A review of the embeddedness of the purpose, motto, mission goals through 9 key aspects of the school's life

(1:1 interviews with 9 executive/ staff 'area experts' and desktop audit related to the focus area)



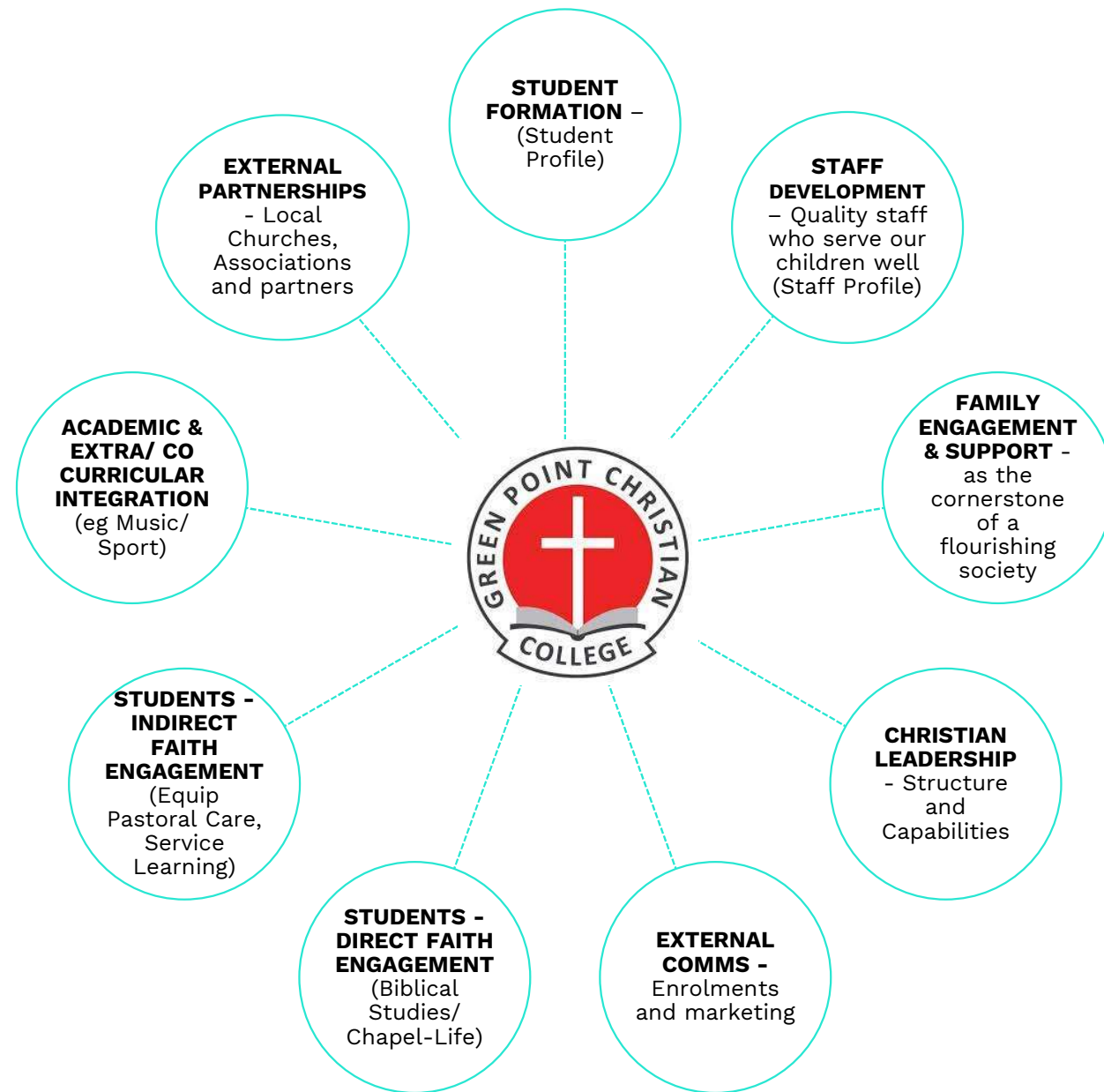


ALIGNMENT AUDIT



For each of the 9 areas, the alignment review focused on 5 key criteria:

- Is there currently integration of the Christian identity & story? (Purpose)
- Does it align with the imagined future? (Motto & Graduate Profile)
- Does it meet beneficiaries/ stakeholders at point of felt needs? (Goals)
- Does it effectively utilise existing assets & strengths?
- Do we have capacity to address identified barriers?





ALIGNMENT AUDIT REPORT

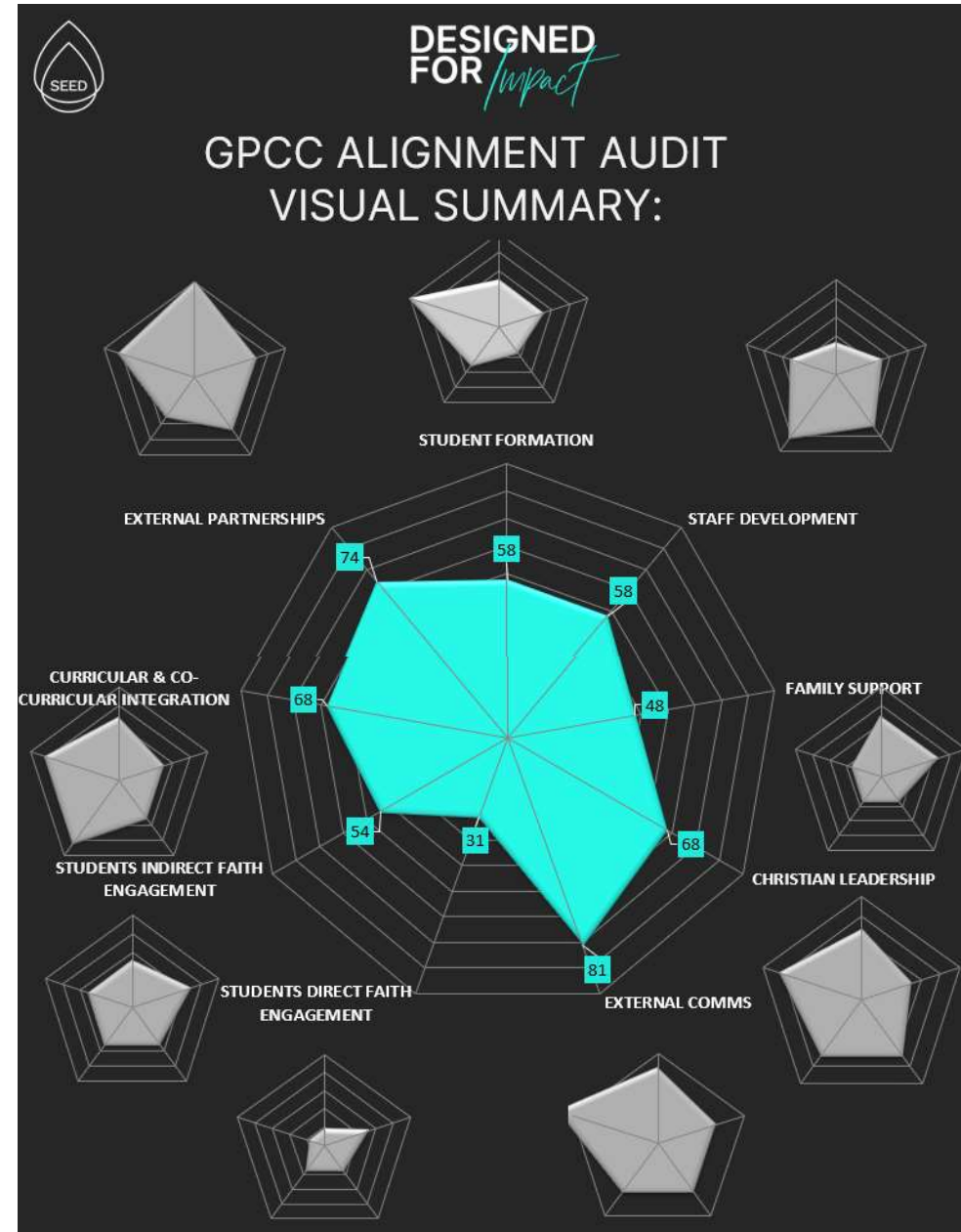


A full alignment audit has been provided to the Executive/Board detailing for each of the 9 areas:

- Rationale for scores for the 5 criteria
- important impressions and observations
- Summaries and conclusions
- Measures to be taken

The visual summary provides an insight into clear opportunities of what can be improved

The recommended measures to be taken are presented as priority steps of change to be integrated into the Strategic Planning process





STORY & STEPS OF CHANGE

How do you believe you can move from the **Current Reality** toward the **Imagined Future** to fulfill the Purpose, Motto & achieve the mission goals of GPCC?

What would be the most important steps to take?

What would be the first step to take towards change?

Then what? Consider the order of the steps

CURRENT REALITY

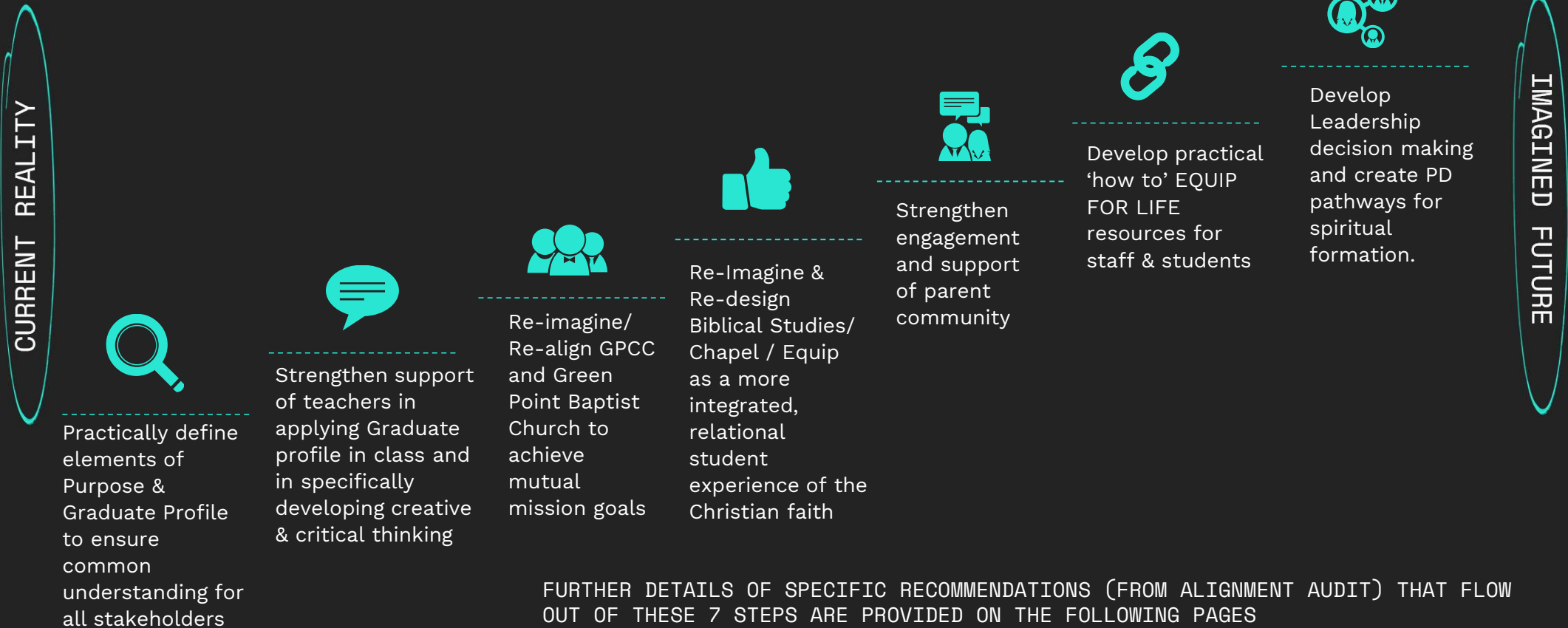
IMAGINED FUTURE



STEPS OF CHANGE

How do we move toward the Imagined Future?

Outlined below are the high-level strategic elements that Seed recommends for the imagined future to become reality.





HELPING YOUR SCHOOL,
STAFF & STUDENTS

BECOME A
Redemptive
INFLUENCE
IN THE WORLD

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