



RELATIONAL DEVELOPMENT 2014

Honouring Relationships



For All Individuals in Our Community

Nurturing God-given potential





*Do everything possible on your part to live in peace with everybody.
Romans 12:18*

Relational Development and Learning

When we have a desire to develop strong connections with each other, we foster an environment perfect for growth and learning. Seekers of connections have a multidimensional complex perception of classroom and life situations. They have high respect for students and individuals. The manner used by us to treat others, respect others as learners and people, and demonstrate care and commitment for them are attributes of excellent educators. By having such respect, we can recognize possible barriers to learning and can seek ways to overcome these barriers. Educators that long to connect, engage students in learning and develop in others self-regulation, involvement in mastery learning, enhanced self-efficacy, and self-esteem as learners will bring life to educational journeys. *Paraphrased from the work of Professor John Hattie 2003*

Everyone must be quick to listen, but slow to speak and slow to become angry. Human anger does not achieve God's righteous purpose. James 1:19b-20

Our Culture

The gospel of Jesus Christ is the means and motivation for inviting, encouraging and developing healthy relationships within and beyond the College community.

Prince of Peace Lutheran College is committed to the personal growth and welfare of all members of our community by nurturing their God-given potential. We create a safe environment for learning and growing by developing a culture of care and belonging, where each individual is encouraged to:

- Accept appropriate limits and boundaries to gradually become self-regulated to understand 'right' behaviour
- Recognise, promote and protect healthy relationships
- Acknowledge and be accountable for the consequences of any wrongdoing or harm
- Reflect the core values of the College: service, quality, appreciation, compassion, justice, courage, humility, forgiveness, hope and love.

God's love and forgiveness demonstrated in Jesus is the cornerstone for all of our relational development interactions.

Core Beliefs of our College

We believe in -

- **Relationships:** recognising, promoting and protecting healthy connections
- **Responsibility:** accepting appropriate limits and boundaries to become self-regulated, understanding 'right' behaviour
- **Respect:** treating all with dignity and fairness
- **Restoration:** acknowledging and being accountable for the consequences of any wrongdoing or harm, encouraging personal growth and problem solving

Honouring Relationships

We believe that if we honour every relationship, we allow each individual to learn and grow in a way that respects the individual and fosters an efficient and successful learning environment for all.

To honour each relationship means:

- We strive to model the example Jesus made, in every area of our life, with the help of the Holy Spirit
- We acknowledge that each person is unique
- We protect the heart of each person in our community
- We encourage freedom for every individual to live to their potential
- We seek to build up each person in actions and conversation, even in times of correction
- We proactively seek reconciliation
- We proactively aim to resolve any concerns we have immediately and appropriately
- We speak positively about our College in every conversation in and outside of our College
- We seek to restore relationships using the approach of Restorative Practices

There is no fear in love; perfect love drives out all fear. So then, love has not been made perfect in anyone who is afraid, because fear has to do with punishment. We love because God first loved us. 1 John 4:18 - 19

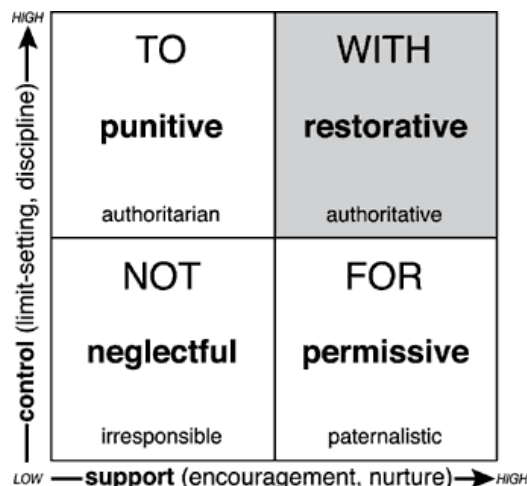
Restorative Practices

Restorative Practices is a philosophy that has biblical foundations and is an effective way of fostering positive community, taking responsibility, repairing harm and restoring relationships.

Restorative Practices:

- Seeks to heal and put things right – by treating all involved with fairness and respect.
- Creates an opportunity to discuss issues honestly.
- Is a process that allows all who have been impacted a voice and an opportunity to participate to generate a solution and a fair outcome.
- Involves a fresh way of looking at wrongdoing and interpersonal conflict – a new “lens” – embracing both support and acceptance.
- Heals and restores relationships.

Our community holds these principles in high regard.



(Blood, 2004.
Adapted from Wachtel, T 1999).

The fundamental hypothesis of restorative practice is disarmingly simple: that human beings are happier, more productive and more likely to make positive changes in their behavior when those in positions of authority do things with them, rather than to them or for them. Wachtel, 2004

Restoring Relationships

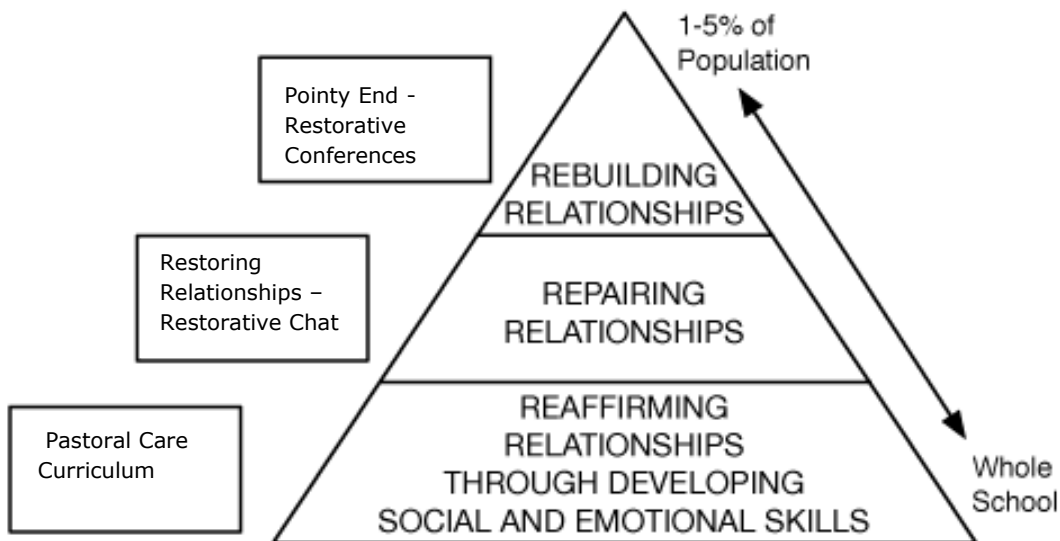
When dealing with conflict resolution, Matthew 18:15 should be referred to as a guiding principle:

“If your brother or sister sins against you, go and show them their fault. But do it privately, just between yourselves. If he/she listens to you, you have won him/her back.”

Following the steps listed below will assist with implementation of this scripture:

1. Arrange to meet at a mutually convenient time– demonstrate respect and maintain dignity
2. Seek first to understand, clarify and be open to feedback
3. If unable to resolve, seek guidance from an appropriate support person - Pastoral Care Team, Leadership Team

Prince of Peace Lutheran College aims to promote the Christian growth and development of all individuals within the community. This is by an emphasis on positive attitudes and behaviour in honouring relationships.



(adapted from Blood, 2004)

An ideal approach to wrongdoing is one that works to strengthen connections between people within a community. This approach is highly confrontational to wrongdoing but at the same time, fair, honest and highly supportive of all people involved. This approach is based on the art of listening and the search for shared understanding of how people are affected by the actions of others. This approach is the way forward - Restorative Justice. Hansberry 2004

Pastoral Care

Our College is highly regarded for our pastoral care and we strive to nurture the God-given potential of all in our community. In every situation we will seek to provide pastoral care for each individual involved in relational incidences. It is imperative that every individual feels supported in feeling safe and cared for, regardless of their involvement in any situation – formal or informal.



(Wachtel and McCold, 2001)

The responsibility of ensuring effective pastoral care is being provided belongs to everyone.

All individuals are encouraged to be proactive in identifying individuals that require pastoral care and assisting at an appropriate level and /or seeking support as required. The College can provide various forms of support. Each member of our community is to be an active pastoral care-giver.

Protecting Relationships

The College sets high expectations to honour and protect relationships by:

- Maintaining an orderly College operation
- Maintaining optimal learning opportunities for individuals - classrooms are for teaching and learning
- Helping individuals develop skills and behaviours necessary for healthy social interactions
- Helping individuals learn how their decisions affect their lives and of others
- Helping individuals develop resilience, responsibility and character.

Expectations of honouring relationships are to be clearly communicated to all members of the school community.

And we ourselves know and believe the love which God has for us. God is love, and those who live in love live in union with God and God lives in union with them. 1 John 4:16

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