

**CHARTER**

**OF**

**ST. JOHN’S COLLEGE**

**and**

**STRATEGIC PLAN 2018-2020**

**ANNUAL PLAN 2018**



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 **ST. JOHN’S COLLEGE**

 **SECTION 1**

**Introduction / History**

**Charter Overview**

1.1 **Introduction** St John's College was founded by the Marist Fathers in 1941, on Frederick St, Hastings. As Hawkes Bay’s only Catholic Boys’ school, in 1956, with an allotment of donated land, St John's College moved to its present site on Jervois St, Mayfair. As a true Hawke’s Bay school, approximately 40% of all students come from the Napier area. In 1975, St John's College was "integrated" into the state system under the *Private Schools Conditional Integration Act 1975* [[3]](http://en.wikipedia.org/wiki/St_John%27s_College%2C_Hastings#cite_note-3) "on a basis which will preserve and safeguard the special character of the education provided by them".

1.2 **Background**

The present Senior Management Team and Board of Trustees reviewed the existing Strategic Plan for the period 2017-2019 in 2017. It found the plan still to be current, and with a small number of incremental changes continues to form the basis of annual goals for the next three years. An updated plan was put in place to meet the requirements of the school at that time and those of the Ministry of Education. The plan for the period 2018-2020 incorporates the background ideas from the previous plan, while following the present requirements of the Ministry.

1.3 **Present Situation**

The current pressures, issues and opportunities facing the College, the following environmental characteristics emerged.

 1.3.1 **Church**

* The Church provides living witness to the development of our human call and potential.
* Our students face an increasingly individualistic society at odds with Gospel values. There is less respect and concern for others.
* The secular pull is so strong that many young people do not continue with their faith practice, but this is not so for all cultural groups.
* Parishes will have fewer priests and laity will provide greater leadership. Bishop Charles Drennan, 2012: “It is in our schools that the large majority of the baptised, and the yet to be baptised, encounter for the first time, in any systematic way, the person of Jesus Christ, prayer, liturgy and the sacramental life of the Church. Teachers rather than parents have become in many instances the first formators in faith of our young.”

 1.3.2 **Social Issues**

* Ethical issues now surround most aspects of life, business, the sciences and medicine.
* There is a destructive culture of alcohol, drugs and pornography which is of concern to many parents.



* Research shows that parents’ prime requirement in choosing a school is the safety of their child. Issues of discipline, law and order will continue to be a concern.
* A number of parents seem to have little time to spend with their children because either both parents are working or there is only one parent in the home with limited time. Therefore, there is the expectation that the school will do more of the socialising, motivating and total teaching.

1.3.3 **The School**

* There is increasing pressure on the St. John’s College roll
* With a falling teenage population and an over-abundance of secondary schools in the Hawke’s Bay, competition for places is fierce.
* Marketing is a critical tool to enable parents to know what is offered and what a student attending St. John’s College gains.
* Having said that, in 2017 we were pleased to have an increase of 20 students and a slight increase in 2018.

 1.3.4 **Economic**

* As a Catholic and Marist school, we need to ensure that cost does not prohibit any of our eligible Catholic families from sending their sons to the College.
* The profile of our families means that limited funding can be raised from our current parents. Funding must come from individuals and organisations outside our parent group.
* Foreign fee-paying students provide diversity and could give the College additional revenue. In 2017, St. John’s College attained the Code of Practice.

 1.3.5 **Education**

* Teachers should be valued for the significant contribution they make to society.
* There is a challenge to attract and retain inspiring teachers.
* There are fewer men in teaching and teaching as a career is not seen as a highly desirable choice.
* Staff should reflect the ethnic diversity of the College.
* In view of the size of the College, we are not able to provide the range of options that a larger College can. We must be clear as to what we need to provide and provide outstandingly well to achieve our vision.

 1.3.6 **Working Life**

* Business is changing its shape dramatically; there are more smaller companies and more people working for themselves. Therefore, students need to learn how to learn in order to equip them for the continuing changes they will face.
* Lifelong learning is imperative because knowledge and skills need constant updating.
* Organisational structures will call for more team-based activity.
* The need for leadership and accountability will continue to increase.
* Through our BYOT programme, all students should have the same access to computers at school and at home.



1.3.7 **Political**

* Current government spending, although it has increased each year, is inadequate to provide the level of education we believe is warranted. We are yet to see what changes our new government will make.

 1.3.8 **Demographic**

* Hawke’s Bay secondary school rolls are still falling, with a noticeable increase in parents looking for Catholic or values based education for their children.
* There are clear demographic trends in Hawke’s Bay, including an increase in Pasifika school age children.
* We need to be aware of the changing cultural mix of students in order to respond to their needs.
* Links with feeder and non-feeder schools have been initiated to ensure their students have access to the College and are well prepared for entry. In 2017 and 2018, this included 19 feeder schools.

 1.3.9 **Relationships**

* An on-going relationship with the Catholic Church and the Marist Fathers is of great importance.
* The diversity of our society requires each person to be able to relate to others across boundaries of age, ethnicity, ability, disability and language.
* Solid relationships with our Old Boys’ community, parents and families, who are not Old Boys and current families through the PFA, are critical in maintaining the St. John’s College Community.
* Maintaining clear lines of communication and accountability between the various bodies that comprise the St. John’s College Community is important.

1.4 **Future Trends**

It is stated that this year, pupils studying in particular fields, will not have employment in four years time. Already information technology is forming part of almost every job. We know that there are knowledge breakthroughs (for example the development of a range of new sciences); that there are faster technological changes bringing changes in communication, business, leisure and values. We can already see that ethical issues in areas such as bio-ethics and business are becoming increasingly complex. New knowledge is exploding every day, for example, how the brain works, how people learn, the advance of e-commerce and other initiatives. The need to be able to learn and relearn is essential in order to survive. A person in the future is likely to be redundant at least three times in a working life.

 With these discernible future trends firmly in mind, we move forward with a clearly focussed vision of what we will achieve as a Catholic and Marist College.

**SECTION 2**

**ST. JOHN’S COLLEGE VISION**

2.1 **Mission Statement**

St John’s College provides a high quality education for young men, grounded in Gospel values within the Catholic and Marist traditions.

2.2 **St. John’s College’s Guiding Values**

* A sense of community. The links between students/family/school/Parish and Old Boys are vital.
* Our Marist traditions. Mary, the mother of Jesus is an inspiration for our College community.
* A personal commitment to Jesus Christ and to living the Christian values.
* Every student is unique, is made in the image of God and is treated with reverence.
* We have a mission to the disadvantaged.
* Everyone will strive to develop the talents God has given them.
* Cultural difference is celebrated. We recognise the bi-cultural heritage of New Zealand.
* Time is precious. Learning is important.

2.3 **Vision**

* To provide students with an experience of living in a Christian community.
* To provide stimulating academic programmes that give every student a love of learning.
* To produce students who are focused, balanced, spiritually strong, achieving to their potential, who have pride in their College and are willing to serve others.
* To see daily evidence of the St John’s Man – Christian values in action.
* To be the preferred school for 95 per cent of Catholic boys in Hawke’s Bay.

2.4 **Profile**

What characteristics and abilities will a young man leaving St. John’s College need, to enter and successfully forge a productive future in the “outside” world?



We see a St. John’s Man, embedded in the knowledge and love of Jesus Christ and committed to living the faith of the Church is:

* independent
* principle centred
* family orientated
* confident in dealing with change and complexity
* able to relate to others regardless of gender, creed, ethnicity, ability or disability
* reliable, faithful and loyal
* spiritually alive and a person of prayer
* personally responsible
* knowledgeable
* able to apply critical judgement to the values and ethics implicit in current thinking and to act in the light of social justice
* possessing an inherent sense of self-worth while being “other” focused - providing love and service
* having an ability to work alone, to be a leader and to be a member of a team.
* living the values and habits of Our Lord Jesus Christ.

 These attributes will need to characterise the future successful values-driven graduates of this College. With these outcomes in mind, it is incumbent on us to endeavour to discern significant future trends and their implications for the College.

2.5 **Critical Issues**

 **Changing societal values**

 2.5.1 **Christian values and the school culture**

* The gap between the lives people are living and the values which St. John’s College promotes, is becoming more of a challenge in the school setting.
* Underpinning the school culture are the Catholic and Marist values, which need to be reflected in every aspect of College life. These values need to be experienced in multiple ways including through expanded opportunities for Christian Service. The environment needs to be one in which there is mutual respect between students themselves and between students and staff and all groups within the school community. This means that both students and staff value the diversity that exists within the College and do not demean others.
* We need to nurture the spiritual dimension of each student within the context of the Catholic tradition. Each student needs to know and understand the values of Jesus Christ as modelled by Mary, St John and others, in order to bring critical thinking skills and discerning judgement to social political and ethical issues.

 2.5.2 **Effective Relationships**

* A young man in today’s world needs to be able to relate to people of all ages, gender, ethnicity, abilities and disabilities. We need to provide the skills and opportunities for relationship building.



* It is a fact that most modern organisations are based around teamwork in either intact teams or project teams. It is equally true that these same organisations look for leadership and for individual accountability as well as collective accountability. We need to be able to provide opportunities for learning team-based skills. We need to provide leadership opportunities for all students. Accountability is already embedded in the College but the challenge remains for students to be accountable for their own learning and their own behaviour.
* As a Catholic and Marist College, we are committed to bi-culturalism and multi-culturalism. We need to raise awareness of what this means, ask what understanding we need to develop and what action we need to take.
* The multi-cultural nature of the College reflects that of the wider community. Students come from New Zealand and from overseas. We need to continue to maintain the multicultural nature of the College and to understand some of the issues that surround it.

 2.5.3 **Future Environmental and Attitude Change**

* We know that Hawke’s Bay will see continuing demographic change in population and in the ethnic make-up of that population. We need to plan for these changes in terms of curricula and resources.
* Consistent branding is required in all communication from the College in whatever form. That branding clearly states the special character of this Catholic and Marist College.
* Communication with the various interest groups within the College community is vital. The relationships with the various bodies are being defined but further work remains to be done.

 2.5.4 **Staffing**

* There is a need to put boys’ learning to the forefront, utilising research and best practice to ensure they can maximise their potential.
* As the management of schools becomes even more complex, we need to provide our teachers with management education and development. A systematic career development system needs to be developed and supported through professional development including management skills.
* The attraction and retention of teachers who can effectively teach Religious Education and who will support the Catholic and Marist Character of the College is important.

 2.5.5 **Physical Resources**

 The 10 Year Property Plan needs to be frequently reviewed and updated as soon as finance allows for future planned developments.



 2.5.6 **Conclusion**

 We have looked at the critical issues and the outcomes we want for each student. We have identified the areas in which we need to set the strategic objectives, which will be responsible for achieving our aims and ultimately our vision. Those strategic goals and objectives are set out on the following pages.

**SECTION 3**

**GOALS FOR THE COLLEGE**

**3.1 Overall** **Goals for the College**

3.1.1 To continue to uphold and develop a culture that is a living expression of our Catholic faith and Marist tradition.

3.1.2 To fulfil the intent of the Treaty of Waitangi by valuing and reflecting New Zealand’s dual cultural heritage.

3.1.3 To contribute to the National Education Priorities of:

* Achievement for all in terms of the knowledge, skills and attitudes outlined in the National Curriculum Framework and the National Curriculum Statements
* Provision of a safe learning environment
* Raising levels of literacy and numeracy
* Better utilisation of student achievement data to inform teaching
* Improved outcomes for those at risk of not achieving
* Improved outcomes for Maori students
* Improved outcomes for Pasifika students
* Career Guidance for Year 9 upwards
* Focus on reporting of achievement to students and parents

Currently St. John’s College does this in the following ways:

 **Achievement for all, through**

* A balanced curriculum covering all eight essential learning areas (seven national plus religious education).
* Having a range of courses from Year 11 upwards directed towards national qualifications on NZQA framework.
* Having mixed ability and accelerate classes at Years 9 to 11 to ensure teaching programmes at the appropriate level for each student.
* Keeping class numbers at Years 9 to 10 to twenty-eight or fewer where possible.
* The appointment and on-going professional development of well qualified, trained and registered teaching staff.
* Encouragement of the learning ethic through homework, participation in academic competitions and exhibitions in various curriculum and cultural areas and public recognition of achievements.
* A Learning Support department that oversees appropriate programmes designed after testing at entry (Year 9) and consultation with contributing schools and parents.
* STAR funded and other transition courses at years 11-13.
* Academic mentoring at Year 11, 12 + 13.
* Provision for gifted and talented students.

 **A safe learning environment, through**

* A pastoral care and guidance network of homeclass teachers, deans, guidance counsellor and Director of Pastoral Care.
* High expectations of student behaviour, positive role modelling by staff and senior students.
* Regular contact with parents and caregivers when required.
* Use of detentions, stand-downs, and suspensions as appropriate.
* Teaching units of self esteem, sex education, and drug and alcohol use in Religious Education and Health programmes.
* Opportunities for retreats at all levels.



 **Improved literacy and numeracy, through**

* Establishing levels of literacy and numeracy on entry in Year 9.
* Reading support programmes and tutors to assist those with low literacy levels.
* Extra support within English and Maths Department for individuals and groups of students.

 **Dependable student achievement information used to inform reviews of teaching and learning programmes, through**

* Progressive Achievement Tests at Years 9 and 10.
* Testing on entry to Year 9
* Comparative analysis of performance (overall and ethnic groups) against decile 8 boys’ schools in National Qualifications.
* Departmental analysis of performance in each standard in NCEA.
* Standards based assessment for reporting achievement at Year 9 + 10.

 **Improved outcomes for students at risk, through**

* Analysis of their preferred learning styles and adjusting teaching practice accordingly.
* Guided transition to work programmes, including National Certificate of Employment Skills.
* Referral to outside agencies for assessment, counselling etc.

 **Improved Maori student outcomes, through**

* Implementing Maori students’ achievement plan.
* Analysis of their preferred learning styles and adjusting teaching practice accordingly.
* Consultation and on-going dialogue with Te Whanau o Hato Hoani – Maori parents’ Support Group.
* Availability of standards for performance in aspects of tikanga Maori.
* Each department identifying progress of Maori students as a group, as well as all students as documented in Department plans.
* Support for access to Maori Education funding/scholarships.
* Involvement in powhiri for welcomes and special occasions.
* Te Reo is an option from Year 9 to 13.
* All students at the College can perform a haka and know two waiata.

 **Improved Pasifika student outcomes, through**

* Implementing a Pasifika students’ achievement plan.
* Analysis of their preferred learning styles and adjusting teaching practice accordingly.
* Consultation and on-going dialogue with Pasifika Parent Support Groups.
* Each Department identifying progress of Pasifika students as a group as well as all students as documented in Department plans.
* Involvement through appropriate cultural rituals for welcomes and special occasions.
* Use of language and rituals from the Pacific to accentuate the cultural diversity of the College.
* Letters of praise and encouragement to the families of successful students.
* Dialogue with parents in relation to sporting, family and part-time employment commitments.
* Research and consultation on the best ways to conduct parents and teacher report meetings.

 **Career guidance, through**

* Excellent access and support for career information and counselling.
* Participation in career seminars, fono and hui both on and off-site.
* Teaching about careers at the required year levels.

 **Focus on student achievement information in reporting, through**

* Reporting to parents in standards based format for all year levels from Year 9.
* Departmental reports being based on analysis of student achievement.
* Comparative reporting against National results and historic school results.
* Standardised reporting of results from each Department.



**SECTION 4**

**ST. JOHN’S COLLEGE**

**Strategic Plan 2018 - 2020**



**Mission Statement**

**“St. John’s College provides a high quality education for young men, grounded in Gospel values within the Catholic and Marist traditions”**

Why? **Catholic - “To become the best possible version of who God meant us to be.”**

 **Marist - “By using our gifts and talents to serve others”**

What does this look like? **By becoming a St. John’s Man**

How is this achieved? **Emphasising daily, the Values and Habits of a St. John’s Man**

And **Providing an holistic education, for total growth**

**Spiritually Mentally Socially Physically Culturally**

 Initiating Attaining Initiating a love Improving skills Supporting New and developing academic of self and to develop each Zealand’s unique a relationship excellence others individual to their bi-cultural and with God and hauora full potential multi-cultural heritage





With this as our Mission, the following are the key areas of the Strategic Plan for 2018 – 20, with the key objectives and actions listed in table form below:

**SPECIAL CHARACTER**

* To encounter Christ.
* To grow in knowledge of Christ.
* To witness to Christ’s love in action.

**TEACHING LEARNING AND THE CURRICULUM**

* To have effective learning within the St John’s College community - to enable every student and teacher to use their God given talents.
* To effectively use data to enhance learning and make sure every student has the chance to improve their learning.

**PASTORAL CARE**

* Whole school approach” to improve consistency in school standards, delivery of pastoral care and structures.
* Pastoral Care is viewed positively (building relationships).
* Develop a St. John’s Man.

**SPORTS**

* To consolidate the improvements made in the last four years, and strive for excellence.

**ARTS AND CULTURE**

* To enrich the holistic development of our students, by providing activities and competition to enhance their co-curricular passions.



**SPECIAL CHARACTER: STRATEGIC PLAN 2018 – 2020**

**Major Goal:** To enable the St John’s Community to experience Jesus Christ through encounter, knowledge and witness

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| **Strategic Objective** | **Actions** | **Person(s)****Responsible** | **Resource****Budget** | **Timeline/****Due Date** | **Success Indicators** |
| To encounter Christ | 1. Continue Rite of Passage by focussing on: Baptism Reconciliation/ Eucharist. Year 11 Confirmation Sacramental programmes are advertised and promoted.Recognise and promote the Sacraments of Initiation with certificates and badges at AssemblyPromote student lead involvement in planning masses and liturgical events within the College. | CBo/CMwCMwCMw | $100Certificates and badges | 2018 – 2020 | At least 15 to 20 SJC students receive the Sacraments of Baptism, Reconciliation, Eucharist and Confirmation at one of our four major Masses. Sacramental programmes happen at least twice a year offering the opportunity for students to receive Baptism, Reconciliation, Eucharist, or Confirmation. Students leadership and involvement visible in all masses and liturgical events |
|  | 2. Continue with Year level retreats & staff retreats and evaluate each programme. | CBo | $6000  | 2018-2020 | Each Year level goes on Retreat.Student feedback received and analysed |
|  | 3. Encourage regular attendance at weekly lunchtime Masses and Sunday Mass in interviews, newsletters, school events, and increase participation in wider Catholic activities.Obtain data regarding mass attendance, parish service and involvement in wider youth activities for all our students | PMe/CBo/Chw | $500  | 2018-2020 | Weekly masses well supported by students and staff.Combined college and leaders’ masses have at least 40 students in attendance.Questionnaire devised and data obtained and analysed. |
|  | 4. Provide house teachers with good special character Practices | CBoHouse teachers | Nil | 2018-2020 | Prayer is said at House time every day. Teachers participate in staff retreats and feedback is obtained and analysed. |
| To grow in knowledge of Christ | 1. Ensure Special Character of the College is evident in every departmental Scheme of work | PMe/RFe/ CBo | Nil | 2018 | All departmental Schemes of work have Special Character elements which relate to Catholic Social Justice Principles or Christian Spirituality. |
|  | 2. Align the Y10 Curriculum with the curriculum strands. | CBo/RE teachers | Budget | 2018-2020 | The Year 10 course is aligned with the curriculum strands and assessments are aligned through the strands  |
|  | 3. Create an accreditation support system to administer, record and ensure continued professional development in RE and Catholic Character | CBo/PMe | Nil | 2018-2020 | An administration system is setup for tracking all staff and board progress for professional development in Catholic Character. |
|  | 4. Principal, DRS and RE Teachers attendance at Diocesan run ‘In-service’ and PD opportunities. | PMe /CBo | Budget | 2018-2020 | Principal attends Diocesan in-service meetings for Principals.DRS attends Diocesan Conference. All RE staff attend Regional Cluster meetings.New Teachers attend Diocesan in-service workshop for Teachers new to Catholic Schools. |
|  | 5. To ensure all new staff and students are inducted into Catholic Character of School | PMe/CBoCMw | Budget | 2018-2020 | New staff induction held annually and evaluated through a questionnaire.Where possible, use new staff on Year 9 Historical Trips. |
| To witness to Christ’s love in action | 1. Improve external visibility of Catholic Character | PMe/CBo/PHi | $1000 | 2018-2020 | Theme established each year to enable staff and students to focus on actions that support the theme.Make Gospel Virtues more visible through posters/signage around the school.The Holy Thursday Walk of the Cross. |
|  | 2. Strengthen and maintain the student Catholic Character Group. By providing a student voice in Catholic Character events. | CBo/CMw | Budget | 2018-2020 | Student Eucharistic Ministers, Readers and Altar Servers are trained and used in school Masses and Liturgies.Weekly meetings of the Group occur with minutes taken.  |
|  | 3. Recognise and promote the Marist Values and traditions within and amongst staff. Continue involvement amongst staff in attending course run by the Marist Network. | All staff (Especially tagged teachers) | Budget | 2018-2020 | At least one staff member participates in the Marist Neighbours program.A St John’s student attends each available Marist Neighbours experience during the yearPrinciple and head students attend the annual Marist Forum.The school use the Marist Retreat team in at least one year level retreat. |
|  | 4. Continue student involvement in Social Justice action and Catholic Character events. | CMw, CBo | Nil | 2018-2020 | Student leaders attend the Caritas Leadership Day.St John’s has a team participating in the O’Shea Shield competition.Staff and students actively participate in Social Justice week.Young Vinnies meet weekly and carry out activities supporting social justice – e.g. Caritas Challenge, helping at the soup kitchen, running the breakfast club, recycling. |
|  | 5. Offer opportunities for staff to develop their spirituality through a whole staff retreat day and time given for special character on one or more PD days. | All staff | Annual Budget (1000) | 2018-2020 | Annual Staff Retreat Day is well attended. Favourable feedback is obtained from staff regarding the retreat. Continued prayerful input at start of term and regular staff meetings. |
|  | 6. Students attend leadership camps run by the diocese and Marist network. This is to enable them to lead as servant leaders in the College. | SLT | Budget | 2018-2020 | Every year, at least 12 senior students attend MYL (Marist Youth Leaders) and at least 12 senior students attend YCL Young Catholic Leaders). |



**CURRICULUM: STRATEGIC PLAN 2018 – 2020**

**Major Goal:** To have Effective Learning within the St John’s College Community - to enable every student and teacher to use their God given talents.

**Supplementary Goal:** Effective use of Data to enhance learning and make sure every student has the chance to improve their learning.

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| **Objective** | **Actions** | **People Responsible** | **Budget** | **Timeline** | **Success Indicators** |
| 1. The use of House meetings to discuss the progress of students. This will entail not only the use of data to identify and encourage student/teacher engagement. | The use of one extra PD session on a Tuesday to hold these meetings. This will provide more continuity to gaining insight into the challenges students are facing. | DP, House Deans to minute discussions. Subject teachers to supply information. |  | 2018 | Staff will be able to gain a clearer picture of the students they teach from different perspectives. It will foster close relationships leading to improved academic results. Using Teaching & Learning Booklet and data from House meetings. |
| 2. To develop the use of IT to enhance student and teacher learning. | Continue to work on Microsoft 365 to develop staff knowledge, to allow students to share, create and develop work using ICT. | DP with Cyclone and Microsoft Via John Phelps. | Central funding/MOEJohn Phelps 40 hours, Cyclone 50 hours. | 2018-2020 | Staff will be confident to use IT as a teaching tool, to enhance teaching and learning. At least one class per teacher will have resources on One Note, with those who are more confident using Microsoft Teams. |
| 3. Maintain NCEA rates at 95%. UE to 75 %.  | Continue to enhance student achievement by catering for individual needs in course selection, and course layout across Level 1, 2 and 3. Support Academic Deans in their tracking of students. | Academic Deans DPHODS and teaching staff. |  | 2018 - 2020 | - Achievement Rates at level 1,2 and 3 are at 95% and above.Merit and Excellence endorsements for Levels 1 and 2 at 45%, for Level 3, at 40% |
| 5. Tracking of junior student’s summative results and formative data including PAT’s for the effective use of data to improve learning outcomes. | Teachers will use data to plan tasks and units that support the needs of the students.Teachers will pass on results to learning support and those staff teaching students in need or who need extension, to cater for students at all levels. | DP and Senior Leadership Team. |  | 2018-2020 | - Improvements in junior formative and summative assessment results.- Data forwarded to HOD’s.- Use of data in classroom teaching. |
| 6. All teachers to complete the Inquiry Process in 2018 and school wide focus alongside.  | Teachers will be able to share their findings with staff so that staff will gain a valuable insight into the findings of their colleagues.  | DP and Senior Leadership Team |  | 2018 - 2020 | - Teachers e-portfolios show evidence of Inquiry process completed during the year.Teachers to present Inquiry to colleagues during the year and at the end of the year. |
| 7. Develop guidelines on Teaching Capabilities for Provisionally Registered teachers, Registered Teachers and Teacher Leaders. | Put the material out to staff and ensure that all aspects are covered and fully understood. PD is provided on desired outcomes. Staff to use the table to identify where they are at on the matrix as part of their appraisal. | DP to sign off on all categories for teaching staff. |  | 2018 - 2020 | Staff at the three levels exhibit traits of outstanding teachers. PCTs at levels 1 and 2. Teachers of 3–5 years’ experience at level 2, experienced teachers at level 3. SLT at stage 4. |



**JUNIOR CURRICULUM: STRATEGIC PLAN 2018 – 2020**

**Major Goal:** To have Effective Learning within the St John’s College Community - to enable every student and teacher to use their God given talents.

**Supplementary Goal:** Effective use of Data to enhance learning and to inform teaching pedagogy to make sure every student has the opportunity to improve their learning.

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| **Objective** | **Actions** | **People Responsible** | **Budget** | **Timeline** | **Success Indicators** |
| 1. To use ICT (Platform delivery) to enhance students learning and teacher teaching strategies. | Continue to work on 365 to develop staff knowledge to allow the students to share, create and develop work using ICT.  | PD in developing staff knowledge.* Cyclone
* J. Phelps
 | CurriculumBudget | 2018 - 2019 | - Minimum of 2 units of learning in Junior Curriculum areas are delivered using MS365 (OneNote) |
| 2. Tracking of junior students’ summative results and formative data including PAT’s. | - Teachers and learning support will use comparative data to plan tasks and units that support the needs of all students at all levels.- Teachers and learning support will use comparative PATs data to construct intervention strategies to ensure added value to all students’ learning.- Teachers will reflect on the use of data and differentiated learning to inform their teaching practices in their ‘Teaching as Inquiry’ reflection. | - Assistant Principal - Learning support- All teaching staff. | CurriculumBudget | 2018 - 2020 | Administering and using Comparative PATs data effectively:- Organising PATs testing (Beginning of Term 1, End of Term 2 and end of Term 4)- Data (PATs, examination results, and others) shared with all teachers through KAMAR and School drive.- Analysing trends in PATs data - Use PAT data to implement differentiated learning strategies In teachers’ planned instructions |

**PASTORAL CARE: STRATEGIC PLAN 2018 – 2020**

**Major Goal:** “Whole school approach” to improve consistency in school standards, delivery of pastoral care and structures.

**Supplementary Goals:** 1.Pastoral care is seen positively and focussed on building relationships.

2. Develop a St. John’s Man.

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| **Strategic Objective** | **Actions** | **Person(s)****Responsible** | **Resource****Budget** | **Timeline/****Due Date** | **Success Indicators** |
| 1. All staff will use the Pastoral Care guidelines. | Classroom Management Structure developed for staff to use. Green Cards less students out of class. | SMTDeansHouse Teachers | PC Budget | Ongoing | Staff informed of structure at PD.Decrease in number of students being sent to Deans with a Green Card, maximum of 3 per fortnight.  |
| Kamar Portal, SJC web page & Mobile App.  | DP  | PC Budget | Ongoing | Update Webpage within two days of a change.All information posted on Facebook.  |
| 2. House teachers and Deans will use the weekly meetings to give feedback to the Deans and Assistant Principal.  | Weekly House teacher and Deans Meetings | Deans | PC Budget | 2018-2020 | Deans give House feedback to AP at the weekly meeting.Staff consistently complete Weekly Notes and attendance, 90%.  |
| House teacher to build relationships with the students and Whanau | House Teachers | PC Budget | 2018-2020 | Check student attendance, discuss and follow up. Change ??? to another code.Read notices, check uniform and communicate with students. |
| Mid-year and End of Year Deans Appraisal  | TMB | 1 MU per Dean, 1 MMA | 2018-2020 | Reflection on Job description.For all Deans goals set, reviewed and documented.  |
| 3. Data will be collected and collated from the school community. | Pastoral Care Survey (improve communication) | TMb | PC Budget | Bi-annually  | At least 33% of the school community Survey.  |
| Student Pastoral Care Survey (student voice) | TMb | PC Budget | Yearly  | All prefects to complete survey Student’s council to complete the survey.  |
| 4. Students to feel special for making good choices.  | Deans to celebrate success | Whole school | PC Budget  | 2018-2020 | Weekly notes celebrated at House Liturgies and Assembly.Student Success pasted in Facebook and school Website. |
| **5.** Every student provided with the opportunity for growth spiritually and as a positive human being.  | Programs to enforce the values and habits  | TMb | PC Budget | 2018-2020 | The following programs are run during the year;Travellers, Tuakana-Teina and Tiawhenua Support programs.  |
| School retreats, service days and camps  | Whole school | PC Budget  | 2018-2020 | Actions in a real-life contextAll year 9 students attend camp.All year 10 students attend camp.All year 11 students attend the Retreat.All year 12 students attend the Retreat.All year 13 students attend the Retreat.Students provided with opportunities to work participate in the community.  |



**SPORT: STRATEGIC PLAN 2018 – 2020**

**Major Goal:** To consolidate the improvements made in the last four years, and strive for excellence.

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| **Strategic Objective** | **Actions** | **Person(s)****Responsibility** | **Resource****Budget** | **Timeline /****Due Date** | **Success Indicators**  |
| 1. With the 5 Sports Institutes now in place, the aim is to consolidate the high level of performance, best practice coaching and behavioural expectations in each Institute.Stages of introduction:2014 – Basketball and Rugby2015 – Football, Cricket and Golf2016 – Canoe Polo2018 – Removal of Golf | Provide Level 2 or 3 (or above) coaches for each institute code, bringing each Institute to a high level of consistency.Removal of Golf as an Sports InstituteContinue to raise profile of SJC sport in local community and countrywide.Comprehensive theory programme put in place.Sports Institute mentoring programme strengthened. | PMPMe, SLTJPe/PMe/coachesJPe/CoachesJPe/Coaches | Annual BudgetNilAnnualBudgetAnnual BudgetAnnual Budget | Jan 20182018201820182018 | Successful coaches in place for the beginning of 2017, for all 6 codes.Successful Sports Review at the end of each year.That Golf is officially removed as a Sports Institute by SLTFeeder Primary Schools given information regarding Sports Institute and receive a visit from a Sports Institute coach.Information booklet produced. Sports Institute link on SJC web site and phone app.SI codes to produce theory booklets for students and coaches. |
| 2. Seeking high performance from premier sports codes. | Individuals and teams competing in the highest levels of competition in the Hawkes Bay and at National level.Coach development / retention / recruitment.Senior Leadership Team to meet sport personnel for strategic planning.  | Teachers i/cCoachesSports Co-ordinatorJPe/PM | AnnualBudgetAnnualBudget | 2018 -2020On-going | 2017 - Premier league status maintained or achieved for our top teams: Athletics, Cricket, Football, and Rugby. 2017 Canoe Polo – National medals at Juniors and Seniors.Increase coaching qualifications gained by SJC staff, parents and pupils. Level 1 to Level 2 to Level 3.‘Best’ coaches appointed to key teams/sports in the school. |
| 3. Continue the growth of the St. John’s Rugby Foundation, and other codes, as they endeavour to set up fund raising committees. | To significantly increase fundraising to allow students better access to sporting opportunities, equipment and facilities.Gain the support of Old Boys to support sport within the College.Target fundraising opportunities through grant applications and NZCT FundingTo encourage other sports codes within the College to follow a similar funding process, as the Rugby Foundation. | Principal, JHp, TMc, GMf Old BoysPrincipal, JPe | DonationsSuccessful applicationsDonationsSuccessful applications | 2018 -20202018 -20202018 -2020 | To raise significant funds to support the development of sport at St. John’s College.More Sports Foundations through the St. John’s Trust. |
| 4. To continue to maintain the high percentage of general sport’s participation and commitment in the College.2013 – 75%2014 – 80%2015 – 84%2016 – 86%2017 - 94% 2018 – 90+% | Accommodate each sport and opportunity at St. John’s, especially minority sports.Encourage sports participation to increase school spirit, team building skills and attendance at school.To increase the commitment of athletes to sports once they have committed to that code. | Sports Co-ordinatorJPe/PMSports Co-ordinatorJPe/PMJPe/PM/TIC’s of the codes | AnnualBudgetAnnualBudgetNil | 2018 -2020On-going2018 -2020 | Maintain high level of sports participation at over 90%, Sport Hawkes Bay percentages.Multiple codes recognised at assemblies.To visibly see to growth of school spirit during sports days or whole school events. Increase in attendance rates through the College.To have fewer athletes dropping sports teams during the season. Apart from injury, our goal is zero. |



**ARTS AND CULTURE: STRATEGIC PLAN 2018 – 2020**

**Major Goal:** To enrich the holistic development of our students, by providing activities and competition to enhance their co-curricular passions.

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| **Activity** | **Actions** | **Person(s) Responsible** | **Resource****Budget** | **Timeline/****Due Date** | **Success Indicators** |
| **Kapa Haka**To increase the numbers of students participating in Kapa Haka. | Take part in the annual Kapa Haka competitions. Employ a qualified Kapa Haka tutor to prepare our students. | MSo/ Principal. | Annual budget$1000 | 2018 - 2020 | A larger number of students (30+) competing in Kapa Haka competitions. |
| **Music - Choir**To encourage participation in a variety of musical activities and competitions. | Compete in the annual ‘Big Sing’ Choral Festival.Continue to build up the school choir. | JNg | $400 | 2018 - 2020 | St John’s is represented in the ‘Big Sing’ Choral Festival. |
| **Musical Production** | Continue to produce a Musical Production with SHC Work with SHC to audition, rehearse and produce a combined show. | EMf/JNg | $1000 | 2018 - 2020 | A successful Musical is produced in each year (2018 – 2020). |
| **Music – Ensembles** | Compete in the annual HB Band Festival, Smokefree Rockquest, and HB Chamber Music contest.Establish a junior band and build up the numbers of students learning Woodwind and Brass. | JNg/Itinerant Music teachers. | $350 | 2018 - 2020 | St John’s competes in the annual HB Band Festival, Smokefree Rockquest and HB Chamber Music contest.Junior Band is established. |
| **Debating** To continue to promote debating in Hawkes Bay, through organisation and competition. | To have at least two staff able to adjudicate Russell McVeagh style debates. Organise and enrol new staff at an adjudication training day early in the year | LBa/KSp | nil | 2018 - 2020 | Two qualified staff each promote, organise and adjudicated interschool debates in 2018 - 2020. |
|  | For S.J.C. to have a high profile in the field of debating amongst the H.B. Secondary Schools.  | LBa/KSp | nil | 2018 - 2020 | To host a number of debating events at SJC. To assist with adjudication at a top level. |
| **O’Shea Shield** To prepare our students for success in the O’Shea Shield. | To ensure that we compete to a high level in Debating and Junior and Senior Oratory.  | LBa (writing coach senior and junior oratory)KSp (coach senior)CBo (coach junior)LBa (debating- tbc) | $4000 | 2018 - 2020 | Gain Excellence in Debating so that at least a 5 is gained.Gain Excellence in Junior and Senior Oratory so that at least a 5 is gained. |
| **Culinary Arts** To prepare our students to pursue excellence and success, at regional and national level. | To ensure the high standard of performance is maintained in the Culinary Arts Institute.  | CIr | nil | 2018 - 2020 | Continue the momentum with regional and national success in Culinary competitions. |
| **Visual Arts** To support the pursuit of excellence, including setting up a Visual Arts Institute for elite artists. | Showcase our talent regularly, with displays at assemblies and parent’s evenings. | DDi | nil | 2018 - 2020 | Gain tertiary entries to Fine Art Institutions.Gain a scholarships at Level 4 NCEA.To have more student’s talents on displayed more often. |
| **Pacific Pride** To increase the numbers of students participating in Pacific Cultural performances. | Enrol more students into Pacific Pride, for Cultural performances during the year, including the Polynesian Festival in Auckland. | SOl | Annual Budget$1000 | 2018 – 2020 | A larger number of students (30+) competing in Pacific competitions.A successful Fia Fia night with large attendance and our first performance at the Polynesian Festival. |

**SECTION 5**

**ANNUAL GOALS**

**SPECIAL CHARACTER: ANNUAL GOALS 2018**

**Major Goal:** To enable the St John’s Community to experience Jesus Christ through encounter, knowledge and

 witness

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| **Objective** | **Actions** | **People Responsible** | **Budget** | **Timeline** | **Success Indicators** |
| To encounter Christ | Provide house teachers with good special character Practices | CBo / House teachers  | $200  | 2018 | There is effective prayer in House time every day. Teachers participate in staff retreats and feedback is obtained and analysed. |
| To grow in knowledge of Christ  | The inclusion of Special Character elements is evident in every departmental Scheme of work | PMe / RFe / CBo | Nil | 2018 | All departmental Schemes of work have Special Character elements which relate to Catholic Social Justice Principles or Christian Spirituality. |
| To grow in knowledge of Christ | Align the Y10 Curriculum with the curriculum strands and rewrite end-of-topic assessments to reflect varied range of assessment methods. | CBo / RE teachers | $150 (Annual) | 2018 | The Year 10 course is aligned with the curriculum strands and assessments are aligned through the strands |
| To witness to Christ’s love in action | Ensure all new staff are inducted into the Catholic Character of the School | PMe / CBo / Chaplain | $700 | 2018 | New staff induction held annually and evaluated through a questionnaire.Where possible, use new staff on Year 9 Historical Trips.New Teachers attend Diocesan in-service workshop for Teachers new to Catholic Schools |

**CURRICULUM: ANNUAL GOALS 2018**

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| **Objective** | **Actions** | **People Responsible** | **Budget** | **Timeline** | **Success Indicators** |
| 1. The use of House meetings to discuss the progress of students. This will entail not only the use of data to identify and encourage student/teacher engagement. | The use of one extra PD session on a Tuesday to hold these meetings. This will provide more continuity to gaining insight into the challenges students are facing. | DP, House Deans to minute discussions. Subject teachers to supply information. | Budget | 2018 | Staff will be able to gain a clearer picture of the students they teach from different perspectives. It will foster close relationships leading to improved academic results. Using Teaching & Learning Booklet and data from House meetings. |
| 2. To develop the use of IT to enhance student and teacher learning. | Continue to work on Microsoft 365 to develop staff knowledge, to allow students to share, create and develop work using ICT. | DP with Cyclone and Microsoft Via John Phelps. | Central funding/MOEJohn Phelps 40 hours, Cyclone 50 hours. | 2018-2020 | Staff will be confident to use IT as a teaching tool, to enhance teaching and learning. At least one class per teacher will have resources on One Note, with those who are more confident using Microsoft Teams. |
| 3. All teachers to complete the Inquiry Process in 2018 and school wide focus alongside.  | Teachers will be able to share their findings with staff so that staff will gain a valuable insight into the findings of their colleagues.  | DP and Senior Leadership Team | Budget | 2018 - 2020 | - Teachers e-portfolios show evidence of Inquiry process completed during the year.Teachers to present Inquiry to colleagues during the year and at the end of the year. |
| 4. Maintain NCEA rates at 95%. UE to 75 %.  | Continue to enhance student achievement by catering for individual needs in course selection, and course layout across Level 1, 2 and 3. Support Academic Deans in their tracking of students. | Academic Deans DPHODS and teaching staff. | Budget | 2018 - 2020 | - Achievement Rates at level 1,2 and 3 are at 95% and above.Merit and Excellence endorsements for Levels 1 and 2 at 45%, for Level 3, at 40% |

**JUNIOR CURRICULUM: ANNUAL GOALS 2018**

**Major Goal:** To have Effective Learning within the St John’s College Community - to enable every student and teacher to use their God given talents.

**Supplementary Goal:** Effective use of Data to enhance learning and to inform teaching pedagogy to make sure every student has the opportunity to improve their learning.

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| **Objective** | **Actions** | **People Responsible** | **Budget** | **Timeline** | **Success Indicators** |
| **1. To use ICT (Platform delivery) to enhance students learning and teacher teaching strategies.** | Continue to work on 365 to develop staff knowledge to allow the students to share, create and develop work using ICT.  | PD in developing staff knowledge.* Cyclone
* J Phelps
 |  | 2018 | - Minimum of 2 units of learning in Junior Curriculum areas are delivered using MS365 (OneNote) |
| **2. Tracking of junior students’ summative results and formative data including PAT’s.** | - Teachers and learning support will use comparative data to plan tasks and units that support the needs of all students at all levels.- Teachers and learning support will use comparative PATs data to construct intervention strategies to ensure added value to all students’ learning.- Teachers will reflect on the use of data and differentiated learning to inform their teaching practices in their ‘Teaching as Inquiry’ reflection. | -Assistant Principal -Learning support-All teaching staff. |  | 2018 | Administering and using Comparative PATs data effectively:- Organising PATs testing (Beginning of Term 1, End of Term 2 and end of Term 4)- Data (PATs, examination results, and others) shared with all teachers through KAMAR and School drive.- Analysing trends in PATs data - Use PAT data to implement differentiated learning strategies In teachers’ planned instructions |

**PASTORAL CARE – ANNUAL GOALS 2018**

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| **Objective** | **Actions** | **Person(s) Responsible** | **Budget** | **Due date / Timeline** | **Success Indicators** |
| 1.Whole schoolapproach” to improve consistency in Pastoral Care  | Building positive, consistent messages to students during house times. **Structured House class.**Staff make completing daily attendance a priority.House teachers amended Kamar dataIncreased parental Contact.Early intervention by Deans.  | SMTDeanHouse Teachers | $400 | Ongoing | -Students focussed and listening in House time.Parents and Deans being contacted (email or phone) early for support.Staff respond to attendance reminder email.Kamar being updated and amended by staff frequently. |
| Weekly Notes and Positive Affirmation  | TMb |  | 2018- 2020 | -Certificate for students showing the values and habits of a SJC man. Students rewarded for Honours in assembly and during House Liturgies  |
| 2.Use of Mentoring program to identify and support students | Tuakana-Teina Program (yr. 9 & 13) initiated in Term 1 week6 and run for 18 months. Year 9 Kaiarahi Program to begin on day 1 of 2018.  | Pastoral Care Team  | $600 | 2018-2020 | -5-10 year 9 students participating in the initiativeEach Tuakana attends Mentoring sessions. Regular meetings held between the Tuakana and Teina. Each year 9 has a year 13 buddy |
| 3.Develop a St. John’s Man |  Target student verbal communication during lessons Target Lateness (detentions and home contact)Develop pride in the school uniform and work presentedStudent Voice  |  SMTDeans Staff  |  | 2018-2020 | -Decrease in pastoral incidents.Less students late to class.Students dressed correctly during the school day.Student Council feel valued and supported. |

**SPORT: ANNUAL GOALS 2018**

**Major Goal:** To consolidate the improvements made in the last three years, and strive for excellence.

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| **Strategic Objective** | **Actions** | **Person(s)****Responsibility** | **Resource****Budget** | **Timeline /****Due Date** | **Success Indicators**  |
| 1. With the 5 Sports Institutes now in place, the aim is to consolidate the high level of performance, best practice coaching and behavioural expectations in each Institute.Stages of introduction:2014 – Basketball and Rugby2015 – Football, Cricket and Golf2016 – Canoe Polo2018 – Removal of Golf | Provide Level 2 or 3 (or above) coaches for each institute code, bringing each Institute to a high level of consistency.Removal of Golf as an Sports InstituteContinue to raise profile of SJC sport in local community and countrywide.Comprehensive theory programme put in place.Sports Institute mentoring programme strengthened. | PMPMe, SLTJPe/PMe/coachesJPe/CoachesJPe/Coaches | Annual BudgetNilAnnualBudgetAnnual BudgetAnnual Budget | Jan 20182018201820182018 | Successful coaches in place for the beginning of 2018, for all 6 codes.Successful Sports Review at the end of each year.That Golf is officially removed as a Sports Institute by SLTFeeder Primary Schools given information regarding Sports Institute and receive a visit from a Sports Institute coach.Information booklet produced. Sports Institute link on SJC web site and phone app.SI codes to produce theory booklets for students and coaches. |
| 2. Seeking high performance from premier sports codes. | Individuals and teams competing in the highest levels of competition in the Hawkes Bay and at National level.Coach development / retention / recruitment.Senior Leadership Team to meet sport personnel for strategic planning.  | BOTTeachers i/cCoachesSports Co-ordinatorJPe/PM | AnnualBudgetAnnualBudget | 2018 On-going | 2018 - Premier league status maintained or achieved for our top teams: Athletics, Cricket, Football, and Rugby. 2018 Canoe Polo – National medals at Juniors and Seniors.Increase coaching qualifications gained by SJC staff, parents and pupils. Level 1 to Level 2 to Level 3.‘Best’ coaches appointed to key teams/sports in the school. |
| 3. To continue to maintain the high percentage of general sport’s participation and commitment in the College.2013 – 75%2014 – 80%2015 – 84%2016 – 86%2017 - 94% 2018 – 90+% | Accommodate each sport and opportunity at St. John’s, especially minority sports.Encourage sports participation to increase school spirit, team building skills and attendance at school.To increase the commitment of athletes to sports once they have committed to that code. | Sports Co-ordinatorJPe/PMSports Co-ordinatorJPe/PMJPe/PM/TIC’s of the codes | AnnualBudgetAnnualBudgetNil | 2018On-going2018  | Maintain high level of sports participation at over 90%, Sport Hawkes Bay percentages.Multiple codes recognised at assemblies.To visibly see to growth of school spirit during sports days or whole school events. Increase in attendance rates through the College.To have fewer athletes dropping sports teams during the season. Apart from injury, our goal is zero. |

**ARTS AND CULTURE: ANNUAL GOALS 2018**

**Major Goal:** To enrich the holistic development of our students, by providing activities and competition to enhance their co-curricular passions.

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| **Activity** | **Actions** | **Person(s) Responsible** | **Resource****Budget** | **Timeline/****Due Date** | **Success Indicators** |
| **Kapa Haka**To increase the numbers of students participating in Kapa Haka. | Take part in the annual Kapa Haka competitions. Employ a qualified Kapa Haka tutor to prepare our students. | MSo/ Principal. | Annual budget$1000 | 2018 | A larger number of students (30+) competing in Kapa Haka competitions. |
| **Music - Choir**To encourage participation in a variety of musical activities and competitions. | Compete in the annual ‘Big Sing’ Choral Festival.Continue to build up the school choir. | JNg | $400 | 2018  | St John’s is represented in the ‘Big Sing’ Choral Festival. |
| **Music – Ensembles** | Compete in the annual HB Band Festival, Smokefree Rockquest, and HB Chamber Music contest.Establish a junior band and build up the numbers of students learning Woodwind and Brass. | JNg/Itinerant Music teachers. | $350 | 2018  | St John’s competes in the annual HB Band Festival, Smokefree Rockquest and HB Chamber Music contest.Junior Band is established. |
| **Debating** To continue to promote debating in Hawkes Bay, through organisation and competition. | To have at least two staff able to adjudicate Russell McVeagh style debates. Organise and enrol new staff at an adjudication training day early in the year | LBa/KSp | nil | 2018  | Two qualified staff each promote, organise and adjudicated interschool debates in 2018. |
|  | For S.J.C. to have a high profile in the field of debating amongst the H.B. Secondary Schools.  | LBa/KSp | nil | 2018  | To host a number of debating events at SJC. To assist with adjudication at a top level. |
| **O’Shea Shield** To prepare our students for success in the O’Shea Shield. | To ensure that we compete to a high level in Debating and Junior and Senior Oratory.  | LBa, KSp CBo  | $4000 | 2018  | Gain Excellence in Debating so that at least a 5 is gained.Gain Excellence in Junior and Senior Oratory so that at least a 5 is gained. |
| **Culinary Arts** To prepare our students to pursue excellence and success, at regional and national level. | To ensure the high standard of performance is maintained in the Culinary Arts Institute.  | CIr | nil | 2018  | Continue the momentum with regional and national success in Culinary competitions. |
| **Visual Arts** To support the pursuit of excellence, including setting up a Visual Arts Institute for elite artists. | Showcase our talent regularly, with displays at assemblies and parent’s evenings. | DDi | nil | 2018  | Gain tertiary entries to Fine Art Institutions.Gain a scholarships at Level 4 NCEA.To have more student’s talents on displayed more often. |
| **Pacific Pride** To increase the numbers of students participating in Pacific Cultural performances. | Enrol more students into Pacific Pride, for Cultural performances during the year, including the Polynesian Festival in Auckland. | SOl | Annual Budget$1000 | 2018  | A larger number of students (30+) competing in Pacific competitions.A successful Fia Fia night with large attendance and our first performance at the Polynesian Festival. |

**STUDENT ACHIEVEMENT – SPECIFIC TARGETS 2018**

**Achievement Targets 2018**

* To maintain NCEA Level 3 to 95%+. This will require specific direction and support by the 2 Academic Deans, and be monitored throughout the year.
* To lift UE achievement to 75%+ This will require a continued shift upwards and need monitoring by all HODs, Academic Dean, Dean and Curriculum Leaders. The main barriers are students not having 3 subjects on the approved list at 14 + credits.
* A continuation in achievement rates for – NCEA Level 1 of 95% and above.
* A continuation in achievement rates for – NCEA Level 2 of 95% and above.
* To raise Level 1 and 2 Merit and Excellent Endorsements, , exceeding a combined total of 45% e.g. 20% Excellence and 25% Merit, with Level 3 Merit and Excellence endorsements exceeding a combined total of 40%.

**Maori and Pasifika Achievement**

Continuation of the achievement initiatives for Maori and Pasifika students:

* The strengthening of the Kaiawhina role for Maori students.
* The strengthening of the Pasifika Liaison role for Pasifika students.
* The continued establishment of targeted meetings for Pasifika parents with focus on specific topics and strengthening support from home.
* An integration of Maori/Pasifika initiatives in student achievement, career planning and student welfare.
* To maintain attainment of NCEA Level 3 to 95%+ for Maori and Pasifika students.
* To maintain attainment of NCEA Level 2 to 95%+ for Maori and Pasifika students.
* To maintain attainment of NCEA Level 1 to 95%+ for Maori and Pasifika students.

**Lower Socio-Economic Students**

Through the work of the Marist Fathers, it has long been our policy that students are not affected, in any way, because of their socio-economic status. Whether this is stationery, books, course trip, music or sports equipment; St. John’s College will endeavour to make sure that each student has the same opportunities at school and that extra costs will be covered, as much as possible, by the Pastoral Care system. In the case of a student needing financial funding in a particular course or co-curricular activity, the teacher in charge must approach the House Dean or Director of Pastoral Care for support. In matters of financial hardship, all dialogue must be made privately and the details kept confidential, to protect the dignity of the student and family involved.

**SECTION 6**

**The National Administration Guidelines (NAGs)**

**NAG 1:**

Each board of trustees is required to foster student achievement by providing teaching and learning programmes which incorporate The National Curriculum, as expressed in The New Zealand Curriculum 2007 or Te Marautanga o Aotearoa.

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| Each Board, through the principal and staff, is required to: |
| (i) | develop and implement teaching and learning programmes: |
|  | (a) | to provide all students in years 1-10 with opportunities to achieve for success in all the essential learning and skill areas of the New Zealand curriculum;   |
|  | (b) | giving priority to student progress and achievement in literacy and numeracy and/or te reo matatini and pāngarau, especially in years 1–8; |
|  | (c) | giving priority to regular quality physical activity that develops movement skills for all students, especially in years 1-6; |
| (ii) | through the analysis of good quality assessment information\*, evaluate the progress and achievement of students, giving priority first to: |
|  | (a) | student progress and achievement in literacy and numeracy and/or te re matatini and pāngarau, especially in years 1–8;  |
|  | and then to: |    |
|  | (b) | breadth and depth of learning related to the needs, abilities and interests of students, the nature of the school's curriculum, and the scope of the New Zealand Curriculum, as expressed in the National Curriculum 2007 or Te Marautanga o Aotearoa; |
| (iii) | through the analysis of good quality assessment information\*, identify students and groups of students; |
|  | (a) | who are not progressing and/or achieving; |
|  | (b) | who are at risk of not progressing and/or achieving; |
|  | (c) | who have special needs (including gifted and talented students) and |
|  | (d) | aspects of the curriculum which require particular attention; |
| (iv) | develop and implement teaching and learning strategies to address the needs of students and aspects of the curriculum identified in (iii) above; |
| (v) | in consultation with the school's Maori community, develop and make known to the school's community policies, plans and targets for improving the achievement of Maori students; and |
| (vi) | provide appropriate career education and guidance for all students in Year 7 and above, with a particular emphasis on specific career guidance for those students who have been identified by the school as being at risk of leaving school unprepared for the transition to the workplace or further education/training. |

\* Good quality assessment information draws on a range of evidence to evaluate the progress and achievement of students and build a comprehensive picture of student learning across the curriculum.

**NAG 2**

Each Board of Trustees, with the principal and teaching staff, is required to:

(i) develop a strategic plan which documents how they are giving effect to the National Education Guidelines through their policies, plans and programmes, including those for curriculum, aromatawai and/or assessment and staff professional development;

(ii) maintain an on-going programme of self-review in relation to the above policies, plans and programmes, including evaluation of good quality assessment information\* on student progress and achievement;

(iii) on the basis of good quality assessment information\* report to students and their parents on progress and achievement of individual students:

* 1. in plain language, in writing, and at least twice a year; and
	2. across The National Curriculum, as expressed in The New Zealand Curriculum 2007 or Te Marautanga o Aotearoa, including in mathematics and literacy, and/or te reo matatini and pāngarau;

(iv) on the basis of good quality assessment information\*, report to the school’s community on the progress and achievement of students as a whole and of groups (identified through National Administration Guideline 1(iii) above) including the progress and achievement of Māori students against the plans and targets referred to in National Administration Guideline 1(v) above.

\* Good quality assessment information draws on a range of evidence to evaluate the progress and achievement of students and build a comprehensive picture of student learning across the curriculum.

**NAG 3**

According to the legislation on employment and personnel matters, each Board of Trustees is required in particular to:

(i) develop and implement personnel and industrial policies, within policy and procedural frameworks set by the Government from time to time, which promote high levels of staff performance, use educational resources effectively and recognise the needs of students; and

(ii) be a good employer as defined in the State Sector Act 1988 and comply with the conditions contained in employment contracts applying to teaching and non-teaching staff.

**NAG 4**

According to legislation on financial and property matters, each Board of Trustees is also required in particular to:

(i) allocate funds to reflect the school's priorities as stated in the charter;

(ii) monitor and control school expenditure, and ensure that annual accounts are prepared and audited as required by the Public Finance Act 1989 and the Education Act 1989;

(iii) comply with the negotiated conditions of any current asset management agreement, and implement a maintenance programme to ensure that the school's buildings and facilities provide a safe, healthy learning environment for students.

**NAG 5** Each Board of Trustees is also required to:

1. provide a safe physical and emotional environment for students;
2. promote health food and nutrition for all students; and
3. comply in full with any legislation currently in force or that may be developed to ensure the safety of students and employees.

**NAG 6**

Each Board of Trustees is also expected to comply with all general legislation concerning requirements such as attendance, the length of the school day, and the length of the school year.

**NAG 7**

Each board of trustees is required to complete an annual update of the school charter for each school it administers, and provide the Secretary for Education with a copy of the updated school charter before 1 March of the relevant year.

**NAG 8**

Each board of trustees is required to provide a statement providing an analysis of any variance between the school’s performance and the relevant aims, objectives, directions, priorities, or targets set out in the school charter at the same time as the updated school charter provided to the Secretary for Education under National Administration Guideline 7.

**SECTION 7**

**National Education Goals Implementation (NEGs)**

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| 1 | The highest standards of achievement, through programmes which enable all students to realise their full potential as individuals, and to develop the values needed to become full members of New Zealand's society. |
| 2 | Equality of educational opportunity for all New Zealanders, by identifying and removing barriers to achievement. |
| 3 | Development of the knowledge, understanding and skills needed by New Zealanders to compete successfully in the modern, ever-changing world. |
| 4 | A sound foundation in the early years for future learning and achievement through programmes which include support for parents in their vital role as their children's first teachers. |
| 5 | A broad education through a balanced curriculum covering essential learning areas. Priority should be given to the development of high levels of competence (knowledge and skills) in literacy and numeracy, science and technology and physical activity. |
| 6 | Excellence achieved through the establishment of clear learning objectives, monitoring student performance against those objectives, and programmes to meet individual need.  |
| 7 | Success in their learning for those with special needs by ensuring that they are identified and receive appropriate support. |
| 8 | Access for students to a nationally and internationally recognised qualifications system to encourage a high level of participation in post-school education in New Zealand. |
| 9 | Increased participation and success by Mäori through the advancement of Mäori education initiatives, including education in Te Reo Mäori, consistent with the principles of the Treaty of Waitangi. |
| 10 | Respect for the diverse ethnic and cultural heritage of New Zealand people, with acknowledgment of the unique place of Mäori, and New Zealand's role in the Pacific and as a member of the international community of nations. |

**SECTION 8**

**National Education Priorities (NEPs)**

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| 1 | Achievement for all in terms of the knowledge, skills and attitudes outlined in the National Curriculum Framework and the National Curriculum Statements |
| 2 | Provision of a safe learning environment |
| 3 | Raising levels of literacy and numeracy |
| 4 | Better utilisation of student achievement data to inform teaching |
| 5 | Improved outcomes for those at risk of not achieving |
| 6 | Improved outcomes for Maori |
| 7 | Career Guidance for Year 9 upwards |
| 8 | Focus on reporting of achievement to students and parents |