



Strategic Plan 2019 - 2021

Vision Statement: *Educating Catholic Leaders through Faith and Action*

Mission Statement: *To educate students in the Catholic Tradition of faith and love, recognising the uniqueness of the individual and challenging them to realise their potential in a multicultural environment that constantly strives for excellence.*

This **Strategic Plan** is the result of collaborative thinking and planning. The process was led by the Board of Trustees and Senior Management Team, and considers information gathered from internal reviews, external reviews including Special Character and ERO, and consultation and engagement with school stakeholders.

This **Strategic Plan** reflects the following Priorities:

Special Character: Fundamental to integration is the Special Character of the College. This is defined in the Integration Agreement as follows: *The school is a Roman Catholic School in which the whole school community, through the general school programme and in its religious instructions and observances, exercises the right to live and teach the values of Jesus Christ. These values are expressed in the Scriptures and in the practices, worship and doctrine of the Roman Catholic Church, as detrimental from time to time by the Roman Catholic Bishop of the Diocese*. Aquinas College is a Catholic educational community of learners, living our motto *'Hold fast to the truth'*. The special character of the College is central to all that happens here.

Excellence: Aspiring to excellence is central to what we do. We strive to be expert teachers and learners.

Ministry of Education Priorities: Aquinas College Board of Trustees places priority on all students achieving success and aims to provide an environment that empowers them to realise their potential, in a multi-cultural environment. The strategic goals and annual plan demonstrate clear links to the focus on the success of Maori, Pasifika, and students with special education needs. The Board aims to ensure all learners achieve their own unique version of success by fostering strong connections with all sectors of the community.

Maori Dimensions and Inclusive Practice: Aquinas College is committed to welcoming and catering for diversity, and will provide inclusive and supportive learning environments to enable all students to achieve, and for *Maori to achieve educational success as Maori*. The Board has undertaken professional development in 2017, around its obligations in honoring the Treaty of Waitangi, and strengthening culturally inclusive practices in the school. The Board also completed the Hautu Review Tool in 2018.

Strategic Plan 2019-2021

Objective		2019	2020	2021
<p>Catholic Character: A commitment to develop men and women of strong faith, knowledge, deep spirituality, and committed service to others.</p>	<p style="text-align: center;">Integrating: Consultation and engagement with the community, and strengthening partnerships Development of culturally responsive practices Development of a Graduate Profile</p>	<ol style="list-style-type: none"> 1. To further embed the Special Character within Aquinas College. <ol style="list-style-type: none"> i. Encounter with Christ ii. Strategic growth in knowledge iii. Christian witness iv. Safeguarding and strengthening Catholic Character v. Special Character Action Plan 	<ul style="list-style-type: none"> • Implement new induction programmes and Catholic Character professional development. • Continue to meet requirements in the Special Character Action Plan. 	<ul style="list-style-type: none"> • Readiness for Special Character Review
<p>Teaching and Learning: A commitment to maintaining and extending excellence and personal best though well developed, cohesive, connected, and diverse programmes.</p>		<ol style="list-style-type: none"> 2. To develop a school-wide approach to improving student achievement with a specific focus on priority learners. <ol style="list-style-type: none"> a. Maori b. Pasifika c. Students with additional needs d. Boys 3. With a focus on developing a school-wide approach to improving student achievement with a specific focus on priority learners, continue engagement in, and commitment to professional learning and development in relation to our three strategic priorities: <ol style="list-style-type: none"> a. Culturally responsive and relational pedagogy b. Learning with digital technology c. Literacy – Writing 4. To continue to review our junior curriculum so that it is coherent, connected and future focused. It strengthens student achievement, supports learner well-being, is culturally responsive and reflects the Special Character of the College. 5. Establish Aquinas College Graduate Profile 6. Self-Review 	<ul style="list-style-type: none"> • Review of the Years 11-13 Curriculum. • To review how the College is ensuring students are prepared and supported in their learning/career pathways, upon leaving Aquinas College (Graduate Profile) – and how this relates to the Mentoring programme. • To develop a school-wide approach to improving student achievement based on the NELPs developed by MOE. 	<ul style="list-style-type: none"> • Implementation of Years 11-13 Curriculum. • Implement a learning/career pathways programme for students Years 7-13. • To develop a school-wide approach to improving student achievement based on the NELPs developed by MOE.

<p>Motivation & Promotion of Well-being of Learners & Staff: To maximise the engagement of students (and whanau) and staff in their learning journeys' and spiritual life of the College</p>	<p>Integrating: Consultation and engagement with the community, and strengthening partnerships Development of culturally responsive practices Development of a Graduate Profile</p>	<ol style="list-style-type: none"> 7. Provide a supportive mentoring programme for all students that engages students, their whanau and the College. 8. Self-Review (Pastoral Care Systems). 9. Staff wellbeing (action plan). 10. Further develop student agency and College Culture. 11. Whanau engagement. 	<ul style="list-style-type: none"> • Strengthen the mentoring programme, and determine how this supports learning/career pathways. • Implement recommendations determined in the Pastoral Care Review. • Strengthen staff wellbeing. • Strengthen culturally responsive practices and whanau engagement. 	<ul style="list-style-type: none"> • Embed culturally responsive practices and whanau engagement. • Review Pastoral Care systems based on actions in 2020.
<p>Facilities and resources: To ensure that management of facilities and resources support student outcomes.</p>		<ol style="list-style-type: none"> 12. Continue the development of the physical environment and resources of the College that complement improved student outcomes. 	<ul style="list-style-type: none"> • Continue the development of the physical environment and resources of the College that complement improved student outcomes. 	<ul style="list-style-type: none"> • Continue the development of the physical environment and resources of the College that complement improved student outcomes.