

# WESLEY COLLEGE CHARTER AND ANNUAL PLAN

2022

## **WESLEY COLLEGE CHARTER**

### **VISION**

Wesley College is a Christian, multi-ethnic, multi-faith, socially diverse boarding and day school affiliated with the Methodist Church of New Zealand, Te Haahi Weteriana o Aotearoa. Wesley College was established to provide education with a Special Character.

Wesley College has special obligations to provide education for students of Māori descent, Pacific Island descent and orphans or otherwise disadvantaged students.

### **Mission Statement**

Wesley College endeavours to provide its students, with the opportunity to excel in the spiritual, academic, sporting and cultural aspects of their lives. Having achieved this aim, Wesley graduates will go on to contribute to the wider community as balanced individuals of faith, integrity, sensitivity and purpose.

### **THE SPECIAL CHARACTER IN THE DAILY LIFE OF WESLEY COLLEGE –**

The influence of the ethos of contemporary New Zealand Methodism

#### **Our Special Character**

simply stated: We are Christian in practice

We are Methodist in ethos

We are Accepted for who we are

We are Called to be God's people to do God's work

We Belong to the Wesley College Family and the wider family of God.

Wesley College is a multi-ethnic school that has a direct affiliation with the Methodist Church of New Zealand – Te Haahi Weteriana o Aotearoa. The Methodist Church of New Zealand – Te Haahi Weteriana o Aotearoa is a Treaty-based Church that expresses its governance in a bi-cultural, power-sharing partnership between Te Taha Maori and Tauwi.

### **Curriculum**

Wesley College affirms that every student in school will have the best possible learning opportunity.

This involves the provision of a balanced curriculum, which enables all learners to acquire existing knowledge and skills while at the same time developing capabilities to create knowledge and practise new skills.

Basic skills will be learned. Physical and aesthetic abilities will be enhanced. Realistic personal standards of achievement will be set. Scholarship will be valued and encouraged at every level. Every student will be aware of the dual cultural heritage of New Zealand and the multi-cultural nature of our society.

## **Equity**

Wesley College affirms that equity objectives will underpin all activities in the school.

Wesley College will ensure that this school's policies and practices seek to achieve equitable outcomes for students of both sexes, for rural and urban students; for students from all religious, ethnic, cultural, social, family and class backgrounds, and for all students irrespective of their ability or disability.

## **Aspects of equity**

Equal Educational Opportunity: The aim will be to ensure equal opportunity for all students to participate in and succeed in the full range of school activities.

The school will adopt policies and practices that identify and cater for the individual needs of each student in the school. These will affect the school's curriculum and how the school distributes resources.

They will include programmes that redress existing inequities and address the current and future needs of students, particularly.

- Maori
- Pacific Island
- Other ethnic groups
- Women and girls
- Students with disabilities
- Students with other special learning needs

## **Treaty of Waitangi**

The Methodist Church of New Zealand - Te Haahi Weteriana o Aotearoa is a Treaty-based Church that expresses its governance in a bi-cultural, power-sharing partnership between Te Taha Maori and Tauwiwi.

Wesley College has an obligation and a commitment to develop policies and practices which reflect New Zealand's dual cultural heritage. Wesley College is committed to Tataiako and Ka Hikitia

## **Pasifika Achievement**

The Board of Trustees is committed to Tapasa and the Pasifika Education Plan and raising the achievement of Pasifika students.

## Community

Wesley College is proud of the diverse communities it represents and believes that a balanced and inclusive approach to working with and for the community results in a just experience for all. Our Methodist special character is at the forefront of all we do.

## School Motto

The school motto embraces the core values for Wesley College.

The motto, “Fide Litteris Labore” translates as By Faith, By Learning, By Hard work. That is, the Christian faith, learning and academic attainment, as well as hard work contributes to our core values.

## Kairangi Values

Every decision relating to curriculum and every interaction that takes place at Wesley College reflects the values of the individuals involved and the collective values of the institution. Our daily Kairangi values are Family, Respect, Responsibility and Excellence. They are woven into the fabric of school life.

## Strategic Themes

In this plan there are five (5) themes or visions where Goals for yearly annual plans are identified and targets with associated expected outcomes set. These targets will identify the outcomes necessary for the College to deliver its mission and vision for the students in its care.

The 5 strands are:

1. Special Character, Student Services and Pastoral Care
2. Shared, effective Team Vision
3. Students and their Learning
4. Staff Effectiveness
5. Property, Personnel and Financial Resources

### 2022 Theme

Tōku manaaki tōku toiora

Tōku toiora tōku manaaki

‘When service is my well-being, my well-being is served’

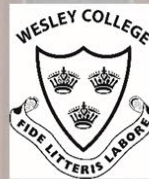
# GOD

Methodist Church of NZ – Te Haahi Weteriana o Aotearoa

## By Faith

Do all the good I can  
By all the means I can  
In all the ways I can  
In all the places I can  
At all the times I can  
To all the people I can  
As long as I ever can

## By Learning



## By Hard Work

Family  
Respect  
Responsibility  
Excellence

**Act justly Love mercy**

## Walk humbly with God

Having been given the opportunity to develop their spiritual, academic, social, sporting and cultural potential it is our hope they will be well balanced individuals of integrity, sensitivity and purpose.

**Our Special Character - Our Why!**

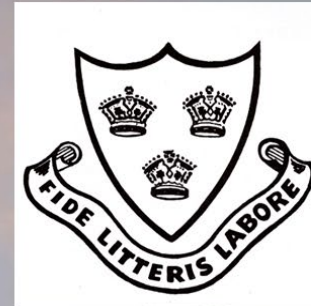
**We are Christian** *in practice*

**We are Methodist** *in ethos*

**We are Accepted** *for who we are*

**We are Called** *to be God's people  
to do God's work*

**We Belong** *to the Wesley College family  
and the wider family of God*



THE METHODIST CHURCH OF NEW ZEALAND  
Te Haahi Weteriana O Aotearoa

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**Profile of a Wesley College Graduate  
(Developed by staff and students)**

Qualified

Good Manners

Adaptable

Relationship  
skills

Resilient

Self-Motivated

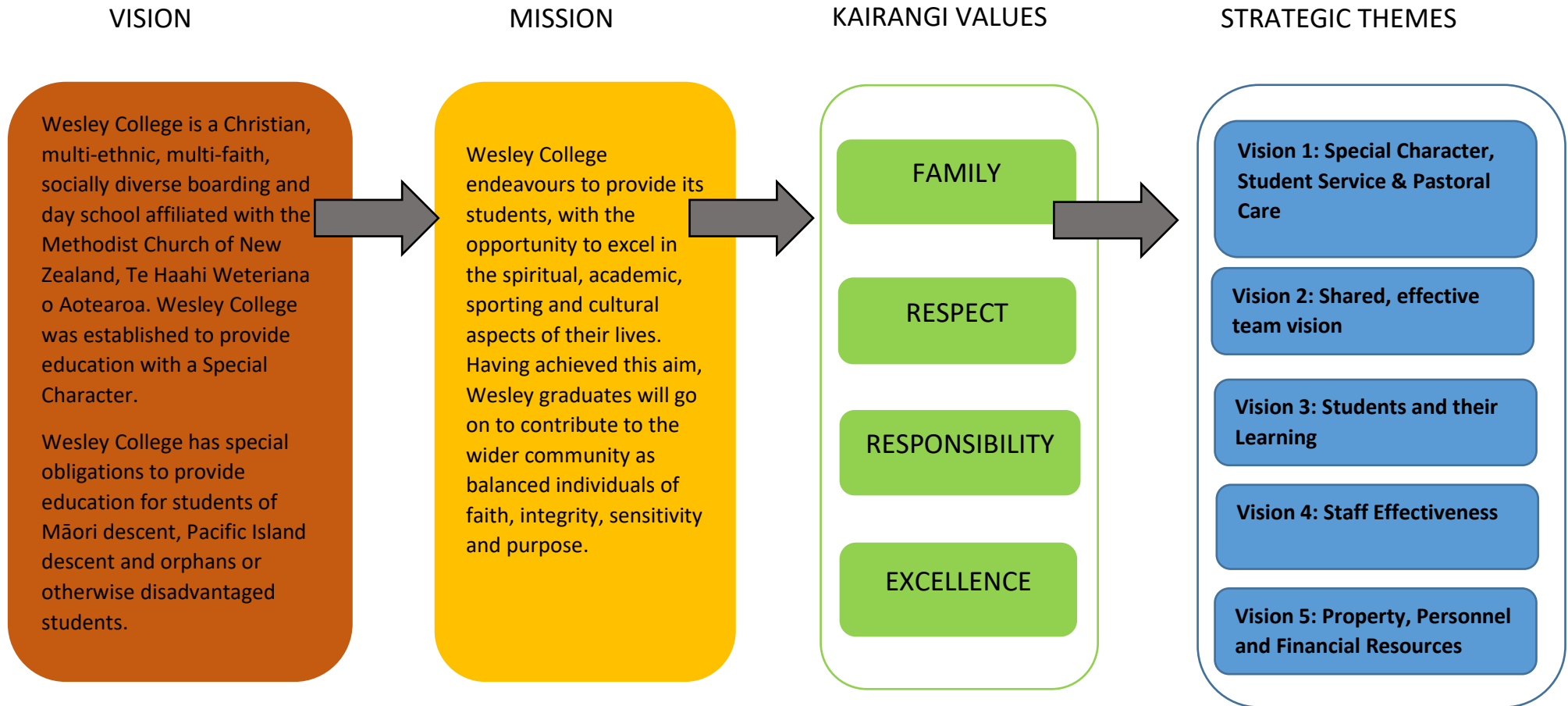
Respectful

Confident

Leader

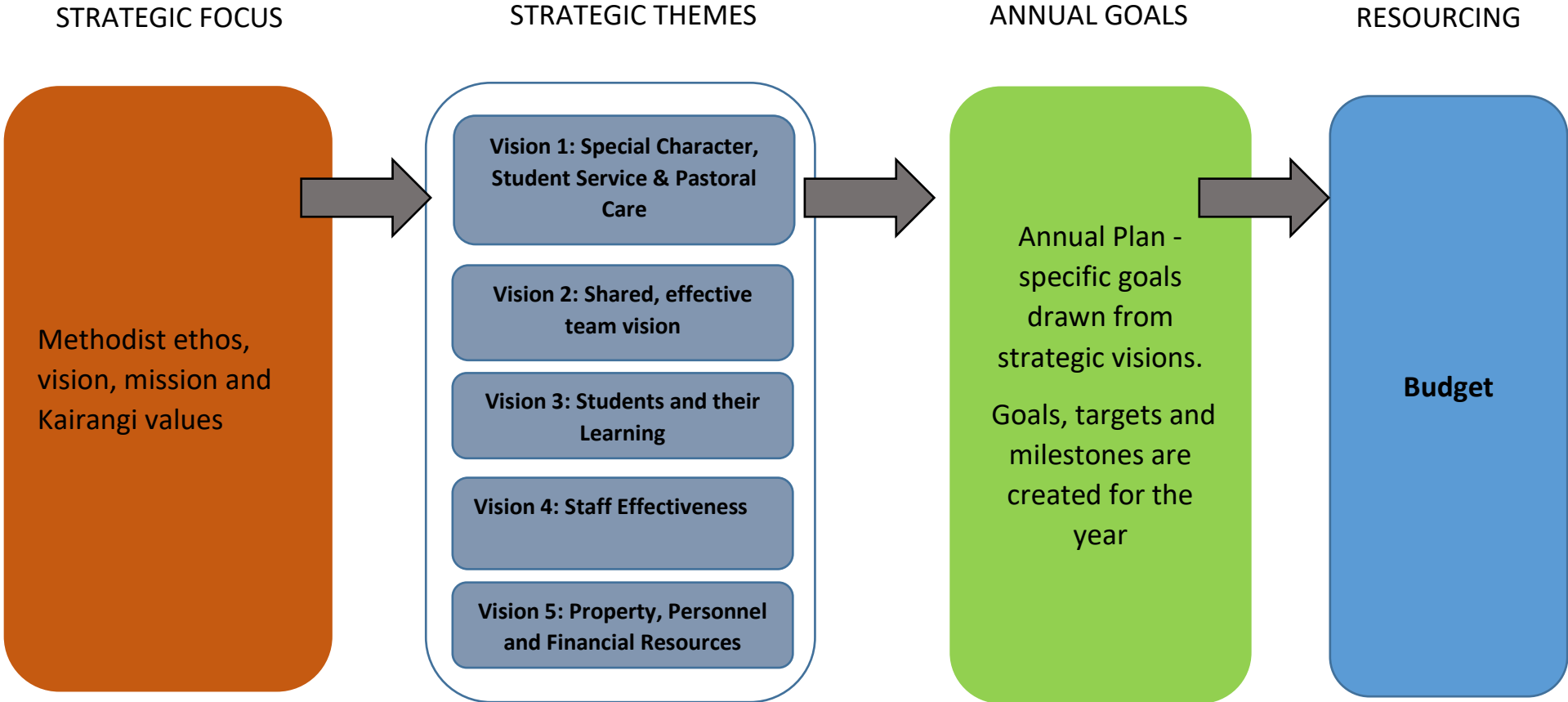
Persistent

### The Strategic Plan Structure





### The relationship between Strategic Plan and Annual Plan Structure



## Wesley College - The Strategic Plan overview 2019 – 2021 (\* denotes Annual Goals 2022)

<b>VISION</b>	<p>Vision: Wesley College is a Christian, multi-ethnic, multi-faith, socially diverse boarding and day school affiliated with the Methodist Church of New Zealand, Te Haahi Weteriana o Aotearoa. Wesley College was established to provide education with a Special Character. Wesley College has special obligations to provide education for students of Māori descent, Pacific Island descent and orphans or otherwise disadvantaged students.</p>				
<b>MISSION</b>	<p>Mission: Wesley College endeavours to provide its students, with the opportunity to excel in the spiritual, academic, sporting and cultural aspects of their lives. Having achieved this aim, Wesley graduates will go on to contribute to the wider community as balanced individuals of faith, integrity, sensitivity and purpose.</p>				
<b>KAIRANGI VALUES</b>	Family	Respect	Responsibility	Excellence	
<b>STRATEGIC THEMES</b>	<b>Strategic Themes</b>				
<b>STRATEGIC GOALS</b>	<p style="text-align: center; color: red;">Vision 1: Special Character, Student Service &amp; Pastoral Care</p> <p>1.1 To develop an understanding and respect for Christian faith, the Methodist ethos, its sacraments</p> <p style="color: green;"><i>*1.2 To develop from understanding (1.1) a respect for the Chapel as a worship space and</i></p> <p>1.3 To continue to develop Kairangi values within the School that will nurture the sense of belonging to the Wesley College Family.</p> <p>1.4 To develop the sense of service both within the School and wider community.</p>	<p style="text-align: center; color: red;">Vision 2: Shared, effective team vision</p> <p>2.1 Communication – develop a razor-sharp focus on our communication at all levels</p> <p>2.2 Leadership - to empower and inspire strong leaders</p> <p style="color: green;"><i>*2.3 Job satisfaction - to have enjoyment and fulfilment in our work</i></p>	<p style="text-align: center; color: red;">Vision 3: Students and their learning</p> <p>3.1 To ensure students develop a clear career pathway</p> <p>3.2 To encourage all students to aim for personal excellence in the school curriculum</p> <p>3.3 To promote and develop literacy and numeracy skills &amp; critical thinking skills</p> <p style="color: green;"><i>*3.4 To promote &amp; develop active citizenship</i></p>	<p style="text-align: center; color: red;">Vision 4: Staff effectiveness</p> <p>4.1 To embed Teaching as Inquiry as mechanism for staff development to improve student</p> <p>4.2 To develop Teaching and learning programmes that inspire and foster high achievement for</p> <p>4.3 To use e-learning tools to enhance students’ teaching and learning experiences</p> <p>4.4 High quality collaborative professional development and appraisal will be used to continuously improve teaching and learning</p> <p style="color: green;"><i>*4.5 To embed culturally responsive, relational pedagogy and promotion of tikanga</i></p> <p>4.6 Wesley College works towards achieving the goals of the Kahui Ako</p>	<p style="text-align: center; color: red;">Vision 5: Property, Personnel and Financial Resources</p> <p>5.1 To deliver a quality environment within the constraints of our current facilities</p> <p>5.2 To successfully provide for tools and resources that support 21st century teaching and learning</p> <p>5.3 To become an employer of choice and develop a leading workplace that maximises staff</p> <p>5.4 Enhance the value of the school community and its past pupils</p> <p style="color: green;"><i>*5.5 To ensure resourcing retains our Culture of Excellence in sporting success</i></p>
<b>BUDGET</b>					

**WESLEY COLLEGE  
ANNUAL PLAN 2022**

**Vision 1: Special Character, Student Service & Pastoral Care**

- **Place our Methodist Ethos at the forefront of everyday life**

**Goal 1.2: To develop from understanding (1.1) a respect for the Chapel as a worship space and place.**

TARGET	ACTION	WHO	WHEN	REPORTING
<b>1.2.1 Students will act with reverence in Chapel</b>	● All students lining up and walking in quietly	Superintending Chaplain/Prefects	Ongoing	
	● Enter Chapel quietly and sit quietly until worship begins without instruction / supervision	SLT Prefects	Ongoing	
	● Learning coaches to be present with each AM group.	LCs	Ongoing	
	● Bible check as students enter chapel	Prefects	Ongoing	
	● Make link with Kairangi values regarding Respect	All staff	Ongoing	
	● Students to be seated in chapel by 8.20am	All	Ongoing	
	● Hostel / Prefect's Assembly Wednesday 8:20-9:20am	Prefects / DOB	Ongoing	

## Vision 2: Shared, effective team vision

- Open communication and working collaboratively, school wide, so that everyone is valued.

### Goal 2.3: Job satisfaction - to have enjoyment and fulfilment in our work

TARGET	ACTION	WHO	WHEN	REPORTING
<b>2.3.1 Implement induction process for all staff</b>	<ul style="list-style-type: none"> <li>● Create clear, concise, documented induction processes for all positions in the college</li> </ul>	CW/SCT	Term 1 2022	
<b>2.3.2 Regular recognition of staff and opportunities to participate in school events is available</b>	<ul style="list-style-type: none"> <li>● BoT Annual Staff dinner</li> <li>● Recognise and celebrate staff effort and achievement at regular meeting points such as briefing, chapel and PLD.</li> <li>● Twice termly full staff get together</li> <li>● Annual full staff hui</li> <li>● Annual Hostel Parent hui</li> <li>● Monthly staff Kairangi award</li> <li>● List of all school activities made available to all staff (Sport, Cultural and Arts) so they feel encouraged to join in</li> <li>● Establish a dedicated fund to specifically support staff initiatives, further education, co-curricula and innovations</li> </ul>	Principal/BoT Kairangi team  Principal/SLT Principal/SLT Principal/SLT DP DP	Term 4  Ongoing Ongoing Ongoing Ongoing Ongoing	
<b>2.3.3 All teaching staff have classroom based goals set with a growth coach</b>	<ul style="list-style-type: none"> <li>● All teaching staff meet three times a term to discuss their professional goals</li> </ul>	Teacher / Growth Coach	Ongoing	
<b>2.3.4 Actively role model our Kairangi Values</b>	<ul style="list-style-type: none"> <li>● Attend all staff briefings</li> <li>● Attend Departmental meetings</li> </ul>	All staff	Ongoing	

	<ul style="list-style-type: none"> <li>Attend Chapel in the mornings</li> </ul>			
<b>2.3.5 Every staff member is supported and valued</b>	<ul style="list-style-type: none"> <li>Kairangi values (FRRE) are lived in all situations</li> </ul>	All staff	Ongoing	

### Vision 3: Students and their learning

- Provide the best education for all students

#### Goal 3.4: To promote & develop active citizenship

TARGET	ACTION	WHO	WHEN	REPORTING
<b>3.4.1 Participation in extracurricular activities</b>	<ul style="list-style-type: none"> <li>● Encourage students to participate in sporting &amp; cultural events provided by the school</li> </ul>	Director of Sport/Cultural leaders	Ongoing	
<b>3.4.2 All students experience the special character of the school</b>	<ul style="list-style-type: none"> <li>● Students have the opportunity to lead a Chapel service during the school day or Sunday service</li> </ul>	College Chaplain	Ongoing	
	<ul style="list-style-type: none"> <li>● All students participate in communion</li> </ul>	College Chaplain	Ongoing	
<b>3.4.3 Create a gifted and talented programme of enrichment activities both in and outside the classroom to extend the educational experience for students (eg EOTC, Duke of Ed Programme)</b>	<ul style="list-style-type: none"> <li>● A common understanding of what gifted and talented is developed</li> </ul>	All teachers / LSC	Term 1	
	<ul style="list-style-type: none"> <li>● Gifted and talented activities are incorporated into the quality practice template and become available in both classroom and outside of school</li> </ul>	All teachers	Term 1	
	<ul style="list-style-type: none"> <li>● Students have an opportunity to experience outdoor activities/class trips</li> </ul>	SLT/CS/Year 10 Dean/LC's	Term 1 2022	
	<ul style="list-style-type: none"> <li>● Introduce Duke of Ed for all Year 10 students throughs AM groups, led by LC's</li> </ul>			
<b>3.4.4 Student Leadership is developed</b>	<ul style="list-style-type: none"> <li>● Attend prefect's camp to develop confidence and develop leadership style</li> </ul>	DP responsible for the Prefects/College Chaplain	Start of 2022	
	<ul style="list-style-type: none"> <li>● All students have an opportunity to attend a year level Retreat</li> </ul>	Principal	Feb 2022	

	<ul style="list-style-type: none"> <li>● Student rep on the BOT</li> <li>● Student peer mentoring to be developed at each Year level</li> <li>● Service committees developed to promote leadership across the college</li> </ul>	<p>Dean</p> <p>DP/Counsellors</p> <p>SLT</p>	<p>Annually</p> <p>Ongoing</p> <p>Term 2 2022</p>	
<b>3.4.5 Community outreach</b>	<ul style="list-style-type: none"> <li>● To support our community or involvement in a selected charity</li> </ul>	<p>College Chaplain /Dean/ Learning Coach /Teacher /Hostel Parent</p>	<p>Ongoing</p>	
<b>3.4.6 To set academic goals and targets with students/families/caregivers</b>	<ul style="list-style-type: none"> <li>● To set and drive student achievement data, supported through a Personalised Pathway Plan (PPP)</li> <li>● Target Scholarship success</li> <li>● UE to 75% pass rate</li> <li>● L3 90% pass rate + Excellence and Merit endorsements improving annually</li> <li>● L2 90% pass rate + Excellence and Merit endorsements improving annually</li> <li>● L1 95% pass rate + Excellence and Merit endorsements improving annually</li> <li>● 100% of Yr 9 attain L4A AsTTle Literacy and Numeracy</li> <li>● 100% Yr 10 attain L5A AsTTle Literacy and Numeracy</li> </ul>	<p>SLT/All Campus Staff</p> <p>Level 3 teachers</p> <p>All staff</p> <p>All staff</p> <p>All staff</p> <p>All staff</p> <p>All staff</p> <p>All staff</p>	<p>Annually</p>	

<b>A localised, relevant and authentic curriculum is developed for years 9 and 11 for 2023.</b>	<ul style="list-style-type: none"><li>● Curriculum is reviewed and an overall vision for future curricula is developed in alignment with RAS, local histories and local curriculum needs</li><li>● Year 11 and year 9 are planned for implementation in 2022/2023</li></ul>	Year 9 Curriculum Review team, HODs, SLT		
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#### Vision 4: Staff effectiveness

- Wesley College is to be one of the leading schools for meaningful, relevant, effective teaching and learning

#### Goal 4.5: To embed sustained culturally responsive, relational pedagogies and promote tikanga

TARGET	ACTION	WHO	WHEN	REPORTING
4.5.1 All teachers have a common understanding of culturally responsive and relational pedagogy in the classroom and in leadership settings	<ul style="list-style-type: none"> <li>• All staff have a common understanding of culturally responsive sustainable practices and are outlined on the quality practice template</li> <li>• Sustainable culturally responsive practices are embedded into school culture</li> <li>• Use key motivational speakers to enhance confidence in Academic Achievement post high school</li> </ul>	SLT, HODs, Teachers	Ongoing	
4.5.2 – Promote Maori culture within the college environment	<ul style="list-style-type: none"> <li>• Culturally Responsive pedagogy is common practice and Te Reo is used around the college</li> <li>• Wesley College is confident for Students &amp; Staff to be involved in the powhiri (Welcome) process</li> <li>• Compulsory for all year 9 to take Te Reo Maori</li> </ul>	<p>All staff</p> <p>SLT, HODs</p> <p>SLT</p>	<p>Ongoing</p> <p>Ongoing</p> <p>2022</p>	

<ul style="list-style-type: none"> <li>● Senior Maori leadership group to be established to lead Tikanga in the college</li> <li>● Establish a Waharoa at the college entrance Waharoa: Gateway of entrance and farewell, recognition and celebration</li> <li>● Inclusiveness of: <ul style="list-style-type: none"> <li>○ Te Hahi Weteriana o Aotearoa special character</li> <li>○ Local mana whenua</li> <li>○ Whanaungatanga: Links &amp; establish a taonga to cherish their uniqueness</li> <li>○ Assessment standards and credits derived from this Waharoa project</li> <li>○ Students</li> <li>○ Uniqueness</li> </ul> </li> </ul>	<p>SLT</p> <p>Principal/BM</p> <p>All Staff</p>	<p>Term 1 2022</p> <p>Term 1 2022</p> <p>Ongoing</p>	
<p><b>4.5.3 – Achieve a place in the Top 3 for aggregate awards in the annual Poly festival A-Division</b></p>	<ul style="list-style-type: none"> <li>● Te Reo students come together once a week to share knowledge and resources</li> </ul>	<p>MM, MN</p> <p>Ongoing</p>	
<p><b>4.5.4 – Use Te Reo around the college</b></p>	<ul style="list-style-type: none"> <li>● Reception/Locations around the college, has Maori/English vocab label's to enhance learning of Te Reo Maori</li> </ul>	<p>MM, MN</p> <p>Term 2 2022</p>	

	<ul style="list-style-type: none"> <li>● Staff Briefing in wananga once a month to establish karakia/waiata</li> </ul>	MM, MN	Start of 2022	
<b>4.5.5 – Incorporate local iwi histories into the junior curriculum</b>	<ul style="list-style-type: none"> <li>● Engage with the Kahui Ako workstream '<i>Whanau Engagement &amp; Localised Curriculum and Localised Curriculum and Aotearoa New Zealand Histories</i>'</li> <li>● Junior curriculum to incorporate Ngati Tamaoho histories and engages with local iwi, mana whenua</li> <li>● Use mana whenua protocols in day to day school life</li> </ul>	MM, MN, + staff from social studies and history	Term 1 2022  Term 1 2022  Term 1 2022	

### Vision 5: Property, Personnel and Financial Resources

- For the school to provide the resources to enhance students and all staff for lifelong learning and wellbeing for the 21<sup>st</sup> Century.

#### Goal 5.5: To ensure resourcing retains our Culture of Excellence in sporting success

TARGET	ACTION	WHO	WHEN	REPORTING
5.5.1 Financial resources are planned and solutions found in regards to the management of sports activity	<ul style="list-style-type: none"> <li>• Seek opportunity for fundraising as part of team funding</li> </ul>	BM	Term 1 2022	
	<ul style="list-style-type: none"> <li>• Establish guidelines across all sports and extra-curricular activities around budgets and fundraising</li> </ul>	BM	Term 1 2022	
5.5.2 The school grounds and facilities reflect the special character of the school	<ul style="list-style-type: none"> <li>• Support the Senior Caretaker to maintain top quality sports fields and indoor sports environments</li> </ul>	Principal/BM/BOT	Ongoing	
	<ul style="list-style-type: none"> <li>• Develop plans based on strategic priorities and identify funding requirements and sources to ensure sports at Wesley College remains nationally recognised</li> </ul>	Principal/BM/BOT	Ongoing	