

Wesley College 2024 Annual Plan

‘Tōku manaaki tōku toiora, Tōku toiora tōku manaaki - *When service is my wellbeing, my wellbeing is served*’

OUR PEOPLE: Promote cultural understanding and equity					
Goal	Cultural capability	Professional Development	Community Engagement	Collaboration	Special Character
Initiative	Our goal is to strengthen teacher knowledge of and engagement with Maaori and Pasifika	Provide professional development for teachers in cultural capability, culturally responsive pedagogies, curriculum development and pastoral care	Engagement Strengthen connections with the local community to enhance the support networks for students and staff	Promote greater staff, student and family voice through collaborative planning and feedback loops	Promote the values of family, respect, responsibility, excellence, community, culture and the Methodist faith into all aspect of school life in the hope of making a positive difference in the world
Actions	Establish roles focused on enhancing cultural understanding and connections with local iwi and Pasifika communities.	Conducting ongoing professional development sessions focusing on pedagogical skills, technology use in education, and cultural competency.	Hosting school community hui to discuss educational strategies and gather input	Create student collaboration projects that encourage teamwork across different subjects and grades and develop our students as active members of a local and global community, immersed in real world issues as they learn.	Develop an understanding and respect for Christian faith, the Methodist ethos, its sacraments and traditions. Integrate service within the College and wider community.

	Embed Matauranga Maaori and Pasifika perspectives into the curriculum across various subjects.	Promoting knowledge exchange and collaboration through the use of a process of growth coaching.	Partner with Tangata Whenua to develop bi-cultural practices as well as local businesses and organisations for student internships and community projects.	Working across subjects to develop highly literate and numerate students to strengthen their learning ability not just for College but for their future endeavours	Recognise and celebrate acts of values embodiment by students.
Responsibility	Leadership team / Department leaders / All teachers	DP Professional Learning / Growth Coach Team	Leadership team	DP Curriculum / Literacy and Numeracy team / All teachers	Chaplaincy team
Measures	Improved school climate reflecting increased cultural respect. Maori NCEA achievement Progression through at least 1 stage of Kia Mataara Holding a conversation in Te Reo	An increase in teacher confidence and competency in applying 90 minute pedagogies skills and methodologies, as evidenced by self-assessment through the professional growth cycle. Positive feedback from participants on the effectiveness of growth coaching in enhancing their teaching practice.	Frequency of and participation in educational forums held by Wesley College The number of students participating in internship style partnerships	Number and frequency of occasions where students are participating in project based learning NCEA, literacy and numeracy results improvement as a result of the impact on teaching and learning. Student feedback on the collaborative projects and observed improvement in teamwork skills.	The integration of the school values and methodist ethos in lesson plans and student projects. Frequency of students engaging in community projects Frequency of celebrations in chapel of values in action
Targets	95 % of Maori students to achieve Level 1 90 % of Maori students to achieve Level 2 90 % of Maori students to achieve Level 3	Engagement data has improved from 42% to 75% by the end of 2024 100% of classrooms	At least one education forum for parents and other stakeholders implemented Engagement with 60%	95 % of students to achieve Level 1 90 % of students to achieve Level 2 90 % of students to achieve Level 3	All classrooms to begin with prayer in relation to the ,chapel themes 40% of students to engage with at least 1

	<p>51 % of Maori students to achieve UE</p> <p>All staff to be able to hold a basic conversation in Te Reo Maori</p> <p>Iwi appropriate Tikanga and Kawa practices are implemented in all formal occasions.</p>	<p>use 90 minute lesson template evidenced through classroom observation</p> <p>Growth coaching feedback is positive for all teachers</p>	<p>of whanau in educational strategic dialogue</p> <p>10 students participating in internship style partnerships outside of the college</p>	<p>51 % of Year 13 students entered for 3 or more UE approved subjects achieving UE</p> <p>All junior students have participated in project based learning</p> <p>100% of Year 10 students are at Curriculum Level 4A by the EOY</p> <p>100% of Year 9 students are at Curriculum Level 4A by the EOY</p>	<p>community project</p> <p>Once a week, values in action are celebrated in chapel</p>
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OUR PLACE: Enhance the school's environment to support well-being and inclusivity

Goal	Facilities	Mental Health and Wellbeing	Safe Environment	Diversity and Inclusion	Language Diversity
Initiative	Modernise and maintain school facilities to ensure a safe and conducive learning environment	Developing an environment that fosters and supports inclusivity as well as physical, emotional, spiritual and mental, wellbeing	Develop and implement robust safeguarding policies and programmes to nurture a safe environment for all	Sustain a positive learning environment through an inclusive culture that respects and celebrates diversity across the school.	Language Diversity Offer language courses in Te Reo Maaori and Pasifika languages to all
Actions	Renovating existing facilities to ensure they are modern, inspiring, safe, and promote lifelong learning.	Forging and maintaining positive relationships throughout the whole College, so that everyone feels valued, safe as well as the sense of 'family' and belonging.	Implementing comprehensive safety training for staff and students, covering physical, emotional, and online safety Establishing a clear, accessible reporting system for safety concerns	Developing and delivering inclusivity and cultural competence training for all staff and students	Offering language classes that reflect the linguistic diversity of the student body, including Te Reo Maaori and Pasifika languages.
	Reviewing social spaces for students.	Providing access to on-site professional mental health support	Upgrading school security infrastructure, including surveillance systems and secure entry points	Developing and integrating inclusivity training and cultural celebrations into the school calendar	Creating language exchange programmes and cultural events that promote language learning and appreciation
Responsibility	Leadership team / Business manager	Leadership team / Health Centre Team	DP Safeguarding	Leadership team / All staff	DP Culture

<p>Measures</p>	<p>Old buildings demolished and new spaces established in timeframe</p> <p>Areas to develop for greater social interaction identified</p>	<p>Indicators of wellbeing in surveys and check-ins with staff</p> <p>Utilisation rates of professional support services and improvement in student mental health assessments.</p>	<p>Completion rate of safety training and decrease in safety incidents.</p> <p>Installation and operational effectiveness of security upgrades.</p> <p>Utilisation and response effectiveness of the reporting system</p>	<p>Increased awareness and participation in cultural events; feedback from diversity and inclusivity surveys</p> <p>Participation rates of training programmes and improvement in cultural competence audit</p>	<p>Enrolment numbers in language classes and student language proficiency gains</p> <p>Participation rates in language exchange programmes and cultural events</p>
<p>Targets</p>	<p>By the start of 2025, new social spaces and relevant work and learning spaces opened</p>	<p>100% of staff to identify factors that make them feel like they belong</p> <p>100% of staff who require a mental health service interact with a health professional</p>	<p>100% of staff to complete Safeguarding e-learning</p> <p>Key areas of the school are illuminated and have operational security cameras</p> <p>Reporting system for unsafe practices are reported</p>	<p>All staff to participate in cultural competency training</p> <p>All students to feel belonging to the school and can express their identity and culture as evidenced in surveys</p>	<p>All staff actively learning Te Reo Maori</p> <p>Other language classes established</p>

OUR PROVISION: Broaden learning opportunities to enable student success

Goal	Real world learning	Curriculum diversification	Academic Mentoring	Career Pathways	Digital future
Initiative	Incorporate applied learning experiences that connect classroom learning with the real-world and student aspirations.	Work collaboratively to develop new approaches to curriculum provision, especially in emerging fields and vocational education	Provide targeted academic mentoring and tutoring to meet individual student needs	Provide adequate access to academic and co-curricular opportunities that prepares students for post-secondary education and careers with essential life and professional skills	Ensure adequate provision of digital technologies for teaching and learning to prepare students for a digital future
Actions	Developing our students as active members of a local and global community, immersed in real world issues as they learn.	Develop further engagement based on good practice currently at the College Conducting a curriculum review to identify gaps and opportunities for new subjects.	Supporting students' academic improvements through a network of learning coaches.	Implement career guidance programmes that include career exploration, work experience, resume workshops, and interview preparation	Invest in up-to-date technology infrastructure and tools for classrooms.
	Integrating interdisciplinary project-based learning opportunities across all subjects	Extend and enrich the learning experience for all learners, identify and challenge our gifted and talented students	Creating personalised learning programmes that meet the individual learning needs of all our students	Organise career fairs and guest speaker events to expose students to various career paths and industry insights.	Facilitate professional development in digital teaching tools and online learning platforms for teachers
Responsibility	DP Curriculum / Heads of Department	DP Curriculum	DP Curriculum / DP Student Wellbeing	Careers Leader	DP Curriculum / Business Manager

<p>Measures</p>	<p>Number of real world contexts used in curriculum delivery</p> <p>Student engagement and performance in project-based learning assignments</p>	<p>Completion of the curriculum review and implementation of recommended changes</p> <p>Gifted and talented students are identified and provision made for their individual enrichment.</p>	<p>All students with regular, ongoing access to academic mentoring.</p> <p>Greater engagement by all students reflect in student surveys</p> <p>Availability and Successful development and execution of personalised learning, with progress tracked through regular assessments</p>	<p>Student participation in career guidance programmes and feedback on their effectiveness</p> <p>Attendance at career fairs and speaker events and student follow-up actions (e.g. applications, networking)</p>	<p>Deployment of technology upgrades and their usage in teaching and learning</p> <p>Teacher competency in using digital tools, as reflected in lesson plans and student engagement</p>
<p>Targets</p>	<p>All programmes of learning to have significant links to real world context</p> <p>All of year 9 and 10 to participate in project based learning opportunity</p>	<p>Results of the curriculum review reported by the end of term 1</p> <p>100% of students who are considered gifted and talented are identified by the end of term 2</p>	<p>All students are individually coached in academic performance once per fortnight</p> <p>Engagement improves from 42% to 70%</p>	<p>All students to attend a career expo</p> <p>All students to participate in career development opportunities</p>	<p>All students have access to Education perfect, reading plus and other subject specific platforms</p> <p>Technology is woven through all lessons.</p>