



WESLEY COLLEGE

STRATEGIC PLAN 2024-2025





Wesley College is a Christian, multi-ethnic, faith based, 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.

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.

Te Tiriti o 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 Maaori and Tauwi.

Maaori Achievement

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

Pasifika Achievement

The Board of Trustees is committed to the Action Plan for Pasifika Education 2020 -2030 and raising the achievement of Pasifika students.

Equity

Wesley College will ensure that this school's policies and practices seek to achieve equitable outcomes for all students. We will ensure equal opportunities for all students to participate in and succeed in the full range of school activities. In addition, the college will adopt policies and practices that identify and cater for the individual needs of each student in the school.

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 college life.



Our Vision:

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

Our Mission:

By Faith - Whakapono
By Learning - Ako
By Hard Work - Puku Mahi
- The Methodist ethos -
our Rangatahi are prepared
to lead positive change
wherever they are.



BY FAITH
Whakapono

BY LEARNING
Ako

BY HARD WORK
Puku Mahi

We are Methodist

We are committed
to providing the
best teaching and
learning

Through hard work and
service we will develop
staff and student
leadership

Christian values
shape our College
culture

Matauranga Maaori
will be at the
forefront of our
endeavour

The College will
provide an inspirational
learning environment
for students

OUR PEOPLE: Promote cultural understanding and equity

Cultural Capability

Strengthen teacher knowledge of, and engagement with, Maaori and Pasifika culture.

Professional Development

Provide professional development for teachers in cultural capability, culturally responsive pedagogies and pastoral care.

Community Engagement

Strengthen connections with the local community to enhance the support networks for students and staff.

Collaboration

Promote greater staff, student and family voice through collaborative planning and feedback loops.

Special Character

Promote the values of family, respect, responsibility, excellence, and the Methodist faith into all aspects of school life.

OUR PLACE: Enhance the school's environment to support well-being and inclusivity

Resourcing

Learning in a modernised environment that is safe and uses digital technologies to enhance learning opportunities.

Mental Health and Wellbeing

Implement comprehensive mental health support to promote student well-being.

Safe Environment

Develop and implement robust policies and programmes to nurture a safe environment.

Diversity and Inclusion

Promote 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.

OUR PROVISION: Broaden learning opportunities to enable student success

Real world learning

Incorporate applied learning experiences that connect classroom learning with the real-world and student aspirations.

Curriculum development

Provide an engaging curriculum that develops strong foundational skills in literacy, numeracy and digital fluency.

Academic Mentoring

Provide targeted academic mentoring and tutoring to meet individual student needs.

Career Pathways

Provide access to academic and co-curricular opportunities that prepares students for post-secondary education and careers with essential life and professional skills.

Leadership

Generating positive change in others through student leadership programmes.



Strategic Priority 1: Our People

We will promote cultural understanding and equity

FOCUS AREA

Cultural Capability

Our goal is to strengthen teacher knowledge of and engagement with Maaori and Pasifika.

Professional Development

Provide professional development for teachers in cultural capability, culturally responsive pedagogies, curriculum development and pastoral care.

Community Engagement

Strengthen connections with the local community to enhance the support networks for students and staff.

Collaboration

Promote greater staff, student and family voice through collaborative planning and feedback loops.

Special Character

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.

WE WILL ACHIEVE THIS BY:

- Hosting cultural competency workshops to improve understanding and appreciation of diverse cultures among staff and students.
- Embed Matauranga Maaori and Pasifika perspectives into the curriculum across various subjects.
- Establish roles focused on enhancing cultural understanding and connections with local iwi and Pasifika communities.
- Develop the values of Whanaungatanga, Rangatiratanga and Manaakitanga so that our people unite, collaborate and demonstrate equity, generosity and respect.
- Conducting ongoing professional development sessions focusing on pedagogical skills, technology use in education, and cultural competency.
- Promoting knowledge exchange and collaboration through the use of a process of growth coaching.
- Allocate resources and time for teachers to attend external professional development relevant to their fields and interests.
- Hosting school community hui to discuss educational strategies and gather input.
- Partner with Tangata Whenua to develop bi-cultural practices as well as local businesses and organisations for student internships and community projects.
- Launch a school-community liaison programme to facilitate regular communication and joint initiatives.
- Establishing interdisciplinary project teams among staff to develop innovative teaching approaches and personalised learning programmes.
- Working across subjects to develop highly literate and numerate students to strengthen their learning ability not just for College but for their future endeavours.
- 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.
- Implement regular collaboration-focused feedback loops for the wider school community.
- Develop an understanding and respect for Christian faith, the Methodist ethos, its sacraments and traditions.
- Nurturing the sense of 'family' within the College through integration of our core values into curriculum through specific lessons and projects.
- Integrate service within the College and wider community.
- Recognise and celebrate acts of values embodiment by students.
- Demonstrate kaitiakitanga and stewardship to preserve College resources for future generations.
- Conduct values-based training sessions for staff, focusing on how to model and teach school values.

WE WILL MEASURE OUR SUCCESS BY:

- Improved school climate reflecting increased cultural respect.
- Positive feedback on the cultural curriculum integration with Matauranga Maaori woven throughout.
- Growth in school-community engagement activities.
- An increase in teacher confidence and competency in applying new 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.
- Participation rate of staff in professional development activities and subsequent implementation of learned strategies in the classroom.
- Increased attendance at community forums and positive feedback on engagement quality.
- Number of partnerships formed with iwi, local entities and student participation in related programmes.
- Frequency and effectiveness of interactions facilitated by the school-community liaison programme.
- Increased number of across subject teams developing programmes, pedagogy, literacy and numeracy.
- 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.
- School community feedback as gathered through feedback loops.
- The integration of the school values and methodist ethos in lesson plans and student projects.
- Exemplification of values embodiment and community feedback on associated initiatives.
- The number of service based activities carried out in the community.
- Staff participation in values-based professional development and observed incorporation of values in daily interactions and role modeling.

“He aha te mea nui o te ao - He tangata, He tangata, He Tangata!

What is the most important thing in the world - It is people, It is people, It is people!



Strategic Priority 2: Our Place

We will create an inspirational learning environment that supports well-being, inclusivity and the strive for excellence

FOCUS AREA

WE WILL ACHIEVE THIS BY:

WE WILL MEASURE OUR SUCCESS BY:

Facilities

Modernise and maintain school facilities to ensure a safe and conducive learning environment.

- Renovating existing facilities to ensure they are modern, inspiring, safe, and promote lifelong learning.
- Reviewing social spaces for students.
- Developing sustainable practices to minimise the impact of the College on the environment.
- Providing support to promote and recognise Te Reo Maaori across the College.

- Completion of renovation projects within the set timeline and budget.
- Student satisfaction with new facilities and spaces, measured through surveys.
- Availability and reliability of digital learning tools and internet access in all learning spaces.
- The amount of Te Reo Maaori visual around the College.

Mental Health and Wellbeing

Developing an environment that fosters and supports inclusivity as well as physical, emotional, spiritual and mental, wellbeing.

- Forging and maintaining positive relationships throughout the whole College, so that everyone feels valued, safe as well as the sense of 'family' and belonging.
- Introducing a school-wide mental health programme, including workshops.
- Providing access to on-site professional mental health support.
- Implementing a peer and pastoral support system for students.

- Indicators of wellbeing in surveys and check-ins with staff.
- Participation rates in mental health programmes and positive feedback from participants.
- Utilisation rates of professional support services and improvement in student mental health assessments.
- Engagement and effectiveness of the peer support system, assessed through student feedback.

Safe Environment

Develop and implement robust safeguarding policies and programmes to nurture a safe environment for all.

- Implementing comprehensive safety training for staff and students, covering physical, emotional, and online safety.
- Upgrading school security infrastructure, including surveillance systems and secure entry points.
- Establishing a clear, accessible reporting system for safety concerns.

- Completion rate of safety training and decrease in safety incidents.
- Installation and operational effectiveness of security upgrades.
- Utilisation and response effectiveness of the reporting system.

Diversity and Inclusion

Sustain a positive learning environment through an inclusive culture that respects and celebrates diversity across the school.

- Developing and delivering inclusivity and cultural competence training for all staff and students.
- Creating inclusive policies and practices that recognise and accommodate diverse needs.
- Developing and integrating inclusivity training and cultural celebrations into the school calendar.
- Ensuring a welcoming, nurturing and positive hostel environment where our College values are lived by all.

- Participation rates of training programmes and improvement in cultural competence audit.
- Feedback from students and staff on the inclusivity of school policies and practices.
- Increased awareness and participation in cultural events; feedback from diversity and inclusivity surveys.
- Hostel student voice reflects positive experiences.

Language Diversity

Offer language courses in Te Reo Maaori and Pasifika languages to all.

- Offering language classes that reflect the linguistic diversity of the student body, including Te Reo Maaori and Pasifika languages.
- Providing professional development for teachers in ESL strategies and multilingual teaching approaches.
- Creating language exchange programmes and cultural events that promote language learning and appreciation.

- Enrolment numbers in language classes and student language proficiency gains.
- Teacher participation in ESL and multilingual training and application in teaching.
- Participation rates in language exchange programmes and cultural events.

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“Kua tawhiti ke to haerenga mai, kia kore e haere tonu. You have come too far not to go further”



Strategic Priority 3: Our Provision

We will broaden learning opportunities to enable student success

FOCUS AREA

Real World Learning

Incorporate applied learning experiences that connect classroom learning with the real-world and student aspirations.

Curriculum Diversification

Work collaboratively to develop new approaches to curriculum provision, especially in emerging fields and vocational education.

Academic Mentoring

Provide targeted academic mentoring and tutoring to meet individual student needs.

Career Pathways

Provide adequate access to academic and co-curricular opportunities that prepares students for post-secondary education and careers with essential life and professional skills.

Digital Future

Ensure adequate provision of digital technologies for teaching and learning to prepare students for a digital future.

WE WILL ACHIEVE THIS BY:

- Developing our students as active members of a local and global community, immersed in real world issues as they learn.
- Establishing partnerships with local iwi, businesses and organisations for internships and field trips.
- Integrating interdisciplinary project-based learning opportunities across all subjects.
- Creating inspiring teaching and learning programmes that develop the lifelong skills of confidence, collaboration, independent thinking, entrepreneurship and creativity.
- Developing a community service programme that gains academic credit.
- Develop further engagement based on good practice currently at the College.
- Conducting a curriculum review to identify gaps and opportunities for new subjects.
- Introducing interdisciplinary courses that combine skills from different fields.
- Offering specialised options based on student interests and industry opportunities and trends.
- Extend and enrich the learning experience for all learners, identify and challenge our gifted and talented students.
- Supporting students' academic improvements through a network of learning coaches.
- Expanding tutoring services to cover all major subjects and grade levels.
- Implementing study skills workshops for students.
- Creating personalised learning programmes that meet the individual learning needs of all our students.
- Developing partnerships with local iwi, businesses and industries for student internships and mentorship programmes.
- Lifelong learning skills are delivered through the curriculum.
- Implement career guidance programmes that include career exploration, work experience, resume workshops, and interview preparation.
- Organise career fairs and guest speaker events to expose students to various career paths and industry insights.
- Integrate digital literacy and coding into the curriculum across all year levels.
- Invest in up-to-date technology infrastructure and tools for classrooms.
- Facilitate professional development in digital teaching tools and online learning platforms for teachers.

WE WILL MEASURE OUR SUCCESS BY:

- Number of partnerships established and student participation in internship programmes.
- Lifelong skills described in learning objectives.
- Student engagement and performance in project-based learning assignments.
- Participation rates in the community service programme and community impact assessments.
- Completion of the curriculum review and implementation of recommended changes.
- Enrolment numbers in interdisciplinary courses and student achievement in these courses.
- Diversity of options offered and student satisfaction with the range of options available.
- Gifted and talented students are identified and provision made for their individual enrichment.
- All students with regular, ongoing access to academic mentoring.
- Availability and utilisation of tutoring services, and improvement in grades of participating students.
- Attendance at study skills workshops and application of skills in academic work.
- Greater engagement by all students reflect in student surveys.
- Successful development and execution of personalised learning, with progress tracked through regular assessments.
- Number of partnerships established and student participation in internships/mentorships.
- Establishment of lifelong learning skills course for all students.
- Student participation in career guidance programmes and feedback on their effectiveness.
- Attendance at career fairs and speaker events and student follow-up actions (e.g. applications, networking).
- Digital literacy levels and coding skills proficiency among students.
- Deployment of technology upgrades and their usage in teaching and learning.
- Teacher competency in using digital tools, as reflected in lesson plans and student engagement.

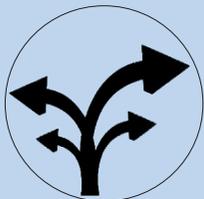
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“He manako te kōura i kore ai.

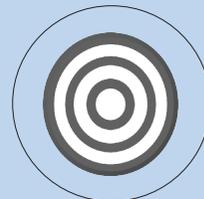
A crayfish won't jump in your net, just because you wish it in there”



ANNUAL GOALS



To set and drive student achievement data, supported through Toku Ara Ako (my learning pathway)



Target Scholarship success



UNIVERSITY ENTRANCE
31 / 61 (51%) to achieve UE



LEVEL 3
55 / 61 (90%) to achieve Level 3



LEVEL 2
59 / 66 (90%) to achieve Level 2



LEVEL 1
56 / 62 (90%) to achieve Level 1



95%
Attendance for all Students



100% of Year 9 to attain curriculum level 4A/5A in literacy and numeracy



100% of Year 10 to attain curriculum level 4A/5A in literacy and numeracy



APPENDIX

NATIONAL EDUCATION AND LEARNING PRIORITIES (NELPs)

OBJECTIVE 1:	OBJECTIVE 2:	OBJECTIVE 3:	OBJECTIVE 4:	OBJECTIVE 5:
<p>Learners at the centre Learners with their whaanau are at the centre of education.</p>	<p>Barrier Free Access Great education opportunities and outcomes are within reach for every learner.</p>	<p>Quality teaching and leadership Quality teaching and leadership make the difference for learners and their whaanau.</p>	<p>Future of learning and work Learning what is relevant to the lives of New Zealanders today and throughout their lives.</p>	<p>World class inclusive public education New Zealand's education is trusted and sustainable.</p>
PRIORITIES:	PRIORITIES:	PRIORITIES:	PRIORITIES:	PRIORITIES:
<ul style="list-style-type: none"> • Ensure places of learning are safe, inclusive and free from racism. • Have high aspirations for every learner/aakonga, and support these by partnering with their whaanau and communities to design and deliver education that responds to their needs, and sustains their identities, languages and cultures. 	<ul style="list-style-type: none"> • Reduce barriers to education for all, including for Maaori and Pacific learners/aakonga, disabled learners/aakonga and those with learning support needs. • Ensure every learner/aakonga gains sound foundation skills, including language, literacy skills and numeracy. 	<ul style="list-style-type: none"> • Meaningfully incorporate te reo Maaori and tikanga Maaori into the everyday life of the place of learning. • Develop staff to strengthen teaching, leadership and learner support capability across the education workforce. 	<ul style="list-style-type: none"> • Collaborate with industries and employers to ensure learners/aakonga have the skills, knowledge, and pathways to succeed in work. 	<ul style="list-style-type: none"> • Enhance the contribution of research and matauranga Maaori in addressing local and global challenges (TES only).

SUPPORT DOCUMENTS

Te Tiriti o Waitangi	Education and Training Act (2020)	Ka Hikitia & Tatai Ako	Action Plan Pacific Education (2020 - 2030)	Ministry of Education Statement of Intent (2021 - 2026)
Iwi Education Plans	School Policies and Procedures	Wesley College Annual Plans (2024, 2025, 2026)		

WESLEY COLLEGE

Calling Locally:

Phone: (09) 2370224

Fax: (09) 2383582

Calling Internationally:

Phone: (00649) 2370224

Fax: (00649) 2383582

Postal Address:

PO Box 58,
Pukekohe,
Auckland,
New Zealand 2340

Physical Address:

801 State Highway 22,
Paerata,
Auckland,
New Zealand 2676

Email: admin@wesley.school.nz

Web: www.wesley.school.nz

