

WESLEY COLLEGE
ANNUAL PLAN 2023 - ANALYSIS OF VARIANCE

Mataurangā Maori

Our goal is to use our Taiao and our Tohu, our Waiata, our Haka, and our Pūrākau to inform what, when and how we deliver different forms of mātauranga.

TARGET	ACTION	WHO	WHEN	REPORTING
Partnership with Tangata Whenua to develop bi-cultural practices in all areas of school.	<ul style="list-style-type: none"> Use the specific MoE documents; Ka Hikitia/ Tātaiako in planning and delivery of lessons. 	SLT/HODs/All staff	Annually	Embedded into planning
	<ul style="list-style-type: none"> Vertical Whanau group is established and to meet weekly to share knowledge and resources as a vertical whanau group. 	SLT/MM/MN	Term 1 2023	In place, review process shows requires strengthening
	<ul style="list-style-type: none"> Reception/Locations around the school, has Māori/English vocab labels to enhance learning of Te Reo Māori. 	MM/MN/DoB	Term 1 2023	Ongoing, Waharoa set to be up Term 2 2024. Signage in progress
	<ul style="list-style-type: none"> Tikanga is strengthened through Staff Briefing and wānanga once a month to establish karakia/waiata. 	SLT	Every Monday and Friday briefing in 2023 Once a month during staff PLD	Explicit PLD in place 2024 with Core Education around School Prayer, Haka, Waiata
	<ul style="list-style-type: none"> Use key motivational speakers to enhance confidence in Academic 	SLT/MM	End of Term 2 2023	In progress

	<p>Achievement post high school.</p> <ul style="list-style-type: none"> • Waharoa at entrance is completed. • Māori Careers Event planning. • Explore creation of Māori Hostel. • Continue to strengthen relationships with Ngāti Tamaoho via the Kahui Ako • Te Reo to be used in classrooms consistently. 	<p>BE/Ngati Tamaoho Trust</p> <p>SLT/Careers Dept</p> <p>BoT/Trust Board/SLT/Māori Advisory group</p> <p>SLT/BE</p> <p>All teachers</p>	<p>Term 1 2023</p> <p>Term 1 2023</p> <p>2024/25</p> <p>2023</p> <p>2023</p>	<p>Term 2 2024. Completion term 2, 2024 Completed</p> <p>Long term strategy</p> <p>Tamaoho delivered PL Sept 2023 for all teachers</p> <p>All teachers using Te Reo as part of Professional Growth Cycle</p>
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Special Character

Our goal is to make a positive difference through Methodist values in our School and beyond.

TARGETS	ACTION	WHO	WHEN	REPORTING
Live out our Christian faith.	<ul style="list-style-type: none"> Continue to reinforce a daily routine for chapel through lining up in AM groups and walking in quietly. 	Prefects	Term 1 2023	Weekly prefects meeting established for routines carried out by prefects
Live Kairangi values within the college community that will nurture the sense of belonging.	<ul style="list-style-type: none"> Seating to be reserved for Learning Coaches alongside each academic mentoring group. 	SLT	Term 1 2023	Complete
Positive relationships amongst staff/students	<ul style="list-style-type: none"> Bible check (not phone) as students enter chapel. 	Prefects	2023	Complete
Integrate service within the college and wider community.	<ul style="list-style-type: none"> Make links with the Kairangi value of respect. 	Superintending Chaplain	Term 1 2023	Regular daily occurrence via Chapel messages
Chapel themes are reflected in all classes and academic mentoring sessions	<ul style="list-style-type: none"> Explore the possibilities of further hours in junior school and introducing compulsory L & F in Senior school. 	Prefects SLT/SA	Annually	Introduced for 2024 for all years
	<ul style="list-style-type: none"> Students to be seated in chapel by 8.20am 	SLT/Prefects	Term 1 2023	Completed
	<ul style="list-style-type: none"> Begin singing to set tone and act with reverence. 	Head of Hostel	Term 1 2023	Completed
	<ul style="list-style-type: none"> Prefect's Assembly Mon/Wed/Fri 8.20-8.35 	Prefects	Term 1 2023	Completed
	<ul style="list-style-type: none"> Hostel Assembly Wednesday 8.20-8.35 	Prefects/CP	Term 1 2023	Completed
		HoH	Term 1 2023	Completed

Culture

Our goal is to create a culture that is inclusive and provides the best possible environment for learning and collaboration.

TARGET	ACTION	WHO	WHEN	REPORTING
Forging and maintaining positive relationships between individuals and groups at all levels at the college so that everyone feels safe, valued and has a sense of belonging.	<ul style="list-style-type: none"> Create clear concise documented induction process for all positions in the college. 	DP/Head of Boarding	Term 1 2023	Job descriptions created for all positions. Induction process clarified and refreshed
	<ul style="list-style-type: none"> Annual Staff dinner 	Principal/SLT		Complete
Ensuring a welcoming, nurturing and positive hostel environment where our college are lived by all.	<ul style="list-style-type: none"> Twice termly full staff get together. 	Principal/SLT		Complete
	<ul style="list-style-type: none"> Annual full staff hui 	Principal/SLT/Te Roopu Oranga O Wetere	Twice yearly	Completed 30th Jan 2024
	<ul style="list-style-type: none"> Annual Hostel Parent hui 	Principal/SLT	2023	Completed 1st Feb 2024
	<ul style="list-style-type: none"> Fortnightly staff Kairangi award 	Principal/SLT	Fortnightly 2023	In progress
	<ul style="list-style-type: none"> Encourage students to participate in sporting & cultural events provided by the school 	DP/Deans/LCs/Sports co-ordinator	2023	All students participating in athletics and swimming sports
	<ul style="list-style-type: none"> All staff encouraged to join in school activities (Sport, Cultural and Arts). 	DP/Deans/LCs	2023	68% of staff involved in a sport / cultural group
	<ul style="list-style-type: none"> Establish a dedicated fund to specifically support staff 	Principal/DP PLD	Term 1 2023	Completed

<p>initiatives, further education, co-curricula and innovations.</p> <ul style="list-style-type: none"> ● All staff have individual professional learning goals established through a growth coach. ● Develop team culture through regular attendance at all teaching/Hostel staff briefings/meetings. ● Establish an honours board to acknowledge individuals demonstrating Kairangi and special character. ● For the Te Roopu Oranga o Wetere to regularly organise wellbeing activities. 	<p>All Staff Endorser/HoD</p>	<p>2023</p>	<p>As indicated on coaching evaluation forms</p>
	<p>All Staff</p>	<p>Term 1 2023</p>	<p>Completed</p>
	<p>SLT</p>	<p>Term 1 2023</p>	<p>Completed</p>
	<p>Te Roopu Oranga O Wetere</p>	<p>Term 1 2023</p>	<p>In progress</p>

Teaching and Learning

Our goal is to achieve excellence through quality teaching and learning approaches; engaging and inspiring curricula immersed in the real world.

TARGET	ACTION	WHO	WHEN	REPORTING
Personalising learning programmes that meet the individual learning needs of all our students	<ul style="list-style-type: none"> To set and drive student achievement data Target Scholarship success UE to 75% pass rate 	SLT	Annually	2023 end of year achievement report
	Achievement that exceeds national standards	<ul style="list-style-type: none"> L3 90% pass rate + Excellence and Merit endorsements improving annually 	DP / HODs / Teaching staff DP / HODs / Teaching staff DP / HODs / Teaching staff	
Creating highly literate and numerate students to strengthen their learning ability not just for college but for their future endeavours.	<ul style="list-style-type: none"> L2 90% pass rate + Excellence and Merit endorsements improving annually L1 95% pass rate + Excellence and Merit endorsements improving annually. 	DP / HODs / Teaching staff DP / HODs / Teaching staff	End of 2023 End of 2023	
	Inspiring teaching and learning programmes that develop the skills of confidence, collaboration, independent thinking, entrepreneurship, and creativity	<ul style="list-style-type: none"> Yr 9 attain L4A AsTTle Literacy and Numeracy Yr 10 attain L5A AsTTle Literacy and Numeracy All students to have a Toku Ara Ako (TAA) used by Curriculum refresh will be finalised for 2024 that reflects schools' vision for education Gifted and talented students will be recognised, and their needs met. 	All teaching staff and Literacy team All teaching staff and Literacy team DP / Learning coaches DP / HODs / Cognition DP / HODs / LSC	

<ul style="list-style-type: none"> • New Level 1 literacy and numeracy requirements will be implemented. 	DP / Literacy team	2023	Completed in May and October 2023.
<ul style="list-style-type: none"> • All teachers identify key areas of improvement with their growth coach. 	Teaching Staff/Growth Coaches	Term 1 2023	Completed

Leadership

Our goal is to develop leadership potential as a means of transforming our college.

Target	Action	Who	When	Reporting
Promote student leadership and whanaungatanga	<ul style="list-style-type: none"> Attend prefect's camp to develop confidence to lead. 	DP responsible for the Prefects/College Chaplain Principal	Jan 2023	Completed
Senior students leading our junior students' development in a positive, mana enhancing way	<ul style="list-style-type: none"> All students have an opportunity to attend a year level Retreat. 	Dean/ College Chaplain / Camp leader	Annually	Completed
	<ul style="list-style-type: none"> Student rep on the BOT 	Principal	Annually	Completed
	<ul style="list-style-type: none"> Student peer mentoring to be developed at each Year level. 	Dean/Academic mentor/Teacher	Annually	On going project
	<ul style="list-style-type: none"> A framework (Taura Rangatira) to be developed to encompass leadership, service, activities such as House events, Duke of Ed etc. 	SLT/DP	Term 1 2023	Completed and presented to all staff
	<ul style="list-style-type: none"> Pay it forward to our community through charity involvement. 	SLT/DP	Term 1 2023	Enviro days implemented in 2023
	<ul style="list-style-type: none"> 'Students coaching students' courses are run annually for year 12 students 	Staff Coaching facilitators	3 groups in 2023	2 cohorts of students trained and mentoring process established

Resourcing

Our goal is to provide an inspirational learning environment that leads to excellence.

TARGET	ACTION	WHO	WHEN	REPORTING
Demonstrate kaitiakitanga and stewardship to preserve college resources for future generations.	<ul style="list-style-type: none"> Learning environments promote collaboration and personalisation. 	Director of Business Services	Term 1 2023	Classroom upgrade programme, ongoing
	<ul style="list-style-type: none"> New Marae and Fale 	Director of Business Services		Not started
	<ul style="list-style-type: none"> Develop plans based on strategic priorities and identify funding requirements to ensure resources are targeted to areas of achievement. 	Director of Business Services	Term 1 2023	Ongoing through budgeted and planning processes
	<ul style="list-style-type: none"> Water fountains throughout the campus 	Director of Business Services	2023/24	In progress
	<ul style="list-style-type: none"> Ensure staff are resourced effectively to meet targets 	Director of Business Services	2023/24	Completed through budgets
	<ul style="list-style-type: none"> Outdoor seating and covered areas. 	Director of Business Services	2023/24	In progress
	<ul style="list-style-type: none"> Enhanced hostel environment 	Director of Business Services	2023/24	On going maintenance programmes in place
	<ul style="list-style-type: none"> Synthetic pitch for number 1 field with floodlights 	Director of Business Services	2023/24	Not started
	<ul style="list-style-type: none"> Pump track 	Director of Business Services	2023/24	Not started
	<ul style="list-style-type: none"> Bigger and better equipped functional fitness suite. 	Director of Business Services	2023/24	On going project
<ul style="list-style-type: none"> Fitness trail 	Director of Business Services	2023/24	No started	