

2025 ANNUAL PLAN

STRATEGIC GOAL	ACTIONS, TARGETS, LEADERS
1. Our curriculum will be future focussed	<ol style="list-style-type: none"> 1. AI inquiry will plan and action next steps. (BEN) 2. Investigate how the HC capabilities can be integrated into the senior school and reported. (TOM/BEN/NEL) 3. Complete a junior timetable structure review. (TOM) 4. New reporting formats reviewed and refined. (NEL/TOM)
2. All students will achieve at their full potential in NCEA	<ol style="list-style-type: none"> 1. NCEA pass rate targets at or greater than L1 90%, L2 90%, L3 90% (NEL/SLT) 2. At least 95% of all students with UE learning pathways or programmes gain the University Entrance qualification. (MAR & BEN) 3. Merit endorsements at or greater than L1 35%, L2 30%, L3 30% (NEL/SLT) 4. Excellence endorsements at or greater than L1 20%, L2 20%, L3 15% (NEL/SLT) 5. Māori and Pasifika achievement rates to be equal or greater than all other student groups at all levels of NCEA and UE. (HEA/TOM) 6. Intentional integration of literacy and numeracy skills across the curriculum. (JAF) 7. Strengthen literacy and numeracy teaching in Junior Maths and English. (JAF)
3. We will ensure that successes are celebrated, and role modelled so that a greater sense of school pride is established	<ol style="list-style-type: none"> 1. Investigate social media platforms to showcase student success. (BUR/PICK) 2. Strengthen House assemblies with more structure, consistency and generic awards. (HEA/JNE)
4. We will have strong partnerships with our community	<ol style="list-style-type: none"> 1. Establish a framework and an engagement plan with Ngāi Tai ki Tāmaki. (BUR & HEA)
5. Our connections to our past and the wider world are strengthened	<ol style="list-style-type: none"> 1. Distinguished Alumni awards successfully held and follow up activities completed. (BUR/PIKE) 2. Increase the diversity of long-term international students by strengthening marketing campaigns and materials. (BUR/CROL)
6. Our staff feel that their work is valued, and their wellbeing is a priority	<ol style="list-style-type: none"> 1. Service Awards to be launched. (STAN) 2. Consultation group that focuses on staff well-being is strengthened and communication system with wider staff and SLT is formalised. (HEA)
7. Our students feel safe and have numerous opportunities to feel a part of the college	<ol style="list-style-type: none"> 1. The establishment of a Musical Theatre Academy is investigated. (BUR/DRJ) 2. An annual plan for the Arts is developed and actioned. (HEA/DRJ) 3. An annual plan for Sports is developed and actioned. (BUR/SOTU) 4. A structure for service leadership is investigated. (JNE/BEN) 5. Tertiary Scholarship opportunities process is reviewed and strengthened. (BEN/MAR/FAM)
8. Our facilities will be well maintained and meet the aims and aspirations of students	<ol style="list-style-type: none"> 1. Implementation of 5YA and 10YA property plans. (BUR/STAN) 2. E-maps is fully embedded and well used by staff resulting in ongoing improvement to buildings and grounds. (BUR/STAN)
9. Our students fully understand and support all of the expectations of the college	<ol style="list-style-type: none"> 1. Attendance systems and processes are strengthened. MOE targets for school attendance are met and exceeded. (HEA/SLT) 2. 90% or more of Y9 and Y10 students gain good or excellent grades for effort on the fortnightly reports. (BEN/NEL) 3. College culture of student effort and behaviour, uniform wearing and general presentation, continues to improve as measured by feedback from the community survey. (BUR/SLT)
10. Our staff fully understand and support the role they play in ensuring the expectations of the college are met	<ol style="list-style-type: none"> 1. Staff understand their role in ensuring the expectations of the college are met. (BUR/SLT) 2. Deans and HOLAs will have specific goals and plans regarding how their teams will meet the expectations of the college. (HEA/TOM/SLT)
11. Howick College is financially secure and able to support and invest in strategic initiatives	<ol style="list-style-type: none"> 1. Staff understand their role in ensuring effective financial management. (SLT) 2. Our community understands and supports the financial security of the college. (BUR/STAN) 3. Opportunities to supplement government funding are actively identified and actioned. (BUR/STAN)