

# 2024 ANNUAL PLAN

STRATEGIC GOAL	ACTIONS, TARGETS, LEADERS
<b>1. Our curriculum will be future focussed</b>	<ol style="list-style-type: none"> <li>1. An inquiry into using digital technologies will clarify current practices, priorities and next steps - (DOL &amp; BEN)</li> <li>2. HOLAs will lead learning areas to implement the necessary curriculum changes, working with mana whenua to ensure the ongoing development of our local curriculum (DOL &amp; HEA)</li> <li>3. HODs of the JiC will ensure that capabilities currently in development in the integrated programme will be implemented across the SiE and the single subject programmes (BEN)</li> <li>4. Consider how reports could be improved (BEN)</li> </ol>
<b>2. All students will achieve at their full potential in NCEA</b>	<ol style="list-style-type: none"> <li>1. NCEA pass rate targets at or greater than L1 90%, L2 92%, L3 90%</li> <li>2. UE 66% or better (MAR &amp; BEN)</li> <li>3. Merit endorsements at or greater than L1 35%, L2 30%, L3 30% (THM)</li> <li>4. Excellence endorsements at or greater than L1 20%, L2 20%, L3 15% (THM)</li> <li>5. Māori and Pasifika achievement rates to be equal or greater than all other student groups at all levels of NCEA (HEA)</li> <li>6. Continue with implementing the actions of the M &amp; E and UE inquiries (BEN &amp; THM). Intentional integration of literacy and numeracy skills across the curriculum (DOL &amp; JAF)</li> <li>7. Strengthen literacy and numeracy teaching in Maths and English (DOL &amp; JAF)</li> </ol>
<b>3. We will ensure that successes are celebrated and role modelled so that a greater sense of school pride is established</b>	<ol style="list-style-type: none"> <li>1. Excellence awards re-established (HEA, THM &amp; HNK)</li> <li>2. Consider other personal achievement celebrations (BAN &amp; PICK)</li> <li>3. Introduce and implement weekly House assemblies (BEN &amp; BAN)</li> <li>4. Investigate social media platforms to showcase student success (BAN, SL &amp; PICK)</li> </ol>
<b>4. We will have strong partnerships with our community</b>	<ol style="list-style-type: none"> <li>1. Establish a framework and an engagement plan with Ngāi Tai ki Tāmaki for the next 3 years (BUR &amp; HEA)</li> <li>2. Merit and Excellence achievement plan is reviewed and refined for 2024 (BUR, THM &amp; HNK)</li> <li>3. Leadership and participation in the student leadership and cultural festival across Kahui initiatives. (BUR, BAN &amp; HEA)</li> <li>4. Develop more opportunities for Year 7 and Year 8 students to visit Howick College and take part in learning activities alongside our students (BUR &amp; ALL)</li> <li>5. Current year 8 transition programme is reviewed and recommendations where appropriate actioned (JAF &amp; BAN)</li> </ol>
<b>5. Our connections to our past and the wider world are strengthened</b>	<ol style="list-style-type: none"> <li>1. Jubilee and distinguished alumni events and dates set and events successfully held and follow up activities completed (BUR)</li> <li>2. International Department reset planning complete for increase in student numbers (BUR &amp; CROL)</li> </ol>

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<b>6. Our staff feel that their work is valued and their wellbeing is a priority</b>	<ol style="list-style-type: none"> <li>1. Annual wellbeing survey targets developed and are met or exceeded (HEA)</li> <li>2. Stay interviews are implemented (SLT)</li> <li>3. Service awards are implemented (STAN)</li> <li>4. Health and Safety Management System "Safe 365" fully implemented (STAN)</li> <li>5. Analyse staff wellbeing survey comments and identify actions (HEA)</li> <li>6. Recommendations from consultation group considered and actions taken (HEA)</li> <li>7. The PGC process will be developed so HOLAs coaches and teachers work closely together on individual and school wide development foci (BEN)</li> <li>8. Support for OTTs and PCTs will be strengthened so messaging and approaches from HOLAs, SCT coaches is all aligned (BEN)</li> <li>9. Explore ways that HOLAs and coaches can work together to develop department PL (BEN)</li> </ol>
<b>7. Our students feel safe and have numerous opportunities to feel a part of the college</b>	<ol style="list-style-type: none"> <li>1. Annual Plan for arts set (HEA &amp; DRJ)</li> <li>2. Annual Plan for sports set (THM &amp; SOTU)</li> <li>3. Other co-curricular opportunities plan set (THM)</li> <li>4. Aspects of pastoral care system and structure reviewed and recommendations actioned where appropriate (BUR)</li> </ol>
<b>8. Our facilities will be well maintained and meet the aims and aspirations of students</b>	<ol style="list-style-type: none"> <li>1. College master plan completed (STAN, BUR &amp; BEN)</li> <li>2. Maintenance requests completion times improved by 10% (STAN, BUR &amp; BEN)</li> </ol>
<b>9. Our students fully understand and support all of the expectations of the college</b>	<ol style="list-style-type: none"> <li>1. Ministry of Education targets for attendance 2024 are met or exceeded (BAN)</li> <li>2. Annual improvement shown through surveys provide evidence that uniform is being worn correctly (BAN)</li> <li>3. Set clarity of pastoral roles and processes. Introduced a House based trial for pastoral, including weekly SLT, Dean, Counsellor meetings (BAN / SLT)</li> <li>4. Clear messaging, weekly assemblies. Targeted tracking and intervention with those students displaying poor behaviour (BAN/SLT)</li> <li>5. Annual survey shows improvement in understanding of values have improved (BUR)</li> <li>6. Ownership of learning grades show 20% improvement in good and excellent grades for effort (THM)</li> </ol>
<b>10. Our staff fully understand and support the role they play in ensuring the expectations of the college are met</b>	<ol style="list-style-type: none"> <li>1. Develop a departmental programme of PL focussed on effective teaching (HEA &amp; BUR)</li> <li>2. There is clarity for all staff regarding expectations and their role in pastoral systems (BEN)</li> <li>3. Weekly House meetings with SLT and Deans will track tutor teachers mentoring of student attendance, academic performance and pastoral entries (SLT)</li> </ol>
<b>11. Howick College is financially secure and able to support and invest in strategic initiatives</b>	<ol style="list-style-type: none"> <li>1. Staff understand their role in ensuring effective financial management</li> <li>2. Our community understands and supports the financial security of the college</li> <li>3. Opportunities to supplement government funding are actively identified and actioned</li> </ol>