


HOWICK COLLEGE STRATEGIC PLAN 2024 - 2026		
OVERARCHING STRATEGIC THEME	ANNUAL STRATEGIC GOAL	2024 ANNUAL PLAN ACTIONS, TARGETS, LEADERS
<div data-bbox="141 533 649 782" style="border: 1px solid black; padding: 10px; text-align: center;"> <p><i>CONTINUOUS IMPROVEMENT</i></p> </div> <div data-bbox="141 826 470 1018" style="background-color: #0056b3; height: 120px; width: 145px; margin-top: 10px;"></div> <p>To foster a collaborative culture where successes are celebrated and best practice is shared to build continuous improvement</p>	<p>Our curriculum will be future focussed</p>	<ol style="list-style-type: none"> 1. An inquiry into using digital technologies will clarify current practices, priorities and next steps - (DOL & BEN) 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 & HEA) 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) 4. Consider how reports could be improved (BEN & DOL)
	<p>All students will achieve at their full potential in NCEA</p>	<ol style="list-style-type: none"> 1. NCEA pass rate targets at or greater than L1 90%, L2 92%, L3 90% 2. UE 66% or better (MAR & BEN) 3. Merit endorsements at or greater than L1 35%, L2 30%, L3 30% (THM) 4. Excellence endorsements at or greater than L1 20%, L2 20%, L3 15% (THM) 5. Māori and Pasifika achievement rates to be equal or greater than all other student groups at all levels of NCEA (HEA) 6. Continue with implementing the actions of the M & E and UE inquiries (BEN & THM). Intentional integration of literacy and numeracy skills across the curriculum (DOL & JAF) 7. Strengthen literacy and numeracy teaching in Maths and English (DOL & JAF)

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<div data-bbox="114 555 665 703" style="background-color: #1a3d4d; color: white; padding: 10px; text-align: center; border: 1px solid white;"> <p><i>BELONG AND VALUED</i></p> </div> <div data-bbox="114 794 456 975" style="background-color: #1a3d4d; height: 113px; width: 153px; transform: rotate(-45deg);"></div> <p>Establish and sustain an environment that enables our people to feel safe valued and have a sense of belonging</p>	<p>We will ensure that successes are celebrated and role modelled so that a greater sense of school pride is established</p>	<ol style="list-style-type: none"> 1. Excellence awards re-established (HEA, THM & HNK) 2. Consider other personal achievement celebrations (BAN & PICK) 3. Introduce and implement weekly House assemblies (BEN & BAN) 4. Investigate social media platforms to showcase student success (BAN, SL & PICK)
	<p>We will have strong partnerships with our community</p>	<ol style="list-style-type: none"> 1. Establish a framework and an engagement plan with Ngāi Tai ki Tāmaki for the next 3 years (BUR & HEA) 2. Merit and Excellence achievement plan is reviewed and refined for 2024 (BUR, THM & HNK) 3. Leadership and participation in the student leadership and cultural festival across Kahui initiatives. (BUR, BAN & HEA) 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 & ALL) 5. Current year 8 transition programme is reviewed and recommendations where appropriate actioned (JAF & BAN)
	<p>Our connections to our past and the wider world are strengthened</p>	<ol style="list-style-type: none"> 1. Jubilee and distinguished alumni events and dates set and events successfully held and follow up activities completed (BUR) 2. International Department reset planning complete for increase in student numbers (BUR & CROL)

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<div data-bbox="129 483 669 632" style="border: 2px solid black; padding: 10px; text-align: center; margin-bottom: 20px;"> <p><i>BELONG AND VALUED</i></p> </div>  <p>Establish and sustain an environment that enables our people to feel safe valued and have a sense of belonging</p>	<p>Our staff feel that their work is valued and their wellbeing is a priority</p>	<ol style="list-style-type: none"> 1. Annual wellbeing survey targets developed and are met or exceeded (HEA) 2. Stay interviews are implemented (SLT) 3. Service awards are implemented (STAN) 4. Health and Safety Management System “Safe 365” fully implemented (STAN) 5. Analyse staff wellbeing survey comments and identify actions (HEA) 6. Recommendations from consultation group considered and actions taken (HEA) 7. The PGC process will be developed so HOLAs coaches and teachers work closely together on individual and school wide development foci (BEN) 8. Support for OTTs and PCTs will be strengthened so messaging and approaches from HOLAs, SCT coaches is all aligned (BEN) 9. Explore ways that HOLAs and coaches can work together to develop department PL (BEN)
	<p>Our students feel safe and have numerous opportunities to feel a part of the college</p>	<ol style="list-style-type: none"> 1. Annual Plan for arts set (HEA & DRJ) 2. Annual Plan for sports set (THM & SOTU) 3. Other co-curricular opportunities plan set (THM) 4. Aspects of pastoral care system and structure reviewed and recommendations actioned where appropriate (BUR)

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<div data-bbox="114 584 680 730" style="background-color: #1a3d4d; color: white; padding: 10px; text-align: center; margin-bottom: 10px;"> <p><i>HIGH EXPECTATIONS</i></p> </div> <div data-bbox="125 778 481 963" style="background-color: #1a3d4d; width: 150px; height: 116px; margin-bottom: 10px;"></div> <p>Develop a culture where expectations are high and clearly defined and where personal responsibility and accountability are valued</p>	<p>Our facilities will be well maintained and meet the aims and aspirations of the students</p>	<ol style="list-style-type: none"> College master plan completed (STAN, BUR, BEN) Maintenance requests completion times improved by 10% (STAN, BUR, BEN)
	<p>Our students fully understand and support all of the expectations of the college</p>	<ol style="list-style-type: none"> Ministry of Education targets for attendance 2024 are met or exceeded (BAN) Annual improvement shown through surveys provide evidence that uniform is being worn correctly (BAN) Set clarity of pastoral roles and processes. Introduced a House based trial for pastoral, including weekly SLT, Dean, Counsellor meetings (BAN / SLT) Clear messaging, weekly assemblies. Targeted tracking and intervention with those students displaying poor behaviour (BAN / SLT) Annual survey shows improvement in understanding of values have improved (BUR) Ownership of learning grades show 20% improvement in good and excellent grades for effort (THM)
	<p>Our staff fully understand and support the role they play in ensuring the expectations of the college are met</p>	<ol style="list-style-type: none"> Develop a departmental programme of PL focussed on effective teaching (HEA & BUR) There is clarity for all staff regarding expectations and their role in pastoral systems (BEN) Weekly House meetings with SLT and Deans will track tutor teachers mentoring of student attendance, academic performance and pastoral entries (SLT)
	<p>Howick College is financially secure and able to support and invest in strategic initiatives</p>	<ol style="list-style-type: none"> Staff understand their role in ensuring effective financial management Our community understands and supports the financial security of the college Opportunities to supplement government funding are actively identified and actioned