

Mt Carmel School Strategic Plan

2021 - 2025



The Mt Carmel Kid



- † I set goals, seek challenges and solve problems
- † I show love, care and respect for myself, others and God's world
- † I live in my Catholic faith, and I am learning to be like Jesus
- † I serve people in our community
- † I am a learner wherever and whenever I can be
- † I strive to be positive and happy
- † I am self confident, strong and resilient
- † I strive to be the best I can be
- † I show creativity, imagination and innovation
- † I am a collaborative team member who listens to others and contributes my own ideas
- † I am kind, caring and inclusive

Vision, Mission & Values

Strategic
Objectives



Strategic
Goals &
Initiatives

Mission

To instill in our children with the values of The Mt Carmel Kid and to support them in their quest to achieve their potential whilst embracing the learning, traditions and values of our Catholic faith.

Vision

To provide an open, inclusive and progressive learning environment under-pinned by educational excellence, strong leadership, financial stability, community caring and the Catholic faith.

Values

As a school to live the values of a Mt Carmel Kid, embracing honesty, integrity, compassion and deep seeded respect for ourselves, others and our environment whilst always aspiring to the Brigidine Charism of Strength and Kindness.



**Vision, Mission &
Values**



**Strategic
Pillars &
Objectives**



**Strategic
Goals &
Initiatives**

Teaching & Learning

To successfully foster student achievement by providing teaching and learning programmes which incorporate the National Curriculum as expressed in the New Zealand Curriculum or Te Marautanga O Aotearoa acknowledging the principles of the Treaty of Waitangi.

Our Catholic Faith

Provide a Catholic faith community where each person encounters the living God, develops their knowledge of Jesus Christ and His teachings and responds to the call to give Christian witness.

People & Culture

Through strong and inclusive leadership, create and maintain a safe environment of openness, kindness, participation, collaboration, excellence and achievement, where individuals are accepting of different cultures and employees and students feel valued, supported, and confident to achieve their best.

Financial Security & Resources

To ensure the school as the appropriate levels of resources, financial capital and operational funding in order to achieve both current and future objectives and to ensure that the appropriate processes and procedures are in place to provide accountability and long-term sustainability and security.

Processes & Technology

To ensure robust, efficient and effective governance and operational policies and procedures are established, documented and in place. To successfully incorporate the appropriate use of technology into our school learning environment.

Environment & Community

To be actively engaged with our community and to educate our students on the environment and environmental issues, instilling in them a sense of belonging, ownership and responsibility for the world we live in. Kia whakauturia ngā ahuatanga o te kaitiaki o te whenua.

TEACHING & LEARNING

Goals

Vision, Mission & Values

Strategic Pillars & Objectives

Strategic Goals & Initiatives

All students are provided with opportunities to progress and succeed in the pursuit of our National Curriculum

Recruit, develop, and retain the highest quality personnel (both teaching & support)

To have in place effective analysis and measurement processes to accurately monitor and report on progress and achievements

To have an integrated approach with the new ERO review process.

To develop and implement the new National Education and Learning Priorities (NELP) requirements in a timely manner

Initiatives

Teacher inquiry into teaching and learning programme as part of appraisal process

Implement a new Mt Carmel School writing local curriculum

Develop students key competency skills (NZ curriculum)

Identify and implement initiatives and opportunities for recruitment and retention

Identify key monitoring indicators, review cycles, and reporting on progress and trends

Review existing tools and take action to enhance or replace where needed

Ongoing reflection/ review and evaluation of teaching and assessment practices

Understand the impacts and develop and plan to ensure an effective partnership with ERO

Review and assess NELP with a view to identifying key planning impacts, changes/ requirements and subsequent goals and or initiatives

Timeline

2021
2022
2023
2024
2025



OUR CATHOLIC FAITH

Goals



Strategic Goals & Initiatives

Initiatives

Learn about and be witnesses of the Catholic faith through an authentic integration of faith and life.

- Implement a Pastoral Care activity programme with the children
- Identify and make available professional development opportunities for the teaching staff and BOT around knowledge and understanding of the Catholic faith
- Provide teacher training to support the delivery of engaging religious education programmes
- Develop and implement key recommendations from the last Catholic external review and integrate with the internal RE review process
- Work in partnership with the parish to establish a plan to support the evangelisation of the Catholic faith
- Develop and implement meditational prayer
- Integrate current pedagogy in the development of religious education programmes
- Review social justice teachings and opportunities
- Review and develop implementation plan for the new religious education curriculum



PEOPLE & CULTURE

Goals

Foster and maintain a safe and positive environment for students and employees to participate openly

Build resilience and wellbeing within our School

To continually move forward, through innovation & creativity

To create an environment where everyone is a learner and committed to providing the best teaching opportunities for our teachers, and learning opportunities for our students

Ensuring our country's Māori culture is acknowledged at our School

Ensure participation and success for Māori and Pasifika learners through the inclusion of education Initiatives

Initiatives

Undertake student well-being survey and identify initiatives going forward

To refine and embed our restorative justice practice that links to and reinforces the values of our Catholic character and our Mt Carmel Kid attributes

Staff survey and SLT survey

Investigate EAP services with a view to make available to all staff – Workforce Wellbeing

To develop and implement a framework that encourages new pedagogy to be trialled and implemented for the development of the school

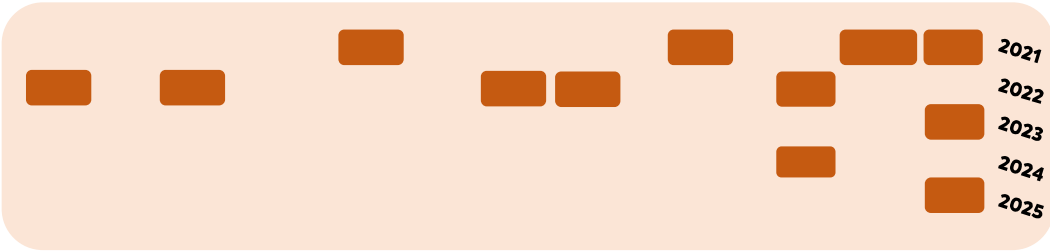
Develop and support teachers' leadership and evaluative capabilities

Create and introduce the use of Quality Practice Statements in-line with the Teaching Councils new appraisal model

Strengthen the use Tikanga Māori and Te Reo into our School's practices including classrooms, assemblies, school masses, cultural activities

Establish and implement regular reporting on the achievement of Pasifika students (and continue such reporting for Māori students)

Timeline



Vision, Mission & Values

Strategic Pillars & Objectives

Strategic Goals & Initiatives

FINANCIAL SECURITY & RESOURCES

Goals

Initiatives

Timeline

Vision, Mission & Values

Strategic Pillars & Objectives

Strategic Goals & Initiatives

Ensure full Board visibility of key financial indicators

Identify the key financial success indicators/criteria for the school

Have in place a robust maintenance process

Develop and implement an annually reviewable 10-year property maintenance plan

Ensure the 10-Year Cyclical Maintenance Plan for painting is in place

Clearly identify maintenance responsibilities between the Catholic Diocese and the School

Establish a long-term property plan

Identify likely future requirements for the site

To establish and implement a rolling three-year IT capital plan

Identify immediate (next 12 months to 18 months IT requirements)

2021
2022
2023
2024
2025

PROCESSES & TECHNOLOGY

Goals

Initiatives

Timeline

Ensure all relevant school policies and procedures are in place

Establish and implement a three-year policy review cycle, and conduct reviews in accordance with the resulting review schedule

Establish and implement a procedure review cycle, and conduct reviews in accordance with the resulting review schedule

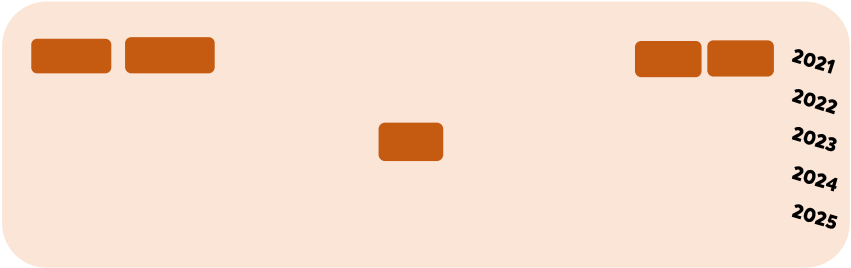
Identify opportunities for improvement in our use of technology, leveraging off best practice

Review the use of ICT in the classroom to determine any gaps and identify any opportunities for improvement

Develop teachers' capabilities in delivering the technology curriculum

Implement in-house professional development for teachers so that they become familiar with progression outcomes for digital technology

Implement MOE digital curriculum, professional development – computational thinking and designing and developing digital outcomes



Vision, Mission & Values

Strategic Pillars & Objectives

Strategic Goals & Initiatives

ENVIRONMENT & COMMUNITY

Goals

To be engaged with our community

Ensure our environmental programme is robust and reflects our Catholic special character for caring for God's world

Initiatives

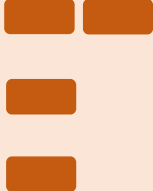
Identify ways we can better engage with our community while being mindful of our school's resources

Parents and caregivers survey

Review our current environmental programme and identify any changes and enhancements required

Timeline

2021
2022
2023
2024
2025



Vision, Mission & Values

Strategic Pillars & Objectives

Strategic Goals & Initiatives