Our Annual Plan
He Waka Eke Noa

2023

St Andrew's College

Whanaungatanga / Manaakitanga
VALUES AND CULTURE

- **Student Voice**
  Enhance student engagement through agency for all;
- **Well-being**
  Further develop ākonga and kaiako wellbeing promoting positive, healthy programmes and interventions;
- **Sport and Cultural Development**
  Prepare and co-ordinate, consistent approach to participation and competition;
- **Te Ao Māori**
  Recognise, value and understand Te Tiriti principles in policy and practice at St Andrew's College.

Mātauranga / Te Reo Rangatira
TEACHING AND LEARNING

- **Innovative Strategy and Practice**
  Digital literacies, e.g. teaching partnerships, new technologies and real-world contexts;
- **Literacy and Numeracy Review (Years 7–10)**
  Effective use of data and assessment;
- **NCEA**
  Curriculum and Assessment Realignment;
- **Department Review**
  with Evaluation Associates;
- **Te Tiriti / Tikanga / Te Reo Māori**
  – Implement Aotearoa New Zealand Histories Curriculum
  – Integrate Mātauranga Māori into learning programmes as appropriate;
- **Sustainability**
  Integrate learning into programmes as appropriate.

Hapori / Rangatiratanga
LEADERSHIP AND GOVERNANCE *(our people)*

- **Policy Development and Review**
  Embed SchoolDocs tool;
- **Strategy for Te Ao Māori** and St Andrew's cultural narrative;
- **Community Feedback**
  Systematic and effective use of 'Ask Your Teams' for staff, students and parents;
- **Develop Further Capabilities of Senior and Middle Leadership**
  Evaluation Associates (SLG / SLT) coaching skills (Middle Team Leaders);
- **Ākonga Leadership**
  – Year 12 programme
  – Overview of systematic cross-school leadership development for all students.

Kaitiakitanga
RESOURCES AND ENVIRONMENT

- **Sustainability**
  Embed UN goals and initiate sustainable practices and decision making;
- **Performing Arts Centre**
  Successful completion plan for use and resourcing;
- **Human Resources**
  Processes and systems for payroll / leave / on-boarding and exit;
- **Development and Foundation**
  Next steps and focus areas;
- **Comms Review**
  Future strategy;
- **Campus Development**
  Future strategy;
- **Digital Transformation**
  Improving digitisation and standardisation of information gathering, workflow and reporting;
- **Health and Safety**
  Protocols, systems and risk management.