



## Summary Review Against Whole School Goals 2022

The Whole School Goals identified in October 2021 have been well met. These goals resulted from the publication of our **2019 – 2023 Strategic Framework**.

Thanks to the planning, focus and attention of the staff responsible, significant progress has been made in all areas.

### **Dimension 1: Values and Culture**

The focus areas for 2022 were resuming Castle Hill Outdoor Education Programmes, gathering student voice to develop agency of our ākonga, focus on student well-being in health programmes across the College. Under the leadership of our Castle Hill Outdoor Education Centre Operations Manager, Jo Parsons, the Castle Hill programmes ran successfully for all classes in Years 7–10, plus leadership camps and she gave support for Duke of Edinburgh Adventurous Journeys. The Adventure Activities Regulation Audit was completed successfully.

The student Well-being Committee and College Prefects led awareness on well-being, with a number of fun activities and student assemblies where student opinions and perspectives were shared. Health programmes aligned with messaging from Te Waka and Pastoral Care initiatives and WOOP was introduced as a goal-setting framework. The Mahia te Aroha Awards were celebrated and a student well-being hui was initiated by the St Andrew's College Well-being Committee in conjunction with Hillmorton High School and Mahia te Aroha.

### **Dimension 2: Teaching and Learning**

With the significant disruption to Terms 1 and 2, the focus was supporting the continuation of individual learning for every student, be it online (while isolating at home) or in class, often with a teacher absent. Through the use of technology and online platforms, teachers managed learning and assessment successfully throughout this period. The collaborative culture between colleagues was critical throughout this challenging phase and students were also assisted by Learning Support, Deans, Pastoral Care staff and the Counselling team.

Digital Citizenship: Through Digital Literacy lessons, Health programmes and Te Waka, an integrated approach was developed to identify the critical behaviours and decisions which underpin good digital citizenship (particularly Years 7–11). This work will be further developed in 2023.



Te Ao Māori / Te Tiriti o Waitangi: Significant mahi went into developing a shared strategy and understanding of Te Ao Māori. All staff had opportunities to learn more about Te Tiriti o Waitangi, Ngāi Tahu Treaty Settlement and Manu Whenua history of the Castle Hill area. Preparations and planning were underway for the Aotearoa New Zealand Histories Curriculum in both the Preparatory and Secondary Schools. A whole school strategy was prepared identifying Te Ao Māori principles at Hatō Anaru focusing on Whanaungatanga, Manaakitanga, Kaitiakitanga, Te Reo Rangatira, Mātauranga Māori, Rangatiratanga, Te Tiriti o Waitangi.

### **Dimension 3: Leadership and Governance**

People and Business Manager: Justine Scott began in this new position at the start of 2022. Fortnightly Business Executive meetings were introduced, and two new staff were employed to support the business office. HR processes were reviewed, and plans were developed with CIO and the ICT team for improved functionality. Managing staff COVID-19 absences was a significant challenge for the first 2 terms.

Cybersafety: "Know Be 4" and "eSafelyHQ" were used to better educate staff and students – key messaging for students through Year 9 Digital Literacy classes, Te Waka, Deans periods, and Middle School and Senior College assemblies.

### **Dimension 4: Resources and Environment**

Risk Management: A new risk identification and reporting template was designed to report risks to the Board. Low, medium and high-risk areas were identified, and appropriate mitigations were put in place. This will continue as a regular management tool for Board reporting. As a result, a new senior management position with oversight for strategy, procedures and implementation for Health & Safety across the College will be actioned in 2023.

At each Board meeting, the identified areas of risk were reported. Actions were recorded and these will be the focus of the 2023 reporting. High-risk areas identified were Health & Safety, COVID-19, Cyber security, 'issues' of the time and student mental health/well-being.

COVID-19 Management: COVID-19 Officers and leadership teams responded quickly to changing environments. Risk management and logistics plans were created. Continuous learning plans ensured teaching and learning continued for all students, and business continuity plans were created for support staff teams. Regular communication with families ensured parents were kept well informed



and Power BI reports kept management informed of the COVID-19 impact on a daily basis.

Gough Family Theatre and Performing Arts Centre: Good progress was made on the project despite COVID-19 disruptions. A shutdown during examination time has delayed the completion date to the end of August 2023. The project has been well managed to date.

Development and Foundation: Miranda Newbury resigned as Director of Development from May 2022. Development fundraising continued with \$648,121.00 raised through 2022. Rector, Christine Leighton oversaw the Development office of Mel Rissman and Lisa Clark and supported the 10 alumni events organised by Lisa Clark. All events were well attended, with the 30 Years of Co-ed celebration a special highlight.

Foundation: The current trustees David Boyd, Richard Smith and Mark Lancaster were joined by new appointees Gordon McLeod, Mark Mulholland and Tom Stanley.

### **Conclusion**

The above summary of 2022 reports only the specific goals and initiatives for the current year. These must be considered alongside the business as usual which includes curriculum delivery, teaching and learning, pastoral care and the multitude of co-curricular opportunities at St Andrew's. The College has strong leadership in areas of innovative practice. Progress is dependent upon leaders' ability to develop a vision, plan steps and delivery through to implementation. The progress made throughout 2022 recognises the strong leadership of multiple leaders throughout the College.