

St Patrick's College Wellington

New Zealand's Oldest Catholic Boys' College

Founded 1885

Vision

To be a Catholic community that empowers our young men to become the best version of the person God created them to be.

Mission

We develop and educate our young men in a nurturing environment based on our Marist traditions and values. Each student is inspired to grow and excel supported by staff, parents, whanau, caregivers, and our wider community.

Our Motto – 'Sectare Fidem'

Hold firm to the Faith

St Patrick's College has a proud history of providing high quality Catholic education in Wellington since 1885. We have a culture of high expectations and continuous improvement in all areas of school life: spiritual, academic, sporting, cultural and social, so our young men are sent out to be leaders of the Church and of the communities where they will live.

Our Strategic Focus Areas

1. An enduring Catholic and Marist character that embraces brotherhood, history, Tikanga Maori, community & Faith

Our goals...

1. **Gospel values permeate all aspects** of the College and our overarching lens is to communicate Christ in how we think, act and organise ourselves
2. Our Catholic and Marist character are **overtly lived and celebrated** within the College
3. **Our practices honour** the principles of the Treaty of Waitangi and promote Tikanga Maori and Te Reo
4. We celebrate our **history**, strive to build **community** and foster a positive **brotherhood**
5. We **engage meaningfully** with all our stakeholders

2. Holistic education that prepares boys for tomorrow's world

Our goals...

1. **Excellence** in all aspects of teaching
2. **Providing academic, spiritual, cultural and sporting opportunities** for every student to participate or excel in
3. A curriculum that is **fit for purpose, progressive and future focused**
4. Teaching the **skills needed for tomorrow's world**

3. A flexible, creative and progressive learning environment

Our goals...

1. **Learning relationships** between staff and students are strong and positive
2. **Learning spaces** that are fun, flexible and future proof
3. **Learning tools and practices** that are modern, engaging and innovative
4. **Learning records** that are accurate, accessible and user friendly
5. **Learning facilities** that are practical, safe, up to date and inviting

4. A school that embraces modern practices and technologies

Our goals...

1. **Multimedia** based learning is in every classroom
2. **Digital technologies** are a core feature of all our educational programmes
3. We use **digital communications** with students, parents and Boards
4. We run a **modern office practice** that is adaptive to changing needs

Our Core Values

Faith - Kia Ū, Kia Mau

Live and teach the values of Jesus Christ in the way of Mary, showing our love for God and serving our neighbour

Excellence - Ko te whai i te kairangatiratanga

Be the best we can in all aspects of College and personal life

Learning - Ako

Strive for academic success and nurture a love of learning

Community - Hapori

Build positive relationships with students and their families, staff and the wider community

Wellbeing- Hauora

Foster self-discipline, resilience, integrity and self-esteem in a safe and caring environment

Brotherhood - Manaakitanga

Show respect, care and support for each other with a commitment to social justice

St Patrick's College Wellington: Annual Plan 2018

STRATEGIC FOCUS AREA 1

St Patrick's College will have an enduring Catholic and Marist character that embraces brotherhood, history, tikanga Maori, community and Faith.

Our goals:

1. Gospel values permeate all aspects of the College and our overarching lens is to communicate Christ in how we think, act and organise ourselves.
2. Our Catholic and Marist character are overtly lived and celebrated within the College.
3. Our practices honour the principles of the Treaty of Waitangi and promote Tikanga Maori and Te Reo.
4. We celebrate our history, strive to build community and foster a positive brotherhood.
5. We engage meaningfully with all our stakeholders.

Strategic Actions	Specific Actions/Measures	Target Date	Accountable
<p>1. All our community; staff, students and families become familiar with and put into practice our Vision, Mission and Values.</p>	<ul style="list-style-type: none"> • For the start of 2018 we have new posters and bookmarks available. • We install our first 3 Values murals. • We emphasise our Core Values in our newsletters, on our website and in all our initial meetings. • Our PB4L (Positive Behaviour for Learning) school wide programme helps embed our values by making them explicit. • We make this action an agenda item at House Leader, staff and SLT meetings. 	<p>These items ready to go start of Term 1 2018.</p> <p>Review progress mid-year.</p>	<p>Rector.</p>
<p>2. We work with all staff to deepen understanding of what it means to work in our Catholic and Marist College, and on the responsibilities of all staff to support our special character.</p>	<ul style="list-style-type: none"> • Rector will make this a focus on first Teacher Only Day 2018. • We will have one PLD session per term on our Catholic and Marist charism. • We hold a tagged teacher retreat in first half of the year. • We will hold several liturgies and social events during the year for all staff - specifically encouraging the participation and attendance of non-tagged and support staff - aiming to demonstrate to all SPC staff what it means to work in our Catholic and Marist College. 	<p>Reviewed at end of each Term.</p>	<p>Rector and Ministry team working with PD group.</p>

<p>3. We clearly and regularly articulate the values of the College to demonstrate an uplift in standards and behavioural expectations across the school community.</p>	<ul style="list-style-type: none"> • The values are brought to life at school assemblies and in practical ways e.g. expectations of behaviour at school, learning opportunities, fostering well-being / hauora at various fixtures, or demonstrations of faith and community through service activities. • Preservation of the positive SPC reputation is made a focus through Tutor group weekly discussions or specific activities (<i>SLT and House Leaders to set objectives related to our values for the year</i>). • Design and implement activities to enable students to actively participate in service activities which demonstrate empathy, responsibility and our values – embracing brotherhood and community. • We see our special character shine through in the attitudes and behaviour of our students. 	<p>Rector to present progress report to BoT from SLT/House Leaders at the end of each Term.</p>	<p>SLT and House Leaders.</p>
<p>4. Whole staff to work on consistent expectations for students and to follow our classroom management guidelines.</p>	<ul style="list-style-type: none"> • Expectations will be set with our first Teacher Only days. • Regular reinforcement in a range of staff forums including PLD sessions and follow up from Wayne Mills and House Leaders. • There will be a merge into the PB4L programme as it gets underway. 	<p>Review end of Term One.</p>	<p>Wayne Mills.</p>

STRATEGIC FOCUS AREA 2

St Patrick's College will provide holistic education that prepares boys for tomorrow's world.

Our goals:

1. Excellence in all aspects of teaching.
2. Providing academic, spiritual, cultural and sporting opportunities for every student to participate or excel in.
3. A curriculum that is fit for purpose, progressive and future focused.
4. Teaching the skills needed for tomorrow's world.

Strategic Actions	Specific Actions/Measures	Target Date	Accountable
<ol style="list-style-type: none"> 1. Focus on improving our pedagogy, to ensure it is culturally responsive and demonstrates excellence in teaching. 2. Application of future focused technology - for staff and students. 	<ul style="list-style-type: none"> • Weekly PLD, our University of Waikato contract activity, and our IT focus activities. • Teaching staff understand the theoretical background to culturally responsive pedagogy; they are trained in the use of an “observational tool,” they complete first observation by 14 March and critical learning conversations take place by the end of March. A Term 2 survey will tell us if we are making progress. • More students bringing their devices regularly. (DW to monitor) • Digital Technology being used at higher levels of the SAMR model (Substitution/ Augmentation/ Modification/ Redefinition.) Measured by staff survey and observation. • Technology PD requirements incorporated into 2019 Annual Plan. 	<p>Report progress end of Term 2 and reset tasks that need to be completed before the end of the year.</p> <p>End of term 3.</p>	<p>Doug Walker (weekly PLD.)</p> <p>Rector.</p> <p>Doug Walker & Neal Swindells.</p>
<ol style="list-style-type: none"> 3. Develop and implement a robust plan to ensure we achieve our targets of: <ul style="list-style-type: none"> • 90% Year 11's gain Level 1 • 90% Year 12's gain Level 2 • 80% Year 13's gain Level 3 • 70% Year 13's gain U.E. • 20% Year 11 Excellence Endorsement • 15% Year 12 Excellence Endorsement • 15% Year 13 Excellence Endorsement • (10 individual NCEA Scholarships See Maori and Pasifika targets at the end of this document). 	<ul style="list-style-type: none"> • All staff review 2017 academic results and give feedback and suggestions to HoD as to how to improve results for 2018. Complete this as part of appraisal cycle. Summary to be included in Departmental Report and reviewed by SLT by end March. • Each Department to develop a plan to meet 2018 targets. Progress reviewed by David Martin each Term (adjustments made as required). • Staff and students made aware and reminded of these targets at least once per term. • Assessments reduced to a maximum of 20 credits per subject, per year to deepen understanding and maintain a focus on the joy of learning. • Continue to use the techniques from the <i>Write that Essay</i> programme to help improve student writing. • Motivating our academically capable Year 11, 12 and 13 students to aim high. NS (Year 11) WM (Year 12) DM (Year 13) will target a group of students and meet with them once each term to motivate and monitor progress. • Develop a new Scholarship programme. 	<p>End March SLT review and commentary of Department Reports. Term reviews of Department academic progress against targets.</p> <p>Week 8 of Term One.</p>	<p>SLT. David Martin. HoD's.</p>

4. We work to improve our school culture: student behaviour and motivation.	<ul style="list-style-type: none"> • Consistent expectations of staff. Start PB4L journey. Train senior staff in Restorative Practice; introduce new anti-bullying measures. • Focus on team building with each Year 9 core class with a common activity once per term. • Year 13 attendance at 85% and Year 13 focus group to meet fortnightly with Rector. Constructive use of study time. • Joseph Driessen's PLD on our Teacher Only day. 	Report end of Term 2 and end of Year.	Rector. Wayne Mills. Sarah Parkinson.
5. Data collection in Year 9 &10 to aid understanding of progress of each cohort of students and individual student progress.	<ul style="list-style-type: none"> • Identify early students with poor literacy/numeracy skills so potential under performance can be monitored/potentially rectified early. • Testing data for Year 9 & 10 shared across teaching staff by end of Term 1. • We look at ERO best practice models on both good data collection, best use of that data, and key strategies to raise achievement. We discuss at EDC meetings and increase the focus on this area in our HoD reports. 	Review at the end of Term 1 and as part of HoD reports.	David Martin.
6. Careers. We make concrete steps towards our goal of all students leaving school with a written career plan.	<ul style="list-style-type: none"> • One PLD session per term for all staff. • Initial training on how Tutor Teachers and House Leaders can monitor student observations recorded on Careers Central. This will significantly assist at times of subject selection and Year 13 Career interviews. • Deepen staff knowledge of academic and vocational options available for students with guest speakers and trips to tertiary institutions. 	Report end of Term 2.	MW/MB/SK/JP.
7. Research the most appropriate curriculum for our students. This will include an assessment and recommendations on non-university pathways.	<ul style="list-style-type: none"> • Staff group established at the start of the year under the leadership of the Assistant Rector. Research carried out in Term One and Two. • Reassess our SPC pathway courses for students not intending to pursue university studies e.g. vocational options outside Gateway programme like Web or App design or professional sport or arts. • Complete report with recommendations for 2019 timetable/funding or curriculum changes. 	Written report to SLT by the end of Term Two holidays.	David Martin and Curriculum Review Group/Michael Woods/Chris Smyth.
8. Development of SPC Sports and Cultural 5 year plans.	<ul style="list-style-type: none"> • Develop a five-year strategic plan (including resource/funding needs) for Sport at SPC that drives towards both increased participation and successful results for our premier sports. • Develop a five-year strategic plan for cultural activities (including resource/funding needs) that drives towards both increased participation and successful results. This will assist with planning for a modified Chanel Block and other resource requests. 	End of Term 3.	J Millmow. R Powdrell. A Sauvao plus Poly Parents. J Porima plus Whanau.

STRATEGIC FOCUS AREA 3

St Patrick's College will provide a flexible, creative and progressive learning environment.

Our goals:

1. Learning relationships between staff and students are strong and positive.
2. Learning spaces that are fun, flexible and future proof.
3. Learning tools and practices that are modern, engaging and innovative.
4. Learning records that are accurate, accessible and user friendly.
5. Learning facilities that are practical, safe, up to date and inviting.

Strategic Actions	Specific Actions/Measures	Target Date	Accountable
1. We emphasise the importance of the Tutor teacher to ensure strong positive relationships between staff and students.	<ul style="list-style-type: none"> • Emphasis given at initial Teacher Only days and by House leaders on how we will use Tutor teachers to ensure every student is known and well catered for. • During 2018 we review the size and effectiveness of the Tutor class and make a decision whether or not we need to increase the number of Tutor classes for 2019. 	End of Term 2.	Wayne Mills and House Leaders.
2. We reorganise our teaching day, and our calendar to ensure all internal assessment in the senior school is completed by the end of Term 3.	<ul style="list-style-type: none"> • New teaching day implemented for the start of Term One. • Regular checks with HoD's to ensure all staff are on target to complete all internals by the end of Term 3. 	End Term 3.	David Martin and HoD's.
3. Appointment of a Dean of International Students. Review of the learning and environment that International students currently receive.	<ul style="list-style-type: none"> • Monitor attendance, academic achievement and wellbeing and provide a report of recommendations for enhancement or improvement. 	Report to SLT at end of Term 2 and the end of the year.	Wayne Mills.
4. Work with our Board of Proprietors to: <ul style="list-style-type: none"> • Complete the reroofing and seismic strengthening of Egden Block. • Complete our Directional Plan for development options for Chanel, Egden, Todd and the school frontage. 	<ul style="list-style-type: none"> • On completion of reroofing, seismic strengthening to commence and be completed mid-year for Egden Block. • Monitor the progress and quality of report being completed by <i>Building Intelligence</i>, the company leading the Directional Plan work. • Continue to monitor our air quality. 	Report to Boards with review of progress at end of Term 2.	Business Manager.

STRATEGIC FOCUS AREA 4

St Patrick's College will embrace modern practices and technologies.

Our goals:

1. Multimedia based learning is in every classroom.
2. Digital technologies are a core feature of all our educational programmes.
3. We use digital communication with students, parents and Boards.
4. We run a modern office practice that is adaptive to changing needs.

Strategic Actions	Specific Actions/Measures	Target Date	Accountable
1. Development of an SPC IT strategy	<ul style="list-style-type: none">• Develop a written IT strategy for the next three years in consultation with our IT committee and guidance from BoT and community.	End of Term 3.	Doug Walker.
2. Assessment of communication with parents and how this can be more effective.	<ul style="list-style-type: none">• Set up a focus group of parents to advise us on communication.	End of Term 2.	Rector and Rector's PA.
3. Review and update the school website as a critical digital communication tool for our community and wider.	<ul style="list-style-type: none">• Assess the currency and effectiveness of our current school website with resource and funding requests to be made by the end of Term 1.• Overhaul the website to upgrade it to be an efficient and 21st Century communication tool that our community value.	End of Term 1. End of Term 3.	Business Manager (Gary Cook-Andrews and Support staff as required).
4. Provide strategic financial advice to both our Boards to ensure office practices are efficient and effective.	<ul style="list-style-type: none">• Induct our new Business Manager successfully.• See an improvement in the financial advice for the Board of Proprietors.• Give all budget holders, Rector and the Board of Trustees greater clarity of our financial position.• See a reduction in single person dependency; an upskilling of staff and a greater sense of teamwork in the Admin and Support areas.• Reduce time Rector needs to spend on property and personnel issues.	Reports end of Term 2 and end of Year.	Rector and Business Manager.

Academic Targets for our Maori Students

In 2018: 80% of Year 11 Maori students will achieve NCEA Level 1.
 90% of Year 12 Maori students will achieve NCEA Level 2.
 70% of Year 13 Maori students will achieve Level 3.
 60% of Year 13 Maori students will achieve UE.

Historical Position: NCEA results (% achieving certificate) for St Patrick's College have been:

Year	Level	2012	2013	2014	2015	2016	2017
11	1	88%	79%	75%	84%	86%	93%*
12	2	91%	93%	88%	65%	93%	93%*
13	3	67%	70%	67%	67%	57%	64%*
13	UE	70%	60%	48%	48%	50%	57%*

- Our whole staff focus on culturally responsive pedagogy will assist our Maori students to be able to achieve success as Maori. Our Tutor teachers, House Leaders and our Maori staff will monitor and mentor our Maori students through 2018.

Academic Targets for our Pasifika Students

In 2018: 81% of Year 11 Pasifika students will achieve NCEA Level 1.
 84% of Year 12 Pasifika students will achieve NCEA Level 2.
 71% of Year 13 Pasifika students will achieve Level 3.
 50% of Year 13 Pasifika Students will achieve UE.

Historical Position: NCEA results (% achieving certificate) for St Patrick's College have been:

Year	Level	2012	2013	2014	2015	2016	2017
11	1	69%	84%	75%	84%	77%	75%*
12	2	81%	77%	92%	86%	84%	80%*
13	3	50%	48%	58%	90%	69%	70%*
13	UE	27%	26%	47%	45%	58%	48%*

Under the guidance of our Pasifika coordinator Ms Ainslie Sauvao, we will have high expectations for our Pasifika students, monitor them individually, work closely with families through our *Home School Partnership* programme and provide a mentoring for them.