



Charter/Strategic Plan 2022 – 2024

St Dominic's Catholic College, Henderson
School number: 0047
Principal's endorsement: Anna Swann
Board endorsement: Jared Milham
Submission Date to Ministry of Education: April 2022

Vision: *Leader of High Quality Catholic Education for Girls*

Mission Statement: *In the Catholic Dominican tradition create confident, resilient and connected young women who contribute positively to society.*

Positioning Statement: *A community centered in Christ, seeking truth, nurturing excellence in attitude and lifelong learning*

Ethnic Breakdown: Māori 10.7%, Pākehā 33.6%, Pacific 21.1%, Asian 27.4%, MELA 5.2% Other 2%

Our Story

St Dominic's Catholic College is a Year 7-13 State Integrated Catholic College which was established in 1967 by the Dominican Sisters in Henderson, West Auckland at the request of the then Bishop of Auckland to provide a Catholic education for girls in West Auckland. We serve the wider West Auckland area and have a maximum roll of 1000 students.

The Catholic Special Character underpins all that we do as a school community. It is central to the ethos of the College and provides a solid foundation from which to plan and to move forward as a learning community that values its tradition and accepts the challenges of the future.

As a result of a review of pastoral care and behaviour management systems a Restorative Justice ethos permeates all levels throughout the college. In 2021 we enter into Tier 2 of Positive Behaviour for Learning and the embedding of our Veritas in Action model. Health and wellbeing of students and staff is underpinned by Te Whare Tapa Wha. We continue to see sustained high achievement levels in NCEA at all levels. Data collection and analysis are a major part of the school culture. Regular analysis and evaluation of data is used to improve not only overall academic achievements but also specific areas of results in NCEA achievement i.e. merit and excellence.

Whole school professional development is focussed on relationship based teaching and learning strategies to improve teaching and learning. There is a regular self review plan in place for different aspects of the College. The Senior Leadership Team works with curriculum departments and each department is reviewed on a four year cycle with the view to further develop student achievement. Differentiated learning in all departments is a major focus and is included in all schemes. Teachers are expected to plan differentiated lessons and student achievement is part of their annual targets and appraisal goals. We have in place a continual cycle of review and evaluation which lead to improvements in the education that we offer to the students of St Dominic's College. The Targets and achievement challenges both school and Kahui Ako are met and in some areas, exceeded.

The college facilities continue to be improved as funds allow. We are in the planning and design stages of a new 2 stage building development, with onsite development predicted to begin at the end of 2021. The planned development will include modernised and innovative learning environments, purpose built science labs, a well-being centre and a performing arts building.

The culture of the College emphasises the holistic development of all students in order to ensure that our students are being educated and equipped to contribute positively to society, which is reflected in our Mission and Vision statements.

Values

V	<p>Values/Uara pu We listen and share with an open mind <i>Do to others as you would have them do to you. (Luke 6:31)</i></p>
E	<p>Excellence/Tohu We aim high and do our best. <i>Let your light shine before others so that they may see your good works and give glory to your Father in heaven. (Matthew: 5:16)</i></p>
R	<p>Reflection (innovate)/Ata titiro We use what we have learned to make wise choices. <i>Be still, and know that I am God. (Psalm 46:10)</i></p>
I	<p>Integrity/ Tika We celebrate our differences and encourage each other. <i>Here is truly an Israelite in whom there is no deceit (John 1:47)</i></p>
T	<p>Truth/Pono We do what is right <i>Pray for us, for we are sure that we have a clear conscience, desiring to act honourably in all things. (Hebrews 13:18)</i></p>
A	<p>Assurance/Manawanui We are proud and hold our heads high. <i>I have fought the good fight, I have finished the race, I have kept the faith. (2 Timothy 4:7)</i></p>
S	<p>Service/Awhina We are involved. <i>I have set you an example that you also should do as I have done. (John 13:15)</i></p>

Veritas in Action

All expectations and choices of behaviour are guided through our *Veritas-in-Action* model. Our values are lived when we demonstrate:

- Respect for God
- Respect for ourselves
- Respect for others
- Respect for the environment.

Commitment to Te Tiriti o Waitangi and Māori achievement

*The College is committed to upholding and protecting the principles; partnership, protection and participation, of Te Tiriti o Waitangi
The College recognises the National Educational Priorities and is committed to providing equitable opportunities for access for Māori students.*

For our students and whānau this means:

- *High expectations of attendance and achievement*
- *An opportunity to study Te Reo Māori to senior level*
- *Opportunities to provide feedback through collection of student voice, whānau voice*
- *Working with teachers and support staff members in establishing action plans to meet the above goals*

For all staff this means:

- *Understanding and incorporating Te Reo Māori and Tikanga Māori in school wide activities and events*
- *Having high expectations for Māori students*
- *Integrating and acknowledging Te Ao Māori in all curriculum areas*
- *Incorporating Te Reo Māori And Tikanga Māori in classroom practice*
- *Ongoing learning and development in Culturally Responsive Practices*

For management this means:

- *Analysing achievement related data for Māori students*
- *Setting specific targets related to improving achievement levels of Māori students*
- *Working with Māori staff, students and whānau in establishing action plans to meet the above goals*
- *Working with all staff to develop shared understanding of equitable outcomes for Māori*

Commitment to Pasifika achievement

The College recognises the National Educational Priorities and is committed to improving the learning outcomes for Pasifika students. This commitment includes working with our Pasifika families and using student voice to inform our annual planning.

For our students and whanau this means:

- *High expectations of attendance and achievement*
- *Opportunities to celebrate Pasifika languages and culture*
- *Opportunities to provide feedback through collection of student voice, whanau voice*
- *Working with teachers and support staff members in establishing action plans to meet the above goals*

For all staff this means:

- *Having high expectations for Pasifika students*
- *Ongoing learning and development in Culturally Responsive Practices*

For management this means:

- *Analysing achievement related data for Pasifika students*
- *Setting specific targets related to improving achievement levels of Pasifika students*
- *Working with Pasifika staff, students and whanau in establishing action plans to meet the above goals*
- *Working with all staff to develop shared understanding of equitable outcomes for Pasifika*

Four Strategic Goals/Pillars

1. SPECIAL CHARACTER <i>(faith and spirituality)</i> OUR FAITH Taha Wairua <i>Veritas In Action: GOD</i>	2. CULTURE <i>(community and relationships)</i> OUR PEOPLE Taha Whānau <i>Veritas In Action: OTHERS</i>	3. ACHIEVEMENT <i>(teaching & learning)</i> OUR LEARNING Ako <i>Veritas In Action: SELF</i>	4. ENVIRONMENT <i>(facilities, organisation, property, finance, communication)</i> OUR PLACE Whakahaere <i>Veritas In Action: ENVIRONMENT</i>
<p>1.1 To protect the principles; partnership, protection and participation, of Te Tiriti o Waitangi through ensuring that Tikanga (protocols) and Te Ao Māori, (Māori World View) specifically Wairuatanga Māori (Māori Spirituality) underpin and are integrated within all aspects of the College.</p> <p>1.2 To ensure, through ongoing reflection on both on-site and community activities and communications, that the college grows ever stronger in facilitating an encounter with Christ and spreading the gospel with an evangelizing goal, promoting and supporting active Catholic witness and practice in the college and in the wider community.</p> <p>1.3 To ensure that through bringing a strong Catholic perspective to the ongoing development of curriculum, that Catholic</p>	<p>2.1 To protect the principles; partnership, protection and participation, of Te Tiriti o Waitangi through the integration of Te Ao Māori in school tikanga.</p> <p>2.2 Enhance and further develop our pastoral and wellbeing model based on Te Whare Tapa Whā including targeted support for the emotional and mental health of students, with a particular focus on cultural identity and whanaungatanga.</p> <p>2.3 Embed Veritas in Action within the College community, to build positive relationships to promote and support hauora, lifelong learning, resilience and social responsibility, truth, compassion, and justice.</p> <p>2.4 To strengthen College community connectedness with our whānau, parishes, neighbouring and contributing schools, past students, local iwi,</p>	<p>3.1 To protect the principles; partnership, protection and participation, of Te Tiriti o Waitangi through ensuring equitable opportunity and outcomes for Māori students</p> <p>3.2 To provide a teaching and learning environment that is focused on developing confident, resilient and connected young women who contribute positively to society.</p> <p>3.3 To ensure all of our students achieve at least NCEA Level 2 by the time they leave the college.</p> <p>3.4 To ensure that all students leave the College on a pathway to ongoing learning or employment.</p> <p>3.5 To ensure sustained or accelerated progress for all students in Years 7-10.</p>	<p>4.1 To protect the principles; partnership, protection and participation, of Te Tiriti o Waitangi through providing resources which reflect and support Te Ao Māori and the bicultural heritage of Aotearoa</p> <p>4.2 To ensure a strong financial foundation by progressively reorienting and prioritising budgeted allocation of operating expenditure over the long term, so that the college is better able to allocate resources based on the changing needs of students, and minimise its exposure to variables such as non-Government income</p> <p>4.3 To make available, through prudent financial management and a sound maintenance plan, the buildings, facilities and resources needed to provide a safe,</p>

<p>values and a Catholic worldview are reflected in the teaching of each subject.</p> <p>1.4 Strengthen a sense of mission in the Dominican Tradition to meet the needs of our school, local and wider community.</p>	<p>community organisations and local business.</p>	<p>3.6 To support on-going curriculum development of modern, innovative and personalised teaching and learning programmes</p> <p>3.7 To strengthen the development of culturally responsive practice of all staff to ensure equitable and excellent outcomes for all learners</p> <p>3.8 To engage all family/whanau in supporting students to achieve to their highest possible potential, whether in academic, cultural, spiritual, or sporting achievement.</p> <p>3.9 To ensure targeted allocation of resources to support students with additional learning needs.</p>	<p>healthy learning environment for our students.</p> <p>4.4 To prioritise expenditure to those buildings and facilities that will remain after the completion of the Phase 1 and 2 rebuild and maintain adequate Health & Safety standards for those identified for demolition.</p> <p>4.5 To obtain and set aside funds which are sufficient to ensure our commitment of delivering in full and on time, the functional and aesthetic enhancements as each stage of our building redevelopment is completed.</p> <p>4.6 To ensure, through fundraising and other means, that our current and future facilities are honouring the legacy of the founding Dominican Sisters and their students.</p> <p>4.7 To ensure that our college swimming pool is preserved in memory of the founding Dominican Sisters and pupils of the school, while contributing towards Water Safety NZs mission to educate , empower and support our young women with water safety awareness and the ability to protect themselves and others.</p>
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