

# ST DOMINIC'S CATHOLIC COLLEGE

## ANNUAL PLAN 2018



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

### **STRATEGIC GOAL 1: MAINTAIN AND ENHANCE THE SPECIAL CATHOLIC CHARACTER OF THE COLLEGE**

To provide an authentic and meaningful Catholic education within the Dominican tradition.

### **STRATEGIC GOAL 2: TEACHING AND LEARNING - PROMOTE A CULTURE OF ACADEMIC EXCELLENCE**

A focus on achievement which challenges each student to reach her potential and succeed as a lifelong learner.

#### **Years 7-10**

##### **Target 2.1**

To lift the number of learners working at or above the National Curriculum by 5% in Reading, Writing and Mathematics.

Students working below or well below the Curriculum will by the end of the year be accelerated to be at the National Curriculum in Reading, Writing and Mathematics.

#### **Years 11 – 13**

##### **NCEA Targets 2018:**

##### **Target 2.1**

85% of Year 11 students gain Level 1 certificate

83% of Year 12 students gain Level 2 certificate

90% of Year 13 students gain Level 3 certificate

70% of eligible students gain University Entrance

All students leaving the college have a minimum of NCEA Level 2 Certificate

Maori and Pasifika students are specifically targeted pedagogically and their progress monitored in order to increase their achievement levels by at least 3% compared to 2017 achievement levels.

2018 Focus on student attendance. All levels will achieve at least 95% attendance.

#### ***2018 Theme:***

*God is within her; she will not fail*

*Kei waenganui ona te Atua, e kore ia e paheke.*

# ST DOMINIC'S CATHOLIC COLLEGE CHARTER 2018 – 2020

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

**Our Mission: 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**

## **Our Story**

St Dominic's 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 roll of over 900 students.

The Dominican Tradition 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.

Whilst acknowledging Maori as Tangata Whenua we also work to acknowledge and appreciate the rich and ever changing diversity of cultures (as detailed below) within our College community. We pay particular attention to the needs of our Pasifika students and have recently developed a robust strategy to increase student achievement within this specific ethnicity.

We continue to see sustained improvement in achievement levels for both National Standards and NCEA at all levels. Data collection, analysis and use are a major part of the school culture throughout departments and indeed school wide. 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 classroom strategies to improve teaching and learning.

There is a regular self review plan in place for all aspects of the College and it involves the BOT and Department Curriculum reviews on a regular three yearly cycle with the view to 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.

The college facilities continue to be improved as funds allow. The most recent major developments have been the Sport Complex, the Administration Block and most importantly a new Chapel.

As a result of a review of pastoral care and behaviour management systems a Restorative Justice ethos permeates all levels throughout the college. 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 culture of the College emphasises the holistic development of the student 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.

### MAORI DIMENSION

The College recognises the National Educational Priorities and is committed to improving the learning outcomes for Maori students. This commitment includes taking reasonable steps to meet any request of parents for instruction in Te Reo Maori by utilising appropriately qualified staff and / or the Correspondence School.

For our students this means:

- An opportunity to study Te Reo Maori to senior level
- An expectation to achieve to high standards
- An expectation to attend regularly

For management this means:

- Analysing achievement related data for Maori students
- Setting specific targets related to improving achievement levels of Maori students
- Working with Maori / Pasifika teachers and parents in establishing action plans to meet the above goals

For all staff this means:

- Understanding basic Tikanga Maori and being familiar with Ka Hikitia.
- Having high expectations of Maori students

### PASIFIKA DIMENSION

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 this means:

- An expectation to achieve to high standards
- An expectation to attend regularly

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 teachers and parents in establishing action plans to meet the above goals

For all staff this means:

- Being familiar with the Pasifika Education Plan and using it to develop their teaching programmes.
- Having high expectations of Pasifika students

### School Community (As at 1 July 2017 )

Type of School	State Integrated Roman Catholic College for girls Years 7-13. Maximum Roll 1000	%
Ethnic Breakdown	Pakeha/European	33
	Maori	10
	Samoan	10
	Other Pacific	14
	Asian	27
	Other (MELA)	6

## **Part 2: THE SIX STRATEGIC PILLARS**

### **1. Maintain and enhance the Special Catholic Character**

**Provide an authentic and meaningful Catholic education within the Dominican tradition**

Strategic Initiatives

- Focus on the teachings of the Catholic Church
- Nurture and strengthen the Dominican Charism
- Ensure a faith filled community that espouses the Gospel values that are part of College life
- Develop the concept of the Dominican Woman
- Develop the concept of the St Dominic's College/Dominican educator
- Integrating excellent pastoral programmes based on the philosophy of restorative practice (Dominican Dialogue)

### **2. Promote a culture of academic excellence**

**A focus on achievement which challenges each student to reach her potential and succeed as a lifelong learner.**

Strategic Initiatives:

- Ensure that all girls are goal focused in their learning
- Wide use of achievement data to target learning needs and to inform effective teaching practices
- Raise attainment levels for Maori and Pasifika students to align with the general College cohort levels
- Prepare students in their learning programmes to adapt to a changing world
- Ensure all students in Years 7 and 8 attain national standards
- Lifting NCEA pass levels annually to set targets so that 100% of Year 13 students leave with Level 2
- Ensuring levels of literacy and numeracy across the College at all levels exceed expectations of national norms
- Provide programmes for students who are gifted and for those requiring special assistance
- Ensuring National Standards levels achieve and exceed national norms
- Leverage Community of Learning (COL) to contribute positively to student achievement.

### **3. To have the highest quality staff and leadership**

**To recruit, retain and develop high quality and effective staff who inspire and motivate ongoing growth**

Strategic Initiatives

- Policies and practices that encourage the appointment and retention of high quality staff
- Strengthen practices that develop and maintain a professional learning community, effective and current best practices and overall organisational efficiency that maximise positive outcomes
- To continue to develop the College's Student and Learning Management Systems and ensure that the staff use it to its fullest capabilities

### **4. Provide excellent College facilities and organisation**

**Maximise resources, respond to current and emerging needs, to enhance learning in the 21<sup>st</sup> Century.**

Strategic Initiatives

- The College will be well organised, well managed and well resourced.
- Allocate funding and resourcing to maximise their potential
- Implement the building and development plan which encompasses a 21<sup>st</sup> Century learning environment
- Enhance the provision and use of information technology
- Be responsive to ongoing review of systems, policies and programmes

### **5. Provide a wide range of co-curricula opportunities**

**Lift student participation and levels of excellence in co-curricula activities which contribute meaningfully to an holistic educational experience**

Strategic Initiatives

- Encourage all girls to be involved in the wider life of the College
- Build the strength of Maori, Pacific and other ethnic groups in terms of cultural understanding and activities
- Offer a range of co-curricular activities
- Celebrate and experience international student cultures

## 6. Maintain and enhance meaningful community partnerships

Strengthen our community connections within and beyond the College to enhance learning

### Strategic Initiatives

- Broaden community connections with contributing schools, the parish communities and the Catholic network
- Strengthen the understanding of the Treaty of Waitangi, bi-culturalism and multi-culturalism
- Promote an understanding of the St Dominic's way within the community
- Actively embrace diversity
- Build school/business/tertiary links and connections
- In partnership with the parent community, extend the concepts of restorative practices
- Effectively engage with others schools in the COL and thereby widen the areas of connect with geographic communities.

## OUR CORE VALUES

Students are encouraged to value:

<b>Excellence</b>	Aiming high, perseverance in the face of challenges
<b>Innovation</b>	Inquiry, curiosity, thinking critically, creatively and reflectively
<b>Diversity</b>	Different cultures, languages and heritages
<b>Equity</b>	Fairness and social justice
<b>Community and participation</b>	Includes Whanau, family, friends, wider community, striving for the common good
<b>Ecological sustainability</b>	Caring for the environment, stewardship of the earth
<b>Respect</b>	Valuing self and each other
<b>Gospel values</b>	Love, accepting others for who they are judge don't condemn
<b>Truth</b>	Honesty, integrity, being true to oneself, supporting friends, moral behaviour, acting ethically, living your values

## OUR CORE VALUES in Student Language (as used throughout the college)

<b>V</b>	Values/ Uara pu	<ul style="list-style-type: none"> <li>• <b>We listen and share with an open mind</b> <i>Do to others as you would have them do to you. Luke 6:31</i></li> </ul>
<b>E</b>	Excellence/Tohu	<ul style="list-style-type: none"> <li>• <b>We aim high and do our best.</b> <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></li> </ul>
<b>R</b>	Reflection (innovate)/Ata titiro	<ul style="list-style-type: none"> <li>• <b>We use what we have learned to make wise choices.</b> <i>Be still, and know that I am God. (Psalm 46:10)</i></li> </ul>
<b>I</b>	Integrity/ Tika	<ul style="list-style-type: none"> <li>• <b>We celebrate our differences and encourage each other.</b> <i>Here is truly an Israelite in whom there is no deceit (John 1:47)</i></li> </ul>
<b>T</b>	Truth/Pono	<ul style="list-style-type: none"> <li>• 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></li> </ul>
<b>A</b>	Assurance/Manawanui	<ul style="list-style-type: none"> <li>• <b>We are proud and hold our heads high.</b> <i>I have fought the good fight, I have finished the race, I have kept the faith. (2 Timothy 4:7)</i></li> </ul>
<b>S</b>	Service/Awhina	<ul style="list-style-type: none"> <li>• <b>We are involved.</b> <i>I have set you an example that you also should do as I have done. (John 13:15)</i></li> </ul>

## STRATEGIC INTENT OVERVIEW 2018-2020

	2018	2019	2020
Promote a culture of excellence	<ul style="list-style-type: none"> <li>• Wide use of achievement data</li> <li>• Suitable programmes for gifted and priority learners are provided</li> <li>• All achievement levels are raised</li> <li>• Maori and Pasifika achievement is above National levels at all levels of the school</li> <li>• Ensure that all students have the opportunity to study at multi-levels</li> <li>• Provide targeted PD on electronic learning and BYOD</li> <li>• Review Yr 6/7 transition programme also new Yr 8/9 students</li> <li>• Meet and progress in CoL achievement targets</li> <li>• Begin to investigate future focused education</li> <li>• Plan for STEAM and Digital Technology</li> <li>• Attendance target met</li> </ul>	<ul style="list-style-type: none"> <li>• Wide use of achievement data</li> <li>• Suitable programmes for gifted and priority learners are provided</li> <li>• All achievement levels are raised</li> <li>• Academic Coaching is established</li> <li>• New curriculum recommendations implemented</li> <li>• Ensure that all students have the opportunity to study at multi-levels</li> <li>• Work in partnership to ensure students are following the course above</li> <li>• Pathways initiatives contribute to an extended</li> <li>• Careers programme extended into YRs 7-8</li> <li>• Transition programmes evaluated including visits to major contributing schools and the orientation/induction processes for new students and parents both at the beginning and during the year.</li> <li>• New timetable structure implemented</li> </ul>	<ul style="list-style-type: none"> <li>• Wide use of achievement data</li> <li>• Suitable programmes for gifted and priority learners are provided</li> <li>• All achievement levels are raised</li> <li>• Maori and Pasifika achievement is above National levels at all levels of the school</li> <li>• Continue to develop Academic coaching throughout the College</li> <li>• Achievement initiative initiatives embedded focussing on Yr 9 and 10</li> <li>• Ensure that all students have the opportunity to study at multi-levels</li> <li>• Evaluate PD on electronic learning and BYOD</li> <li>• Pathways initiatives evaluated and extended</li> <li>• Careers programme evaluated as a whole Year 7-13</li> <li>• Orientation/induction processes for new students and parents both at the beginning and during the year reviewed and refined</li> </ul>
To have the highest quality staff and leadership	<ul style="list-style-type: none"> <li>• Provide extra professional learning for Subject Leaders</li> <li>• Continue to ensure that all departments are well resourced within budget constraints</li> <li>• SMS meets the needs of the College</li> <li>• Senior Leadership team Professional Development to ensure a strong cohesive culture</li> <li>• Appraisal procedures reviewed and updated to meet new Teacher Registration requirements</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to ensure that all departments are well resourced within budget constraints</li> <li>• SMS meets the needs of the College</li> </ul>	<ul style="list-style-type: none"> <li>• Provide extra professional learning for Subject Leaders</li> <li>• Continue to ensure that all departments are well resourced within budget constraints</li> <li>• SMS meets the needs of the College</li> </ul>

<p>Maintain and enhance the Special Catholic Character</p>	<ul style="list-style-type: none"> <li>• Continue to award Dominican Sisters Scholarships to top Year 8 student</li> <li>• Use the Dominican school theme for the year to continue to build and strengthen Catholic practice</li> <li>• Offer to subsidise Yr 12/13 students to attend LOGOS Leadership conference by paying registration fees</li> <li>• Teacher only day to continue</li> <li>• Induction of DRS</li> <li>• Subsidise students attendance at Dominican Leadership Camp (Australia)</li> <li>• Review Retreats</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to award Dominican Sisters Scholarships to top Yr 8 student</li> <li>• Use the Dominican school theme for the year to continue to build and strengthen Catholic practice</li> <li>• Sponsor Head Girl and one other student school leader to attend Dominican Schools Leadership conference in Australia</li> <li>• Offer to subsidise Yr 12/13 students to attend LOGOS Leadership conference by paying registration fees</li> <li>• Teacher only day to continue</li> <li>• Whanaungatanga programme is established</li> <li>• External review of Special Character</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to award Dominican Sisters Scholarships to top Yr 8 student</li> <li>• Use the Dominican school theme for the year to continue to build and strengthen Catholic practice</li> <li>• Offer to subsidise Yr 12/13 students to attend LOGOS Leadership conference by paying registration fees</li> <li>• Teacher only day to continue</li> <li>• Whanau Whanaungatanga programme</li> <li>• Carry out Self Review of Special Character as per the Catholic Schools Review and Development Document</li> </ul>
<p>Provide a wide range of co-curricular opportunities</p>	<ul style="list-style-type: none"> <li>• Review level of participation in sport</li> <li>• Implement recommendations from Waitakere Secondary Schools Sports Strategic plan</li> <li>• Take part in Polyfest festival</li> <li>• Student leadership development reviewed</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to increase level of participation in sport</li> <li>• Continue Arts co-curricular activities</li> <li>• Evaluate Waitakere Coaching initiative</li> <li>• Enhance Sports web page</li> <li>• Student leadership consolidated</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to increase level of participation in sport</li> <li>• Continue Arts co-curricular activities</li> <li>• Implement recommendations from Waitakere Secondary Schools Sports Strategic plan</li> </ul>
<p>Provide excellent College facilities and organisation</p>	<ul style="list-style-type: none"> <li>• Library – plan for remodelling and upgrading into 21<sup>st</sup> Century learning area</li> <li>• The use of distance learning is reviewed</li> <li>• All data is on SMS and readily available</li> <li>• Continue to review policies</li> <li>• Ensure that new College website is up to date and maintained</li> </ul>	<ul style="list-style-type: none"> <li>• Begin upgrading library facilities</li> <li>• Continue with furniture upgrade</li> <li>• Students understand the protocols and responsibilities when using BYOD in the classroom</li> <li>• The use of distance learning is extended</li> <li>• All data is on SMS and readily available</li> <li>• Continue to review policies</li> </ul>	<ul style="list-style-type: none"> <li>• Continue with furniture upgrade</li> <li>• Review students understanding of the protocols and responsibilities when using BYOD in the classroom</li> <li>• All data is on SMS and readily available for effective teaching and administration</li> <li>• Continue to review policies</li> <li>• Ensure that new College website is up to date and maintained</li> </ul>

		Ensure that new College website is up to date and maintained	
Maintain and enhance meaningful community partnerships	<ul style="list-style-type: none"> <li>• Extend partnerships with UNITEC and other schools and providers to give further learning opportunities</li> <li>• Veritas in Action is fully implemented into appropriate school structures and systems</li> <li>• Home School Partnerships to continue</li> <li>• Maori, Pasifika and Filipino Home School Partnerships BOT consultation</li> </ul>	<ul style="list-style-type: none"> <li>• Extend partnerships with UNITEC and other schools and providers to give further learning opportunities</li> <li>• Veritas in Action is fully implemented into appropriate school structures and systems</li> <li>• Continue Pasifika and Maori mentoring</li> </ul>	<ul style="list-style-type: none"> <li>• Extend partnerships with UNITEC and other schools and providers to give further learning opportunities</li> <li>• Veritas in Action is fully implemented into appropriate school structures and systems</li> </ul>