



# Annual Plan 2025

## Four Strategic Goals/Pillars

<p style="text-align: center;"><b>1. SPECIAL CHARACTER</b> <i>(faith and spirituality)</i></p> <p style="text-align: center;"><i>OUR FAITH Taha Wairua</i> <i>Veritas In Action: GOD</i></p>	<p style="text-align: center;"><b>2. CULTURE</b> <i>(community and relationships)</i></p> <p style="text-align: center;"><i>OUR PEOPLE Taha Whānau</i> <i>Veritas In Action: as OTHERS</i></p>	<p style="text-align: center;"><b>3. ACHIEVEMENT</b> <i>(teaching &amp; learning)</i></p> <p style="text-align: center;"><i>OUR LEARNING Ako</i> <i>Veritas In Action: SELF</i></p>	<p style="text-align: center;"><b>4. ENVIRONMENT</b> <i>(facilities, organisation, property, finance, communication)</i></p> <p style="text-align: center;"><i>OUR PLACE Whakahaere</i> <i>Veritas In Action: ENVIRONMENT</i></p>
<p><b>1.1</b> 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><b>1.2</b> 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><b>1.3</b> To ensure that through bringing a strong Catholic perspective to the ongoing development of curriculum, that Catholic values and a Catholic worldview are reflected in the teaching of each subject.</p> <p><b>1.4</b> Strengthen a sense of mission in the Dominican Tradition to meet the needs of our school, local and wider community. Ok</p>	<p><b>2.1</b> 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><b>2.2</b> 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><b>2.3</b> 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><b>2.4</b> To strengthen College community connectedness with our whānau, parishes, neighbouring and contributing schools, past students, local iwi, community organisations and local business.</p>	<p><b>3.1</b> To protect the principles; partnership, protection and participation, of Te Tiriti o Waitangi through ensuring equitable opportunity and outcomes for Māori students</p> <p><b>3.2</b> 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><b>3.3</b> To strengthen the development of culturally responsive practice of all staff to ensure equitable and excellent outcomes for all learners.</p> <p><b>3.4</b> To support on-going curriculum development of modern, innovative and personalised teaching and learning programmes</p> <p><b>3.5</b> To ensure sustained or accelerated progress for all students in Years 7-10.</p> <p><b>3.6</b> 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><b>3.7</b> To ensure targeted allocation of resources to support students with additional learning needs.</p> <p><b>3.8</b> To ensure all of our students achieve at least NCEA Level 2 by the time they leave the college.</p> <p><b>3.9</b> To ensure that all students leave the College on a pathway to ongoing learning or employment.</p>	<p><b>4.1</b> 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><b>4.2</b> 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><b>4.3</b> To make available, through prudent financial management and a sound maintenance plan, the buildings, facilities and resources needed to provide a safe, healthy learning environment for our students</p> <p><b>4.4</b> 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 &amp; Safety standards for those identified for demolition.</p> <p><b>4.5</b> 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><b>4.6</b> 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><b>4.7</b> 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>

**2025 Annual Plan**

**Strategic Goal 1: SPECIAL CATHOLIC CHARACTER**

<i>Action</i>	<i>Actioned by</i>	<i>Resourcing</i>	<i>Monitoring Report</i>	<i>When</i>
<b>1.1</b> 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.				
All College special character events have bi-cultural focus, including Te Ao Māori, Te Reo Māori and Tikanga	Lead teacher Te Reo me te Tikanga Māori  DP/DRS			
All College special character communications have bi-cultural focus, including Te Ao Māori, Te Reo Māori and Tikanga Māori	Lead teacher Te Reo me te Tikanga Māori  DP/DRS			
<b>1.2</b> 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.				
Complete staff retreat day with a focus on Relationships, Encounters with Christ, Community	DP/DRS			
All community engagement, whether in person or online, starts with prayer and has an encounter with Christ at the centre.	DP/DRS			
School theme is widely promoted and unpacked in all settings.	DP/DRS			
Students widely involved in active Catholic witness by participating in service opportunities	DP/DRS			
Review of the Sacramental programme	DP/DRS			
Internal Special Character Review	DP/DRS			
Develop roles and participation of Tagged Teachers	DP/DRS			
Implementation of Health and Sexuality program.	DP/DRS, HOD RE, PE, Science			
<b>1.3</b> To ensure that through bringing a strong Catholic perspective to the ongoing development of curriculum, that Catholic values and a Catholic worldview are reflected in the teaching of each subject.				
Internal Review Focus	DP/DRS			

Departmental reviews continue to have a strong focus on Catholic Values and how they are woven in.	DP/DRS Deputy Principal PJ Deputy Principal LF			
New RE curriculum implementation	HOD RE DRS			
<b>1.4</b> Strengthen a sense of mission in the Dominican Tradition to meet the needs of our school, local and wider community.				
Continue fundraising for Dominican Justice Fund to support needs in our direct community	DP/DRS Deputy Principal LF			
Dominican Service in Year 12 refreshed	DP/DRS HOD RE			
Further develop relationships with other Dominican schools	DP/DRS			
Dominican Education Convention	DP/DRS Interested staff			

**2025 Annual Plan  
Strategic Goal 2: CULTURE**

<b>Action</b>	<b>Actioned by</b>	<b>Resourcing</b>	<b>Monitoring Report</b>	<b>When</b>
<b>2.1</b> To protect the principles; partnership, protection and participation, of Te Tiriti o Waitangi through the integration of Te Ao Māori in school tikanga.				
All College events have a bi-cultural focus, including Te Ao Māori, Te Reo Māori and Tikanga Māori	Lead teacher Te Reo me te Tikanga Māori			
All College communications have bi-cultural focus, including Te Ao Māori, Te Reo Māori and Tikanga	Lead teacher Te Reo me te Tikanga Māori			
Teachers are supported to incorporate Te Ao Māori in their teaching and learning programmes	Lead teacher Te Reo me te Tikanga Māori			
Strengthen College Kapa Haka	Lead teacher Te Reo me te Tikanga Māori			
<b>2.2</b> 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.				
Further build up relationships with feeder schools (transition) and further improve student transitions into our college	Year 7 Transition Dean			
Extend DBT Skills in Schools training to more student well being staff	Pastoral Dean			
Review & further development of Dominican Service and Workday	DRS Deputy Principal - LF			
<b>2.3</b> 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.				

<b>2.4 To strengthen College community connectedness with our whānau, parishes, neighbouring and contributing schools, past students, local iwi, community organisations and local business.</b>				
New board members are upskilled as soon as possible to increase their effectiveness on the board	Board Secretary			
Continue to support Pasifika and Maori Whanau Groups	DRS through COL role Deputy Principal - LF Pasifika / Maori Staff Group			
Continue Development of Alumnae	Staff Committee			
Review and keep developing College website	Business Manager Data Team			
Continued involvement in Kāhui Ako o Waitakere	Deputy Principal - LF			

<b>2025 Annual Plan Strategic Goal 3 ACHIEVEMENT - Teaching &amp; Learning</b>				
<b>Action</b>	<b>Actioned by</b>	<b>Resourcing</b>	<b>Monitoring Report</b>	<b>When</b>
<b>3.1 To protect the principles; partnership, protection and participation, of Te Tiriti o Waitangi through ensuring equitable opportunity and outcomes for Māori students</b>				
Identification of and targeted action for Māori students, using Tracking systems for students to self track and staff via Traffic Lights	Deputy Principal PJ Deputy Principal LF Col Team Yr 12/13 Deans			
Professional learning opportunities to support teachers and support staff in Te Reo Māori and Tikanga Māori.	Lead teacher Te Reo me te Tikanga Māori			
<b>3.2 To provide a teaching and learning environment that is focused on creating confident, resilient and connected young women who contribute positively to society.</b>				
Further embed Relationship Based Learning (RBL) teacher profile & develop St Dominic's College Model of Profile	Deputy Principal - LF Col Team			
Provide on-going support to staff working in new building	DP			
Continue to review and develop Induction for New Staff to College	Deputy Principal - LF			
Continue to increase pool of Relief Teachers for 2025	Deputy Principal - LF KG			
<b>3.3 To strengthen the development of culturally responsive practice of all staff to ensure equitable and excellent outcomes for all learners</b>				
Continue to work with Kāhui Ako on developing Localised Curriculum	CoL within school team			

Further embed Relationship Based Learning teacher profile	Deputy Principal LF CoL within school team			
<b>3.4</b> To support on-going curriculum development of modern, innovative and personalised teaching and learning programmes				
Continued Development of Year 11 Diploma	Deputy Principal PJ Deputy Principal LF			
High expectations are held by all staff for the learning success of all students	SLT Department			
Provide on-going PLD on teaching and learning	Deputy Principal PJ Deputy Principal LF			
Oversee development of RE programmes to reflect new RE curriculum	Deputy Principal PJ			
<b>3.5</b> To ensure sustained or accelerated progress for all students in Years 7-10.				
Investigate and implement junior tracking system in KAMAR	Deputy Principal PJ			
Review process and responsibilities for monitoring and supporting at risk students	SLT Deans			
Continue to share and utilise data, and practice between teachers and support staff (quantitative and qualitative)	Deputy Principal PJ			
Embed NCEA Numeracy requirements / support students to succeed in corequisite testing	Deputy Principal PJ Deputy Principal LF			
Embed new NCEA Literacy requirements / support students to succeed in corequisite testing	Deputy Principal PJ Deputy Principal LF			
<b>3.6</b> To engage all family/whanau in supporting students to achieve to their highest possible potential, whether in academic, cultural, spiritual, or sporting achievement.				
Investigate and develop electronic student achievement reporting in KAMAR	Deputy Principal PJ			
Ongoing development the college website	Business Manager Data Team			
Develop database of parent and whānau connections for additional resources and support				
<b>3.7</b> To ensure targeted allocation of resources to support students with additional learning needs				
Identification and individual targeted action for students	Learning Support RG			

3.8 To ensure all of our students achieve at least NCEA Level 2 by the time they leave the College				
Academic coaching ensures that Level 2 NCEA is a minimum set goal for students.	Deputy Principal PJ Deputy Principal LF			
Embed a cohesive approach to tracking, monitoring and responding to senior student achievement in liaison with Kāhui Ako within school leaders.	Deputy Principal PJ Deputy Principal LF	Learning Support Kāhui Ako		
Plan for and implement PLD for cross-curricular literacy to support NCEA Literacy	Deputy Principal PJ Deputy Principal LF			
Plan for and implement PLD for cross-curricular literacy to support NCEA Numeracy	Deputy Principal PJ Deputy Principal LF			
Plan and implement additional support for Year 11 students to achieve NCEA Literacy and Numeracy requirements	Deputy Principal PJ Deputy Principal LF			
Plan, implement and embed a cohesive approach to tracking, monitoring and responding to senior student achievement.	Deputy Principal PJ Deputy Principal LF			
Continued development of tracking and monitoring through Academic Coaching	Deputy Principal PJ Deputy Principal LF			

3.9 To ensure that all students leave the College on a pathway to ongoing learning or employment.				
High Expectations are held by all staff for the learning success of all students	SLT			
Develop improved tracking of planned student pathways for students leaving the College	HoD Careers Deputy Principal - LF Deputy Principal - PJ Yr 12/13 Dean			

2025 Annual Plan Strategic Goal 4: ENVIRONMENT				
Action	Actioned by	Resourcing	Monitoring Report	When
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				
New and current buildings signage reflects Te Ao Māori and cultural heritage of the College as appropriate	Lead teacher Te Reo			

	me te Tikanga Māori			
Landscaping planning reflects Te Ao Māori and is inclusive of native plants	Lead teacher Te Reo me te Tikanga Māori			
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.				
Monitor and plan for international students	International Director			
Plan and implement a budget that meets board requirements	Business Manager			
Approach local businesses for sponsorship/partnership opportunities	Business Manager			
Ministry of Education funds prioritised on students outcomes	Business Manager Deputy Principal PJ Deputy Principal LF			
4.3 To make available, through prudent financial management and a sound maintenance plan, the buildings, facilities and resources needed to provide a safe, healthy learning environment for our students.				
Preparation to move into phase 2 of the new building commencing 2025	Deputy Principal PJ Business Manager			
Optimise the extended Student Management System	Deputy Principal -PJ Business Manager Data Team			
Continue replacement programme for AV/Audio/Visual for existing buildings	Business Manager			
Continually review and implement changes to current Evacuation Procedures	Business Manager			
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.				
Identify property needs for remaining buildings	Business Manager			
Monitor property needs for buildings due to be demolished	Business Manager			
New site plan with phase 2 building and old buildings demolished,	Business Manager			
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.				
Plan budget required for additional resourcing	Business Manager			



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.				
Continue with plan of 'transferring' and 'replacing' of historic and foundation resources and facilities for phase building and landscape areas.	Business Manager			
Raise funds through grant applications	Business Manager			
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				
Investigate heating of the swimming pool and building of changing rooms	Business Manager			
Investigate covered walkway requirements following demolition of Dance, Drama, Art, Music and NC Quad.	Business Manager			