

## St Dominic's Catholic College Strategic Plan 2025-2027

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

<p style="text-align: center;"><b>NELPS</b> National Education &amp; Learning Priorities</p>	<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: Respect for 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: Respect for 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: Respect for SELF</i></p>	<p style="text-align: center;"><b>4. ENVIRONMENT</b> <i>(organisation, property, finance)</i></p> <p style="text-align: center;"><i>OUR PLACE Whakahaere</i> <i>Veritas In Action: Respect for ENVIRONMENT</i></p>
<p style="text-align: center;"><b>Objective 1</b> <b>LEARNERS AT THE CENTRE</b> <i>Learners with their whanau are at the centre of education</i></p>	<p>We ensure all learners/akongā are provided opportunities to encounter Christ.</p>	<p>We build positive and effective relationships with whānau and communities, which prioritise learners/akongā.</p>	<p>We have high expectations for all learners/akongā and design and deliver education that responds to their needs, and sustains their identities, languages and cultures.</p>	<p>We provide an environment which is safe, inclusive and free from racism, discrimination and bullying.</p>
<p style="text-align: center;"><b>Objective 2</b> <b>BARRIER FREE ACCESS</b> <i>Great education opportunities and outcomes are within reach for every learner</i></p>	<p>We respect the human dignity of each person and recognise each human being as being beautifully and wonderfully made/ a gift from God.</p>	<p>We recognise and celebrate the rich diversity of our learners/akongā.</p>	<p>We ensure every learner/akongā gains sound foundation skills including language, literacy and numeracy.</p>	<p>We provide equitable access for all including Māori and Pacific learners/akongā, disabled learners/akongā and those with learning support needs.</p>
<p style="text-align: center;"><b>Objective 3</b> <b>QUALITY TEACHING AND LEADERSHIP</b> <i>Quality teaching and leadership make the difference for learners and their whānau</i></p>	<p>We encourage, support and provide the resources necessary for professional learning for staff in RE</p>	<p>We meaningfully incorporate te reo Māori and tikanga Māori into the everyday life of the place of learning.</p>	<p>We continue to develop and strengthen teaching, leadership and learner support for the benefit of our learners/akongā.</p>	<p>We provide an environment which reflects and celebrates our bi-cultural heritage and the multicultural community of Aotearoa.</p>
<p style="text-align: center;"><b>Objective 4</b> <b>FUTURE OF LEARNING AND WORK</b> <i>Learning that is relevant to the lives of New Zealanders today and throughout their lives</i></p>	<p>We recognise that the gifts and talents of all learners/akongā come from God, and that these should be nurtured and supported to their fullest potential.</p>	<p>We continue to develop and strengthen our relationships with alumni, outside organisations and our community to provide opportunities for our students.</p>	<p>We build collaborative relationships with industries and employers to ensure learners/akongā have the skills, knowledge and pathways to succeed in work.</p>	<p>We provide an environment which supports innovation, creativity and collaboration.</p>

<b>The St Dom's Way</b> <b>OUR ACTION PLAN</b> <b>2025-2027</b>		<i>OUR FAITH Taha Wairua</i> <b>SPECIAL CHARACTER</b> <i>(faith and spirituality)</i> <i>Veritas In Action: GOD</i>	<i>OUR PEOPLE Taha Whānau</i> <b>CULTURE</b> <i>(community and relationships)</i> <i>Veritas In Action: OTHERS</i>	<i>OUR LEARNING Ako</i> <b>ACHIEVEMENT</b> <i>(teaching &amp; learning)</i> <i>Veritas In Action: SELF</i>	<i>OUR PLACE Whakahaere</i> <b>ENVIRONMENT</b> <i>(property and finance)</i> <i>Veritas In Action: ENVIRONMENT</i>
<b>Learners at the centre</b>	<b>Priority 1</b> <b>Ensure places of learning are safe, inclusive and free from racism, and discrimination.</b>	<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.	<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>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	<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.  <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 & Safety standards for those identified for demolition.
	<b>Priority 2</b> <b>Have high aspirations for every learner/akonga, and support these by partnering with their whanau and communities to design and deliver education that responds to their needs, and sustains their identities, languages and cultures</b>	<b>1.4</b> Strengthen a sense of mission in the Dominican Tradition to meet the needs of our school, local and wider community.		<b>3.9</b> To ensure that all students leave the college on a pathway to ongoing learning or employment	<b>4.3</b> To make available, through prudent financial management and a sound maintenance plan, buildings, facilities and resources needed to provide an innovative, safe, healthy learning environment for our students to reach their potential.  <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.

<b>Barrier Free Access</b>	<p><b>Priority 3</b> Reduce barriers to education for all, including for Māori and Pacific learners/akongā and those with learning support needs.</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>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 ongoing 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>3.7</b> To ensure allocation of resources to support students with additional learning needs</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>Priority 4</b> Ensure every learner/akongā gains sound foundation skills, including language, literacy and numeracy</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>3.8</b> To ensure all of our students achieve at least NCEA Level 2 by the time they leave the college.</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>

Quality Teaching & Leadership	<p><b>Priortoty 5</b>  <b>Meaningfully incorporate te reo Māori and tikanga Māori into everyday life oif the place of learning</b></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>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>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>Priority 6</b>  <b>Develop staff to strengthen teaching, leadership nd learner support capability across the education workforce</b></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>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>	
Future of Learning & Work	<p><b>Priority 7</b>  <b>Collaborate with industries and employers to ensure learners/akongā have the skills, knowledge and pathways to succeed in work.</b></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>		

## 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 Education and Learning 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 Education and Learning 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

<b>1. SPECIAL CHARACTER</b> <i>(faith and spirituality)</i>  <b>OUR FAITH</b> <i>Taha Wairua</i> <i>Veritas In Action: GOD</i>	<b>2. CULTURE</b> <i>(community and relationships)</i>  <b>OUR PEOPLE</b> <i>Taha Whānau</i> <i>Veritas In Action: OTHERS</i>	<b>3. ACHIEVEMENT</b> <i>(teaching &amp; learning)</i>  <b>OUR LEARNING</b> <i>Ako</i> <i>Veritas In Action: SELF</i>	<b>4. ENVIRONMENT</b> <i>(facilities, organisation, property, finance, communication)</i>  <b>OUR PLACE</b> <i>Whakahaere</i> <i>Veritas In Action: ENVIRONMENT</i>
<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.</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>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</p>

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