



# St Columba's Catholic School Strategic Goals 2025 - 2026



## Our Vision:

St Columba's Catholic School is a Learning community walking in the footsteps of Jesus to fulfil the key aspects of Mission, Education and Service.

**Matai ki te rangi, homai te kauhauwanaga ki uta, ka whiti he ora**

*I look forward beyond the horizon and draw near the bodies of knowledge that will take us into the future.*

### Catholic Character

Encounter Christ and develop a lifelong connection with God and the Church



- Continue to bring the RNDM Charism to life in our school.
- Continue to integrate To Tātou Whakapono into our local curriculum.
- Provide daily experiences for our students to encounter Christ.
- Provide opportunities for children to experience the wider Catholic faith and foster a desire to become full members of the Catholic Church.

### People

Build cultural capability to develop educationally powerful relationships for all learners



- Build and sustain educationally powerful partnerships within and across our school community.
- Develop teacher capability and confidence in te reo Māori me ōna tikanga
- Embed a coaching leadership model that reflects optimal teaching and learning conditions for all learners and their whānau.
- Embed Teaching to the North East profile.

### Practice

Highly effective teaching pedagogies delivered by reflective practitioners



- Develop a localised living curriculum responsive to student needs and interests with an emphasis on enriched learning opportunities for all learners.
- Build teacher capability to implement effective literacy/numeracy programmes across the school, with a particular focus on the refreshed NZ Curriculum.
- Implement effective Te Reo/Tikanga programmes across the school.

### Place

Create environments that support quality learning



- Integrate Ngaati Mahanga principles into our local curriculum
- To construct with all teaching teams a collaborative interactive teaching vision
- Ensuring that the Whanau-like environment is considered in all teaching space re-modelling.

**We value - Faith** – We will show our faith – Head, heart and hand to others **Care** – We support everyone to strive for personal excellence **Love** – We care for everyone, including others and show empathy **Honesty** – We help others to grow their confidence and resilience and **Respect** – We show self-control, integrity and take responsibility for our actions, property and environment.



# Catholic Character Goal One



*Encounter Christ and develop a lifelong connection with God and the Church*

| What do we expect to see?                                                                                                                                                                                                                                                                                                                                                                                                                      | How will we achieve or make progress towards our strategic goals?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | How will you monitor success?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
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| <ul style="list-style-type: none"> <li>- Continue to bring the RNDM Charism to life in our school.</li> <br/> <li>- Continue to integrate To Tātou Whakapono into our local curriculum</li> <br/> <li>- Provide daily experiences for our students to encounter Christ</li> <br/> <li>- Provide opportunities for children to experience the wider Catholic faith and foster a desire to become full members of the Catholic Church</li> </ul> | <p><b><u>Charism:</u></b></p> <ul style="list-style-type: none"> <li>- Living of school values</li> <li>- Strong relationship with Sr Anne Sklenars (RNDM) our Spiritual Coach and support person.</li> <li>- Relationship Connection with our Parish and Parish Priest/s - Fr Stuart and Fr Joseph.</li> </ul> <p><b><u>To Tatou Whakapono</u></b></p> <ul style="list-style-type: none"> <li>- Continue to integrate To Tātou Whakapono into our local curriculum</li> </ul> <p><b><u>Daily experiences</u></b></p> <ul style="list-style-type: none"> <li>- Living of school values</li> <li>- Modelling our catholic faith to our students</li> <li>- Restorative Practice approach to conflict resolution</li> <li>- Daily prayer</li> <li>- To Tatau Whakapono</li> <li>- Termly liturgies</li> <li>- Class masses</li> </ul> <p><b><u>Opportunities</u></b></p> <ul style="list-style-type: none"> <li>- Provide opportunities for children to experience ways of service through the Mission, Education and Service pillars.</li> <li>- To provide families with school Baptisms and the invitation to become Catholic.</li> <li>- To promote the introduction of the RE committee that will support the DRS - Jolan Search.</li> </ul> | <p><b><u>2025:</u></b></p> <ul style="list-style-type: none"> <li>- Survey parents/teachers and students for feedback on the To Tatou Whakapono and the school's Catholic character.</li> <li>- Have Sr Anne Sklenars part of our feedback loop on our Charism.</li> <li>- Sr Anne Sklenars working alongside the House leaders to understand the Charism.</li> <li>- Leadership and Teacher Development on Charism and To Tatou Whakapono.</li> <li>- Continue to promote PLD with the Diocese and with Sr Anne around prayer and Catholic beliefs.</li> <li>- Continue to review and reflect on feedback from staff on entry to SCCS and when exiting our school.</li> </ul> <p><b><u>2026:</u></b></p> <ul style="list-style-type: none"> <li>- Use survey data from 2025 to reinforce To Tatou Whakapono</li> <li>- Continue with our Charism leadership work with Sr Anne.</li> <li>- Sr Anne Sklenars working alongside the House leaders to understand the Charism.</li> <li>- We will have experienced more Baptism and parents and children taking the opportunity for formation in the Church.</li> </ul> |

# People Goal Two

**Build cultural capability to develop educationally powerful relationships for all learners**



| What do we expect to see?                                                                                                                                                                                                                                                                                                                                                                                                      | How will we achieve or make progress towards our strategic goals?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | How will you monitor success?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
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| <ul style="list-style-type: none"> <li>- Build and sustain educationally powerful partnerships within and across our school community</li> <li>- Develop teacher capability and confidence in te reo Māori me ōna tikanga</li> <li>- Embed a coaching leadership model that reflects optimal teaching and learning conditions for all learners and their whānau</li> <li>- Embed Teaching to the North East profile</li> </ul> | <ul style="list-style-type: none"> <li>- Foster and develop positive community relationships and partnerships between our school and Ngaati Mahanga (and other cultures within SCCS)</li> <li>- Shared vision of education excellence in which Māori succeed as Māori</li> <li>- Communicate progress and collaborate on the best ways to support the students.</li> <li>- Supporting teachers to increase their knowledge and use of Te reo Māori and tikanga Māori</li> <li>- Te Reo Mana Programme 2025 (Te Reo Course for teachers that transfer to the classroom)</li> <li>- Regular reporting to parents to share students' progress in learning</li> <li>- Mums/Dads/Daughters/Sons breakfasts</li> <li>- Communicate key elements of the GP with parents through awards, newsletters and social media, website, promotional video</li> <li>- Parent enrolment meetings are a point of “induction” for parental partnership</li> <li>- Build relationships with all cultures through the Whanau evenings to promote tikanga/customs and awareness for all</li> <li>- To continue to strengthen the Whanau and Pacific Nations parent groups extending more parental, student and teacher input</li> <li>- Termly learning conferences/interviews with parents to share learning and progress</li> <li>- Regular sharing of student progress with parents via Seesaw</li> <li>- An open-door policy for whanau to come into classrooms</li> </ul> | <p><b>2025</b></p> <ul style="list-style-type: none"> <li>- Collection of Whanau voice</li> <li>- High rates of attendance at learning conferences</li> <li>- Growing membership numbers in whanau groups</li> <li>- Regular Seesaw posts of student learning</li> <li>- Teachers taking agency over building strong relationships with whanau</li> <li>- Completed Te Reo course</li> <li>- Greater use of Te Reo in classroom practice</li> <li>- Teacher voice around increase in confidence and capability</li> <li>- Sharing good practices at leadership meetings from 2024 Evaluation Associates support</li> <li>- Coaching approach shared at team meetings - all team members participating in group coaching in - Monitoring meetings</li> <li>- All leaders taking ownership of using a coaching approach when supporting other staff members</li> </ul> <p><b>2026</b></p> <ul style="list-style-type: none"> <li>- Teacher agency gathered and new targets set.</li> <li>- Te Reo programmes review and new and developed practices will be explored and implemented.</li> </ul> |

# Practice Goal Three



Highly effective teaching pedagogies delivered by reflective practitioners

| What do we expect to see?                                                                                                                                                                                                                                                                                                                                                                                                       | How will we achieve or make progress towards our strategic goals?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | How will you monitor success?                                                                                                                                                                                                                                                                                                                                                                                                                   |
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| <ul style="list-style-type: none"> <li>- Develop a localised living curriculum responsive to student needs and interests with an emphasis on enriched learning opportunities for all learners.</li> <br/> <li>- Build teacher capability to implement effective literacy programmes across the school.</li> <br/> <li>- Build teacher capability to implement effective Te Reo/Tikanga programmes across the school.</li> </ul> | <ul style="list-style-type: none"> <li>- Local curriculum review</li> <li>- Co-construct local curriculum with students, whanau and teachers</li> <li>- Refresh of Graduate Profile to reflect the student and whanau voice</li> <li>- Curriculum delivery through inquiry-based learning (Kath Murdoch inquiry learning cycle adapted to align with graduate profile)</li> <li>- Develop teacher capability in effective assessment for learning</li> <li>- Continue work with Evaluation Associates and highly effective moderation and literacy practices</li> <li>- To continue implementing the refreshed curriculums as we journey through the year.</li> <br/> <li>- Provide targeted PLD opportunities aligned with the refreshed curriculum and foster collaborative teaching</li> <li>- Use student data to inform teaching and ensure literacy/numeracy programmes integrate culturally responsive approaches, aligning with the local curriculum and learner experiences.</li> <li>- Equip teachers with aligned resources and foster strong partnerships with whānau and the community to support literacy learning in both school and home environments.</li> <br/> <li>- To build teacher confidence and competence in delivering culturally authentic programmes.</li> <li>- Collaborate with local iwi and align programmes with the school's local curriculum</li> <li>- Equip teachers with high-quality resources</li> </ul> | <p><b>2025</b></p> <ul style="list-style-type: none"> <li>- Student voice - on how they are experiencing the learning and curriculum</li> <li>- Student Engagement - voice collection</li> <li>- Student performance data - OTJs Term 1 and 3</li> <li>- Teacher practice - teachers analysing their practice</li> </ul><br><p><b>2026</b></p> <ul style="list-style-type: none"> <li>- Teacher agency gathered and new targets set.</li> </ul> |

# Place Goal Four



## Create environments that support quality learning

| What do we expect to see?                                                                                                                                                                                                                                                                                           | How will we achieve or make progress towards our strategic goals?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | How will you monitor success?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
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| <ul style="list-style-type: none"> <li>- Integrate Ngāti Mahanga principles into our local curriculum</li> <li>- To construct with all teaching teams a collaborative interactive teaching vision</li> <li>- Ensuring that the Whanau-like environment is considered in all teaching space re-modelling.</li> </ul> | <ul style="list-style-type: none"> <li>- Collaborate with Ngāti Mahanga representatives to identify key cultural narratives, values, and practices that reflect their principles and integrate them into the school's curriculum and events.</li> <li>- Embed Ngāti Mahanga stories, language, and tikanga into relevant areas, ensuring alignment with the refreshed NZ Curriculum and local priorities.</li> <li>- Provide staff with training and resources to confidently incorporate Ngāti Mahanga principles into their teaching practices, fostering cultural competency and authentic learning experiences.</li> <li>- To continue to partner with Ngāti Mahanga through the He Waka eke Noa Haahui Ako Group</li> <li>- To support team leaders to construct their team vision and Team norms of professional practice at the start of Term 1.</li> <li>- To use leadership practices to continue to raise levels of professional conversation, moderation and evaluation of practice.</li> <li>- To use data as a means to reflect on our purpose of practice.</li> <li>- To continue to support the pedagogies from the TTNE/Relationship First model and implement them in our Innovative Learning environment.</li> <li>- To increase teacher's awareness of the RF profiles and making connections of highly effective practice examples when considering classroom moves.</li> <li>- To use practices to support learners who are integrated into the mainstream environment.</li> </ul> | <p><b>2025</b></p> <ul style="list-style-type: none"> <li>- Involvement with the Kaahui Ako - He Waka eke Noa and the Waikato Catholic Schools.</li> <li>- Review team vision documents and norms created in Term 1, ensuring alignment with the school's strategic goals.</li> <li>- Facilitate regular team check-ins to reflect on adherence to and evolution of these visions and norms.</li> <li>- Use student feedback to measure the impact of RF practices on their learning experiences and relationships.</li> <li>- Regularly meet with Ngāti Mahanga representatives to review the integration of cultural narratives, values, and practices into the curriculum and events.</li> </ul> <p><b>2026</b></p> <ul style="list-style-type: none"> <li>- Teacher agency gathered and new targets set.</li> </ul> |

# Strategic Overview areas from previous plans - Values/Cultural response statement

1

**OUR CHARTER** - This Charter establishes the Vision, Aims, Objectives, Strategic Direction, Annual Plans including the Targets and Priorities in annual action plans. There are six key drivers, five key values and the SCCS Learner profile which underpin and support the development of St Columba's Catholic School.

**OUR VISION** - *St Columba's Catholic School is a learning community walking in the footsteps of Jesus to fulfill the key aspects of Mission, Education and Service.*

**OUR VALUES** - Love Care Respect Honesty Faith  
 Love – *We care for everyone, including others and show empathy*  
 Faith – *We will show our faith – Head, heart and hand to others*  
 Care – *We support everyone to strive for personal excellence*  
 Respect – *We show self-control, integrity and take responsibility for our actions, property and environment*  
 Honesty – *We help others to grow their confidence and resilience*

**OUR LOCAL CURRICULUM**  
 The main focal point of our St Columba's Catholic School Curriculum are the three pillars. These form the touchstones of learning at St Columba's. The three pillars (Mission, Education and Service), as gifted by the Mission Sisters, have not altered since the school was established in 1925 and still adhere to the founding charism of our school.

**LOCAL FUNDS AND RESOURCING**  
 The Board of Trustees undertake the responsibility to resource the school appropriately and maintain a programme of self review on meeting all legislation regulations, e.g. personnel, property, and finance.

**Community of Learning - Kahui Ako framework**  
[The achievement plan link](#)

This charter will be annually updated  
 Chairperson, Board of Trustees: Karyn Rastrick Date: January 2024

2

| SCCS CULTURAL DIVERSITY AND MĀORI DIMENSION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                |
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| CULTURAL DIVERSITY                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | MĀORI DIMENSION                                                                                                                                                                                                |
| All cultures within the school will be valued and celebrated through active encouragement of a school ethos that encourages student diversity. Students are encouraged to share and be proud of their cultural heritage. Staff members will ensure that students from all cultures are treated with respect and dignity, and will actively work towards high standards of achievement from all children irrespective of cultural backgrounds.                                                                                                | SCCS School will develop an awareness and understanding of Tikanga Māori and provide the means of fostering cultural understanding and responsive pedagogical practice consistent with the Treaty of Waitangi. |
| What steps will SCCS School take to incorporate Tikanga Māori (Māori culture and protocol) into the school's curriculum and NZC document:                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                |
| <ul style="list-style-type: none"> <li>We expect staff to acquire greater knowledge of Te Reo Māori and Tikanga document from the Kaahui Ako 2021 - 2023 (<a href="#">see local curriculum plan</a>)</li> <li>Programmes will have a Māori dimension wherever possible.</li> <li>Components of Tikanga will be incorporated into learning areas as appropriate to the context</li> <li>Our SCCS local curriculum represents the 4 Treaty principles.</li> <li>Performing arts (Kapa Haka) will be supported by appropriate staff.</li> </ul> |                                                                                                                                                                                                                |
| What will St Columba's School do to provide instruction in te reo Māori (Māori Language) for full all students aligned to the NZC and our 2021 local curriculum.                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                |
| <ul style="list-style-type: none"> <li>All such requests will be given full and careful consideration by the Board of Trustees, with regard to personnel with the requisite skills and qualifications, the overall financial position and availability of accommodation within the school.</li> </ul>                                                                                                                                                                                                                                        |                                                                                                                                                                                                                |
| What steps will be taken to discover the views and concerns of the school's Māori community?                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                |
| <ul style="list-style-type: none"> <li>A Liaison person (Maureen Duncan and Char Manning) reports to the Board once per term.</li> <li>The school will consult with the Māori community through the Māori Liaison person and through management initiatives such as newsletters and informal discussions through maintaining an open door policy.</li> </ul>                                                                                                                                                                                 |                                                                                                                                                                                                                |

3

**Our Three Pillars**

The main focal point of our St Columba's Catholic School Curriculum is the three pillars. These form the touchstones of learning at St Columba's. The three pillars (Mission, Education and Service), as gifted by the Mission Sisters, have not altered since the school was established in 1925 and still adheres to the founding charism of our school. Through strategic review and the development of the graduate profile, we have identified our desired outcomes and attributes of learners to achieve those outcomes.

[see local curriculum plan](#)

*St Columba's Catholic School is a learning community walking in the footsteps of Jesus to fulfill the key aspects of Mission, Education and Service.*

4

## St Columba's Catholic School Graduate Profile

All students who attend St Columba's Catholic School will encounter the living God who through Jesus Christ and the Holy Spirit reveals his transforming love and truth.

| Mission<br>Heart and soul                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Education<br>Head and voice                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Service<br>Hands and feet                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
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| <p><i>To live as part of a Catholic community and respond to our call to follow in the footsteps of Jesus.</i></p> <p><i>"You shall love the Lord your God with all your heart, and with all your soul, and with all your strength, and with all your mind, and your neighbour as yourself." Luke 10:27</i></p> <p>When students graduate from SCCS they will:</p> <ul style="list-style-type: none"> <li>Know and love God and understand who they are in Christ</li> <li>Be full and active members of the Catholic church</li> <li>Be proud to be Catholic</li> <li>Be guided in all that they do by our school's Cornerstone values</li> <li>Have the confidence and skills to develop and maintain effective relationships, including the skills to restore relationships.</li> <li>Understand and demonstrate empathy.</li> <li>Understand the importance of looking after the environment to ensure its wellbeing for their own and future generations.</li> <li>Identify and share their God-given gifts and talents that result in students having the confidence and skills to lead others.</li> <li>Understand Teuakana/Tiaki - students leading the learning of others in valued and encouraged.</li> </ul> | <p><i>Become confident, connected, actively involved lifelong learners and followers of Christ who are learning through the direction set by the NZ Catholic and NZ Curriculums.</i></p> <p><i>"For the Lord gives wisdom, from his mouth comes knowledge and understanding." Proverbs 2:6-7</i></p> <p>When students graduate from SCCS they will:</p> <ul style="list-style-type: none"> <li>Have developed an understanding of Catholic theology, principles and teachings</li> <li>Know our school's charism and the Mission Sisters' place in our history</li> <li>Have been engaged and curious learners.</li> <li>Have developed the confidence and knowledge to make meaningful decisions and take positive actions for their own learning.</li> <li>Be achieving their personal best in numeracy and literacy</li> <li>Know and value New Zealand's dual cultural history and status</li> <li>Understand and value their own and others' cultures and histories</li> <li>Be equipped to participate in and contribute to their own society and the wider world through being able to explore significant future-focused issues such as sustainability.</li> <li>Be risk-takers and resilient learners who are able to cooperate and collaborate effectively.</li> <li>Be critical and creative problem solvers with a growth mindset.</li> <li>Have high emotional intelligence and excellent social skills.</li> </ul> | <p><i>To live out the Gospel values and make a difference in the world, guided by the Holy Spirit and Catholic social teachings.</i></p> <p><i>And whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father through him." Col 3:15-17</i></p> <p>When students graduate from SCCS they will:</p> <ul style="list-style-type: none"> <li>Model who we are as Catholics so that people may know Christ through us</li> <li>Have been an active member in our school and parish and have developed the capabilities to grow, work and participate in the communities they belong to.</li> <li>Be courageous, environmentally aware and responsive to social justice issues.</li> <li>Have a highly effective set of inquiry skills that will enable them to be active participants in their own learning and feel empowered to make a difference in their family, school, church and wider community.</li> </ul> |

AOV and Learning Targets here for 2025 - **BELOW**