

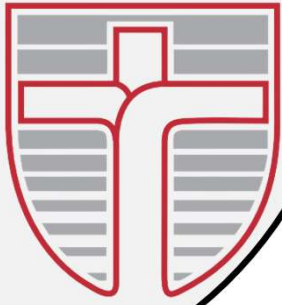
Strategic Plan

2024 - 2025



John Paul College

Rotorua



Ko Wai Tatou?

Vision Statement – *To develop lifelong learners with a commitment to excellence, and a desire to contribute to society and the church’s mission.*

College Motto – *Ma te Pono, me te Aroha – Through Faith & Love*

Strategic Goals –

- *To provide an understanding and appreciation of the Roman Catholic faith.*
- *To practise and observe the traditions of the Roman Catholic Church as a College community.*
- *To understand, practise and observe the Lasallian charism and mission throughout the College.*
- *To develop students who are confident in their faith and embrace gospel values.*
- *To ensure students understand the ‘learning process’ and are independent thinkers.*
- *To develop students who are resilient, adaptable and optimistic.*
- *All students to be able to access the New Zealand Curriculum as evidenced by progress and achievement in relation to Curriculum Levels and NCEA.*

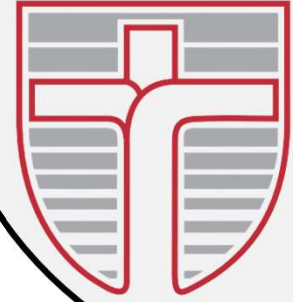
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Our Character

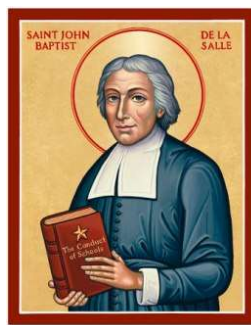
Te Kura o Hoani Pāora – John Paul College was founded in 1987 with the amalgamation of Edmund Rice College and MacKillop College. John Paul College is the top performing Catholic secondary school in New Zealand. We educate and shape the lives of young people from Year 7 to Year 13 in the beautiful tourist city of Rotorua.

NZ Cultural Diversity & Unique Position of Māori

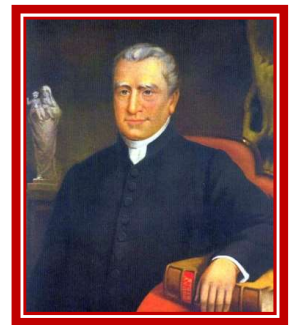
- *JPC has a Whanau Support group.*
- *Our Whare ‘Hoani Pāora’ is a centre promoting Te Reo and Tikanga Māori excellence.*
- *Leaders of Teaching and Learning and Deans specifically target Māori students to ensure academic and pastoral excellence and Māori are Achieving as Māori.*
- *JPC has a specific member of the SLT (DP Kaihautu Māori) with a direct focus on Te Ao Māori.*
- *Māori parents are consulted on their aims and aspirations for their children through the Whanau Support Group, including a Māori Achievement Plan.*
- *JPC has a seconded member on the Board from our Whanau Support Group.*
- *JPC is committed to honouring Te Tiriti o Waitangi and the principles within.*



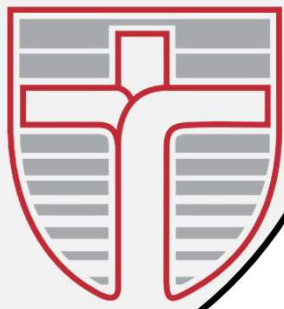
Josephite Charism



Lasallian Charism



Rice Charism



H.E.A.R.T Graduate Profile

John Paul College students...

H

- *Honour Christ in
our actions*

E

- *Encourage a
passion for learning*



T

- *Treasure our
Bi-Culturalism*

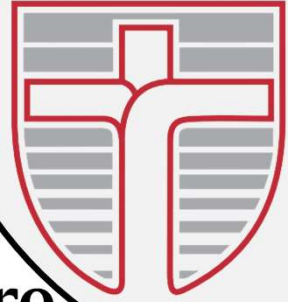
A

- *Advance personal
wellbeing*

R

- *Respect Others*

Te Whare Tapa Whā



Taha Wairua

To safeguard and strengthen Catholic Special Character at JPC

Taha Hinengaro

Reset the practice of valuing time in school/classroom.



Taha Tinana

To see students' achievement monitored and improved

Whenua

Connection to Land and Roots

Taha Whānau

Targeted support of Tangata Whenua students.

Planning Sources

Summary of the information used to develop this plan/How did you create this plan
The Board used a variety of sources for the creation of this plan. These include;

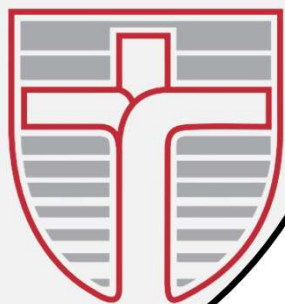
- a) *Full Parent/Stakeholder Survey*
- b) *Whanau Support Group.*
- c) *Diocese Office Report in 2022.*
- d) *Student Voice surveys in 2022 & 2023. Staff Survey 2023.*
- e) *Enrolment Surveys in 2022 & 2023.*
- f) *ERO Review 2022.*

Future Survey Plans...

2024 - Iwi and Whanau Survey.

2024 - Sexuality Education Parent Survey

2025 - Full Parent/Stakeholder Survey



2024 School Goals

Annual Theme for 2024 *“Whakamana – The act of enhancing another’s mana”*

Goal 1 – Special Character

To safeguard and strengthen Catholic Special Character at JPC. Staff Catholic PLD. Tagged Teachers & Sacramental Programme & RE Curriculum.

Goal 2 – Healthy School Community

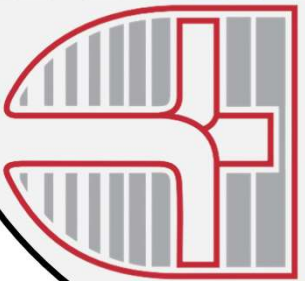
To promote a balanced and healthy lifestyle for students and staff. Clear Comms around Expectations. Whānau engagement of extra Curricular. Cyber and Racial education.

Goal 3 – Academic

To enhance the engagement of Whānau. Focus on Boys’ education. Embed asTTle Y7-10. Co-requisite Numeracy & Literacy.

Goal 4 – Te Ao Māori

Develop a deliberate focus on effective teaching factors. Engagement with whānau. Focus on the development of localised curriculum.



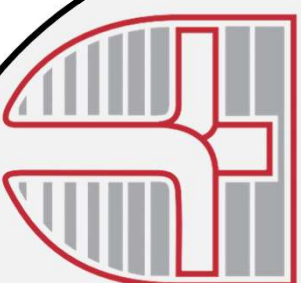
Goal 1 – Special Character

To safeguard and strengthen Catholic Special Character at JPC. Staff Catholic PLD. Tagged Teachers & Sacramental Programme & RE Curriculum.

NELP Obj#3 Develop staff to strengthen teaching, leadership & learner support capability across the education workforce

Target	Actions to Achieve	Lead By	Timeframe
1.1 Focus on The Catholic Teacher Professional Progression.	Working on the Professional Growth Cycle documentation. Working on deliberate time allocations of PLG and Staff meetings throughout the year. Looking to have support of 'Tagged' staff once a term. To continue to seek 'Tagged' appointments.	Principal, DP Human Resource. Director of Mission. Director of Mission Principal	Terms 1-4
1.2 To develop the Catholic contribution to 'localised curriculum'	To have further adaption of the junior schemes of work and unit plans to be reflective of the localized Katorika history. Ongoing work around the implementation of the new RE curriculum (due for full implementation in 2025). Year 11 new standards for Level One RE assessments.	DRS & Director of Mission. Religious Studies Teachers. DRS	Terms 1 & 2 Term 2 - 4
1.3 To explore and become familiar with new NCRS Curriculum and new NCEA RE Standards as they are produced.	Provide the opportunity for existing students to pursue further sacraments.	Director of Mission. W/SL Parish Liaison	Term 1-3
1.4 Develop a Sacramental Programme alongside the Parish.	An increased number of hours of Professional Development focused on Catholic Character. An increase in the number of tagged staff. Well implemented standards and scheme of work. A successful sacramental programme which see students receive baptism, communion, reconciliation, confirmation.		
Indicators of Progress & Success			
Resourcing	Time and money to provide PLD. Shared kai. Transport to St Mary's Wednesday Masses.		

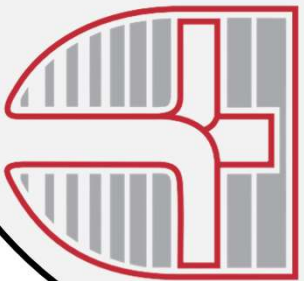
Goal 2 – Healthy School Community



To promote a balanced and healthy lifestyle for students and staff. Clear Comms around Expectations. Whanau engagement of extra Curricular. Promotion of Cyber Responsibility.

Target	Actions to Achieve	Lead By	Timeframe
2.1 Focus on what healthy life choices look like for students. Can be physical, mental, emotional and spiritual.	Deliberate messaging (posters, student diaries, notices, and assemblies) around the importance of making good decisions. A focus on healthy interpersonal skills. Focus on cyber responsibility and good racial interaction.	Deans & DP Pastoral Deans and Counselling team	Terms 1-4 Terms 1 – 4
2.2 Clear communications around expectations.	Creation of messaging around what 'positive behaviour for learning looks like in some JPC settings. To have the expectations of the college clear around what good interpersonal interactions do (and don't) look like.	DP Pastoral & Welfare and Deans FT's & Deans	Terms 1 – 4 Terms 1- 4
2.3 Whanau engagement with the college especially around involvement with extra-curricular.	The creation of an action plan for sports and extra curricular opportunities here at the college. Seeking out link up with new parents (year 7).	DP Human Resources and Sports Co-Ordinator	Terms 1-3
2.4 Promotions around Cyber responsibility	Arranging a whanau evening with specialist presenter. Deliberately focusing on use of social media.	Principal & Counsellors	Term One
Indicators of Progress & Success	Increased harmony within the school. Decrease in the number of pastoral incidents around poor behaviors. Good attendance at Cyber night. Good engagement with families around sport and extracurricular.		
Resourcing	Money for Posters. Money for Cyber Night. Money for acknowledging & support parent volunteers		

NELP Obj#1 Learner at the Centre. Priority #1 Ensure places of learning are safe, inclusive and free from racism, discrimination and bullying. NELP Obj#3 Quality Teaching and Leadership. Priority #6 Develop staff to strengthen teaching, leadership and learner support.



Goal 3 – Academic

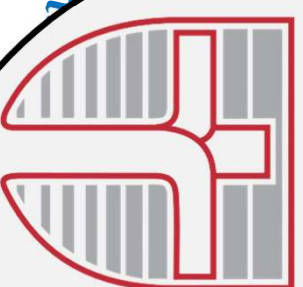
To enhance the engagement of Whanau. Focus on Boys' education. Embed asTTle Y7-10. Co-requisite Numeracy & Literacy.

NELP Obj#1. Learners at the Centre. Priority #2. Have high aspirations for every learner/akonga and support these by partnering with whanau and community.

Target	Actions to Achieve	Lead By	Timeframe
3.1 Enhanced engagement of Whanau.	Specifically planning around increasing the engagement of ARONA parents within existing structures of the college. E.g. not just relying on appointment through the website but actively contacting whanau. Support and promotion of our Whanau Support Group.	Senco & ISC & Deans DP Kaihautu Māori	Terms 1 & 2 Terms 1-4
3.2 Focus on Boys Education	Specifically identifying students (ARONA). Communication with families around their risk, and ways that we can counter this. Teachers each identifying three students per class which are targeted for additional specific help/attention.	Senco & ISC & Deans LoTL's and Teachers	Terms 1 -4 Terms 1-4
3.3 Embedding e-asTTle	To have not only running of these assessments at Year 7-10 in Maths and English. But to bring in active monitoring of the ARONA students and plans for action. Target Curriculum Level 4A for Year 10's for mid/end year online examination.	WSL Numeracy & Literacy.	Ongoing
Indicators of Progress & Success	Increased attendance and engagement with families. Co-requisite pass rate of 85% of Year 10's by the end of the year.		
Resources	Kahui Ako WSL roles. Funding for initiatives.		

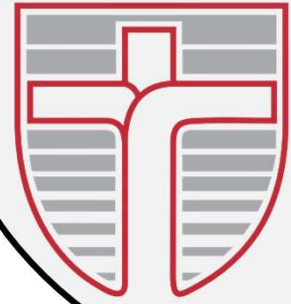
Goal 4 – Te Ao Māori

Develop a deliberate focus on effective teaching factors. Engagement with whanau. The development of localised curriculum.



NELP Obj#1 Design & deliver education that responds to their needs, & sustains their identities, languages & cultures.
 NELP Obj#3 Priority #5. Meaningfully incorporate te reo Māori and Tikanga Māori into everyday life.

Target	Actions to Achieve	Lead By	Timeframe
4.1 To have a shared understanding of what constitutes quality learning experiences within our classroom	Shared plan to have definitions of what great teaching looks like within the classroom. What does culturally responsive practise look like.	DP Kaihahutu Māori. Teachers Education.	Term 1 - 4
4.2 Opportunities to increase engagement with Māori Whanau	To be actively seeking advice from Māori Families and Ngāti Whakaue around the students learning. To provide opportunities for goal setting and tracking for our Māori students.	DP Kaihahutu Māori. DP Kaihahutu Māori & Senco & Teachers.	Terms 1 - 4
4.3 The development of schemes of work that are reflective of the rich local history and peoples.	All faculties to have another unit of work which is developed to 'hinge' around the local Rotorua Roopu and peoples. To further develop our campus to be truly reflective of our bicultural commitment to the Treaty of Waitangi.	W/S L & DP Curriculum and Kaihahutu Māori. Principal and Māori Department.	Term 1 - 4
Indicators of Progress & Success	Increased levels of engagement from Māori Whanau with the college. Increased confidence in the staff with delivery of relevant and engagement units of work. Tracked and targeted students gaining increased levels of success. Increased campus presence of all things Te Ao Māori.		
Resourcing	Time and support.		



Board Members (subcommittee)

- Presiding Member** – JP Gaston (Parent Rep) (Prop & Finance)
- Deputy Presiding Member** – Jenny Chapman (Bishop Rep) (Catholic Character)
- Proprietor (Bishop) Reps** – Michelle Peters (Catholic Character and Prop & Finance)
- Delia Farrell (Catholic Character)
- Elaine Kannan (Catholic Character)
- Parent Reps** – Jodie Hickson (Prop & Finance)
- Gregg Brown (Prop & Finance)
- Shash Patel (Prop & Finance)
- Catriona Gordon (Pastoral & Welfare)
- Carlos Delos Santos (Pastoral & Welfare)
- Whanau Support Rep** – Paula Meha (Pastoral & Welfare)
- Staff Rep** – Cory Browne (Pastoral & Welfare)
- Student Rep** – Justin Murphy (Pastoral & Welfare and Catholic Character)
- Principal** – Justin Harper

Subcommittee Dates School Doc Policy

Pastoral & Welfare – Tuesday W3 of Term @7:30am

13/2 Te Tiriti, 14/5, 6/8 Concerns & Complaints, 29/10 Prevention Bribery

Catholic Character – Tuesday W2 of Term @7:30am

7/2 Special Character, 7/5 Appointment Procedures, 30/7 Principal PGC, 22/10

Property & Finance – Monday Monthly before board mtg @5:15pm

19/2 Board Responsibility, 18/3, 20/5 Protected Disclosure, 17/6,

22/7 managing income/expenses, 19/8, 21/10 Asset Management, 18/11

2025 Strategic Planning Hui

Full Board and the SLT for looking at the 2025 year. **Tuesday 15th October**

John Paul College Board Schedule of Meetings 2024

	Term One		Term Two		Term Three		Term Four		
Meeting Date	26 th Feb	25 th Mar	29 th Apr	2 nd May	24 th June	29 th Jul	26 th Aug	29 th Oct 25 th Nov	
NSZTA Checklist	Appoint Presiding. BOT Register Review + Trustee Delegations Review + Conflict of Interest Register Update + AOV + Annual Plan + JH Appraisal Start + Review Budget & Annual Report		Annual Report to MOE + Roll Return + Copywrite Licence + Plan Election + Mid Year Ach Data + Effect to TOW + Strategic Planning.		Student Election + Principal Appraisal + Midyear Budget Review + Decile Review + Health Curriculum + Give Effect to TOW + Strategic Planning.		AOV + Presiding Member Review + Community Report + Conclude Principal Appraisal + Draft Budget + Assurance Staff and Transitions.		
Catholic Character	Check Pref Status of Enrolments	Check on Tagged Staff. Prop Reports to Diocese Office	Check on the Wellbeing of Staff		Diocese Office Training				
Theme or Goals	Annual Plan & Charter and Budget Approval	Variance Report Previous Year	Sexuality Education Survey		Mid Year Report from Principal	Iwi and Whanau Consultation	2024 Strategic Thinking & Planning	Annual Plan & Strategic & 2025 Budget Ratified	
Policy Review	Te Tiriti o Waitangi. Board Responsibility. Special Character		Appointment Procedure						
Faculty Reports	NCEA Stats from Last year	Mathematics (Michelle)	Science (Shash) & Health/PE (Delia)	Humanities (Cattriona)	Arts (Jenny)	Technology (Jodie)	Te Reo English (Carlos)	Religious Studies (Elaine)	Counselling/Pastoral (Grege)
Karakia	Justin H	Elaine	Jenny	Delia	Justin M	Michelle	Carlos	Cattriona	Shash
			Principal Growth Cycle. Concerns & Complaints. Protected Disclosure		Managing Income/Expenditure. Asset Management & Protection. Prevention of Bribery, Fraud & Theft.				