



**Columba
College**

Charter

Our commitment:

With grace and good discipline, all Columba College students will be lifelong learners committed to personal excellence, ethical behaviour and service to others; and they will participate and contribute as informed, responsible and compassionate citizens of Aotearoa and the global community.

'The life and teaching of Jesus informs the way we live'

We value:

Good discipline

Respect

Aroha

Citizenship

Excellence



Who We Are

Founded in 1915, by the Presbyterian Church of Aotearoa New Zealand, Columba College was originally a private day and boarding school for girls with co-educational primary classes and a kindergarten. The College became an integrated school in 1995.

Columba lives by its special character and is a caring, supportive Christian school. Ties with the Presbyterian Church are strong and many of the traditions of the College reflect those of the Presbyterian Church and its Scottish heritage. Students from other denominations and faiths are also welcome.

The College overlooks the city of Dunedin and utilises the full range of facilities and resources the city has to offer. The school has a maximum roll of 565 students, with girls and boys in Years 1 – 6 comprising 20% of the roll, girls in Years 7 – 8 comprising 15% and girls in Years 9 – 13 comprising 65%. Boarders are accepted from Years 8 to 13, and over 40 international students contribute to the cultural diversity of the College.

What we want for our students

A fundamental aim of the College is to inspire in each student a love of learning and an understanding that education matters enormously. Our students are encouraged to think creatively and critically, to respond generously and compassionately, and to live by values that have stood the test of time. Our senior graduates about to begin the next stage of their lives are independent, self-confident, future-focused young women with responsible attitudes, who are prepared to work hard and contribute to a global society. Excellence is an outstanding feature of an education at Columba. The College takes pride in its record as a top academic school and we celebrate the many outstanding achievements of students. Columba College has a long-established tradition of academic excellence and all-round achievement. The College strives to provide a quality education designed to enable students to succeed in all aspects of their future. We remain confident that our students will be tomorrow's leaders, ready to serve, contribute and succeed.

Our Community

Columba College is enriched by the strong sense of connectedness between school and community. Students, staff, parents/caregivers and Old Girls all interact purposefully with the school. Links are deliberately forged with organisations, agencies and businesses beyond the school grounds. The student body is drawn predominately from Otago and Dunedin. A Decile 10 school, 5% of the students identify as Maori, 1.6% as Pasifika and 16% as Asian. The majority identify as European New Zealanders.

A family atmosphere does much to create a sense of belonging and to engender a strong and loyal school spirit. We believe that individuals can make a difference and a component of an education at Columba includes opportunities to lead and serve, both within the school community and beyond. Participation in a wide range of sporting and cultural activities helps to instill in students a sense of teamwork, fair play and positive interaction with others. Student voice and leadership contributes to the direction of the College. Cultural diversity and the unique position of the Maori culture are explored and valued.

Whilst Columba maintains many traditional values it is also progressive and embraces new technologies and pedagogies to remain at the forefront of education in New Zealand. Staff are highly qualified and committed to their own development for improved learner outcomes. The College is well supported by its Board of Governors, Parents Association, Old Girls Association, Sports Council, alumni, and the Presbyterian Schools network.



CHARTER PRIORITIES

NATIONAL EDUCATION PRIORITIES

- Achievement for all – by offering diverse opportunities which cater for the needs of all students.
- A safe learning environment – by providing conditions for students which are safe and healthy.
- Improved literacy and numeracy – by providing programmes which specifically address literacy and numeracy needs.
- Dependable student achievement information used to inform reviews of teaching and learning programmes – by annual reviews of student achievement data and ongoing teacher reflective practice.
- Improved outcomes for students with special education needs – by identifying and supporting specific students.
- Improved Maori, Pasifika and Special Needs student outcomes – by working in partnership with students and their families to raise student achievement at all levels.
- Career guidance – by providing appropriate programmes at each level.
- Focus on student achievement information in reporting – by providing relevant and reliable feedback.

RECOGNISING NEW ZEALAND'S CULTURAL DIVERSITY

Columba College keeps developing procedures and practices that reflect the unique position of Maori culture and New Zealand's multicultural diversity. Columba College recognises that many of our students will live and work in Aotearoa – New Zealand and other diverse cultural settings and we need to prepare them for this. Columba College takes the following actions to identify the views and concerns of the school's Maori community:

- embrace the cultural competencies of Tātaiako, the goals of Ka Hikitia and the governance of Hautau to build capacity and accelerate success for Maori students.
- actively support and liaise with the school's whanau group.
- incorporates Te Reo into all aspects of school life, including curriculum delivery, and ensure there are adequate resources and training for Te Reo aspects, including staff training through the professional development programme
- work in an inclusive way to meet obligations under the Treaty of Waitangi and the Memorandum of Understanding with Ngai Tahu.

Columba College will take the following actions to identify the views and concerns of other cultural and identified groups within the school community, especially Pasifika, Special Needs, Asian and International students:

- ensure there is adequate and appropriate liaison with parents/caregivers through contact with home/homestay, meetings of parents and guardians and parent-teacher interviews.
- ensure there is communication with parents, caregivers and homestay families through group meetings and attendance at co- and extra-curricular activities which parents attend.



- ensure students from other cultures and with special needs feel supported and safe in our school environment and where appropriate, in their home stay environments.
- ensure staff at the school have a good understanding of the cultural and needs differences encountered by students who come to study at Columba College and that they have assistance where necessary in working with these students.
- ensure curriculum programmes are tailored to meet the needs of students, especially Maori, Pasifika and Special Needs students.
- celebrate diversity through special occasions and events eg International Week, cultural competitions, visitors to the school, exchanges, sporting events etc.
- ensure there is a student voice for all students through publications, events and performance





Our strategic aims:

aca**D**emic
 past**O**ral
 de**V**elopment
 exc**E**llence

Akoranga	Whanaungatanga	Mahi Tahī	Iti Kahurangi
<p>1. Academic: All Columba College students will actively engage in the pursuit of their highest level of academic outcomes, as underpinned by the NZC and measured by NS and NCEA.</p>	<p>2. Pastoral All Columba College whanau members contribute to, and are empowered by, a nurturing, safe environment that recognizes the diverse nature of Aotearoa.</p>	<p>3. Development Together the boards and management work to continuously improve the capacity and capability of Columba College.</p>	<p>4. Excellence Students, staff, boards and community embrace the Columba College tradition of excellence, with a view to the future, in all endeavours.</p>
Our strategic priorities:			
<p>1. Our senior curriculum maximises opportunities to meet the learning aspirations and achievements of each student, and all students are encouraged to identify, seek out and achieve personal excellence in learning, as evidenced by the NCEA.</p> <p>2. Our middle school (Y7-10) curriculum is a unified and purposeful programme of learning that prioritises literacy and numeracy as the basis for all learning, and builds foundations in the skills and content required to be successful students in future learning, as evidenced in Years 7 & 8 by the National Standards and in Years 9 & 10 by standardised assessments.</p> <p>3. Our co-educational junior school curriculum is balanced and structured, prioritising literacy and numeracy as</p>	<p>1. Our school is a physically and emotionally safe, inclusive and happy place in which to work and learn, with our Values in evidence in all aspects of school life</p> <p>2. Our students gain leadership and service skills and experiences in order to contribute to their school, community and beyond</p> <p>3. Our Maori and Pacifica students are reaching their full potential in a culturally responsive context, in partnership with their whanau, underpinned by <i>Ka Hikitia 2013-2017</i>.</p> <p>4. Deans and Form Teachers have the capacity to deliver their objectives within well-defined systems, creating a family atmosphere.</p> <p>5. Families and alumni are connected and engaged.</p>	<p>1. The financial position of the school is strong and sustainable through effective stewardship and business development opportunities.</p> <p>2. All communication, marketing and branding clearly reflects the values of the College.</p> <p>3. Our community is supportive, involved and informed, and sees Columba as the school of choice.</p> <p>4. Collaboration within the College, with community stakeholders, and with national and international partners leads to maximum opportunities for improvement.</p> <p>5. Governance is informed, proactive and meets compliance, as evidence by effective self-review.</p>	<p>1. Technology provides a rich and seamless learning platform for students and teachers who are confident and connected in the world of today and the future.</p> <p>2. Our teachers function as a collaborative learning community, are developing through the <i>Registered Teacher Criteria</i>, and Columba recruits excellent staff.</p> <p>3. Our resources, facilities and infrastructure provide a safe, attractive and engaging environment for learning and working</p> <p>4. Our school nurtures and celebrates success through a varied and exciting co-curricular programme, and everyone is confident to participate to the very best of their ability</p> <p>5. Our graduates are well prepared for their futures and continue to be connected to their school.</p>

the basis for all learning, and building foundations in the skills of learning to learn in a range of contexts.

4. Priority learners (Maori, Pacifica, students with special needs including gifted and talented, and those at risk of not progressing in NS or NCEA) are identified and supported to meet their needs and maximise their potential.

5. As an area school, our curriculum, is seamless and provides all students with a purposeful learning journey.



Annual Plan 2019

1. Akoranga - Academic: All Columba College students will actively engage in the pursuit of their highest level of academic outcomes, as underpinned by the NZC and measured by NS and NCEA			
STRATEGIC PRIORITY	Goals 2019	ACTIONS 2019	Variance
	<p>100% of students achieve NCEA Level 1 100% of students achieve NCEA Level 2 100% of students achieve NCEA Level 3 90% of students achieve UE</p> <p>Columba College gains 20 scholarships</p> <p>95% of NCEA Level 1 students gain a Merit or Excellence endorsement 95% of Level 2 students gain a Merit or Excellence endorsement 72% of Level 3 students gain a Merit or Excellence endorsement</p>	<ul style="list-style-type: none"> • In-depth analysis of 2018 NCEA results, historical patterns and learning programmes to target areas for improvement. • By the end of Term 1 students at risk are clearly identified at school, department and classroom level <ul style="list-style-type: none"> ○ Year 11 students who are at risk of not achieving the necessary Level 1 literacy and numeracy credits ○ Year 13 students who are at risk of not achieving the necessary Level 2 literacy requirement for UE ○ Students not tracking toward relevant NCEA achievement • Support provided and progress monitored by deans and teaching staff • Maori and Pasifika are identified and an action plan developed and implemented. • Students provided with timely and relevant support, guidance and mentoring. • Using 2017 & 2018 NCEA results to identify students in Year 12 and Year 13 who should achieve endorsed certificates. Identify students in Year 11 with academic potential. Identify potential scholarship students and implement teaching and learning strategies to address their needs • Departments work together and teachers work with students to develop the understanding and skills needed to achieve at merit and excellence level. Students encouraged and given 	



		<p>opportunities to practice higher- order thinking</p> <ul style="list-style-type: none"> • Subject teachers work with students to develop the understanding and skills needed to achieve at merit and excellence level. • Students encouraged and given opportunities to practice higher- order thinking. • Students provided with support, guidance and mentoring re managing co-curricular commitments and workload; • Staff sharing of ideas and resources and appropriate PD. • Senior Leadership Team identify school wide trends which may barriers to learning and implement strategies to overcome identified barriers. • Identify students with scholarship potential • Scholarship offered in all subjects Extension opportunities provided to staff and students 	
<p>2. Our middle school (Y7-10) curriculum is a unified and purposeful programme of learning that prioritises literacy and numeracy as the basis for all learning, and builds foundations in the skills and content required to be successful students in future learning, as evidenced by standardised assessments.</p>	<p>All students in Year 7-10 achieve at the identified appropriate level of the curriculum for the subject</p>	<ul style="list-style-type: none"> • How data is collected and “mined”? What does it identify and how is it used? • Analyse how data is used to inform programme development in the middle school • Share common findings with staff. • Introduce MIdYis to ascertain progress and value added? 	
<p>3. Our co-educational junior school (Y0-6) curriculum is balanced and structured, prioritising literacy and numeracy as the basis for all learning, and building foundations in the skills of learning to learn, in a range of contexts.</p>	<p>All students in the junior school achieve at the identified appropriate level of the curriculum for the subject</p>	<ul style="list-style-type: none"> • How data is collected and “mined”? What does it identify and how is it used? • Analyse how data is used to inform programme development in the middle school • Share common findings with staff. 	



<p>4. Priority learners (Maori, Pacifica, students with special needs including gifted and talented, and those at risk of not progressing in NCEA) are identified and supported to meet their needs and maximise their potential.</p>	<p>All priority learners achieve at the same standards as detailed above as appropriate</p>	<ul style="list-style-type: none"> • As above 	
<p>5. As an area school, our curriculum is seamless and provides all students with a purposeful learning journey</p>	<p>Audit curriculum subjects available; consult with stakeholders with regard to subject choices available Establish a clear and transparent process for the introduction of new subjects</p>	<p>Audit subjects Survey students and parents Propose a new course introduction model</p>	



2. Whanaungatanga - pastoral: All Columba College whanau members contribute to, and are empowered by, a nurturing, safe environment that recognises the diverse nature of Aotearoa.			
STRATEGIC PRIORITY	Goals 2019	ACTIONS 2019	Variance
1. Our school is a safe, inclusive and happy place in which to work and learn, with our Values in evidence in all aspects of school life	Strengthen relationships between form teachers and students		
2. Our students gain leadership and service skills and experiences in order to contribute to their school, community and beyond			
3. Our Maori and Pasifika students are reaching their full potential in a culturally responsive context, in partnership with their whanau, underpinned by <i>Ka Hikitia 2013-2017</i> .	Greater opportunity for students to interact with tumuaki	Principal to interview all Maori and Pasifika students entering school in Year 8	
4. Deans and Form Teachers have the capacity to deliver their objectives within well-defined systems, creating a family atmosphere.	Embed a formalized practice of regular meetings between deans and form teachers; ensure issues and noted on Kamar	Embed a formalized practice of regular meetings between deans and form teachers; ensure issues and noted on Kamar	
5. Families and alumni are connected and engaged.	Maintain our current programme of family events Ensure we invite at least two former students back to Columba to speak to the students Year 13 exit surveys continue and identified patterns are reported back to the SLT Strengthen ties with COGA	Maintain our current programme of family events Ensure we invite at least two former students back to Columba to speak to the students Year 13 exit surveys continue and identified patterns are reported back to the SLT Strengthen ties with COGA	



3. Mahi Tahi - Development: Together the boards and management work to continuously improve the capacity and capability of Columba College.			
STRATEGIC PRIORITY	Goals 2019	ACTIONS 2019	Variance
1. The financial position of the school is strong and sustainable through effective stewardship and business development opportunities.	A balanced budget is maintained	Effective monitoring of budgets Budget review prepared monthly	
2. All communication, marketing and branding clearly reflects the values of the College.	Increase opportunities to celebrate student success	Student success celebrated in newsletter and assembly	
3. Our community is supportive, involved and informed, and sees Columba as the school of choice.	Use Hail to produce a weekly newsletter to inform our community in a timely manner	Use Hail to produce a weekly newsletter to inform our community in a timely manner	
4. Collaboration within the College, with community stakeholders, and with national and international partners leads to maximum opportunities for improvement	Columba College maintains an international student roll of 45FTE Strategies put in place to integrate better international students in the school	Columba College maintains an international student roll of 45FTE International prefect established International buddy status enhanced	
5. Governance is informed, proactive and meets compliance, with self-review systems in place.	Policies updated and a review cycle put in place	Policies updated and a review cycle put in place	



4. Iiti Kahurangi - Excellence: Students, staff, boards and community embrace the Columba College tradition of excellence, with a view to the future, in all endeavours.

STRATEGIC PRIORITY	Goals 2019	ACTIONS 2019	Variance
1. Technology (ICT) provides a rich and seamless learning platform for students and teachers who are confident and connected in the world of today and the future.	Digital Technology Curriculum is ready to be integrated in 2020		
2. Our teachers function as a collaborative learning community, are developing through the <i>Registered Teacher Criteria</i> , and Columba recruits excellent staff.	Appraisal system continues to be refined and support teachers across all year levels		
3. Our resources, facilities and infrastructure provide a safe, attractive and engaging environment for learning and working	Redevelopment plan for the school and boarding progresses	Masterplan for school developed Methodology put in place	
4. Our school nurtures and celebrates success through a varied and exciting co-curricular programme, and everyone is confident to participate to the very best of their ability	85% of students are involved in some form of co-curricular activity Students have opportunities for regional and national representation	<ul style="list-style-type: none"> • Roadshows to promote what's available • Monitor participation and success in local, regional and national competitions • Survey students about levels of participation in and benefits from involvement in sport and cultural activities • Audit opportunities available 	
5. Our graduates are well prepared for their futures and continue to be connected to their school.	The Board receives an annual report on student pathways beyond school	The Board receives an annual report on student pathways beyond school	



