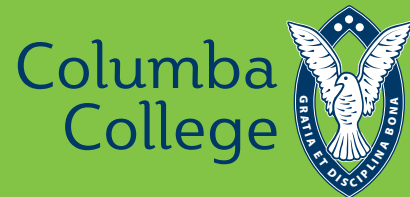


# Columba College

*CREATING OUR OWN FUTURE*



**WHAT'S  
YOUR  
STORY?**

SEE OURS. DISCOVER YOURS.

[www.columbacollege.school.nz](http://www.columbacollege.school.nz)



**I'M AMY**  
Columba gives  
me the support  
to enjoy my  
passions and  
my friends

**Charter and Strategic Plan 2022**  
**Introductory Section - Strategic Intentions**

<b>Mission Statement</b>	With grace and good discipline, we are dedicated to all Columba College students being lifelong learners committed to personal excellence, ethical behaviour and service to others. We want them to participate and contribute as informed, responsible and compassionate citizens of Aotearoa New Zealand and the global community.
<b>Vision</b>	Columba College wishes 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.
<b>Values</b>	The College values are encapsulated in the word GRACE: <b>G</b> ood Discipline <b>R</b> espect <b>A</b> roha <b>C</b> itizenship <b>E</b> xcellence
<b>Principles</b>	Columba College is guided by the principles of high expectations, the Treaty of Waitangi, cultural diversity, inclusion, learning to learn, community engagement, coherence, future focus and our Presbyterian special character.
<b>Māori Dimensions and Cultural Diversity</b>	<p>Columba College keeps developing procedures and practices that reflect the unique position of Maori culture and New Zealand's multicultural diversity.</p> <p>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.</p> <p>Columba College takes the following actions to identify the views and concerns of the school's Maori community:</p> <ul style="list-style-type: none"> <li>• provide a sense of turangawaewae for students at Columba College</li> <li>• actively seeks to engage with local rununga</li> <li>• takes all reasonable steps to incorporate elements of tikanga Māori into the curriculum, and ensure there are adequate resources and support for tikanga programmes, including staff training through the professional development programme.</li> <li>• 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.</li> </ul>

	<ul style="list-style-type: none"> <li>• provides opportunities for Maori and other cultural groups to make presentations, and support the school's cultural group.</li> <li>• works in an inclusive way to meet obligations under the Treaty of Waitangi</li> <li>• embraces the goals of Ka Hikitia to build capacity and accelerate success for Maori students.</li> </ul> <p>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:</p> <ul style="list-style-type: none"> <li>• ensure there is adequate and appropriate liaison with parents/caregivers through contact with home/homestay, meetings of parents and guardians and parent-teacher interviews.</li> <li>• ensure there is communication with parents, caregivers and homestay families through group meetings and attendance at co-curricular activities which parents attend.</li> <li>• 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.</li> <li>• 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.</li> <li>• ensure curriculum programmes are tailored to meet the needs of students, especially Maori, Pasifika and Special Needs students.</li> <li>• celebrate diversity through special occasions and events eg International Week, cultural competitions, visitors to the school, exchanges, sporting events etc.</li> <li>• ensure there is a student voice for all students through student council, publications, events and performances.</li> </ul>
<b>Special Character status</b>	Columba College is a Presbyterian School that nurtures life-skills and character in a learning and living community that fosters innovation and the pursuit of excellence in all fields of endeavour.

**Baseline Data or School Context**

**Students' Learning**

<b>Pass Rates</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>Target 2022</b>
<b>L1 - all</b>	<b>98.6</b>	<b>98.6</b>	<b>92.2</b>	<b>97.2</b>	<b>96.9</b>	<b>100</b>
L1 Māori	100	100	50	87.5	NA	100
L1 Pasifika	100	100	na	50	NA	100
L1 Asian	100	85.7	100	100	100	100
<b>L2 All</b>	<b>100</b>	<b>100</b>	<b>98.6</b>	<b>97</b>	<b>100</b>	<b>100</b>
L2 Māori	100	100	100	100	100	100
L2 Pasifika	100	100	100	na	100	100
L2 Asian	100	100	85.7	100	100	100
<b>L3 All</b>	<b>96.9</b>	<b>94.2</b>	<b>98.6</b>	<b>98.6</b>	<b>96.9</b>	<b>100</b>
L3 Māori	100	75	100	100	100 (100)	100
L 3 Pasifika	100	100	100	100	NA	100
L3 Asian	100	75	100	87.5	100 (100)	100
UE	95.3	89.9	94.5	98.6	90.6	100

<b>Endorsement Rates</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>Target 2022</b>
<b>L1 - all</b>	<b>94.1</b>	<b>92.8</b>	<b>84.8</b>	<b>90</b>	<b>74.6</b>	<b>90</b>
<b>L2 All</b>	<b>75.4</b>	<b>91.8</b>	<b>82.2</b>	<b>78.5</b>	<b>75</b>	<b>70</b>
<b>L3 All</b>	<b>72.6</b>	<b>73.8</b>	<b>62.5</b>	<b>71.2</b>	<b>56.5</b>	<b>70</b>

## Strategic Section

### Annual Section for 2022

<b>Pillar 1: Learning and Achievement</b>		
Columba College will provide a comprehensive, challenging curriculum where each student is encouraged and supported to reach his or her potential.		
<b>Objective 1 LEARNERS AT THE CENTRE</b>		
Learners with their whānau are at the centre of education		
<ul style="list-style-type: none"> <li>(i) Ensure places of learning are safe, inclusive and free from racism, discrimination and bullying</li> <li>(ii) Have high aspirations for every learner/ākonga, and support these by partnering with their whānau and communities to design and deliver education that responds to their needs, and sustains their identities, languages and cultures</li> </ul>		
<b>School Goal</b>		
<i>Develop a Middle School curriculum that meets the needs of learners and stakeholders</i>		
<b>Actions for 2022</b>	<b>Target</b>	
Using data mining, set NCEA pass rates and endorsement rates, for senior school students.	Senior School NCEA pass rates of 100% at all levels UE pass rates of 100%  Endorsement rates of Level 1 90% Level 2 70% Level 3 70%  The targets set are for all learners, including priority learners.	
Using data ensure every Middle School student is at or above the expected curriculum level in English, Mathematics and Science	Curriculum levels for the Middle School: Year 7 levels 3 / 4 Year 8 level 4 Year 9 level 4/5 Year 10 level 5	
Using data ensure every Junior School student is at or above the expected curriculum level in Reading, Writing and Mathematics	Curriculum levels for the Junior School: Year 6 levels 3 Year 5 level 3 Year 4 level 2 Year 3 level 2 Year 2. level 1/2 Year 1.....level 1	

Work with all stakeholders to produce a Middle School curriculum that incorporates the NZC and Michael Fullan’s 6 Cs: collaboration, creativity, critical thinking, citizenship, communication, character and that meets the needs of students, staff and parents.	New year 9 curriculum ready for 2023	
<b>Pillar Two: Teaching and Personnel</b>		
Columba College is focused on attracting high- quality, motivated teaching and support staff.		
<b>Objective 3 QUALITY TEACHING AND LEADERSHIP</b>		
Quality teaching and leadership make the difference for learners and their whanau		
(i) Meaningfully incorporate te reo Māori and tikanga Māori into the everyday life of the place of learning		
(ii) Develop staff to strengthen teaching, leadership and learner support capability across the education workforce		
<b>School Goal</b>		
<i>Ensure a common understanding of how staff can feel valued and implement it</i>		
Using staff feedback agree on a common understanding of what makes staff feel valued. Visibly implement practical measures which reflect this.	Over 90% of staff feel valued at work.	
<b>Pillar 3: Wellbeing and Pastoral</b>		
Columba College resources appropriate, responsive approaches to student and staff well-being in order to nurture confident, articulate, resilient young people who feel supported and empowered to succeed at school and beyond, and ensure staff feel valued and supported as part of the Columba community		
<b>Objective 2 BARRIER FREE ACCESS</b>		
Great education opportunities and outcomes are within reach for every learner		
(i) Reduce barriers to education for all, including for Māori and Pacific learners/ākonga, disabled learners/ākonga and those with learning support needs		
(ii) Ensure every learner/ ākonga gains sound foundation skills, including language*, literacy and numeracy		
<b>School Goal</b>		
<i>Ensure all Maori students have a clear sense of tūrangawaewae at Columba College</i>		
Survey our Maori community about what would provide a sense of turangawaewae for students at Columba. Work with focus groups of students to have them disclose what would benefit them	Have a “whanau” prefect in place. Have Te Reo teaching embedded in the school curriculum Work toward having a physical space for Maori students on the campus Implement aspects of the survey/feedback which would help provide turangawaewae	

<b>Pillar 6: Learning and Living Environment</b>		
Columba College is committed to being a special character, boarding and day school where investment is placed on students living and learning in an environment which promotes excellence in all endeavours		
<b>Objective 4 FUTURE OF LEARNING AND WORK</b>		
Learning that is relevant to the lives of New Zealanders today and throughout their lives		
(i) Collaborate with industries and employers to ensure learners/ ākonga have the skills, knowledge and pathways to succeed in work		
<b>School Goal</b>		
<i>Refine the systems, processes and delivery of the Careers programme</i>		
Audit our existing approach to careers. Seek stakeholder feedback. Introduce Become programme that was investigated last year at an appropriate year level. Explore the capacity of the careers portal on Kamar	Have a tailored careers programme for Years 7-13 Have the careers portal on Kamar accessible to parents and students Introduce the Become programme at year 10. Ensure a manageable system for student feedback.	