

Columba College

CREATING OUR OWN FUTURE



Strategic Plan 2020 - 2025

Message from the Boards



Our Exciting Journey

The next five years will be a very exciting time for Columba College.

Together both boards have developed this strategic plan to provide Columba College with a clear vision for the future and give reassurance to our community. The six strategic pillars outlined in this document will guide us in our decision making as we work together to turn the vision into reality.

Our desire is to build upon our tradition of excellence by nurturing each student's potential so that our students can control their own destiny. We want our whole community - staff, students past and present, parents past and present and Board of Trustees and Board of Governors members - to be with us as we strive to determine that goal.

Dr Doug Hill
President of the Board of Governors
Current parent

Mr Ray Anton
Chairman of the Board of Trustees
Current parent

Our Philosophy

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.

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.

This strategic plan will guide us in our resolve to achieve just that!



Special Character

Columba College is a unique school. An area or composite school, it offers special character co-education from years 0-6 and special character, single sex girls' education from years 7-13.

The school's mission statement is that: 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.



The College's values are encapsulated in the word Grace:

Good Discipline
Respect
Aroha
Citizenship
Excellence

The Special Character of the school is summarised as follows: 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.

Strategic Directions

The Six Pillars

1. Learning and Achievement
2. Teaching and Personnel
3. Wellbeing and Pastoral
4. Effective Stewardship
5. Community Connectedness
6. Learning and Living Environment





Pillar 1

LEARNING AND ACHIEVEMENT

Statement:

Columba College will provide a comprehensive, challenging curriculum where each student is encouraged and supported to reach his or her potential.

Objectives:

1. Enhance our tradition of academic excellence, through the effective use of data, tracking and best practice research.
2. Provide a holistic approach to education through a high quality, balanced learning programme in both curricular and co-curricular endeavours.
3. By understanding each student's needs, abilities and aspirations, work to personalise each student's learning.
4. Fully utilise and widen the availability of technologies to support learning.
5. Deliver small class sizes as part of our Special Character commitment.

"The larger the island of knowledge; the longer the shoreline of wonder."

Ralph W. Sockman

Actions for 2020:

1. Using data mining, set NCEA pass rates and endorsement rates, for senior school students.
2. Using data tracking and analysis, ensure each Junior and Middle School student, achieves success at their appropriate Curriculum level.
3. Introduce and embed "On Your Marks" as a tool for NCEA analysis.
4. Introduce a consistent Learning Management System across Junior, Middle and Senior School.
5. Fully explore and utilise the capacity of Kamar as a Student Management System.
6. Improve reporting to parents through Learning Engagement Reports so that reporting is timely, relevant and effective.
7. Conduct a community wide curriculum review



Pillar 2

TEACHING AND PERSONNEL

Statement:

Columba College is focused on attracting high-quality, motivated teaching and support staff.

Objectives:

1. Recruit, develop and motivate high performing staff.
2. Invest in relevant and meaningful professional development to grow staff capacity.
3. Strengthen pedagogical practices and teacher efficacy.
4. Promote an inclusive and collaborative culture that values the contribution each staff member brings to the school.
5. Employ staff who are committed to supporting the Special Character of the school.

“A good teacher can inspire hope, ignite the imagination and instill a love of learning.”

Brad Henry

Actions for 2020:

1. Focus on the High Impact Teaching Strategy of differentiation.
2. Establish Professional Learning Groups in differentiation, student & learning management systems, integrated learning, school structures and wellbeing to assist with best practice methodology and provide professionally rewarding experiences.
3. Improve the appraisal system to better meet staff needs and reflect current best practice.
4. Encourage staff to attend and present at subject association or education-wide conferences.
5. Review initiatives and strategies to enhance staff recognition.



Pillar 3

WELLBEING AND PASTORAL

Statement:

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.

Objectives:

1. Maintain and enhance a safe, nurturing family environment where all students thrive.
2. Deliver appropriate well-being programmes which help students and staff to develop their own skills and strategies for personal sustainability.
3. Provide support services that foster connection, resilience and positive life choices.
4. As part of our Special Character commitment, ensure that the spiritual well-being of students and staff is addressed.

“ The well-being,
individuality and happiness
of every citizen is important
for the overall prosperity,
peace and happiness of a
nation.”

Abdul Kalam

Actions for 2020:

1. Put in place Employee Assistance Programme service access for staff.
2. Introduce well-being programmes to ensure students are challenged to make positive choices and build resilience.
3. Plan for the development of a Wellbeing Centre which houses counsellors and chaplain in one location.
4. Introduce more staff social events to encourage collegiality.
5. Review our pastoral systems.
6. Clearly delineate and communicate staff expectations around curricular, special character and co-curricular involvement.



Pillar 4

EFFECTIVE STEWARDSHIP

Statement

Governors and trustees, including school staff and students, work strategically and collaboratively to be accountable for the financial security of Columba College and its Special Character but also through astute governance optimise physical and intellectual resources to improve student learning in the future.

Objectives

1. Ensure the College operates from a position of financial security.
2. Follow best practice governance methods in decision making, policies, risk management, health and safety and regulatory compliance.
3. Ensure the College operates within manageable and sustainable structures and systems.
4. Be careful custodians of the College's Special Character.

Actions for 2020:

1. Implement and progress a process of policy self-review.
2. Produce a five year strategic plan
3. Review our financial systems and processes
4. Enhance the communication of governance matters to the wider community.

“Education is for improving the lives of others and for leaving your community and world better than you found it.”

Marian Wright Edelman



Pillar 5

COMMUNITY CONNECTEDNESS

Statement:

Columba College encourages strong connections within the school, local, national and global community to provide opportunities, explore possibilities and create a sense of belonging for all members.

Objectives:

1. Enhance the sense of pride of belonging to the Columba community for current and former students, families and friends.
2. Engage with the wider Columba family to maximise the use of all resources and expertise so that Columba students are well prepared for the future both at and beyond school.
3. Reinforce the value of service at school, in the community and on a global stage.
4. Harness the collective capacity of all groups connected to the College to assist with the school's strategic vision.
5. As part of our Special Character, maintain and enhance our connections with the Presbyterian Church and associated services such as Presbyterian Support.

Actions for 2020:

1. Establish and cultivate connections with a local rununga.
2. Refine Columba's external communications and brand representation through integrated use of both traditional and digital media to clearly convey our vision, plans and progress within the community.
3. Work with school groups such as the Parents' Association, COGA, Sports' Council, Alumni and Foundation to ensure the success of fund-raising opportunities in pursuit of a common goal - an all weather turf.
4. Work closely with the Foundation to foster a culture of philanthropy.

“Alone, we can do so little; together, we can do so much.”

Helen Keller



Pillar 6

LEARNING AND LIVING ENVIRONMENT

Statement:

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.

Objectives:

1. Develop Columba's learning and living environment into spaces, facilities and buildings that inspire by progressing the masterplan vision.
2. Foster a family culture that respects tradition but embraces innovation by providing a safe, nurturing living and learning environment.
3. Ensure effective organization, structures, and systems are in place to support the College's vision and mission.
4. Explore innovative physical and technical/digital projects to support the college curriculum and ensure the necessary infrastructure is in place.
5. Be the boarding school of choice for Otago/Southland.
6. As part of our Special Character commitment, foster spiritual growth and a deeper understanding of the Christian message.

5. As an inclusive community, celebrate the rich diversity our international students community contributes to Columba.

Actions for 2020:

1. Complete the redevelopment of the Junior School campus.
2. Progress the development of a new Boarding Village.
3. Engage future boarding parents through an enhanced communications programme highlighting the Columba Philosophy advantage
4. Further consolidate the school structure of Junior School, Middle School and Senior School.
5. With staff and students, explore the current timetable and curriculum time allocation.
6. Conduct a Special Character self review
7. Progress the uniform review by making recommendations based on the consultation.
8. Implement infrastructure upgrades as recommended by external review.

“Learn from
yesterday, live for
today,
hope for tomorrow.
The most important
thing is never to
stop questioning.”

Albert Einstein