

2021 Annual Strategic Plan

Strategic Goals		Annual Plan to Achieve Strategic Goals 2021 - 2023	Actions and Targets for 2021
Goal 1: Special Character	The Catholic and Mercy values of Carmel College are central to everything we do and who we are.	1.1 Service programme	1.1.a. Further develop this programme to increase the participation rate of students.
		1.2 Core Mercy Value Respect	1.2.a. Develop a range of activities to promote the Mercy Value of Aumihī - Respect.
		1.3 Staff spirituality	1.3.a. Continue to develop a staff spirituality.
Goal 2: Learning and Teaching	Engage all learners in quality learning and teaching programmes to achieve personal excellence in life and be learners for life.	2.1. Wellbeing: students	2.1.a. Further develop student Wellbeing group
			2.1.b. Further investigate how we might better support students, staff and parents
			2.1.c. Investigate mentoring systems to support our at risk students
			2.1.d. Additional pastoral support in the form of qualified personnel to deliver preventative and supportive pastoral programmes for students.
		2.2. Wellbeing: staff	2.2.a. Review previous staff voice on the 5 aspects of wellbeing, identify gaps and develop further staff wellbeing initiatives based on these identified gaps.
		2.3. Y7-10 curriculum	2.3.a. Participate in CFPLD (facilitated by Tabitha Leonard) to increase staff leadership capability and expertise in change management
			2.3.b. Upskill staff on the principles of UDL: Engagement, Expression, Representation and how these principles underpin a Y7 - 10 Carmel Local Curriculum
			2.3.c. Further explore the use of the LPF (learning progression framework) to show learner progress through PLD contract via Kāhui Ako
			2.3.d. Develop a process for whole cohort standardised testing to show learner progress in Y7-10.

		2.4. Timetable structures	2.4.a. Lead Professional Learning Discussions around the move to longer blocks of teaching & learning periods.
		2.5. Arts	2.5.a. Continue to support development of the Arts at Carmel.
		2.6. NCEA changes	2.6.a. Actively engage in NCEA changes and trials as appropriate.
Goal 3: Community	Build and enhance effective relationships and partnerships within Carmel College, Carmel College community and the wider community.	3.1. Maori strategic plan	3.1.a. Further develop the newly created Maori student leadership role.
			3.1.b. Explore ways to explicitly connect Tikanga Mercy and Tikanga Maori in a Carmel context.
		3.2. Pasifika support	3.2.a. Further develop the newly created Pasifika student leadership role.
			3.2.b. Further develop the Pasifika parent group
3.3. PTFA support	3.3a. Explore explicit ways that the school can build the capacity of the PTFA to create more connections to our wider whanau.		
Goal 4: Stewardship	Provide high quality stewardship/kaitiakitanga to protect our legacy and ensure continuous improvement and sustainable success.	4.1. Explore the development of sustainable connections to previous students	4.1.a. Explore ways we can create opportunities for previous students to share insights and make connections with our current students and community.
		4.2. Marketing plan	4.2.a. In collaboration with CCAL, explore ways that we can highlight what makes Carmel unique to our wider community.
			4.2.b. Celebrate the reintegration of the Chapel as a highlight of what makes us unique.
		4.3. Continue to develop visible student leadership.	4.3.a. Continue to develop staff and student leadership portfolios and roles
		4.4. Continue to be fiscally prudent	4.4.a. Ensure the planning for the future building upgrades includes a future focused learning environment.