



RATHKEALE COLLEGE

Wairarapa, New Zealand

OPEN MINDS | OPEN SPACES | OPEN FUTURES

Our Strategy and Plan 2022 - 2025

OUR VISION

Rathkeale is a responsive, inclusive and diverse school championing sustainable practices, inspiring everyone to achieve their potential guided by our Anglican values.

rathkeale.school.nz

OUR VALUES

Students at Rathkeale College should embody our Anglican values and:



1. Be at ease with themselves

- Balanced school life
- Show yourself instead of what teachers or others want you to be
- Tikanga, whanaungatanga
- Rangimarie Oranga ngākau (peaceful, wellbeing, good hearted)

We rely on spiritual support and guidance to be self-disciplined and courageous, to be self-aware, to persevere, and to be the best that we can be.



2. Have an awareness of others

- Not judging, respecting others backgrounds
- Inclusive
- Equality
- Empathy
- Manākitanga, whanaungatanga, rangatiratanga
- Manāki, tautoko, Awhi (supportive)

We respect ourselves and have compassion for others; we believe in the common good; we strive for equity, fairness and social justice; and we respect diversities of culture, language, sexuality and heritage.



3. Be prepared to step forward

- Leadership
- Confidence
- Selflessness
- Rangatiratanga
- Hautūtanga (leadership)

We aspire to excellence; we nurture leadership, ownership and responsibility; and we encourage innovation, enquiry and curiosity.



4. Know they stand on the shoulders of those who have gone before them.

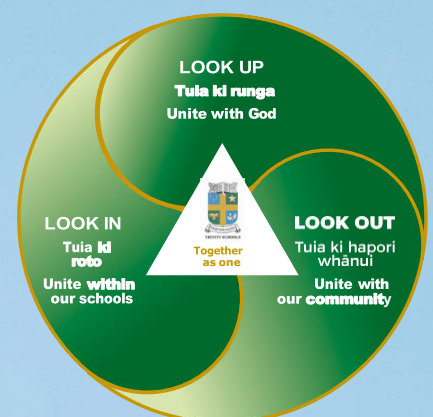
- Legacy
- Respecting their legacy, their actions, their stories, what they have left behind
- Stewards
- Tikanga, rangatiratanga, kaitiakitanga
- Whakareretanga, whakaute (legacy/respect)

As those before us have done, we will be stewards of our school for those that follow. We will be mindful also of those who have gone before us at Rathkeale, within our families and as tangata whenua of this land.

TRINITY SCHOOLS SPECIAL CHARACTER

Our Trinity Special Character

The Anglican family of Trinity Schools educates for life in all its fullness. We welcome everyone, from all faiths and backgrounds into an educational philosophy of living by looking upward to God, inward to the school community and outward in the service of others.



OUR STRATEGIC GOALS

Our Strategic Goals focus on four key areas of school operation and determine the key objectives for our Annual Plan:

Strategic Goal 1: Student Engagement and Achievement

Every student is engaged in their learning in a manner that will challenge them to reach meaningful personal goals and allow the school to maintain high academic standards.

Objective 1: Track and report on junior (Year 9 and Year 10) students' academic potential, progress and engagement.

Objective 2: Track and Report on the engagement and achievement of Years 11 - 13 students against Departmental NZQA (NCEA and Scholarship) achievement targets

Objective 3: Identify and specifically report on the achievement of targeted groups of students, namely:

- Māori and Pasifika
- Those with Specific Learning Needs
- Gifted and Talented
- International

Strategic Goal 2: Staff Development

Employ highly qualified registered teachers and support staff with the requisite knowledge and skills and promote engagement in their ongoing professional learning.

Objective 1: Further develop the abilities of staff to engage in their own Professional Growth Cycle (Teachers) or Appraisal Cycle (Support Staff) as part of their ongoing pedagogical development.

Objective 2: Develop an understanding of the proposed changes to NCEA.

Objective 3: Ensuring that, where possible and appropriate, te ao Māori and mātauranga Māori are built into teaching practice across English and Māori-medium settings.

Strategic Goal 3: Special Character

Ensure the Special Character of the college is preserved through the unity of day and boarding students participating in religious, cultural, sporting and recreational pursuits.

NB: This statement is taken from the Rathkeale College Integration Agreement. A more current interpretation describes the involvement of students and staff in the spiritual, performing arts, social service and service dimensions of wider school life.

Objective 1: Continue to develop a student Hauora program based on the concept of Te Whare Tapa Whā.

Objective 2: To Integrate the Rathkeale College values, Four Pillars, Te Whare Tapa Wha and Trinity Schools Special Character statement into a useful and cohesive framework.

Strategic Goal 4: RC/SMCS Senior College

To allow strategic goals and student aspirations of both Rathkeale College and St. Matthew's Collegiate School to be realised for Year 12 & 13 students

Objective 1 (Academic): To focus the students' attention on gaining the best academic results possible.

Objective 2 (Hauora/Wellbeing): To make the transition into the Senior College as seamless and as enjoyable as possible.

OUR STRATEGIC INITIATIVES

Aiming at our Vision, guided by our values and achieving our key annual goals we will, over the next ten years, deliver the following strategic initiatives.

Strategic Initiative 1: Cultural Responsiveness

School governance is underpinned by Te Tiriti o Waitangi and relevant student rights.

Objective 1: Rathkeale will work to ensure our plans, policies and local curriculum reflect local tikanga Maori, Mātauranga Māori and Te Ao Māori.

Targets

- Conduct capability review.
- Post review set a series of targets.

Objective 2: Rathkeale will take all reasonable steps to make instruction available in Tikanga Māori and te reo Māori.

Objective 3: Rathkeale will aim to achieve equitable outcomes for Māori students.

Strategic Initiative 2: School Financial Structure

Have a financial assistance and scholarship program which supports our college's strategic goals.

Objective 1: Develop a fair and equitable charges system that recognizes families' unique circumstances.

Targets

- The level of debtors (\$) is below 5% of total revenue.
- Increase the value of the financial assistance fund by 200%.
- Increase the range of the assistance offerings by 200%.

Objective 2: Increase the number, scale and criteria of assistance available for students to attend Rathkeale and beyond – for the purpose of improving the diversity of Rathkeale.

Strategic Initiative 3: Partnership Relationships

Develop strategic partnerships that will enhance our students' opportunities into the future.

Objective 1: Partner with major regional and national tertiary providers and business in order to provide a seamless pathway for Rathkeale students to transition from college to their future careers in the community.

Targets

- One major partnership with a National or Regional tertiary provider created by 2024.
- One major partnership with a National or significant regional business created by 2025.

Strategic Initiative 4: Environmental Sustainability

Develop appropriate environmental practices.

Objective 1: Model behaviours' and create a college that is recognised nationally as a leader for sustainable best practice.

Targets

- Conduct a carbon footprint review prior to setting strategic targets.

Strategic Initiative 5: Development of Key Facilities

Develop key facilities for the college.

Objective 1: Continue to enhance Rathkeale College's facilities to offer the best teaching, learning and recreational experiences.

Targets

- To be confirmed with TSTB.