



Vision

At Albany Senior High School

- we nurture each other
- we inspire each other
- we empower each other

to achieve highly and be good citizens.

Values

We value

- Excellence in all that we do
- Families as a part of our learning community
- Learning together and making decisions together
- Curiosity and enquiry, creativity and innovation
- Protecting and enhancing the environment
- Warm, mutually respectful relationships
- Fairness, openness, honesty and trust
- Using evidence and reflection to make decisions
- Contributing to our local and global communities
- Diversity that enriches our learning community

And in the life of the school we honour the unique place of Maori as tangata whenua of New Zealand.

Strategic Plan. 2017 - 2019

Strategic Focus 1

Learning and Teaching

To deliver a curriculum for Albany Senior High School that empowers students to co-construct their learning in a dynamic learning community.

Strategic Focus 2

Self Review and Reporting

To develop and implement a strategic plan effecting the National Education Guidelines through policies, plans and programmes that reflect the vision and values of Albany Senior High School allowing for constant reflection, review and refinement of the processes to ensure the school is constantly seeking to be the best it can.

Strategic Focus 3

Human Resources

To ensure that high quality staff are appointed who are committed to the values and visions of Albany Senior High School and to design professional learning for all staff that empowers them to co-construct their learning in a dynamic learning community.

Strategic Focus 4

Finance and Property

To ensure a model of resource allocation that provides the greatest opportunities for students and staff, which will remain sustainable over the long term.

Strategic Focus 5

Health and Safety

To maintain a mutually respectful learning community where individuals are valued and no one falls through the cracks.

Strategic Focus 6

Compliance

To fully comply with all regulatory, legislative and school policy requirements as they pertain to school operations, and to ensure that policies and practices reflect NZ's cultural diversity and the unique position of Maori.

Strategic Focus 7

Building School Community

To communicate a school identity that reflects our values and vision, our unique character and our community.

Strategic Focus 8

ICT Information

To ensure information systems support the development of an effective learning community.

Strategic Focus 1 – Learning and Teaching

Refine and seek to sustain Albany Senior High School's pedagogy based on its values and vision and current research that promotes quality learning.

Implement curriculum and assessment procedures that reflect the school's vision and values and provides clear direction and guidance.

Manage the NZQA accreditation process and on-going management of data.

Establish a research base that informs learning and promotes continuous improvement.

Collaboratively establish forums that enable students to participate as citizens in the life of the school and to contribute to and initiate improved practice.

Design and implement systems of accountability that ensure that what is espoused is practiced.

Strategic Focus 2 – Self Review and Reporting

The Charter is reviewed and updated annually.

Clear policies, procedures and supporting documentation will provide a framework for responsibilities for trustees and staff.

As policies are due for renewal the board of trustees will ensure that the opportunity for consultation is provided to the school community.

Ensure the policies reflect the unique character and needs of Albany Senior High School.

The board will comply with legislation through regular consultation with local Maori Group.

Ensure that all curriculum leaders, teams and significant areas of school functioning undertake an annual self review to ensure goals are aligned with the schools strategic focus and to report their findings to the board. The report will include the following:

- *review of goals and strategies for the year including analysis of variance;*
- *an annual plan for the following year;*
- *comment as appropriate (highlights and concerns) with regard to reviews undertaken, personnel, resourcing, health and safety, administrative.*

The principal and board chair will undertake an annual compliance review, using the ERO Board Assurance Statement and Self-Audit Checklist, and report the results to the board.

Reporting procedures of student achievement to students and their parents/caregivers are timely and meaningful and targets are set to enable individuals to improve on their achievement.

Strategic Focus 3 – Human Resources

Continue to refine and develop personnel policies and procedures.

Ensure the school meets the legislative requirements that will ensure it is an Equal Employment Opportunities employer.

Continue refinement of the employee appraisal system.

Continue refinement of Health and Safety Policies for staff.

Continue to refine the process/vision/values for a professional learning community.

Strategic Focus 4 – Finance and Property

Refine and review finance policies.

Prepare the annual budget each year ensuring a positive cash flow situation.

Prepare a 3-5 year financial projection to ensure the financial stability of the school.

Build a well designed, long term strategic sponsorship / partnership program with local business.

Ensure the management of the school property meets all legislative requirements.

Strategic Focus 5 – Health and Safety

Develop a school culture that promotes well-being and learning for all.

Develop policies and procedures to ensure the physical, mental, spiritual and social health of our learning community.

Strategic Focus 6 - Compliance

Develop policies and procedures that align with our strategic directions while meeting our legislative and contractual obligations.

Be open for instruction for the number of half days prescribed by the Minister of Education.

Develop systems to maintain attendance records and take steps to ensure students who are required to attend, do so.

Strategic Focus 7 – Building School Community

Develop regular and transparent ways of communicating with the school community and within the school community to ensure a shared understanding.

Prepare an annual report to feedback to the community to show to what extent strategic priorities have been met through measurement against performance indicators identified in the school's annual plan.

Strategic Focus 8 – ICT Information

Our vision for ICTs:

Engage ICT rich, relevant, multi-modal media, located within the student's paradigm

Ensure a caring and challenging learning community: openness and transparency, free exchange of information

Make a contribution to the world-tools, and to have access to information

Our Challenge

Maintain a cost effective, flexible and sustainable ICT structure