

Strategic Plan

2019 - 2021

Vision

Confident, optimistic, robust young women who are proud citizens of Aotearoa New Zealand, equipped for global success.

Purpose

To provide a positive, inclusive environment delivering the highest quality academic education, with rich opportunities for personal growth.

Who are we?

Our Philosophy: Education for Empowerment
Our Approach: Enable, Challenge, Nurture
Our Values: Excellence, Respect, Integrity, Compassion, Fairness
Our Goals: Academic Achievement, Personal Growth, Hauora

Virtute Experiamur

Let Courage be thy Test

Education for Empowerment



Westlake Girls High School

We will achieve this through:

Quality People:

Attracting, developing and retaining compassionate, enthusiastic and aspirational teachers

Culture and Environment:

Building a positive, high-trust environment based on mutual respect and effective leadership

Intelligence and Innovation:

Creating, challenging and influencing achievement through best practice pedagogy and knowledge

Growing and supporting staff to:

Reflect
Learn
Challenge
Be Challenged
Work Collaboratively

Our students will leave high school as young women who:

- Are curious, creative, critical-thinkers who love learning
- Respect and value themselves
- Respect and value the perspectives and beliefs of others
- Actively care for those in their community
- Actively care for the environment

Strategic Drivers

Driver

Quality People

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Culture and Environment

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Philosophy

- Enhance individual and collective leadership of staff.
- Achieve sustainable high-calibre teaching by developing our staff, monitoring their well-being, creating specific PD and career pathways and ensuring robust recruitment and retention strategies.
- Promote Tikanga Māori and Te Reo and ensure all staff and students are knowledgeable, accepting and contributing to our unique bicultural society.
- Sustain a professional environment with high expectations of self, colleagues and students.
- Establish community links and partnerships which have a positive impact on student learning.
- Work collaboratively with the schools in our COL to enhance opportunities for students.
- Capture and leverage knowledge and learnings of best practice from the global education sector.
- Proactively develop and apply innovative pedagogy created for our unique learners.
- Ensure resources are effectively allocated to develop and implement innovation and technology solutions to improve student performance.
- Implement an evidence based approach to the monitoring and evaluation of programmes, practise, systems and processes.
- Encourage open communication, shared learning and collaboration amongst staff.
- Effective use of planning and review to enhance our performance.

Key Goals

Academic Achievement

Inspire, engage and challenge all our students to achieve their academic potential.

Personal Growth

Enhance the development of personal strengths, characteristics and leadership capability in all of our students.

Hauora Physical Health & Mental Wellbeing

Build vital, resilient young women to lead active and productive lives.

2019 Measures of Success

Academic Achievement

Students report increased agreement:

That teachers make learning interesting (>57%)

Merit and Excellence endorsements:

- Above national figures for decile 8 -10 schools
- Increase in Excellence endorsements particularly at Level 2 and 3

External Standards:

Improvements in results in external standards identified by departments

NZQA Scholarship:

- Number of scholarships achieved – Target 101
- Number of students engaged in the programme
- Number of entries
- Number of exams completed

NCEA Levels 1,2 and 3:

Sustain results at: (>12%) above Decile 8 – 10 schools, (93-95% pass rates) at each level

University Entrance:

(>84%) pass rate

Māori and Pacific Students:

Results aligned with overall school pass rates

Personal Growth

Students report increased agreement:

That they have a say at what happens at school (>58%)

Extra-curricular participation:

Increase in numbers of students participating in activities outside the classroom (both school and community based)

Key competencies:

Gather data that reports on student awareness of skills and pathways through career development
(Career Department data)

Hauora (Physical Health & Mental Well-being)

Students report increased agreement:

- That students include others who are being left out or ignored and stand up for others (>55%)
- That their teachers are interested in their culture and family background (> 48%)

Physical Activity:

Increased numbers of students participating in regular physical activity measured through Sport, PE Department and Form Teacher data

Assessment management:

Gather data on student assessment load (Yr 11-13) and compare with 2018

Student Attendance:

Maintain high levels of attendance (>93%)

Tikanga Māori and Te Reo:

Staff engagement in Tikanga Maori and Te Reo workshops