

# Waikato Diocesan School for Girls Strategic Plan 2022–2024

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WAIKATO DIOCESAN  
School for Girls

<b>Mission Statement:</b>	<i>To pursue excellence in education within a caring family atmosphere under the influence of the standards and practices of the Anglican Church in Aotearoa New Zealand and Polynesia.</i>
<b>Our Vision:</b>	<i>Preparing confident, resourceful and resilient young women to make a positive difference in their world.</i>
<b>Our Values:</b>	<i>In achieving this vision, the WDSG community will promote its values of Courage, Empathy, Integrity, Tolerance, Respect and Diligence, underpinned by the Christian faith.</i>
<b>School Motto:</b>	<b>Veritate</b> <i>By Truthfulness</i> <b>Simplicitate</b> <i>By Straightforwardness</i> <b>Fidelitate</b> <i>By Loyalty</i>

# Strategic Plan 2020 - 2024

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## Key Strategic Elements:

<b>Special Character – <i>He kura kaupapa hāhi</i></b>  Christian values, within an Anglican context, will be incorporated into all aspects of School life and all members of the School community will be encouraged to explore and embrace the Anglican faith.	<b>Nurturing – <i>Kia manaakitia</i></b>  Provide a safe, caring and supportive Christian environment where all members of the school community are valued and respected, and shaped by our values in an Anglican context.	<b>Learning: Our Students <i>Ako: Ā tātou ākonga</i></b>  Provide integrated learner-centred programmes that meet the needs and aspirations of all girls and inspire a passion for lifelong learning	<b>Learning: Our People <i>Ako: Ā tātou tāngata</i></b>  Attract, develop and retain inspiring staff who are mentors and facilitators of powerful learning and living.	<b>Learning – Beyond the Classroom <i>Kia tipu</i></b>  Foster the physical, cultural, personal and social development of each girl.	<b>Connecting <i>Kia tūhono</i></b>  Engage meaningfully with the wider school community and other local, regional, national and global communities.
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## Special Character – *He kura kaupapa hāhi*

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### Strategic Statement:

Christian values, within an Anglican context, will be incorporated into all aspects of School life and all members of the School community will be encouraged to explore and embrace their faith.

### Objectives:

- Cultivate an awareness and love of God through care of oneself, care within the community and care of our environment by living out the school values.

*Kia mātātoa - to be courageous*

*Kia ngākau mahaki - to be tolerant*

*Kia ngākau aroha - to be empathic*

*Kia ngākau whakaute - to be respectful*

*Kia ngākau pono - to have integrity*

*Kia pukumahi - to be diligent*

- Strengthen the Special Character status to ensure our Christian/Anglican heritage and school values are embedded and secured.
- The programmes of learning will explicitly incorporate events, activities and lessons with a Christian focus of ‘to love, to be, to do’, linked to the school values.
- Establish a culture of servant leadership within the School community, which is grounded on the school values and underpinned by the Anglican faith.

## Special Character: Five Marks of Mission of the Anglican Communion

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### 1. To proclaim the Good News of the Kingdom

By encouraging a commitment of our lives to God, through prayer, teaching, worshiping and a desire for spiritual growth, both at a personal level and a school community level, which includes seeking God's will and a thoughtful stewardship of our time, talents and finances.

### 2. To baptise and nurture new believers

By creating a sense of belonging and nurture so that all within the school community are cared for appropriately and given opportunities to learn about the Christian faith and be baptised and/or confirmed.

### 3. To respond to human need by loving service

By being intelligently and sensitively aware of the community around us so we can respond to the hopes and hurts particular to people of this area and those further away.

### 4. To seek to transform unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation

By practicing restorative justice in the school.

By offering an open-hearted and open-minded place of welcome which is non-judgmental and accepting of difference.

By finding ways of promoting peace.

### 5. To strive to safeguard the integrity of creation and sustain and renew the life of the earth

Through education about the environment and the ways in which we can help.

Through supporting financially and with prayer, people and organisations that work in various areas of need.

Through active service individually and as a school community.

By practicing wise management of the resources of the school, which is pro-active and based on principles of good stewardship.

## Nurturing/Wellbeing – *Kia Manaakitia*

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### Strategic Statement:

Provide a safe, caring and supportive environment where all members of the school community are valued and respected.

### Objectives:

- The physical, social, spiritual and emotional health and wellbeing of students and staff will be nurtured and positive practices modelled and demonstrated throughout the school. (2022 goal – NELP 1)
- Day and boarding school systems and processes will be consistent and integrated. (2022 goal – NELP 1)
- Understanding, empathy and respect will be encouraged to strengthen relationships within our multicultural community.
- The daily life and programmes of the school will reflect the bi-cultural nature of Aotearoa New Zealand and an understanding and acceptance of the principles of the Treaty of Waitangi. (2022 goal – NELPS 1, 2, 3)
- Students will be encouraged to maintain a healthy balance between academic and co-curricular activities.
- Students will be encouraged to value their opportunities and to show perseverance and resilience in all their endeavours.

## Learning: Our Students – *Ako: Ā tātou ākongā*

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### Strategic Statement:

Provide learner-centred programmes that meet the needs and aspirations of all students and inspire a passion for lifelong learning.

### Objectives:

- The School will take a future-focused approach to curriculum design and delivery, aligned to the New Zealand Curriculum, with a particular focus on mana orite mo te mātauranga Māori.
- The needs of all students will be met through the provision of personalised curriculum pathways and informed current and future-focused career guidance.
- The design and implementation of programmes will be sensitive to the identified learning needs of all students (especially priority learners).
- Students will be challenged to be intellectually curious, to take responsibility for their own learning and to achieve personal excellence.
- Achievement data will be used to track and support student progress and to inform planning.
- The School will provide cross-curricular and integrated curriculum opportunities in teaching and learning programmes.
- Community and business partnerships will provide external expertise to support and inform teaching and learning programmes.
- Cross-curricular links, collaboration and real-life contexts will be fostered.
- Creativity, innovation and enterprise will be encouraged and celebrated.
- The School will encourage home to participate in the collaborative support of students' learning.

## Learning: Our People – *Ako: Ā tātou tāngata*

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### Strategic Statement:

To attract, develop and retain inspiring staff who are mentors and facilitators of effective teaching and learning.

### Objectives:

- Focused, structured professional development will support the School's vision for learning, to enable students to navigate a changing world.
- Staff will be empowered to enact the new curriculum changes, with specific focus on literacy, numeracy and mana orite mo te mātauranga Māori.
- Staff will be encouraged and resourced to be role models for lifelong learning.
- Internal leadership capability and capacity will be developed to ensure sustainability.
- Staff involvement in co-curricular activities will be supported and acknowledged.

## Learning: Beyond the Classroom – *Kia tipu*

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### Strategic Statement:

Foster the physical, cultural, personal and social development of each student.

### Objectives:

- Development of extracurricular programmes (being activities such as arts and sports that are not directly connected to the curriculum) will be supported and well resourced.
- Resourcing will be allocated based on participation, but smaller programmes will be retained where feasible or desirable, or when there are good reasons for keeping them (e.g. cultural or spiritual), which are connected to the curriculum.
- The vision, values and strategy for extracurricular programmes will be clearly articulated. Participation and high achievement will be valued.
- Co-curricular talent (arts and sports) will be identified and nurtured, and elite achievers will be mentored and supported.
- The School will provide a sustainable infrastructure will support the co-curricular programmes (arts and sports).
- Appropriate and effective opportunities will be provided for personal, social and leadership development and students will be encouraged to extend their social networks.
- Good citizenship and commitment to community service will be promoted and fostered.
- Campus development will be planned, prioritised and optimised, in keeping with established heritage, environmental and sustainability guidelines, while continually adapting best practice to keep abreast of changes in the learning environment.
- The School will utilise technology to provide the best possible learning environments.



## Connecting – *Kia tūhono*

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### Strategic Statement:

Engage meaningfully with the wider School community and other local, regional, national and global communities.

### Objectives:

- Effective communication with the School community will keep parents informed and encourage their involvement and feedback.
- Liaison with key stakeholder groups will promote a better understanding of the School's vision and purpose.
- Expanded international connections and programmes will promote understanding and fellowship, and support effective global citizenship.
- Local business, community and educational groups will be involved in mentoring and support of programmes and a network of leadership/governance/innovation contacts established.
- All School events will reflect our culture and values and welcome our wider school community where possible.
- To meet our students' educational needs under Te Tiriti o Waitangi, we will connect with whanau and local communities, and support the Kawenata School Partnership.