



Wellesley
COLLEGE

Strategic Plan

2019 –2025

Updated by the Board on December 2019

WELLESLEY COLLEGE'S VISION, MISSION AND VALUES

VISION

Each boy has every opportunity to discover their best.

MISSION

We bring out the best in each boy: body, mind and spirit.

We do this through:

- empowering, personalised education in our unique environment
- our Anglican ethos
- our inclusive culture and community
- blending over a century of tradition with future-focused teaching and learning

VALUES

Respect and empathy

Respect and empathy for self, others and Wellesley; we treat others as we wish to be treated; we 'stand in the other's shoes' to understand them; we 'look out' for one another; we display fairness; we build strong relationships across the school community.

Perseverance for personal bests

Everyone strives for personal bests. Each boy has aspirations and is supported to achieve these. We build resilience for learning. Perseverance is celebrated along with success. We create diverse opportunities for leadership and personal bests.

Risk taking in learning

We are happy to be challenged and to challenge; it's fun to try new experiences. 'It is cool to try and to fail than not to try at all.' We are inquiring, flexible, critical thinkers and questioners. As a school community we have passion and skills for life-long inquiry and learning.

WHAT SUCCESS LOOKS LIKE

Each Wellesley boy is given the opportunity to:

- Discover and develop their individual strengths and passions
- Develop values and resilience that will prepare them for a changing and challenging future
- Understand their responsibilities to their wider community
- Embrace diversity

STRATEGIC GOALS FOR WELLESLEY 2019-2025

WELLESLEY COLLEGE WILL:

1. Deliver personalised, leading-edge learning so each boy discovers their best; enabled by teachers who embrace professionalism in partnership with parents and caregivers.
2. Provide an environment where learning is facilitated by appropriate resources, diversity, adherence to the school's values and special character.
3. Cultivate a unique school community which recognizes its place and responsibilities to our wider communities.
4. Sustain and enrich Wellesley's unique learning environment: facilities, staff and our school culture.

Each strategic goal is described in more detail: priority strategies to achieve the goal, and the indicators and measures of progress on this goal.

STRATEGIC GOALS FOR WELLESLEY 2019-2025

1. *Deliver personalised, leading-edge learning so each boy discovers their best; enabled by teachers who embrace professionalism in partnership with parents and caregivers*

Priority strategies to achieve this goal:

- 1.1. Ensure a consistent, personalised, holistic curriculum that caters for each boy's passions and needs, in partnership with parents/caregivers.
- 1.2. Ensure Wellesley boys are equipped with strategies that allow them to enhance their wellbeing, resilience and mental health.
- 1.3. Empower and reward teachers as agents of their own professionalism and learning, who utilise their talents, learning and development to bring out the best in each boy.
- 1.4. Sustain and strengthen the specialist teaching and learning opportunities with a priority on science, languages and the arts.
- 1.5. Advance the use of interactive technology in flexible classrooms and remotely, so that boys are skilled, adaptive and focused users of connectivity.

Measures and Indicators

Indicators and metrics are established to measure and report on each boy's development and results; and on teachers' development and results.

Parents' surveys give increasingly high ratings to their boy's personalised learning and development; STEM subjects; specialist curriculum and their use of the digital environment.

Predominate reasons for enrolling at Wellesley are its unique educational approach, professionalism of teachers and its special character.

Wellesley attracts the best teachers by having excellent resources, conditions and an environment that promotes our vision, mission and values.

2. *Provide an environment where learning is facilitated by appropriate resources, diversity and inclusivity, along with adherence to the school's values and special character.*

Priority strategies to achieve this goal:

- 2.1. Enrich the Science, Technology, Engineering, Arts and Mathematics (STEAM) curriculum and resources.
- 2.2. Continue to develop a program which recognises and teaches the importance of New Zealand's Maori heritage and the Te Reo Maori language in New Zealand society
- 2.3. Strengthen and expand leadership development for our boys; social and resilience programmes for staff, boys and parents.
- 2.4. Continue to develop an interactive technology portal for parents so they are an active part in their son's learning. Provide parents with opportunities to develop their own technological capability to work with their son on new technologies of learning.
- 2.5. Develop a balanced approach to the use of technology which recognises the benefits and challenges associated with the growing role of technology in education and society in general.
- 2.6. Use technology platforms that support the Wellesley way of teaching and learning, fosters its communication needs, while also keeping Wellesley at the forefront of the digital curriculum.
- 2.7. Foster the Wellesley's relationship with various outdoor centres as a resource for leadership and experiential learning without technology. Explore sharing this resource with diocesan schools and communities.

Measures and Indicators

Increased diversity of families enrolled in Wellesley.

Success indicators and measures are set and used for leadership development; social and resilience programmes and pastoral care.

High on-line engagement metrics and satisfaction with new interactive technologies, from boys, parents and teachers.

Increased support for the Wellesley Foundation's fundraising efforts.

STRATEGIC GOALS FOR WELLESLEY 2019-2025

3. *Cultivate a unique school community which recognizes its place and responsibilities to our wider communities.*

Priority strategies to achieve this goal:

- 3.1 Ensure a welcoming, effective induction processes for teachers, boys and parents so that each new teacher, boy and family quickly feels part of the Wellesley community.
- 3.2 Plan and provide high quality opportunities for engagement, contribution and leadership by parents, the school's friends and stakeholders; all for mutual benefit.
- 3.3 Strengthen and celebrate alumni relationships between each other and the school, increasing alumni contributions to the school's development. Foster old boys' learning exchanges with current boys.
- 3.4 Establish long term, genuine partnerships with communities and/or voluntary organisations to enrich the boys' and school's experiences of service; generosity and the Anglican ethos. Continue to develop age appropriate service programs that teach and enable boys to contribute to their wider communities.
- 3.5 Extend Wellesley's collaborations with local, national, international schools, researchers, educational expertise for the benefit of the school and wider community.

Measures and Indicators

Communication with new boys, parents and teachers indicate they feel part of Wellesley, soon after joining.

Parents and other stakeholders report positively on their engagements and contributions to the school, and that their skills and talents are well utilised.

Alumni actively contribute to the school through a variety of means, measured by interactions on-line, with current boys, at events and giving to the school.

Establish partnerships with the local, parent and business community.

4. *Sustain and enrich Wellesley's unique learning environment: assets, staff and our school culture.*

Priority strategies to achieve this goal:

- 4.1 Continue to plan, invest and upgrade the physical assets of the school in line with the masterplan, ensuring every opportunity is taken to utilise our unique and beautiful environment as part of the learning process.
- 4.2 Include plans for innovative ways to extend the use of the school's environment by the wider community, for mutual benefit.
- 4.3 Develop effective communication, marketing and engagement plans and processes, which effectively articulate the Wellesley story, and ensure a wider diversity of families are attracted to the school.
- 4.4 Fundraise for future proofing the school in collaboration with the Foundation.
- 4.5 Build the capability of each staff member and the capacity of the whole team, to enact the school's mission each day.
- 4.6 Embed Wellesley's values and culture by displaying these in leaders' and staff's actions; teaching and learning; performance reviews, recognition and awards; and in communications.
- 4.7 Plan for and foster Wellesley as a healthy, environmentally friendly school: mindsets; practices and curriculum including healthy food; waste recycling; and energy use.
- 4.8 Sustain an optimal financial model for ensuring the school meets its vision and mission.
- 4.9 Continue to be cognisant of the school's differing stakeholder interests

Measures and Indicators

High use and satisfaction with Wellesley's physical assets by boys; teachers, and the wider community. Development of a Master Plan with priorities for the built environment.

Wellesley creates metrics and then measures the benefits of environmentally friendly practices and gains recognition for its practices.

Wellesley's financial model is sustainable; the fee structure is accepted as appropriate for the value received.