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| OTAGO GIRLS’ HIGH SCHOOL STRATEGIC PLAN 2024-2026 |



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| **INSPIRE**  We live the values and culture of our school.  Belonging, Connection, School Spirit, House System, PB4L/RP, History and Future of our school. Uniform - Equity, Cultural Narrative, Diversity, Sisters Programme, Alumni, Celebrating Success, School events. | | | |
| VISION and NELPS | SPECIFIC STRATEGIC ACTIONS | WHO | SPECIFIC STRATEGIC TARGETS |
| Build student and staff leadership capacity.  NELPs 1, 2, 3, 4 | * Staff leadership PLD * Targeted Māori leadership development * Student voice in school leadership * Transformational leadership programme introduced * Junior end-of-year leadership development | Da, SLT, HODs  Hr, Tn, Mt  Students, School Council, Rsg, Ptr | * Staff PLD sessions and outcomes * Mana Wahine day at Otago Uni * Student participation in development of leadership opportunities * Trial cohort of students complete first level of the Transformational Leadership programme * Junior leadership in level assemblies and junior programme activities. |
| Pacific Strategic Plan  NELPs 1, 4 | * Hold fono each term * Unpack Tapasa with students and parents * Create Pacific strategic framework 2025-2030 in consultation with Pacific school community and Pacific partners in community * Create Pasifika Student Council * Be ambitious in scope and set aspirational targets * Pou Marama professional development * Pacific leadership audit * Develop and enrich role of Pacific Dean * Analyse Pacific attendance * Analyse Pacific achievement | Mv  Teuila,  Da, Dk  Kara,  Rs, Ptr | * Attendance (Ptr) and Achievement (Dk) equal to or better than whole year level cohorts * Draft Pacific Strategic Plan formulated and published, ready for implementation in 2025 (Da, Dk) |
| **EMPOWER**  We are empowered by learning opportunities that are inspiring and real.  Self-belief, Attendance, Removing barriers, UDL, Quality feedback, ANZHC, RAS, Local curriculum contexts, Sport, Cultural, Outdoor Education, Student leadership and agency, Student Learning Conferences | | | |
| VISION and NELPS | SPECIFIC STRATEGIC ACTIONS | WHO | SPECIFIC TARGETS |
| Reach attendance targets - eliminate onsite truancy  NELPs 1, 2, 3  Continue to enable attendance targets to be reached by engaging every learner in the room. | * Engaging and monitoring every learner in the room * Snapshot in early March of attendance and achievement * Provide early intervention from March snapshot data. Referral to dean * Students to track their own attendance graphs on Edge * Attendance letters/emails for moderate attendance concerns 70-85% * Fun activities and days to encourage school attendance | All staff  Ptr, Rs, Deans  All students | * To get within 5% of the attendance targets |
| Harness opportunities and ethical practices around Artificial Intelligence (AI)  NELPs 1, 2, 3, 4 | * Investigate best vehicles for school use of AI * Develop code of AI Practice for staff and students * Develop AI protocols for classroom and assessment * Develop critical thinking and ethical use guidelines for AI * Identify future opportunities for AI * Identify staff PLD opportunities | Dk, Marina,  Ako prefects  SLT, Dr, HODs  Dk, Staff, Students | * Development of an AI ‘expert interest’ group * Code of Practice developed |

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| **CHALLENGE**  We are given opportunities to be challenged and are supported to respond  Doing hard things, Stretching learning, Meeting new people. Do the mahi - get the treats, Leadership Opportunities, Positivity, Open-mindedness, Perseverance and Resilience, Staying till the end of Year 13, Taking next steps in Te Reo, Knowing everyone in your year group, Managing self and life challenges, Positive exam mindsets. | | | |
| VISION and NELPS | SPECIFIC STRATEGIC ACTIONS | WHO | SPECIFIC TARGETS |
| Extend and enrich Scholarship programme  NELPs 1, 2, 3, 4 | * Analyse trends and patterns in Scholarship achievements * Identify subjects to develop into Scholarship programme * Investigate further areas for increasing Scholarship performance * Gather student voice around Scholarship participation and completion. | Dk, Cts Da, Mpa | * 10 year analysis of Scholarship performance * Identification of barriers and opportunities to feed forward into strategy for 2026-29 |
| Expand primary outreach and high performance programmes | * Departmental review of primary outreach programmes * Visits to DNI and Tahuna Intermediate schools * Establishment of outreach teacher team as ‘face’ of enrolment * High performance programme and events trialled with Year 9 and Year 10 scholarship recipients | Sw, Hyc, Krc, Hgi, Hd, Da | * Department audit of outreach programmes * Establishment of 2T High Performance programme - one event established for each of Terms 1-3 |

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| **DREAM**  We dream of what could be  Opportunities to allow for dreaming, Career Education, Empowered to achieve our dreams, Self-improvement, Next steps, Setting high expectations for our future, Imagining the future, Exploration, Follow your heart, Make Plans and SMART goals, Pursue dreams. | | | |
| VISION and NELPS | SPECIFIC STRATEGIC ACTIONS | WHO | SPECIFIC TARGETS |
| Progress building projects  NELP 1, 2, 4 | * Work with Krt, Property Manager, and Capital Works to progress building projects * Work with staging, re-rooming and relocation in the projects * Keep staff, students, and community settled and informed of changes | Da, Krt, Board, F&P  Stefan Box  Rs, Staff, Capital Works | * Completing of building stages * Work staging plans |
| Prepare for school Board elections and transitions of new Board  NELP 1, 4 | * Promote school community to consider standing for School Board elections in September * Follow up previous expressions of interest from enrolment and other information * Run school Board information sessions * Induct new School Board * Support training and development of all School Board members | School Board  Election officer – Sw,  Da | * Range of potential candidates greater than positions available * New School Board elected and inducted |

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| **GOVERNANCE STRATEGIC ACTIONS** | | | |
| VISION and NELPS | SPECIFIC STRATEGIC ACTIONS | WHO | SPECIFIC TARGETS |
| **INSPIRE**  Property and Building projects | * Progress and aim to complete detailed design of various building projects * Prioritise learning support modifications * Undergo Mary King roof re-tiling and repairs | Stefan Box, Da, Krt,  Oakley Grey Architects,  Board Property subcommittee  Ferdi Koen,  Heritage NZ | * Detailed design and learning support modifications progressed * Roofing projects completed and/or underway |
| **EMPOWER**  School Docs implemented for school policies and procedures | * Complete initial School Docs questionnaire * Update all policies and procedures to be current * Introduce procedures around School Docs consultation and publication | Da, SLT, Sw | * Otago Girls’ High School School Docs site published * Protocols established for update publication and review of school policies and procedures |
| **CHALLENGE**  Finance | * Continue to control and monitor staffing and expenditure * Draft and actual budgets to reflect diminished deficit not more than $100,000 * Continue to communicate financial monitoring to HODs, Staff, Support Staff * Aiming for 80% actual spend on budgets | Da, Krt, F&P committee,  HODs and Budget TICs | * Increase school donations and other income streams * Work on increasing roll * Increase international enrolments * Retention of Year 13 * Increase Year 9 intake through outreach and marketing |
| **DREAM**  School Board | * Develop school Strategic Plan 2026-2029 * Embark on compliance for new ERO review cycle * New school Board elected and induction completed | Da, Sharon Knowles,  School Board Members,  SLT, Rsg, Bm, ERO | * School Strategic Plan published January 2026 * Compliance for new ERO cycle completed or underway * New school Board in office for 2026-2029 |