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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, HODsHr, Tn, MtStudents, 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.
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| Pacific Strategic PlanNELPs 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
 | MvTeuila, Da, DkKara, 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)
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| **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 truancyNELPs 1, 2, 3Continue 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 staffPtr, Rs, DeansAll students | * To get within 5% of the attendance targets
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| 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 prefectsSLT, Dr, HODsDk, 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 respondDoing 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 programmeNELPs 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
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| 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 beOpportunities 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 projectsNELP 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&PStefan BoxRs, Staff, Capital Works | * Completing of building stages
* Work staging plans
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| Prepare for school Board elections and transitions of new BoardNELP 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 BoardElection 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
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| **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
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| **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
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| **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
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