

# King's College Strategic Plan 2016 - 2020



**KING'S**  
COLLEGE



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## VISION, MISSION AND VALUES

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## STRATEGIC GOALS

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# Vision, Mission and Values

## King's College Strategic Goals 2016 – 2020

### Overarching Goal

King's College brings out the best in our students as the independent school of choice in New Zealand.

#### GOAL 1

Develop future-focused curriculum, pedagogy and learning environments

#### GOAL 2

Progress personalising student learning and learning programmes

#### GOAL 3

Build leadership capacity so that the College becomes recognised for this strength

#### GOAL 4

Build a College culture of evidence-based reflection, review and improvement

#### GOAL 5

Advance a future-focused boarding culture and environment

#### GOAL 6

Best in class co-curricular beyond academic achievement

#### GOAL 7

Long-term sustainability

#### GOAL 8

Ensure long-term financial viability



## Vision

The vision of King's College is to provide the best all-round education it is possible to obtain.  
(Graham Bruce, Headmaster, 1896)

## Mission Statement

We aim to provide excellence in teaching and learning within a well-balanced educational context involving the academic, cultural, social, physical, emotional and spiritual dimensions of life.

## Values

**GENEROSITY OF SPIRIT** – We value a culture of service and giving to others.

**GRATITUDE** – We value the opportunities available at the College and welcome life as a gift to be enjoyed.

**HONESTY** – We value trust and truthfulness in all human relationships.

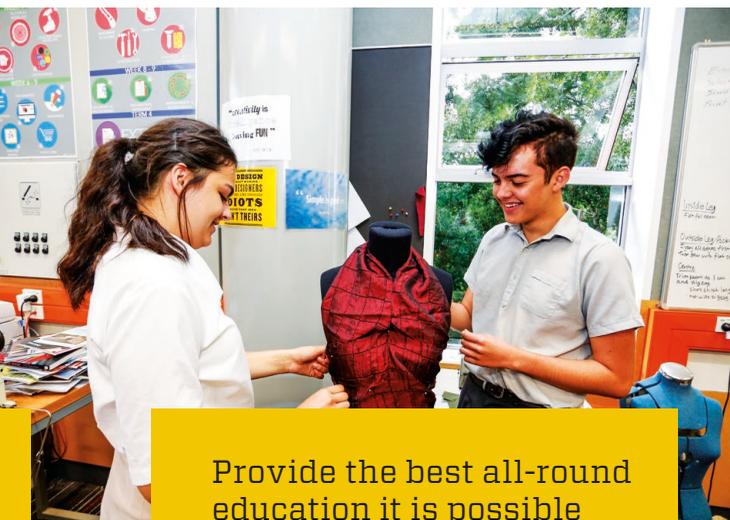
**MORAL COURAGE** – We value strength of character and leadership, guided by a strong moral code of behaviour.

**PURSUIT OF LEARNING** – We value the spirit of enquiry and the intellectual growth of students, including their different learning needs, to become creative, engaged and open-minded learners.

**RESPECT** – We value the fair treatment of all people and the preservation of human dignity.

**SPIRITUALITY** – We affirm the significance of the Christian spiritual journey which gives personal meaning to life.

**TOLERANCE** – We value the acceptance of all people and encourage a sense of belonging in our community.



Provide the best all-round education it is possible to obtain

## The Board

- Articulates a clear vision for the College, supported by a Strategic Plan and an Annual Operating Plan
- Identifies, communicates and markets a compelling brand with a clear point of difference – “Why King’s?”
- Engages with all stakeholders as advocates (teachers, students, parents and Old Collegians)
- Places emphasis on achieving outstanding academic results, along with broad and rich experiences and life skills
- Requires students to contribute broadly through participation in co-curricular activities
- Invests in continuous learning and development for staff in order to be the Employer of Choice for independent schools
- Ensures a safe environment exists for all who work for, attend, and visit King’s College

# Goals

## Goal 1

### Develop future-focused curriculum, pedagogy and learning environments

#### STRATEGIES

- Provide an innovative curriculum with future-focused courses
- Promote a strong academic ethos in the College
- Review how we teach and integrate intellectual and metacognitive development
- Develop Education Outside The Classroom (EOTC) programmes and appropriate facilities
- Review current learning environments and prepare a plan for upgrading these to ensure they enable modern pedagogies

## Goal 2

### Progress personalising student learning, learning programmes and assessment

#### STRATEGIES

- Demonstrate improved learning outcomes for every student
- Place greater emphasis on National Scholarship for top academic students
- Celebrate 'value added' alongside top academic results
- Offer both academic and participation pathways and guide student choice
- Provide an assessment methodology that supports this personalised/individualised learning pathway
- Have an information and communications technology (ICT) platform that serves the College's educational needs
- Track student success through to, and during, university

Demonstrate improved learning outcomes for every student



## Goal 3

**Build leadership capacity so that the College becomes recognised for this strength**

### STRATEGIES

- Review the organisation structures in the light of the staffing reviews and implement agreed changes, ensuring clear and effective expectations and communication
- Locate staff to encourage team work and collaboration, facilitating culture change
- Further strengthen the senior educational leadership team (cohesive and collegial team with recognised expertise)
- Further strengthen the capabilities of middle leaders
- Attract the best and brightest teachers from all areas of education
- Decide how we are going to deliver on our vision of developing life-long leadership skills in our students, drawing on the Christian values central to the College and the House system
- Strengthen student leadership at all year levels, including clarifying and strengthening the role of senior leaders as important valued mentors for younger students

## Goal 4

**Build a College culture of evidence-based reflection, review and improvement**

### STRATEGIES

- Define our academic goals and agree on how 'success' should best be measured and reported
- Use external reviews to identify actions required, implement and monitor effectiveness
- Implement an information and communications technology (ICT) programme that enables our teaching staff to have easy access to relevant data
- Require all teaching staff to use student achievement data formatively and summatively to support student learning and achievement
- Ensure all staff participate in planned professional learning and development and appropriate performance appraisal
- Ensure clear and transparent reporting of risk to the Board and the implementation of risk management systems

**Deliver on our vision of developing life-long leadership skills**



## Goal 5

### Advance a future-focused boarding culture and environment

#### STRATEGIES

- Make a compelling proposition to parents that the King's boarding experience 'adds value' beyond simply avoiding a daily commute, especially for junior boys
- Provide a special transition programme for Year 9 boarders that supports their induction into the College
- Provide an 'out of school hours' programme that engages students, provides them with qualifications, and is a point of difference for King's
- Investigate the provision of niche boarding options at the junior and senior levels
- Ensure an updated pastoral care strategy is implemented with clarity of roles, consistency of offer and assurance of safety and wellbeing

## Goal 6

### Provide an exceptional co-curricular programme

#### STRATEGIES

- Execute a sports strategy identifying core sports for investment, with the goal of being a top performer in New Zealand and other sports for students to participate in
- Execute a music strategy identifying offerings that will attract musicians to the school
- Execute a culture and arts strategy identifying offerings that will attract talented students to the school

## Goal 7

### Long-term sustainability

#### STRATEGIES

- Determine the optimal roll number and achieve the optimal student mix in terms of boys and girls, senior and junior schools, boarders and day students, and international students

- Strengthen the partnership with King's School and develop relationships with other key feeder schools and local South Auckland schools and initiatives
- Raise student numbers of King's College Old Collegians' Association (KCOCA) parents
- "Open up the school" and use every opportunity to promote what is special about the school. Ensure a consistent and sustainable experience at every touch point (welcoming from door, front gate, telephone, reception)
- Provide buses for key catchment areas
- Implement the new marketing strategy using information technology (IT) and social media as enablers
- Develop and strengthen a culture of giving within the wider King's community through fundraising activity, donor and scholarship development and capital fundraising initiatives

## Goal 8

### Ensure long-term financial viability

#### STRATEGIES

- Demonstrate and communicate our commitment to health, safety and wellbeing for students, staff and visitors, and our expectations
- Review health and safety governance including committees, introducing leadership representation from students and boarders
- Review management system and processes including areas of risk within the College and activities offsite with increased focus on visitors, events and contractors
- Improve monthly reporting to include sports incidents and bullying, harassment and drug and alcohol events, as well as hazards and near misses to identify trends and opportunities for improvement
- Introduce leadership training programme including hazard identification, housekeeping and incident investigation skills
- Maintain ACC health and safety accreditation
- Network with other schools to continuously improve health, safety and wellbeing system



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