

**Central Southland College
Strategic Plan 2023-2025**



To The Heights

Ki te Mautauranga

Honesty - Effort - Responsibility - Empathy

Motto	Ad Summum / To the Heights
Mission Statement	At CSC we provide a range of dynamic, academic, cultural, sporting and personalised learning experiences for all our students. We deliver quality teaching in a challenging but supportive environment, which fosters and acknowledges our agreed values and the positive behaviour for learning framework. CSC students will be well equipped for life beyond school with a set of skills that can lead to success.
Vision	To develop students that are: Confident in learning. Strong in relationships. Connected in Community
Values	Honesty / Pono Effort / Manawanuitanga Responsibility / Takohanga Empathy / Awhinatia
New Zealand Curriculum Principles	High expectations Treaty of Waitangi Cultural diversity Inclusion Learning to learn Community engagement Coherence Future focus
Māori Dimensions and Cultural Diversity	<p>Central Southland College welcomes cultural diversity.</p> <p><u>Māori dimensions and Cultural Diversity.</u></p> <p>18% of our students identify as Maori. There are a wide range of iwi affiliations, Ngai Tahu and Ngati Porou being the most common. While these students come from across the whole catchment there are significant groups coming from Otautau, Ohai and Nightcaps. The only Marae in the school district is in Ohai, however links have been established with the Marae in Bluff. The founding principles of Ka Hikitia - success for Maori as Maori - are driving the progression planning for Maori students.</p> <ol style="list-style-type: none"> 1. The Board and school personnel remain committed to building a positive relationship with the Maori community. 2. We are committed to using targeted assistance by outside agencies for the benefit of Maori students (Potama Pounamu) 3. The Board supports the target of meeting comparable achievement of Maori students compared to all other students at CSC.

Confident in learning. Strong in relationships. Connected in Community

Strategic Targets	<ul style="list-style-type: none"> · Flexible in structure · Providing student choice and personalised learning · Emotionally engaging · Authentic and relevant to student learning · Enhance student wellbeing 				
Strategic Goals	<i>Review Curriculum and Timetable, to improve student engagement</i>	<i>Strengthen pastoral support systems through authentic connections</i>	<i>Grow staff capacity in Leadership and pedagogy</i>	<i>Strengthening relationships and collaboration between CSC and the community</i>	<i>School organisation and structure</i>
Strategic priorities	<p>1.1 Develop flexibility in our approach to teaching and learning</p> <p>1.2 Timetable restructure</p> <p>1.3 More student choice through course redesign (semesters/themes/integration)</p> <p>1.4 Develop and implement graduate profiles/diplomas</p> <p>1.5 Achievement equitable for all ethnicities</p>	<p>2.1 Smaller ‘mentor class’ sizes to strengthen relationships</p> <p>2.2 Structured programme designed to enhance student well being/hauora and academic guidance</p> <p>2.3 Structured academic tracking specific to each year level</p> <p>2.4 Mentor teachers support learners to develop the skills knowledge and pathways to succeed in life</p> <p>2.5 Sustainable pastoral structures/workload</p>	<p>3.1 Meaningfully incorporate te reo Māori and tikanga Māori into the everyday life of our kura</p> <p>3.2 Review and enhance leadership structures to reflect school direction (pastoral, curriculum, SLT)</p> <p>3.3 Invest in targeted PLD</p>	<p>4.1 Poutama Pounamu</p> <p>4.2 Communication channels</p> <p>4.3 Mentor contact with whanau</p>	<p>5.1 Property</p> <p>5.2 Finance</p> <p>5.3 Personnel</p>

CSC will look like:

- No compulsory subjects
- Numeracy and Literacy spread across all subjects
- More student choice
- Flexibility in the level of learning for students
- More collaboration between learning areas
- More sustainable Dean/Pastoral system
- Exciting dynamic and evolving courses
- Engaged students and staff who enjoy coming to school

To ensure this we will work to the following priorities.

1.	Flexible - Choice - Engaging - Relevant - Wellbeing
Goal	<i>Review Curriculum and Timetable, to improve student engagement</i>
Strategic priorities	<p>We will:</p> <ul style="list-style-type: none"> ● 1.1 Develop flexibility in our approach to teaching and learning <ul style="list-style-type: none"> ○ develop guidelines and support for departments to work on trialling semesters within Year 9 courses where the timetable allows ○ Trial year 9 Whanau classes ○ Plan for semesterised courses for 2024 ○ Investigate Curriculum needs through the Curriculum Transition Team during 2023 ● 1.2 Timetable restructure <ul style="list-style-type: none"> ○ alter timetable for 2023 in order to trial longer teaching times, some theme based courses ○ fully investigate and develop a new timetable for 2024 ○ Investigate alternative structures for Year 9 tasters/options for 2023, which will lead into full semesterisation in 2024 ○ Plan for semesterisation of courses 9 - 11 in 2024 ○ Investigate possibility of altering CAT timing ○ Plan for staff PLD around semesterisation ● 1.3 More student choice through course redesign (semesters/themes/integration) <ul style="list-style-type: none"> ○ develop guidelines and clarify what is meant by “semesterisation” ● 1.4 Develop and implement graduate profiles/diplomas <ul style="list-style-type: none"> ○ Investigate and develop a system of recognition for students, (CSC Graduate diploma) ○ reduce assessment at level 1 for 2023 ○ change focus of achievement to level 2 (phase out level 1 by 2024) ● 1.5 Achievement equitable for all ethnicities <ul style="list-style-type: none"> ○ Review streaming, alterations for 2023; year 9 maths, rebranding 101 and 102 classes

2.	Flexible - Choice - Engaging - Relevant - Wellbeing
Goal	<i>Strengthen pastoral support systems through authentic connections</i>
Strategic priorities	<p>We will:</p> <ul style="list-style-type: none"> ● 2.1 Smaller ‘mentor class’ sizes to strengthen relationships <ul style="list-style-type: none"> ○ Develop new mentor class system to be trailed at year 9 for 2023 ○ Refine the form teacher role ● 2.2 Structured programme designed to enhance student well being/hauora and academic guidance <ul style="list-style-type: none"> ○ Plan yr 9 Mentor curriculum ● 2.3 Structured academic tracking specific to each year level <ul style="list-style-type: none"> ○ Develop Year 11 form teacher academic tracking, based on minimised L1 planned for 2023 ● 2.4 Mentor teachers support learners to develop the skills knowledge and pathways to succeed in life <ul style="list-style-type: none"> ○ Investigate relevant PLD for staff around mentoring and any pastoral changes ○ Trial new system for year 13, SLT and Dean support the students ● 2.5 Sustainable pastoral structures/workload <ul style="list-style-type: none"> ○ develop clear job descriptions around expectations of Mentors / form teachers ○ Investigate pastoral needs through the pastoral Transition Team during 2023

3.	Flexible - Choice - Engaging - Relevant - Wellbeing
Goal	<i>Grow staff capacity in Leadership and pedagogy</i>
Strategic priorities	<p>We will:</p> <ul style="list-style-type: none"> ● 3.1 Meaningfully incorporate te reo Māori and tikanga Māori into the everyday life of our kura <ul style="list-style-type: none"> ○ Continue to develop the CSC kaitiaki initiative ○ embed aspects of tikanga, such as the school haka, to become our normal ● 3.2 Review and enhance leadership structures to reflect school direction (pastoral, curriculum, SLT) <ul style="list-style-type: none"> ○ Establish clear job descriptions for each specific role ○ Investigate Curriculum leadership with a view to establishing a HOLA (Head of Learning area) committee. ● 3.3 Invest in targeted PLD <ul style="list-style-type: none"> ○ Continue work with Potama Poanamu, across the school and within subject areas ○ Investigate targeted PLD for all areas of the new curriculum direction

4.	Flexible - Choice - Engaging - Relevant - Wellbeing
Goal	<i>Strengthening relationships and collaboration between CSC and the community</i>
Strategic priorities	<p>We will:</p> <ul style="list-style-type: none"> ● 4.1 Poutama Pounamu <ul style="list-style-type: none"> ○ evolve our practices to be more culturally aware and reflective of New Zealand’s bi-cultural foundation ● 4.2 Communication channels <ul style="list-style-type: none"> ○ continue to improve vehicles of communication through regular connection, newsletter, email, facebook ● 4.3 Mentor contact with whanau <ul style="list-style-type: none"> ○ As part of the year 9 trial, establish early connection with Whanau through a letter

5.	Flexible - Choice - Engaging - Relevant - Wellbeing
Goal	<i>School organisation and structure</i>
Strategic priorities	<p>We will:</p> <ul style="list-style-type: none"> ● 5.1 Property <ul style="list-style-type: none"> ○ Begin the new 5YP ○ Continue to ensure buildings and grounds are well-maintained ○ Ensure our environment is safe and meets student needs. ○ Improve our carbon footprint. ● 5.2 Finance <ul style="list-style-type: none"> ○ Finance Committee monitors and approves financial performance and position ○ Data and specific goals are used to prepare Annual budgets ○ ● 5.3 Personnel <ul style="list-style-type: none"> ○ Employ high quality staff in all areas of the school. ○ Ensure Hauora and staff wellbeing. ○ Develop effective and professional teaching practitioners ○ Develop leadership capacity within curriculum and pastoral leaders, and all staff