whaiwhia te kete mātauranga
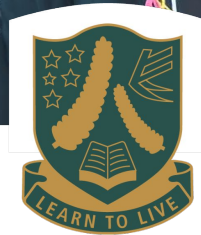
LYNFIELD COLLEGE
STRATEGIC PLAN
2024 - 2026

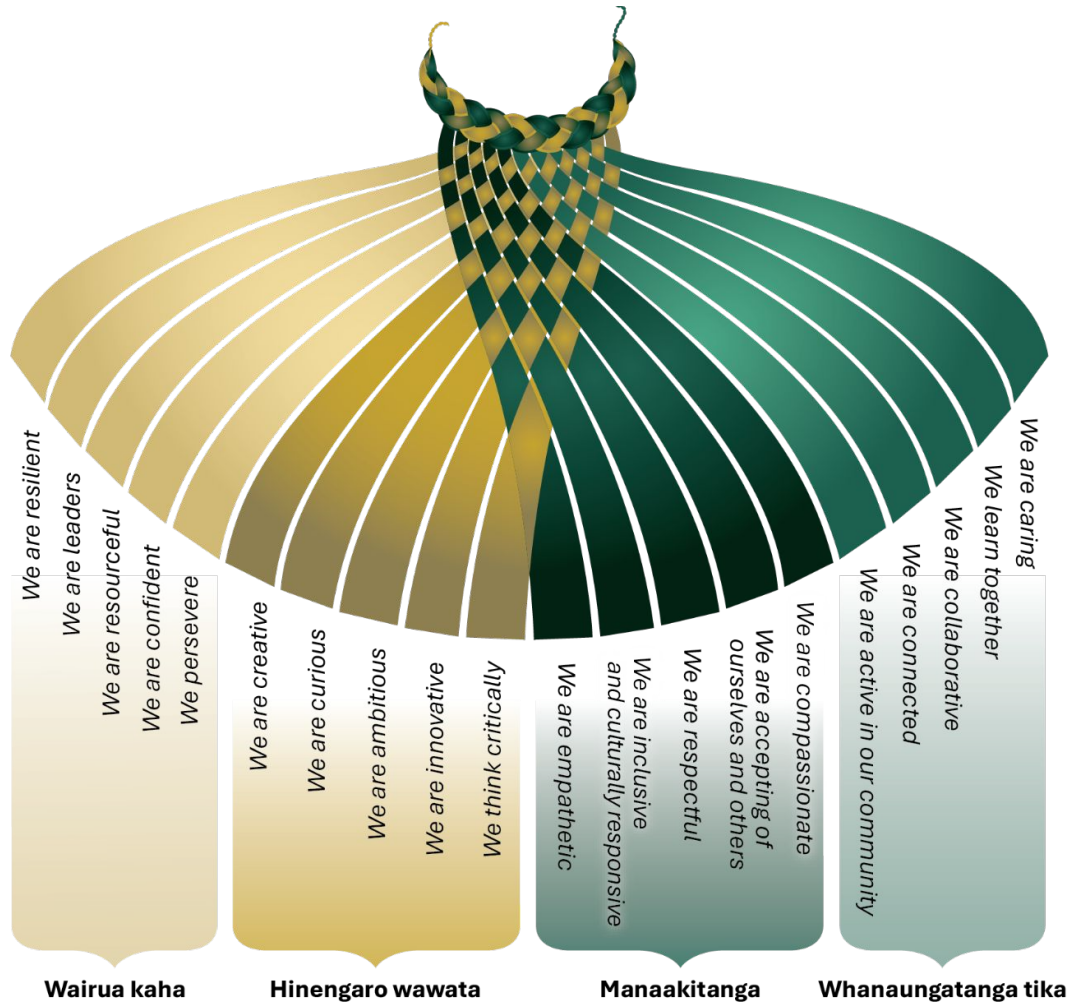| VISION	MISSION	VALUES
*Learn to Live	Ako ki te Oranga*	Lynfield College will inspire students to achieve academic excellence through a rich learning and social environment.	*Wairua kaha* *Hinengaro wawata* *Manaakitanga* *Whanaungatanga tika*

WHO WE ARE | KO WAI AU

- We are an incredibly diverse school, with over 1800 students from 78 ethnicities.

- **Our largest ethnic group is Indian, at 29% of the student population. Chinese 15% and European 13%. Māori are 7% and Pasifika are 9% of our student population.**

- An ambitious building programme is underway which will enable us to rethink teaching and learning.

- **Our Korowai of Values underpins all we do.**

LYNFIELD COLLEGE

LEARN TO LIVE

KOROWAI *of* VALUES

Our values have been developed through consultancy with akonga, whānau and the community.

We are resilient
We are leaders
We are resourceful
We are confident
We are persevere

We are creative
We are curious
We are ambitious
We are innovative
We think critically

We are empathetic
We are inclusive and culturally responsive
We are respectful
We are accepting of ourselves and others
We are compassionate
We are active in our community

We are connected
We are collaborative
We learn together
We are caring

Wairua kaha   **Hinengaro wawata**   **Manaakitanga**   **Whanaungatanga tika**

STRATEGIC GOALS

Engaged and inspired students	Inclusive and skilled staff	Connected and proud community
Engage our students through a wide range of learning experiences and targeted, equitable learning approaches.	Engage our staff through increasing capacity in and out of the classroom to support our students.	Engage our community so they are proud of the students and see their successes.

ASPIRATIONS

Engaged and inspired students	Inclusive and skilled staff	Connected and proud community
High academic achievement	Student evidence drives decision-making	Sustainable, collaborative partnerships with iwi
Differentiated learning opportunities	Staff reflect our community and are culturally inclusive	Strong partnerships with families and communities
High attendance	Consistent, effective pedagogy	Active alumni community

SUCCESS LOOKS LIKE

Engaged and inspired students	Inclusive and skilled staff	Connected and proud community
Students engage with and are successful across the range of opportunities offered at the college.	**Staff are effective practitioners in culturally responsive and relational practices.**	**The community know we work together to develop citizens of good character.**

Goal 1: Engage our students through a wide range of learning experiences and targeted, equitable learning approaches.

High academic achievement	Differentiated learning opportunities	High attendance
WHAT	**HOW**	**TARGET**
Implement refreshed curriculum and assessments	• Increase staff understanding of Te Mātaiaho and the NCEA change package • Develop programmes which are driven by teaching and learning with assessment to support • Focus on literacy and numeracy at Year 9 and 10.	• NCEA Achievement at 85% or better for all groups of students • 85% of students are ready to sit the Lit/Num corequisites by the middle of Year 10.
Offer courses in Pacific Language/Studies	• Survey students and community to see which languages should be offered • Recruit staff with cultural and teaching knowledge.	• Higher achievement from Pasifika learners who take these courses.
Tailor our extra-curricular programmes to cater for the critical needs of students	• Survey students to identify strengths and gaps in extra-curricular offerings • Recruit staff, alumni, or community to add to extra-curricular programmes • Extra-curricular activities are expanded and sustainably resourced.	• Correlation between involvement in extra-curricular activities and academic success.
Utilise collaborative practices in new teaching spaces	• Teachers are supported in their understanding and delivery of collaborative practices • Teachers are supported in their understanding and delivery of differentiated learning strategies.	• Students experience learning targeted to their needs, goals and strengths.

Goal 2: Engage our staff through increasing capacity in and out of the classroom to support our students

Student evidence drives decision-making	Staff reflect our community and are culturally inclusive	Coherent and consistent effective pedagogy
WHAT	**HOW**	**TARGET**
Know our students better and use these insights to achieve equitable outcomes	• Regular tracking of student academic progress • Regular tracking of attendance and trends • Regular, ongoing surveying of students, staff and community • Early interventions with students who are regularly not attending classes • Support programmes implemented as needed • Kōwhai Kai and Kōwhai Care programmes are sustainably resourced.	• Learning programmes are flexible and adaptive • MOE targets met • Growth in support and extension programmes available to students • Baseline data is used to inform decisions • Additional investment is made where needs are not being met.
Recruit staff that reflect our community	• Provide culturally-responsive teaching and extra-curricular programmes which attract staff to the college • Connect with alumni, local groups and communities to promote employment opportunities.	• Increased ethnicities and languages represented on staff.
Increase te reo capacity of all staff	• Programme of bicultural and bilingual development for staff.	• Increase in number of bilingual staff • Increase in staff actively learning te reo Māori • Increase in school and classroom communications in te reo Māori.
***LC Effective Teaching Profile* is used in every class.**	• Kete of resources is developed to support staff in their understanding of the pedagogy • Professional learning groups support shared growth • Schoolwide classroom evidence is regularly gathered and analysed.	• NCEA Achievement at 85% or better for all groups of students • 85% of students are ready to sit the Lit/Num corequisites by the middle of Year 10 • Classroom evidence shows growth in teacher practice.

Goal 3: Engage our community so that they are proud of the students and can see their successes.

Sustainable, collaborative partnership with iwi	Strong partnerships with families and communities	Active alumni community
WHAT	**HOW**	**TARGET**
Strengthen iwi partnership and participation	• Develop opportunities for staff and students to contribute to iwi initiatives • Increase the knowledge of students and staff about mana whenua and matauranga Māori • Build connections with iwi	• Ongoing and sustainable relationship between iwi and the college • Visible connections to mana whenua on the school campus
Continue increasing tikanga knowledge of all staff	• Further development of bicultural and bilingual programmes for staff	• All staff can perform karakia and waiata when required • All staff are confident in participating in mihi whakatau and pōwhiri
Increased engagement with the wider community	• Develop narrative which articulates what we stand for as a school • Secure and deploy social media engagement skills	• Increased community understanding of new narrative • Targeted use of social media to increase online presence and connection with the community
Strong partnerships with Māori, Pacific and minority families and communities	• Tailored information and opportunities to engage • Opportunities to engage around whakawhanaungatanga and student success	• Increased attendance at Parent-Student-Teacher conferences • Increased engagement through Talanoa • Increased engagement through Hui
Develop an alumni community strategy	• Engage alumni in maintaining connections with the school • Establish networking opportunities • Provide opportunities for alumni support for current students of good character and varied accomplishments	• Alumni association established • Regular alumni networking events • Alumni support for current students established • Increase enrolments from children of a former student
Profile graduates who exemplify our values	• Use connections made through alumni networks to identify successes in different fields • Proactively reach out to alumni	• Regular features of alumni in school communications and social media