

Strategic Planning: Key Principles

Purpose

- » Establish a pathway for achievement of equity and excellence.
- » Focus on the areas identified through internal and external evaluation that need strengthening; with the aim of improving outcomes for students through improving teaching and learning.
- » Make the role of stakeholders in achieving the goals clear.
- » Be a guiding document for alignment and coherence in all decision making.
- » Drive the direction, resource allocation and daily actions of the school.
- » Allow for rigorous and detailed evaluation of the effectiveness of your strategies.

Structure

- » Be simple and precise enough to be a living document for the Board, and engaging and easily understood by the community.

Use, Monitoring and Review

- » Ensure that every board meeting focuses on identified priorities and goals for achievement of equity and excellence.
- » Revise if priorities change.
- » Evaluate regularly so progress made towards the goals is monitored and communicated to staff and the school community. This keeps everyone focussed on achieving the shared goals.

Consultation and Communication

- » Develop in partnership with your communities and reflect their values, enabling shared ownership of the plan.
- » Ensure students have a voice in the development of the plan.
- » Communicate widely, so all members of the school and its wider communities are aware of what the focus is for the next 3 years.
- » Write appropriately for the audience; staff, students, parents and whānau, communities and Iwi.

Contents

- » Small number of stretch/aspirational goals based on identified areas for improvement in teaching and/or learning, with a focus on increased equity and excellence. Too many goals will become distracting and compete for resources.
- » Goals should not be for business as usual tasks (goals that state “continue to...” imply that it is already embedded and business as usual).
- » Focus on students and what will support their educational outcomes, in particular, those groups of students who are currently not achieving or at risk of not achieving.
- » Clear, identified outcomes and ways in which progress will be measured and by when.
- » Contain goals that align to your Community of Learning | Kāhui Ako achievement challenges.
- » Set out at a high level how the Board intends to use its resources to achieve the outcomes that are set out in the plan.