

# Monte Cecilia Catholic School

Strategic Plan  
2024 - 2026



# Overview – Strategic Plan 2024-2026

## Monte Cecilia Catholic School : Growing Faith Filled Learners

Strategic Goals	Initiatives: What we are going to do	Outcomes: What success will look like	Launch
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**Strategic Goal 1:** To enrich our Faith Filled Community *NELP: Learners at the Centre*

**Strategic Goal 2:** To develop a meaningful local curriculum *NELP: Barrier Free Access*

**Strategic Goal 3:** To enhance quality teaching and learning *NELP: Quality teaching and leadership*

\*Implement new RE Curriculum  
 \*Engage in Mercy mission initiatives.  
 \*Action Special Character External Evaluation recommendations

\*Increase competency in Te Reo Tuatahi and oral language strategies  
 \*Embed student wellbeing through Mitey +HAL  
 \*Improve literacy foundation skills through the introduction of BSLA + Code frameworks

\*Embed with current and implement, the Effective Teacher Profile with new staff  
 \*Improve integrated curriculum planning and teaching practices with individual Professional Development plans  
 \*Build capability for our evaluation pathway through ERO inquiry process

\*An encounter with Christ  
 \*High engagement in a stimulating Religious Education curriculum  
 \*Outreach and Service

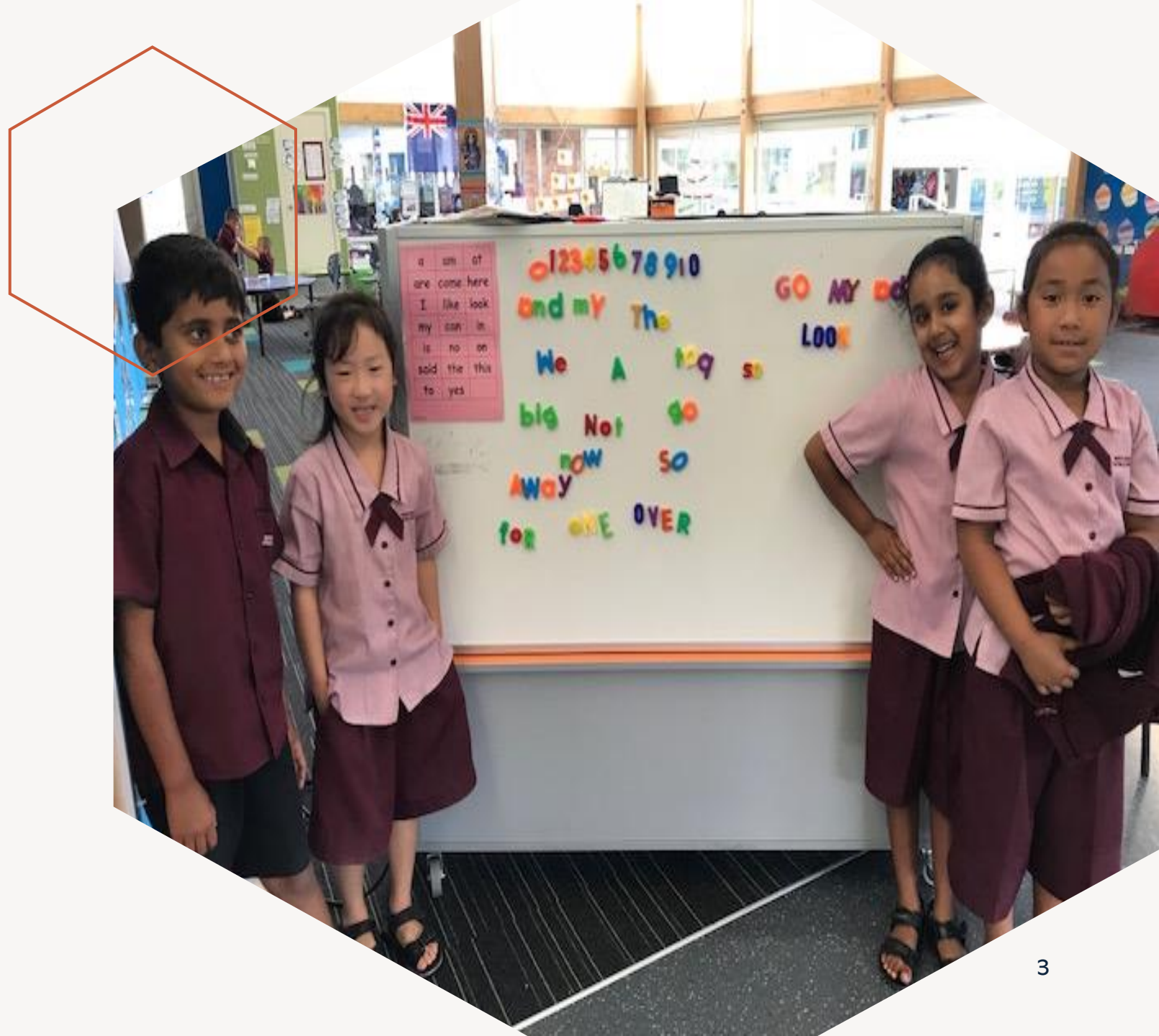
\*Students embody our Vision and Graduate Profile  
 \*Strong foundational learning  
 \*A curriculum that is connected to all that we value

\*Empowered and informed teachers  
 \*Strong leadership capability  
 \*Consistency of excellent teaching practice across the school

	2024	2025	2026
Yrs 0-2		Yrs 0-4	Yrs 0-6
	→		
	→		

# Annual Plan

## Monte Cecilia Catholic School 2024



# Annual Plan Goal 1: To enrich our Faith Filled Community

Initiatives	Term 1	Term 2	Term 3	Term 4
Implement new RE Curriculum	Junior team to unpack and implement the new curriculum Participate in PLD		Review support for the implementation of To Tātou Whakapono	
Engage in Mercy mission initiatives			Service Initiatives – Junior, Middle and Senior Hubs	
Action Special Character External Evaluation recommendations	Introduce the Monte Mercy Story	SLT to co-construct Special Character goals based on evaluation recommendations		
Activity/Output	Who	Resources	Indicators	
Junior teachers implement the new To Tātou Whakapono Faith curriculum	Teachers	CRT	Teachers collaboratively plan using the To Tātou Whakapono website resources	
Review and monitor the planning and resource support offered for new curriculum implementation	Teachers, SLT, Diocese	CRT	A shared understanding of access to and use of resources	
Junior and Middle team to participate in RE PLD	Teachers, PLD Facilitator	PLD hours	Positive shifts in teachers capability & content knowledge	
Develop a range of Service initiatives that support our Mercy Charism	DRS, SLT , Teachers	CRT, Mercy Sisters input	Student and whanau participating in Service	
Introduce our Monte Mercy Story to connect Charism and Oral Language strategies	Del Costello, All staff and Whānau	PLD hours	Positive shifts in teachers capability & content knowledge	
Develop SC goals based on External Review recommendations	SLT, Diocese	Leadership planning time	A clear set of initiatives for future implementation	

## Annual Plan Goal 2: To develop a meaningful local curriculum

Initiatives	Term 1	Term 2	Term 3	Term 4
Increase competency in Te Reo Tuatahi and oral language strategies	Oral language strategies for new staff		SLT – to create Te Reo Framework	
Embed student wellbeing through Mitey +HAL		Develop Hauora Framework		
Improve literacy foundation skills through the introduction of BSLA + Code frameworks	Whole school roll out of Monte Word Work – foundation literacy skills			
Activity/Output	Who	Resources	Indicators	
Develop new staff competency in Monte Oral Language Strategies - PLD Workshops with Del.	Teachers, PLD Facilitator	CRT	Positive shifts in teacher capability	
Using the Te Reo Tuatahi resource, SLT develop a Framework for Te Reo and tikinga learning	SLT, External Provider (Iwi)	Leadership planning time	Planning and implementation framework focused on increased culturally responsive practice	
Develop, share and implement documentation for our school Hauora Framework linking RE, Mental Health Education and the H&PE curriculums	Teachers, SLT – Rebekah, Mitey Leaders	CRT, Leadership planning time	Students who embody our Vision and Graduate Profile	
Assess the success of Monte Word Work and the Code literacy skills teaching and learning	SLT , Teachers	CRT	Review planning ad implementation of current Word Work strategies	
Continue development of foundation literacy skills and specialist support intervention	SENCO, Teachers and Whānau	PLD hours	Consistent skilled teaching practices	
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## Annual Plan Goal 3: To enhance quality teaching and learning

Initiatives	Term 1	Term 2	Term 3	Term 4
Embed with current and implement, the Effective Teacher Profile with new staff	Del Costello – AFL Schoolwide PLD scoping and training			
Improve integrated curriculum planning and teaching practices with individual Professional Development plans			Integrated Planning Review	
Build capability for our evaluation pathway through ERO inquiry process			SLT – ERO Inquiry	
Activity/Output	Who	Resources	Indicators	
Review our Effective Teacher Profile practices and select specific areas for personal professional development	Teachers, PLD Facilitator	CRT, Release	Teaching and learning practices based on research and data	
Continue development of effective teaching practices and share guidelines/procedures for these	Teachers, SLT	CRT/ Internal PLD, Release	Empowered and informed teachers	
Review Integrated planning formats and Framework curriculum coverage	Teachers, SLT	CRT, PLD Hours	A curriculum that is connected to what we value	
Implement teacher and leader inquires with Professional Growth Cycle and IRIS recordings	Teachers, SLT	CRT	Strong teaching and leadership capabilities	
Analyse Assessment practices and ERO Inquiry question to develop clarity and consistency in data gathering and analysis	Teachers, Leaders	CRT, PLD hours	Consistency of excellent teaching practice across the school	

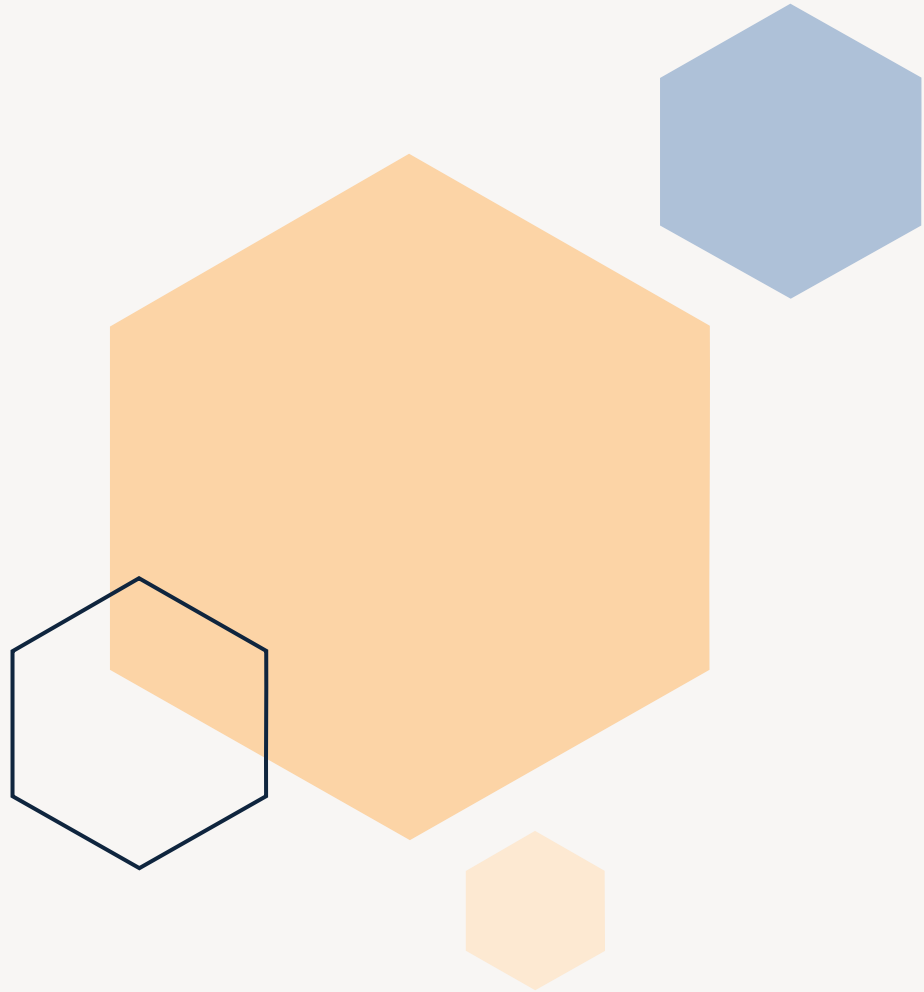
# Roadmap

	YEAR 1 T1	T2	T3	T4	YEAR 2				Year 3			
<b>Goal 1</b> To enrich our Faith Filled Community	Implement new RE Curriculum – Yrs 0-2				Implement new RE Curriculum – Yrs 3-4				Implement new RE Curriculum – Yrs 5-6			
				Engage in Mercy mission initiatives. Y1-6 Tiered			Engage in Mercy mission initiatives. Y1-6 Tiered				Engage in Mercy mission initiatives. Y1-6 Tiered	
	Mercy Story introduction				Action Special Character External Evaluation recommendations				Action Special Character External Evaluation recommendations			
<b>Goal 2</b> To develop a meaningful local curriculum	oral language strategies – for new staff		SLT – Te Reo Tuatahi	All staff Te Reo Tuatahi – new learning and implementation				All staff Te Reo Tuatahi – developing learning				
				Embed student wellbeing through Mitey +HAL								
	Literacy Foundation Skills – Whole School roll out											
<b>Goal 3</b> To enhance quality teaching and learning												
	Del Costello - AFL Schoolwide PLD scoping and training		SLT – ERO Inquiry		Build Assessment for Learning practices				Comman Practice Model – linked to AFL			
			Intergrated Planning Focus		Guided IRIS Reflections		Embed the IRIS Framework					

## Key Metrics

	What success looks like	Key measures (summary)	Year 1 (milestones)	Year 2 (milestones)	Year 3 (milestones)
<b>Goal 1</b> <b>To enrich our Faith Filled Community</b>	<ul style="list-style-type: none"> <li>An encounter with Christ</li> <li>High engagement in a stimulating Religious Education curriculum – students, whanau and parish</li> <li>Outreach and Service</li> </ul>	Student and Whanau voice – survey and fono (T1 2023) Design and implement a WEAP Parish engagement from school families – rostering mass duties Special Character 3 Year Action plan co-constructed with the diocese. Specific measures included	Term 4 – Yr 1&2 RE Curriculum Review	Term 4 – Yr 3&4 RE Curriculum Review	Term 4 – Yr 5&6 RE Curriculum Review
<b>Goal 2</b> <b>To develop a meaningful local curriculum</b>	<ul style="list-style-type: none"> <li>Students embody our Vision and Graduate Profile</li> <li>Strong foundational learning</li> <li>A curriculum that is connected to all that we value</li> </ul>	*Planned opportunities to practice te reo regularly – all meetings and gatherings Formative and Summative Assessment data – T 1 & 3 Student voice – surveys and focus groups – 2 per year (mid and end year) M CCS Curriculum Frameworks tracking documents for staff planning	Term 3 – Mitey and HAL Planning review  Mid Year Literacy data	Staff: Te Reo Tuatahi – termly evaluation	Staff, students and whanau: Te Reo Tuatahi – termly evaluation
<b>Goal 3</b> <b>To enhance quality teaching and learning</b>	<ul style="list-style-type: none"> <li>Empowered and informed teachers</li> <li>Strong leadership capability</li> <li>Consistency of excellent teaching practice across the school</li> </ul>	Student voice – 1 focus per year Inquiry model and longitudinal tracking study (3 years) PGC peer and external evaluation PLD with Del Costello 2024	Mid year – PLD review (Del Costello AFL)  Term 3 Integrated planning evaluation	Term 2 IRIS uploads and relections  Mid and End Year ALF practices review	Term 2 IRIS uploads and relections  Term 4 Common Practice Model – links to ETP





## Growing Faith Filled Learners

**Whakapiki ngā whakapono kei  
waenga i ngā ākonga**