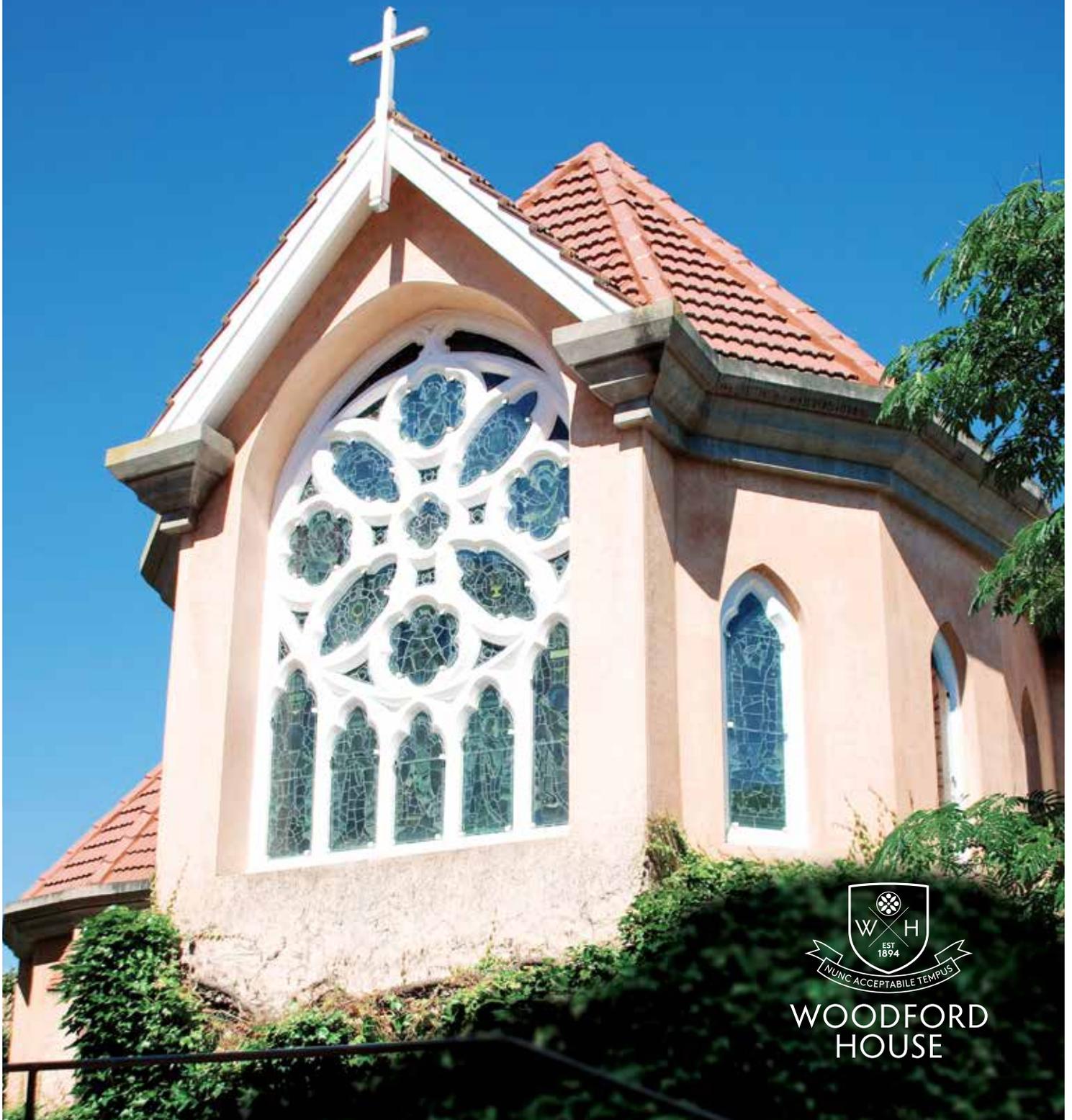


# Strategic Plan 2016-2019

*20/20 Vision Titiro Whakamua*



WOODFORD  
HOUSE



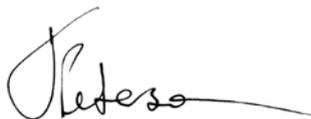
# Shaping Our Future

*Nunc Tempus Acceptabile  
Now is the Acceptable Time*

Kia Ora. Thank you to the whole Woodford House whānau for your rich input into our consultative process in 2015. As a result, we have a clear mandate that enables us to shape the roadmap ahead. Our 2020 Vision is one that will enable us to treasure our rich heritage yet build an exciting and sustainable future for this fine school.

The Woodford House Strategic Plan clarifies the values we hold as a learning community and the strong traditions upon which the School is firmly founded. It also enables us to embrace the challenges inherent in equipping and empowering young women for an undefined future in a globalised context. Clarity of purpose, vision and guiding principles enable us to firmly secure our position and reputation as a leading school for day and boarding girls nationally and internationally.

The Woodford Girl lies at the heart of who we are. As educators, stewards, leaders, supporters and mentors we are united in our shared moral and educational purpose to provide an exemplary Woodford education for every girl. I am confident this strategic plan provides us with an anchor to the past and a rigorous blueprint for a bright future.



**Julie Peterson**, Principal

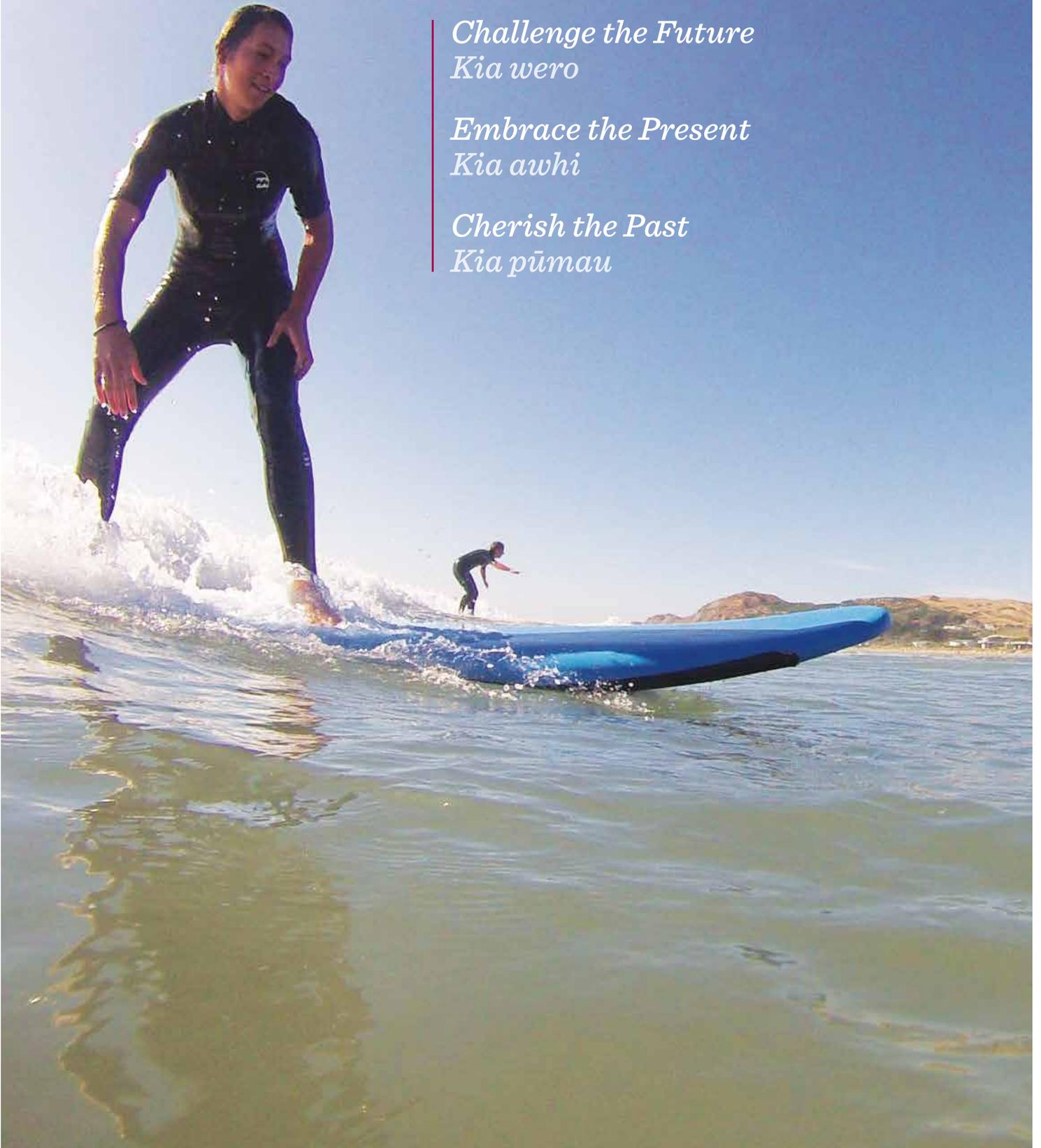


# Our Philosophy

*Challenge the Future*  
*Kia wero*

*Embrace the Present*  
*Kia awhi*

*Cherish the Past*  
*Kia pūmau*





## Our Identity

Woodford House is an innovative boarding and day school for girls that provides safe, challenging and holistic educational experiences and encourages individual excellence, citizenship, independence and global connectedness.

# Our Guiding Principles

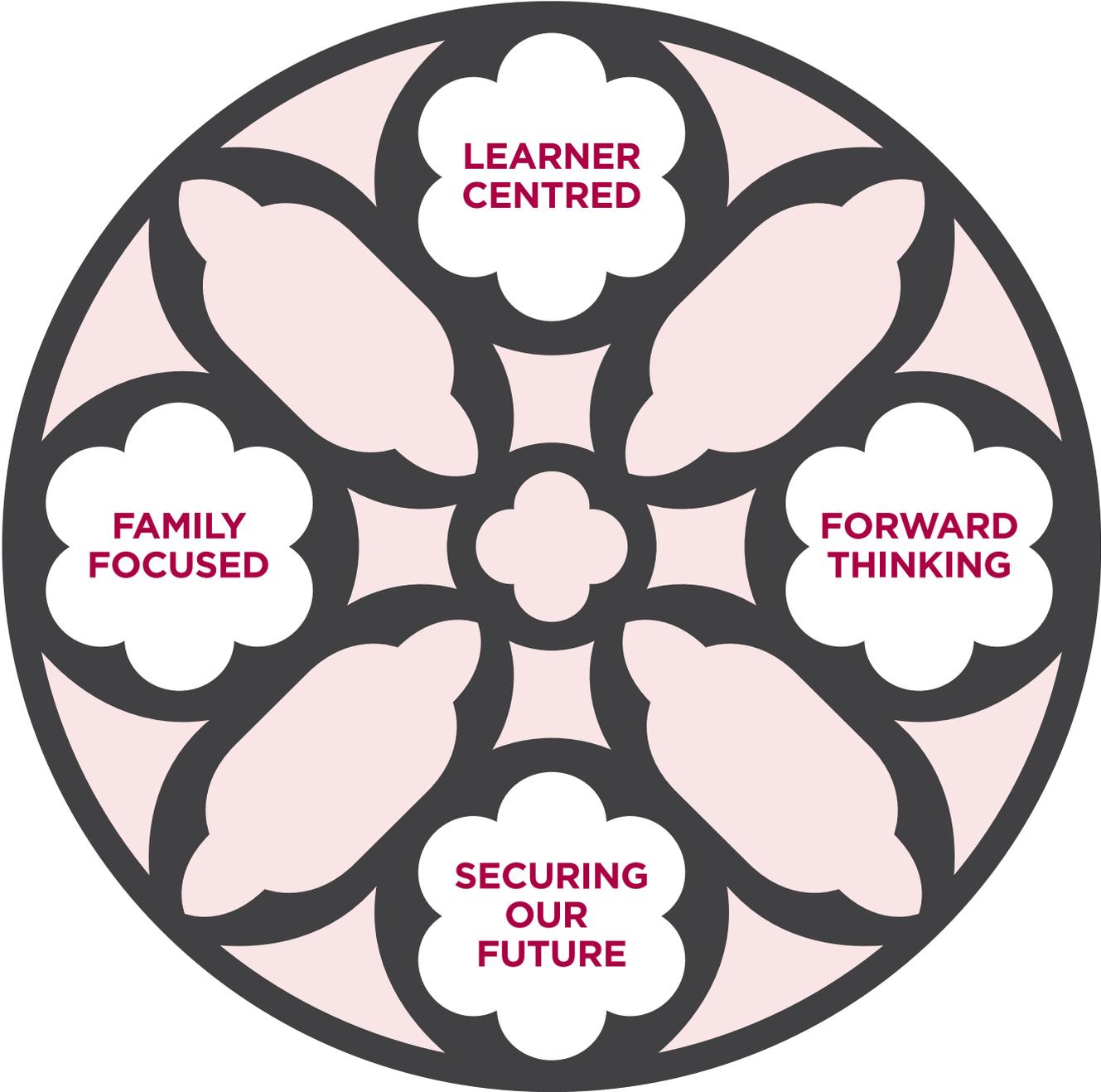
## *As a learning community we:*

- Commit to ongoing learning and personal excellence
- Nurture an inclusive and collaborative community underpinned by our Christian ethos
- Recognise and value the Treaty of Waitangi / Te Tiriti o Waitangi
- Act with respect, integrity, honesty and empathy serving others



# Strategic Priorities

2016 – 2019



01

# Learner Centred

*Student and staff learning*



## STRATEGIC TARGETS

- 1 Provide an inspirational and aspirational learning environment that enables every student to set and achieve their highest goals
- 2 Position Woodford House as a leading academic institution consistently achieving outstanding academic outcomes. Create opportunities for every student to pursue a personalised learning pathway
- 3 Strategically invest in professional learning and research that challenges and supports staff to be leading practitioners
- 4 Ongoing and rigorous commitment to best practice, continuous improvement and self-review
- 5 Provide evidence that qualitative and quantitative data is identified, analysed, and evaluated to inform and enhance effective teaching and learning

## STRATEGIC ACTIONS

- Learning Goals - proactively support every student to set, track and achieve her highest academic goals and achieve her personal best
- Professional Goals - proactively support every staff member to set, track and achieve his or her highest professional goals
- Set aspirational academic targets, which are tracked, analysed and reported on for student learning at each year level; literacy, numeracy, National Standards, NCEA grades, Scholarship
- Foster a learning culture that is defined by a whānau who celebrate, collaborate, co-construct, share, innovate, challenge, and create engaged learners

## SUCCESS INDICATORS

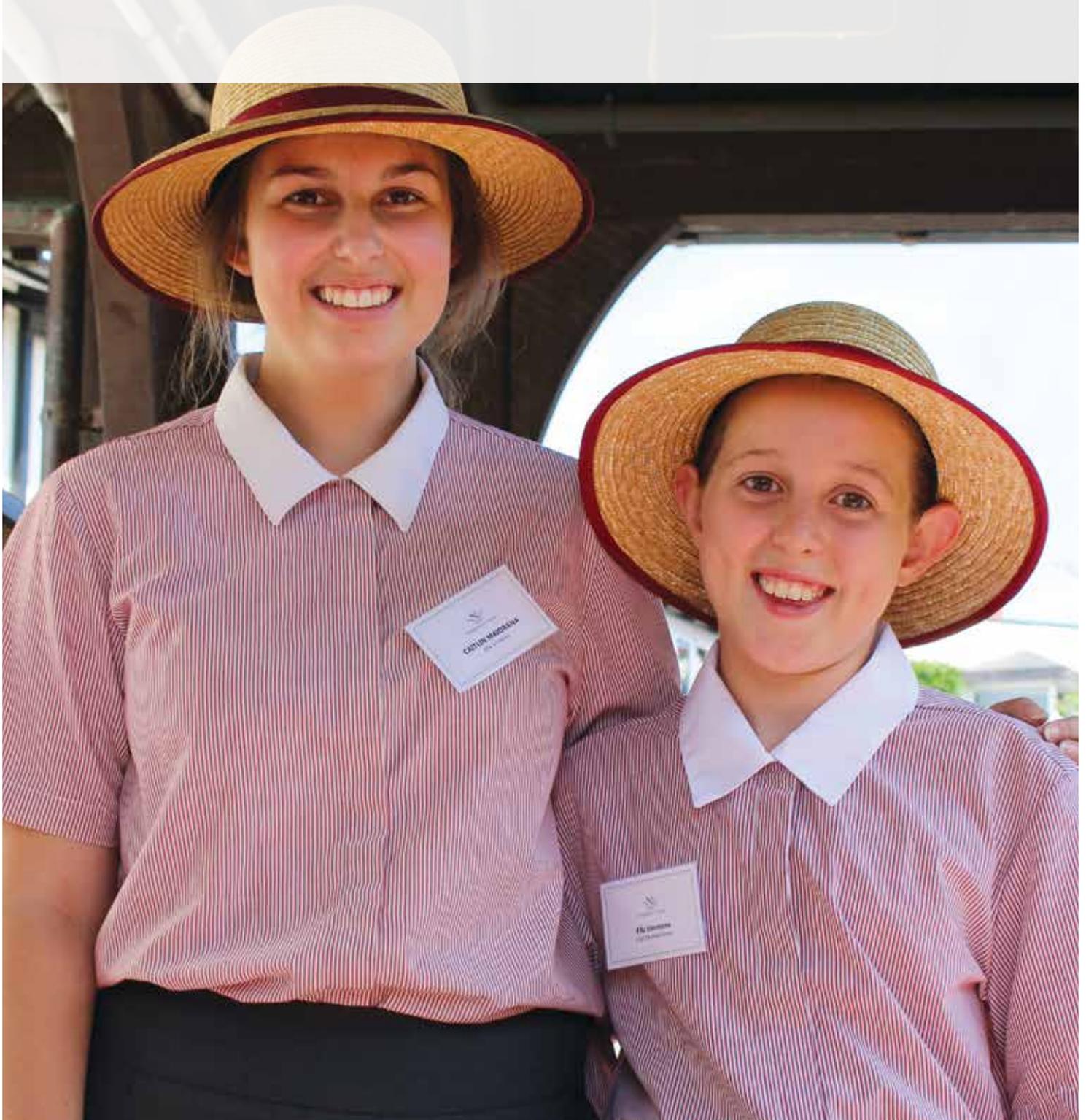
- Student wellbeing data shows evidence of personalised tracking
- Student learning data aligns with the Targets
- Staff professional development aligns with the Targets
- The staff professional appraisal process aligns with the Targets to professionally challenge and support staff
- All reporting is evidenced based, meaningful, timely and in alignment with the Targets
- All resourcing is evidenced based, meaningful, timely and in alignment with the Targets

*Strategic actions and success indicators will be reviewed annually*

02

## Family Focused

*Student and staff wellbeing*



## STRATEGIC TARGETS

- 1 Strategically align our systems, policies and procedures with current research and best practice to enhance the mental and physical wellbeing of all members of our whānau
- 2 Provide a nurturing, safe, inclusive and positive environment that honours and respects cultural and ethnic diversity
- 3 Proactively support initiatives designed to enhance student and staff wellbeing
- 4 Nurture young women to establish a sense of purpose and connectedness to Woodford House, to whānau, to friends and the community
- 5 Develop the skills and competencies inherent in positive decision making, restorative practice and resiliency
- 6 Promote and support positive messages and strategies to enhance mental and physical wellbeing
- 7 Value, support and encourage each dimension of the four cornerstones

## STRATEGIC ACTIONS

- Identify and analyse key indicators linked to student success
- Positively promote school values and explicitly share them with the community
- Promote a safe and secure environment where staff and students are valued and expectations are clear
- Support and encourage staff and students to participate fully in the life of the School, and ensure success is visible and celebrated.
- Support and encourage staff and students to lead active and healthy lives
- Identify optimal wellbeing indicators and integrate them into documentation where relevant

## SUCCESS INDICATORS

- Student wellbeing data shows evidence of personalised tracking
- Policies and procedures are reviewed and updated in alignment with the Targets
- Pastoral care evaluation indicators are reviewed and refined where necessary
- Pastoral care is proactive, systematic and responsive in alignment with the Targets
- High quality, age-appropriate, sequential programmes and experiences are developed and delivered in alignment with the strategic priorities
- Show evidence that all dimensions of the four cornerstones are valued, visible, supported and celebrated
- A strategic review of Boarding is undertaken to ensure we best meet the needs of our national and international students

*Strategic actions and success indicators will be reviewed annually*

03

# Forward Thinking

*Leading the way*



## STRATEGIC TARGETS

- 1 Explore and create innovative physical and digital learning spaces
- 2 Commitment to a culture and mindset that embraces and supports innovative, creative and collaborative thinking
- 3 Promotion, celebration and sharing of integrated learning strategies
- 4 Position ourselves as a leading innovative school that integrates digital and new media literacies
- 5 Develop confident, creative, ethical and innovative thinkers who enhance their learning through effective integration of digital technologies
- 6 Engage actively in professional learning and research to strategically enhance innovation, creativity and collaboration
- 7 Prioritise collaborative learning strategies that enable staff and students to connect globally

## STRATEGIC ACTIONS

- Promote learning in a technology-rich environment
- Identify current practice demonstrating curriculum integration and collaboration
- Support and encourage staff to develop a mindset of innovation, creativity and collaboration
- Plan and undertake a strategic review of ICT services to the Boarding Houses to ensure we best meet the needs of our national and international students
- Appraise current software to ensure services are sufficiently customised and responsive to meet strategic priorities
- Support, encourage and model a culture of innovation and creative problem solving
- Optimise communication systems and processes

## SUCCESS INDICATORS

- Learning and wellbeing indicators demonstrate evidence of engaged students and staff
- Barriers are identified and, where possible, minimised to allow for greater innovation, collaboration, and creativity
- Staff are responsive and proactive in advancing their professional knowledge and understanding of technological resources that enhance engagement and deepen learning
- Student voice and learning evaluation indicators are clearly used to inform key decisions on curriculum design, resourcing and staffing priorities
- Innovation is visible, celebrated and embedded

*Strategic actions and success indicators will be reviewed annually*

04

## Securing Our Future

*Stewarding our legacy for a sustainable school*



## STRATEGIC TARGETS

- 1 Proactively maintain and enhance existing and future natural and physical facilities
- 2 Develop and share clear and coherent school wide strategies prioritising teaching and learning, communication, marketing, boarding, international students and sustainability
- 3 Prioritise boarding initiatives to ensure sustainable and secure future enrolments
- 4 Develop investment strategies that secure a competitive, sustainable advantage
- 5 Proactively develop a culture of self-review, reflective practice and continuous improvement across all areas: governance, management and operations
- 6 Strengthen our special character status to ensure the Christian heritage and values are embedded
- 7 Develop and model sustainable operational, governance and management systems in alignment with the Strategic Priorities
- 8 Strategically secure the school financially

## STRATEGIC ACTIONS

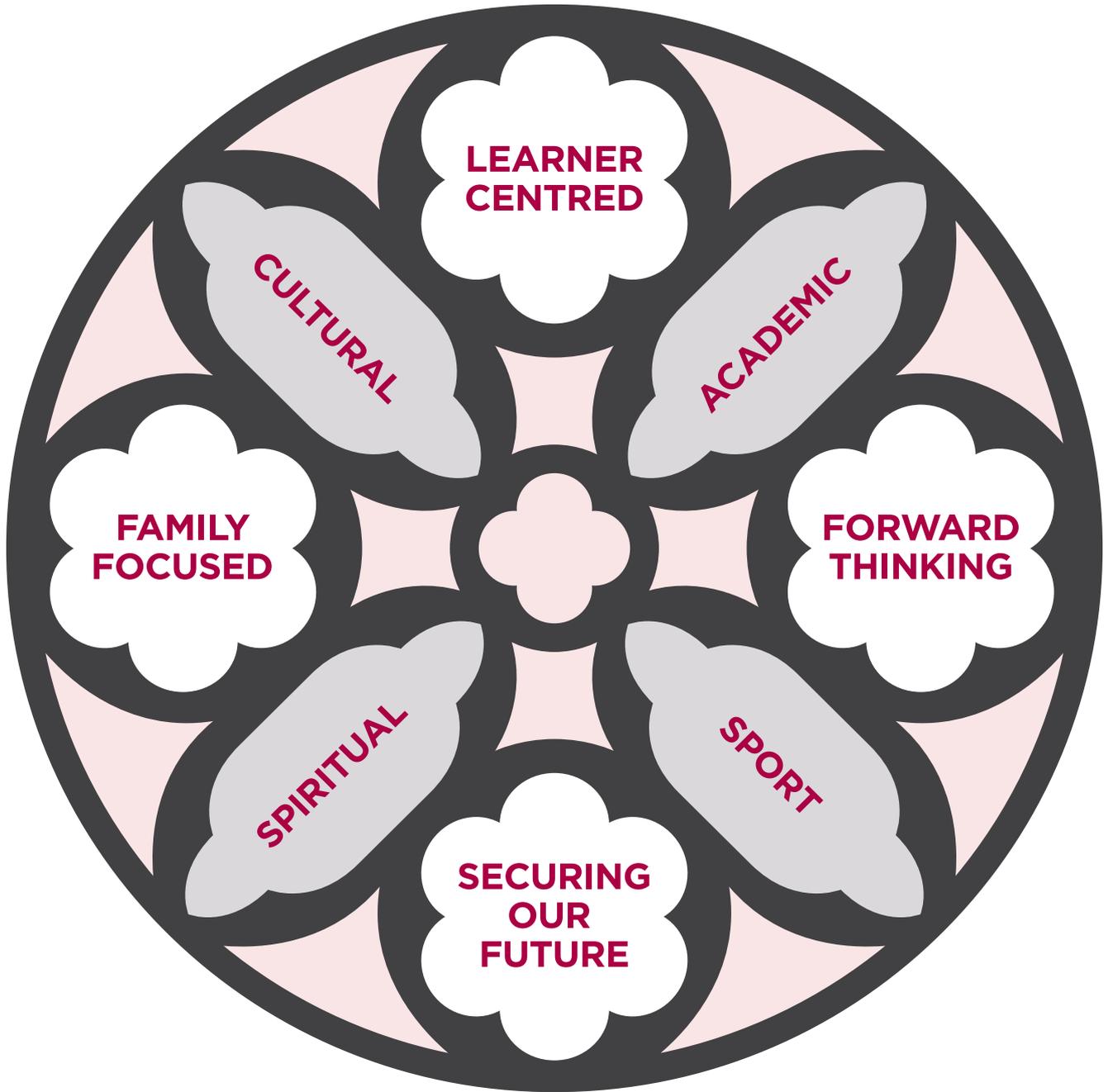
- Audit and evaluate the existing physical footprint of the campus to maximise and enhance the current landscape, and to inform strategic decision making
- Create a strategic national and international marketing plan for day and boarding enrolments
- Celebrate and communicate areas of strength and future initiatives; Sports Academy, Scholarship Academy, Boarding Initiatives, Visual and Performing Arts, teaching and learning
- Conduct market research to ensure optimal intelligence and market influence
- Explore avenues for potential revenue streams
- Appraise current promotional opportunities and strategically research new avenues nationally and internationally
- Proactively maintain current enrolments and leverage existing connections to ensure sustainability

## SUCCESS INDICATORS

- Rigorous, meaningful data aligned to the targets is provided and evaluated in a transparent and timely manner
- Enrolment strategies are reviewed and refined to ensure future growth
- Strategic information and key messages are clearly communicated
- Alumni and parent involvement and contributions are increased and sustained
- A growing roll

*Strategic actions and success indicators will be reviewed annually*

# Shaping Our Future



*“Neither death, nor life, nor things present, nor things to come, nor height, nor depth, nor any other creature, shall be able to separate us from the love of God, which is in Christ Jesus our Lord”.*

Romans 8:35

# The Rose Window

The rose window symbolises the four cornerstones and the four strategic priorities that, when put together, create a beautiful pattern of unity with the Holy Spirit and the Woodford Girl at the centre.

The four cornerstones of Woodford House represent our students' overall experience of school life. Equal weight is placed on academia, sport, culture and spirituality.

The spectacular east window in the Chapel was designed in London by Percy Bacon, best known for his windows in the Liverpool Cathedral, and manufactured for 280 pounds. The window arrived in Napier during rough seas in 1929. However, the ship could not get into the wharf and the box containing the window was dropped as it was transferred to a small boat. The window was broken and had to be sent back to England for repair, leaving the school gazing disconsolately at a piece of plywood erected in its place. Eventually, after three attempts, the window finally rested at the heart of the sanctuary.

As we now look at this luminescent window, we see not only the beauty of the past but the interwoven threads of all that we value here at Woodford House.





*“Create your place in the world, be brave and never look for excuses as you author your own story. The treasure of a great education is one that will shape your life now and in the future”*

**Julie Peterson**, Principal



WOODFORD  
HOUSE

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