



## NPBHS Strategic Plan 2018 (Summary)

### Background

The purpose of this Strategic Plan is to outline what NPBHS is going to do *differently* to meet the objectives of the Ministry of Education, The New Zealand Curriculum and the NEGs and NAGs. As a school we have identified the specific areas we believe we need to address and measure.

### Who we are?

Since 1882 NPBHS has been leading the way in the education of boys in a world class environment. From the famous amphitheatre that is the Gully Ground (the stage for the incomparable full school haka) to the impressive 1200 seat Ryder Assembly Hall, NPBHS is a modern learning environment where traditional standards of achievement and behaviour are expected. Our hostel, with 170 Borders is the heart of the school, not just in terms of culture and standards but because it is also set within the heart of 37 acres of park like school grounds. Our passionate and dedicated staff ensure NPBHS has an innovative and challenging curriculum which combines a testing academic programme with an exhaustive list of extra curricula activities. NPBHS is a school that doesn't just aim for excellence, it demands it.

### Our recipe for success

- 1) Our decisions are made on the basis of *what's best for the students*
- 2) A relevant student centered curriculum delivered by qualified and passionate staff
- 3) We invest in and seek excellence in academia, sport, culture and building fine young men
- 4) An ordered and disciplined environment - the platform for learning and life. Socks up, shirts in and a clean school. Consequences for actions.
- 5) Traditions like tiger jackets, full school haka, full school assemblies, awards and recognition, our motto - Comradeship, Valour and Wisdom, our colours - black, white with a touch of silver and gold. The elements in our crest. A school for boys.
- 6) A thriving hostel of at least 190 students
- 7) No tolerance for and immediate action around things that threaten our safe environment like drugs, violence, inequality and racism
- 8) We generate modest surpluses every year in the hostel and day school
- 9) It is hard, very hard to get a job at NPBHS
- 10) We value our old boys and our wider community



### **Vision - Be The Example (Kia Tu Hei Tauria)**

We set the standard for the boys schools in not only Taranaki but NZ. Our students set the standard and our staff set the standard. It's not about following other schools. It's about cutting our path, innovating, leading, being our own school, and one others aspire to be like - not the other way round. It's not about being arrogant, putting ourselves above others, but focussing on what we do and what we can control.

### **Purpose - Improving the future**

As a secondary school we are required to teach The New Zealand Curriculum. We teach both content and values. We do this, not because the government tells us to, but because we want to set up our students to be successful in life and reach their potential. If they can realise their potential, they will be happy and achieve their goals. Happy, achieving members of our community, with good values, contribute positively to society. People who are contributing to society are making the world a better place. That's why we do what we do. Improving the future is our purpose.

### **Values - Be The Example (Kia Tu Hei Tauria)**

Rather than lengthy value statements and words that no-one can remember, 'Be The Example (BTE)', also clearly defines our values. Be the example encompasses everything like positivity, self control, determination, respect, social responsibility and integrity to name a few.

Be The Example covers all aspects of school life, including (but not limited to) academic achievement, effort, uniform and how we treat each other. Be The Example applies to not only the students but staff and all those associated with the school. We are all accountable to Being The Example. No one is beyond or above the responsibility of being the very best we can be.



## 'Be The Example' Report Card

	#	Measure	Due	Status	
<b>N E G S</b>	1	NCEA Roll Based Results L1 = 85% <b>(80%)</b> L2 = 85% <b>(80%)</b> L3 = 80% <b>(75%) (maori)</b>	2018		<b>N A G S</b>
	2	Improve student and maintain staff satisfaction of the school > 90%	2019		
	3	Total stand down days < 40 days	2018		
	4	Less than 10% of students with attendance <80%. Total and Maori attendance tracked per term (along with key full school events i.e. Cross country)	2018		
	5	Break even school budget 2019	2018		
	6	Every teacher certification is signed off in accordance with the Education Council requirements	2018		
	7	Compliance to all legislation and policy (incl H&S / Emerg. Management)	2018		
	8	Triennial Stakeholder Survey	2019 2022		
	9	Triennial Keep Stop Start	2018 2021		

### What things will help us achieve our vision (KSS)?

KEEP...	STOP...	START...
<ul style="list-style-type: none"> <li>• Our traditions and history like full school haka, tiger jackets, key events, rituals etc (K1)</li> <li>• Our high expectations for students around behaviour, standards and values (K2)</li> <li>• Our high performing hoste (K3)</li> <li>• The fantastic committed staff we have (K4)</li> <li>• Our commitment to extra-curricula activities like sport (K5)</li> <li>• Maintaining the facilities and superb grounds (K6)</li> <li>• Our new vision - Be The Example (K7)</li> </ul>	<ul style="list-style-type: none"> <li>• The traditional University pathway being the dominant approach for our students, timetable and courses (S1)</li> <li>• Avoiding decision making (S2)</li> <li>• Placing less emphasis on culture and the arts (S3)</li> <li>• Lack of clarity around who does what job around the school (S4)</li> <li>• Allowing our communications and marketing to be fragmented (S5)</li> </ul>	<ul style="list-style-type: none"> <li>• Modernising our approach to delivering the curriculum* (ST1)</li> <li>• Contributing more to our community (ST2)</li> <li>• Embracing technology and the modern learning environment (ST3)</li> <li>• Holding students and staff who from time to time do not meet the standard accountable (ST4)</li> <li>• Raising more funding to meet our growing needs (ST5)</li> <li>• Improving the induction process for new staff (ST6)</li> </ul>



## Modernising our approach to The New Zealand Curriculum (NZC)\*

Academic performance is our primary objective. We have identified the following 6 goals over and above our business as usual activities:

1. Improve the academic performance of all students *and close the gap between maori and non maori (added by BOT)*
2. Teach literacy (reading and writing) across all our subjects
3. Have clear and *relevant* pathways for all students increasing their chance of success when they leave school
4. Teach and connect with ALL students and demographic groups especially Maori who make up 20% of our students
5. Use technology to enhance and modernise boys' learning
6. Innovate, don't just do what we have done before

Note: Keep Stop Start was our stakeholder (parents, staff, community and student ) consultation in 2015. It is the foundation of our strategic plan / charter.