

Dear Parents/Caregivers, Staff, Students and Oldboys

**RE: Keep Stop Start - Summary of Responses**

The purpose of this communication is to inform you of the key high level findings from the recent ‘Keep Stop Start’ consultation and what the next steps are. I received over 700 pieces of feedback. The thought that went into the feedback was incredible and invaluable. 100% confidentiality has been respected as promised.

**What has happened to the feedback?**

I have read and attempted to acknowledge every piece of feedback. All feedback has been logged on an excel spreadsheet that enables me to extract and ‘sort’ feedback based on:

- What group submitted it i.e. students, parents/caregivers, teachers, staff and old boys
- Whether it was a *Keep, Stop or Start*
- What sub heading the feedback might fit under i.e. School Life, Standards, Technology, Curriculum, Timetable and Staffing to name a few
- Whether it is a Small, Medium or Large item to implement

**Key considerations**

- All feedback is tested against our vision ‘Be The Example’
- I cannot implement every piece of feedback. I don’t want to set up that unrealistic expectation
- I will be focusing on the large items first and those items that will take us closer to our vision fastest
- Smaller items may be implemented and in some cases have already been implemented due to them being obvious and simple to action
- It will take time. Terms (and years in some cases) to address the large and complex pieces of feedback
- I have, and will continue to, refer to the feedback regularly to guide all our decision making

**What were the ‘big’ general themes from the consultation?**

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

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

Academic performance is our primary objective. We have already begun work based on the feedback, and to be fair, some of it was commenced well before I was appointed. This can be summarised by the following 5 goals:

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

### **Next Steps?**

- Some specific suggestions are already being implemented e.g. accountability around student uniform standards, to name an obvious one
- Others will be rolled out over time
- I will keep you all updated, but most importantly, you should see the continual improvement and building on what is already an outstanding school. Your noticing that the school is trying to improve, is the true test of success for me. We won't get everything right or please everyone all the time, but we are genuine in striving to be the best we can be.

If you cannot see where your specific feedback fits into the above summary please remember all feedback has been captured and will be regularly referred to as decisions are required to be made. Plus, once the first priority issues have been addressed, I will be working through the next items with the team.

Thank you again to everyone who has contributed to helping NPBHS *Be The Example*.

Kind regards



Paul Verić  
**Headmaster**