



SPOTSWOOD COLLEGE

STRATEGIC PLANNING POLICY

Rationale: Spotswood College is committed to continual improvement. Strategic Planning is the basis of change and development and is a requirement under the National Administration Guidelines (NAG 2). Plans are aligned to the educational aims and core values of the school (as expressed in the Charter) and to requirements imposed from outside (e.g. national administration guidelines, national educational goals, NZC and national qualifications and awards).

Purposes:

1. To provide for key elements
 - long term, broad directions based on the educational needs of students
 - commitment to the time and resources for implementation
 - ownership by all members of the school community
 - recognition of the need to be dynamic (i.e. to be prepared to review and change)
2. To specify
 - major goals and objectives to be pursued which lead to whole school improvement and to raising levels of student achievement.
 - major programmes in which to be involvedIn relation to the school's broader mission and in relation to various threats and opportunities that can be identified in its environment.
3. To provide a framework for participative decision-making which enhances communication on important issues.
4. To form the basis of continual self-review.

Guidelines:

The formal strategic planning structure of the school comprises:-

1. Spotswood College Strategic Plan – Board-initiated, 3 – 5 year cycle identifying Strategic Targets to be achieved over that time.
2. Each year a specific school-wide student achievement target is set.
3. Annual Action Plan Overview – identifies special school-wide initiatives based on the strategic targets for the ensuing year.
4. Faculty Action Plans will be maintained as the cornerstone for curriculum delivery and will be reviewed and updated through the annual Faculty Report Process.

5. Board of Trustees and Staff Committees and PLGs will develop their own Action Plans aligned to the Strategic Plan and the Annual Action Plan overview.
6. The process for planning should comprise:
 - preliminary discussion to determine the scope
 - data collection from people regarding needs change & development.
 - making decisions
 - ensuring that there is nothing in the charter and policies to stand in the way of achieving targets (reviewing or writing policy if necessary)
 - Strategic and Action Plans are monitored by the Board of Trustees. An Analysis of Variance is reported to the Board of Trustees and to the Ministry of Education in March of each year.

The planning process follows the Spotswood College Planning Structure – Teaching as Inquiry (process attached).

Approval:

When the Board approved this Policy it agreed that no variations of this Policy or amendments to it could be made, except with the majority approval of the Board.

Signed
Board Chairperson

On behalf of, and with the authority of the Board on _____

Ratified by Board: 24 March, 2014

Due for Review: March, 2017

Reviewed Date: _____ Signed for B.O.T.