



KEYSTONE 1 Values-based culture of wellbeing and care

GOAL Foster a climate of safety, care and connectedness for all through the BHS values

STRATEGIC PRIORITIES

We will:

- 1.1 Widen the responsibility for pastoral support to ensure that the BHS values are a daily reality for all students and staff**
To be achieved by:
 - 1.1.1 Developing and implementing a weekly (timetabled) Ako time where students experience our values by focussing on connections, belonging, skills and wellbeing
 - 1.1.2 Training staff (including SLT) in the Ako programme and the associated toolkit
- 1.2 Extend targeted support for high complexity and disengaged students**
To be achieved by:
 - 1.2.1 Developing a model for delivering a specialist programme
 - 1.2.2 Providing a designated space with appropriate staffing and resourcing
- 1.3 Continue prioritisation of staff and student hauora (wellbeing)**
To be achieved by:
 - 1.3.1 Ongoing reviews to identify workload changes and impacts related to this Strategic Plan
 - 1.3.2 Continuing to include a high degree of communication and consultation in the decision making process

KEYSTONE 2 Identity, inclusion and belonging

GOAL Commit to the growth, dignity, inclusion and mana of all, guided by the principles of Te Tiriti o Waitangi

STRATEGIC PRIORITIES

We will:

- 2.1 Develop the Te Ao Māori understanding of all staff to enable them to meaningfully incorporate this in their work**
To be achieved by:
 - 2.1.1 Continuing to develop te reo Māori basic proficiency for all staff
 - 2.1.2 Supporting staff to meaningfully incorporate tikanga Māori into everyday life and all classrooms
- 2.2 Continue focussed support for Māori and Pasifika ākonga and their whānau**
To be achieved by:
 - 2.2.1 Extending He Māhuri and Pasifika steering groups
 - 2.2.2 Committing to resourcing the next stages in Te Poutama, including key support workers
- 2.3 Valuing and celebrating the diversity of our school community so that every person feels safe, connected, recognised and that they belong at Burnside High School**
To be achieved by:
 - 2.3.1 Increasing the engagement and visibility of our diverse cultures around the school
 - 2.3.2 Building staff capacity for inclusive practices through school wide professional learning
 - 2.3.3 Creating spaces and places for diverse groups to engage and connect
 - 2.3.4 Increasing advocacy by extending input of student voice into decision making

KEYSTONE 3 Purposeful and engaging learning experiences

GOAL Providing future-focussed, flexible and student-centred learning

STRATEGIC PRIORITIES

We will:

- 3.1 Implement key national education and learning priorities (NELP)**
To be achieved by:
 - 3.1.1 Prioritising work on the NZ Curriculum refresh, NCEA changes and mana orite mō te mātauranga Māori

3.2 Develop a flexible curriculum and timetable to meet diverse needs

To be achieved by:

- 3.2.1 Implementing appropriate recommendations outlined in the junior curriculum review report
- 3.2.2 Investigating the feasibility of offering a wider range of meaningful and accessible course options for senior students

3.3 Enhance learner-focussed pedagogy to develop student agency

To be achieved by:

- 3.3.1 Delivering a coherent staff Professional Development programme that builds on and extends our understanding of student agency
- 3.3.2 Implementing approaches in our practice which support the development of agency; including understandings gained from hybrid learning

GOAL Strengthening relationships and collaboration between Burnside High School and the community

We will:

4.1 Strengthen links and relationships with whānau with a focus on emerging ethnic communities

To be achieved by:

- 4.1.1 Establishing a Cultural Diversity Liaison role to better support our emerging ethnic communities
- 4.1.2 Establishing networks and hubs connected to the school
- 4.1.3 Streamlining communication systems between school and home

4.2 Utilise the mutual strengths of the Waimairi-iri Kāhui Ako and contributing zone schools

To be achieved by:

- 4.2.1 Continuing to focus on Aotearoa New Zealand Histories in relation to our localised cultural narrative
- 4.2.2 Strengthening student transitions from contributing schools

GOAL Building on our foundations in a sustainable way

We will:

5.1 Maintain and further develop our management plans and practices

To be achieved by:

- 5.1.1 Formalising a business strategy which encompasses financial and IT Management, staff capability building and planning for succession

5.2 Rebuild a sustainable cohort of international fee-paying students

To be achieved by:

- 5.2.1 Revising our international growth strategy (including targets)
- 5.2.2 Providing appropriate resourcing for the international team
- 5.2.3 Continuing to provide quality programmes and support for our international students

5.3 Campus development

To be achieved by:

- 5.3.1 Actively managing the completion of stages 1-3 of the Burnside Master Plan (our long-term framework to guide the future development of the school site)