



NELSON COLLEGE

ANNUAL IMPLEMENTATION PLAN 2024

OUR PURPOSE

It is being proposed that the existing statement of purpose and vision statement be retained for the current cycle. A consultation process to review the vision and purpose will be undertaken for the next cycle 2025-2027.

“To prepare young men to take their place in the world”

1857 Deed of Foundation: "Nelson College is established for the advancement of religion and morality, and the promotion of useful knowledge, by offering to the youth of the Province general education of a superior character."

OUR VISION

“To be a leader in our community and to provide a world-class education in Nelson.”

NGĀ POU

Our pou (values) are:

- **MANAAKI (Care)**
- **PONO (Integrity)**
- **KAIRANGI (Success)**

STRATEGIC MILESTONES 2024-2029

Although the plan is for 2024-25, our milestones extend beyond this timeframe.

- A. Our culture will ensure Nelson College is a positive and collaborative work environment, where all staff, whānau & supporters can thrive and contribute to the success of our students.
- B. We will be in a position of ongoing sustainability, with a focus on staff, students & finances, by December 2025.
- C. We have fit for purpose facilities with a focus on health & safety and maintenance by December 2027 (moving toward a development phase in 2028-2029).
- D. We have an unwavering focus on continually improving student outcomes¹ to ensure every student is achieving at their best ability.

WHERE WE ARE CURRENTLY:

Our [2024 Statement of Variance Report](#) provides an update on the progress made in the previous year against that year's targets. The report also outlines what will need to be done this year to address any targets that were not met last year.

HOW WILL OUR GOALS AND ACTIONS GIVE EFFECT TO TE TIRITI O WAITANGI:

Te Kura Tamatāne o Whakatū | Nelson College is continuing its journey to give effect to Te Tiriti o Waitangi.

This will be achieved by:

- Strengthening our relationship with the mana whenua of Te Taihū as our kaitiaki iwi.
- Further developing our Māori medium pathway with Te Ara Reo Māori
- Board of Trustees and Senior Leadership are committed to developing their understanding of Ngā Kawatau me ngā Tumanakotanga o Te Taihū | The Aspirations and Expectations of Te Taihū in 2024
- Kaiako and kaimahi will continue to participate in the development of their Te Reo Māori and mātauranga Māori
- We will engage and consult with our ākonga and whānau via whānau hui so their voice is heard

¹ Learning, sporting, cultural & careers destination outcomes

ANNUAL IMPLEMENTATION PLAN 2024

STRATEGIC GOAL A - Our culture will ensure Nelson College is a positive and collaborative work environment, where all staff, whānau & supporters can thrive and contribute to the success of our students.

WHAT DO WE EXPECT TO SEE BY THE END OF THE YEAR –

- The College has completed consultation with the Māori community and established next steps for ensuring Te Tiriti o Waitangi will be evident in policy, procedures, system.
- BOT turnover is within the natural election cycle.
- Appraisal systems (support staff) and Professional Growth Cycles (teaching staff) are being utilised annually.
- Individual and whole staff Professional Learning and Development are aligned with school goals and have been put in place.
- The College has re-established its links with Te Kāhui Ako ki Whakatū.

STRATEGIC GOAL	ACTION	MEASURE	WHO
Our commitment as partners to Te Tiriti o Waitangi will be evident in policy, procedures, system and curriculum by December 2025, and we are able to evidence the College is living it by December 2029.	1. Engage with our Māori Community and develop, in conjunction with the Board of Trustees, an understanding of the next steps, to ensuring our policy, procedures, system and curriculum reflect our commitment to Te Tiriti o Waitangi.	To have consulted with our Māori community by the end of Term 4 2024.	Tumuaki
BOT turnover will be limited to the natural election cycle	2. Maintain Board of Trustees turnover to the natural election cycle.	No resignations, selections or co-opting required before next election cycle.	Presiding Member
Appraisal systems (support staff) and Professional Growth Cycles (teaching staff) are reviewed as fit for purpose by Oct 2024 and utilised annually.	3. Appraisal systems (support staff) and Professional Growth Cycles (teaching staff) have had full staff consultation, focus groups have been appointed and proposal submitted to SLT and Board of Trustees by Oct 2024.	Board of Trustees has ratified appraisal system and professional growth cycle process.	Tumuaki
By 2025 individual and whole staff Professional Learning and Development is planned and aligned with school goals.	4. Individual and whole staff Professional Learning and Development is planned and aligned with school goals.	Professional Learning and Development plan is aligned with school goals and has been approved.	Tumuaki
The College will re-establish links with Te Kāhui Ako ki Whakatū by November 2024	5. Re-establish links with Te Kāhui Ako ki Whakatū by November 2024.	100% attendance at all Principal meetings.	Tumuaki

STRATEGIC GOAL B – We will be in a position of ongoing sustainability, with a focus on staff, students and finances, by December 2025.

WHAT DO WE EXPECT TO SEE BY THE END OF THE YEAR –

- Asset sales or other sources have realised circa \$8M to enable repayment of our loan repayment and an increase to Capital to allow prudent Board asset maintenance, replacement, and investment in new facilities within the next few years.
- We have achieved a balanced budget for 2025 (less application of depreciation funding).
- We have completed a co-curricular review and the report has been accepted by the Board of Trustees for review on next steps to achieving an effective co-curricular programme.

STRATEGIC GOAL	ACTION	MEASURE	WHO
Realise circa \$8M through asset sales or other sources by Dec 2025 to enable loan repayment and increase to Capital to allow prudent Board asset maintenance, replacement, and investment in new facilities from 2026.	1. By end of 2024 Expressions of Interest are being sought for asset sale.	Expressions of Interest are being sought.	Presiding Member
Achieve a balanced budget for 2025 (less application of depreciation funding)	2. A balanced budget for 2025 (less application of maintenance funding) is tabled for Board of Trustees approval.	Board of Trustees have approved the 2025 budget.	Tumuaki
Complete a review of key expenditure areas to ensure efficient use of resources and financial sustainability.	3. Complete a co-curricular review during 2024.	Review report tabled and accepted by Board of Trustees.	Presiding Member Tumuaki

STRATEGIC GOAL C – We have fit for purpose facilities with a focus on health & safety and maintenance by December 2027 (moving toward a development phase in 2028-2029).

WHAT DO WE EXPECT TO SEE BY THE END OF THE YEAR –

- The Health and Safety committee is established and members are actively pursuing high levels of H&S training.
- Health and Safety training, such as hazard identification and hazard register maintenance, has been established, with a programme for all staff in place.
- The College has completed its master planning lite process and Campus Vision .

STRATEGIC GOAL	ACTION	MEASURE	WHO
The Health and Safety committee will be streamlined, with all members actively pursuing high levels of H&S training by March 2025.	1. The Health and Safety committee has been established and training is in place.	Audit completed on training of H&S Committee members and 2 hui per term held.	Tumuaki Tuarua (LW)
Health and Safety training, such as hazard identification and hazard register maintenance, is conducted for all staff on a regular basis.	2. Regular Health and Safety training established.	A minimum of 1 training session per year is being held.	Tumuaki Tuarua (LW)
Complete the master planning lite process by August 2024 and Campus Vision by December 2024 allowing stakeholders to participate in campus development in a cohesive fashion from 2025.	3. Complete the master planning lite process and Campus Vision.	Master Plan Lite and Campus Vision have been approved by the Board of Trustees.	Tumuaki Business Manager

STRATEGIC GOAL D – We have an unwavering focus on continually improving student outcomes to ensure every student is achieving at their best ability.

WHAT DO WE EXPECT TO SEE BY THE END OF THE YEAR –

- The College has set three annual achievement goals and these are set for tracking these throughout the next academic year.
- A student academic achievement tracking and mentoring system is ready for implementation in 2025.
- Connections with Nelson College for Girls have been further strengthened and timetables aligned.

STRATEGIC GOAL	ACTION	MEASURE	WHO
The College will set three annual achievement goals developed from data analysis at the start of each academic year beginning from 2025.	1. 60% of Year 10 will pass Literacy & Numeracy.	Results are continually being tracked throughout the academic year.	Tumuaki
	2. 85% of Year 11 will achieve Level 1.	Results are continually being tracked throughout the academic year.	Tumuaki
	3. Reduce disparity between Māori and non-Māori achievement.	Results are continually being tracked throughout the academic year.	Tumuaki
A student academic achievement tracking and mentoring system will be proposed by November 2024 for implementation in 2025.	4. Student Achievement tracking & mentoring system will be proposed by November 2024.	The system will be ready to implement by 2025	Tumuaki Tuarua (LW & ML)
Connections with Nelson College for Girls will continue to be strengthened with a focus on aligning our timetables by January 2025.	5. Connections with Nelson College for Girls re-established.	A new timetable has been implemented	Tumuaki & Tumuaiki Tuarua (RM)