



NELSON COLLEGE

STRATEGIC PLAN 2024-2025

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.

¹ Learning, sporting, cultural & careers destination outcomes

STRATEGIC GOALS 2024-2029

MILESTONE	GOAL	WHEN	WHO
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	1. 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.	December 2029	Tumuaki
	2. BOT turnover will be limited to the natural election cycle	Reviewed Annually	Presiding Member
	3. Promote diversity, equity, and inclusion initiatives to address systematic barriers and create a collegial and culturally responsive learning community shown through responses in student, staff and whānau surveys by June 2027.	June 2027	Tumuaki
	4. Appraisal systems (support staff) and Professional Growth Cycles (teaching staff) are reviewed as fit for purpose by Oct 2024 and utilised annually.	Reported to BoT annually	Tumuaki
	5. By 2025 individual and whole staff Professional Learning and Development is planned and aligned with school goals.	January 2025	Tumuaki
	6. The College will re-establish links with Te Kāhui Ako ki Whakatū by November 2024	November 2024	Tumuaki
B. We will be in a position of ongoing sustainability, with a focus on staff, students & finances, by December 2025	1. 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.	December 2025	Presiding Member
	2. Achieve a balanced budget for 2025 (less application of maintenance funding)	December 2024	Tumuaki
	3. Complete a review of key expenditure areas to ensure efficient use of resources and financial sustainability.	December 2025	Tumuaki
	4. Maintain an average working bank balance of \$900 per student by the start of 2026.	January 2026	Presiding Member Tumuaki
	5. Improve transparency and fidelity of business unit accounts through 2025 to better understand cross-subsidisation.	January 2026	Tumuaki

	6. Complete a co-curricular review during 2024, in part to review funding models for achieving an effective co-curricular programme.	January 2025	Presiding Member Tumuaki
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).	1. The Health and Safety committee will be streamlined, with all members actively pursuing high levels of H&S training by March 2025.	March 2025	Tumuaki
	2. Health and Safety training, such as hazard identification and hazard register maintenance, is conducted for all staff on a regular basis.	February 2025	Tumuaki
	3. Review and update the Board asset register including developing a deferred and scheduled maintenance plan by March 2025 to bring Board assets to a safe and healthy standard by Dec 2027.	December 2027	Tumuaki
	4. 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.	January 2025	Tumuaki
	5. Engage with the Nelson College Old Boys' Association to identify Old Boys able to make a lasting contribution to Nelson College's legacy.	January 2026	Tumuaki NCOBA President
D. We have an unwavering focus on continually improving student outcomes² to ensure every student is achieving at their best ability.	1. The College will set three annual achievement goals developed from data analysis at the start of each academic year beginning from 2025.	January 2025	Tumuaki
	2. A student academic achievement tracking and mentoring system will be proposed by November 2024 for implementation in 2025.	January 2025	Tumuaki
	3. The refresh of the New Zealand Curriculum Te Mātaiaho will be evident in planning, teaching and learning by January 2027.	January 2027	Tumuaki
	4. Connections with Nelson College for Girls will continue to be strengthened with a focus on aligning our timetables by January 2025.	January 2025	Tumuaki

² Learning, sporting, cultural & careers destination outcomes

