



NELSON COLLEGE

ANNUAL IMPLEMENTATION PLAN 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.

WHERE WE ARE CURRENTLY:

Our [2025 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 Taihupo 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 Taihupo |The Aspirations and Expectations of Te Taihupo in 2025.
- 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 2025

Annual Goal 1 – Manaaki/Care

WHAT DO WE EXPECT TO SEE IN 2025

- Increase in positive behaviour data and acknowledgements.
- Improved results from student and staff well-being surveys.
- Visible student pride and participation in events.
- Greater student leadership diversity and initiatives.

Milestone A – Strategic Plan	ACTION	MEASURE	WHO
Our culture will ensure Nelson College is a positive and collaborative work environment, where all staff, whānau and supporters can thrive and contribute to the success of our students. 2025 <i>Foster a positive school culture that supports well-being and belonging.</i>	Fully embed Tier 1 PB4L across all year levels, with consistent language, signage, and reinforcement strategies. Deliver refresher training to all staff. Start to implement Tier 2.	Improved positive behaviour incident ratio (acknowledgements vs referrals); reduction in repeated negative behaviours.	Deputy Principal – Student Well-being; PB4L Lead Team
	Use Ārahi sessions to build stronger tutor–student relationships. Provide Ārahi teachers with termly conversation prompts.	Student and staff feedback.	Deputy Principal – Ārahi; Ārahi Coordinator-Kāhui Ako
	Strengthen positive school events, assemblies, house competitions, sports exchanges, diversity day to build a sense of pride and identity	Student well-being survey indicates increased sense of belonging, safety, and positive relationships with teachers.	SLT, House Coordinator, Sports/Cultural Leaders
	Strengthen student leadership pathways – e.g., prefects, house leaders, peer mentors, culture and sport leaders – with a focus on role-modelling and student-led initiatives for inclusion and belonging.	Increase in number of students in formal leadership or peer support roles; wider representation from different backgrounds and student lead projects.	SLT, Deputy Principal – Student Leadership; Deans

Annual Goal 2 – Pono/Integrity

WHAT DO WE EXPECT TO SEE IN 2025

- Timetable structure ready for 2026 co-delivery.
- MOE-compliant budget and effective cost controls.
- Boarding recommendations implemented; enrolment trends improve.
- Alumni strategy developed and activated.
- Health and Safety audit meets full compliance.
- Nelson College way being used by all staff.

Milestone B/C – Strategic Plan	ACTION	MEASURE	WHO
We will be in a position of ongoing sustainability, with a focus on staff, students and finances by 2025 and we have fit for purpose facilities with a focus on Health and safety and maintenance by December 2027. 2025 <i>Secure a sustainable future through connection and forward planning.</i>	Work with NCG to align timetables and prepare for joint senior course delivery by 2026.	Shared timetable structure confirmed; co-delivery planning underway for 2026.	Principal/Deputy Principal/ Time Tabler's
	Maintain a balanced budget aligned with depreciation forecasts. Prioritise cost-efficiency and protect curriculum delivery.	Budget meets MoE requirements: depreciation covered; no overspend.	Business manager
	Complete a boarding review, finalise recommendations, and begin implementation.	Review completed with measurable actions underway, positive occupancy trends.	Principal, DoB, Deputy Principal/BoT
	Appoint a Director of Advancement to lead alumni, community, and philanthropic engagement. Establish a strategy to reconnect Old Boys and build community support.	Increased alumni participation and build towards projects for 2026 and beyond.	Principal
	Strengthen internal processes to ensure legal and policy compliance across site and operations.	Audit of Health and Safety shows full compliance with legal obligations and internal procedures.	Business Manager/ Principal/ Deputy Principal
	Nelson College Way (Ngā Pou) displayed in all staff work areas and staff actively use it constructively in department and whole school areas.	Staff confident of using and embedding the NC Way into daily actions.	All

Annual Goal 3 – Kairangi/Success

WHAT DO WE EXPECT TO SEE IN 2025

- Improved NCEA endorsement rates and Literacy/Numeracy achievement.
- Priority learner progress tracked and supported.
- Increased whānau engagement.
- Positive staff sharing around best practice.
- Professional goals built on with Professional Learning groups initiated for 2026.

Milestone D – Strategic Plan	ACTION	MEASURE	WHO
We have an unwavering focus on continually improving student outcomes to ensure every student is achieving at their best ability. 2025 <i>Use achievement targets and data to strengthen academic success and student progress.</i>	Ensure Faculty Implementation Plans are actioned.	Improved endorsement rates.	Faculty Leaders/ Ārahi / SLT/ Deans
	Establish a monitoring schedule.	Measurable academic improvement among identified priority learners.	
	Data Literacy and Collaboration Workshops are in PLD across year.	Faculty Plan Completion and reporting.	
	Track students at risk of not achieving and apply interventions early.	Increased whānau engagement via PTC/Ārahi and 1:1 meetings.	
	Targeted support towards priority learners.	Staff Feedback .	
	Communicate progress to whānau.	Whānau Feedback.	
	Recognise and share successes.	Staff Feedback.	
	Run Literacy and Numeracy workshops for level 2 students at risk.	More level 2 students gain Literacy/Numeracy.	
	Professional Learning Groups established, linked to our goals	PLG in place for 2026.	