



Roncalli College Strategic Plan 2026–2028

“TO SEEK TRUTH AND PEACE; TO STRIVE FOR SUCCESS”

Vision: To develop people of faith and character

Whakatinana i Te Tiriti o Waitangi

GOALS

Catholic Character

To nurture a school community where gospel values are lived daily, Catholic identity is visible in action, and students and staff are supported to become the best versions of themselves

Teaching & Learning

To provide high-quality, innovative, inclusive, teaching that enables every student to achieve their full potential and provides access to clear and aspirational pathways

Belonging

To foster a supportive, inclusive, welcoming, and culturally responsive school environment where every student, staff member, and whānau feels valued, connected, and has a strong sense of belonging

Leadership & Culture

To promote a culture of professional growth, continuous improvement, shared leadership, collaboration, and accountability that empowers staff and students

Resourcing

To ensure the sustainable, equitable, and effective allocation of College resources

AIMS

1. Reinforce CARES values and restorative practice aligned with our Catholic values
2. Promote service and stewardship, in line with Catholic Social Teaching, by developing student-led initiatives that respond to local and global needs.
3. Deepen faith formation through prayer, Mass, regular school-wide/House liturgies, year level retreats & student & staff led prayer & liturgical opportunities.
4. Strengthen community connections by building authentic partnerships with parish, whānau, contributing Catholic schools, Diocese, and Marist Network schools, through shared celebrations, forums, outreach, and faith-based events.

1. Implement a curriculum that is up to date and is consistent with the latest curriculum developments
2. Prioritise literacy and numeracy initiatives starting in the junior school.
3. Target programmes, internally and externally to lift attendance and achievement.

1. Strengthen student transitions from contributing schools.
2. Expand Hauora initiatives to reflect current needs.
3. Further develop skills through Ako/mentoring programme.
4. To honour Te Tiriti o Waitangi by embedding Te Ao Māori, te reo Māori, and tikanga Māori across all aspects of school life, ensuring Māori ākonga enjoy and achieve education success as Māori. We strive to nurture a learning environment where te reo Māori and tikanga Māori are visible, valued, and celebrated.

1. Support career development opportunities for staff.
2. Offer regular, targeted, professional learning for all staff specific to their needs and interests.
3. Build leadership capacity for staff and students.

1. Develop and enhance College learning spaces and outdoor environment.
2. Align financial resources to priorities.
3. Strengthen sustainability practices.



Roncalli College Annual Implementation Plan 2026

- Mission:** To seek truth and peace
- Vision:** To develop people of faith and character
- Values:** **C** christ-centered **A** attitude **R** respect **E** effort **S** self-management (**C.A.R.E.S.**)
- Treaty:** Whakamahia te Tiriti o Waitangi (Roncalli College upholds and gives effect to Te Tiriti o Waitangi)



Strategic Priorities for 2026:

Aligned with school's 3-year Strategic Plan (2006-2028)

1. **Catholic Character:** To nurture a school community where gospel values are lived daily, Catholic identity is visible in action, and students and staff are supported to become the best versions of themselves
2. **Teaching & Learning:** To provide high quality, innovative, inclusive, teaching that enables every student to achieve to their full potential and provides access to clear and aspirational pathways
3. **Belonging:** To foster a supportive, inclusive, welcoming and culturally responsive school environment where every student, staff member, and whanau feels valued, connected, and has a strong sense of belonging.
4. **Leadership and Culture:** To promote a culture of professional growth, continuous improvement, shared leadership, collaboration, and accountability that empowers staff and students.
5. **Resourcing:** To ensure the sustainable, equitable, and effective allocation of college resources

Priority 1: Catholic Character

Initiative	Actions	Responsibility	Measure of Success
<p>1.1 Reinforce CARES values and restorative practice aligned with our Catholic values</p>	<ul style="list-style-type: none"> • Target a specific CARES value at assembly and in Ako class each week and develop a matrix of how it looks in different school contexts (focus on yr 9) • Create and maintain consistent classroom routines for students across the College with a particular (emphasis on yr 9) • Develop 'Culture of Care' model to clearly outline to staff and students how restorative practice is integrated into our behaviour management system at each level • Integrate restorative practice within school systems 	<p>MPR/Deans</p> <p>CCO/SCT</p> <p>MPR/Deans</p> <p>SMT</p>	<ul style="list-style-type: none"> • Students will understand and model the CARES values in all aspects of college life • Students will be more settled in class, and expectations/consequences will be consistent (reduction in referrals) • A restorative flowchart will be accessible to staff and students and will be visible in each classroom. Students will engage in the restorative process with teachers (fewer referrals to deans). Restorative practice will be a focus of staff PD • All school systems will preserve the mana and dignity of all parties and work to restore relationships
<p>1.2 Promote service and stewardship, in line with Catholic Social teaching, by developing student led initiatives that respond to local and global needs.</p>	<ul style="list-style-type: none"> • Re-establish our staff Ministry Team • Expand outreach opportunities for the Angelo Service Group linked to our Catholic Social Teaching • Appoint 'Angelo Service Leaders' to formal leadership positions 	<p>RBU/CCO</p> <p>RBU</p> <p>GLI</p>	<ul style="list-style-type: none"> • Invite staff to join Ministry Team and hold regular meetings to help organise and support ministry and outreach within and beyond the college • Organise a <i>Ministry Team Retreat</i> with another Marist Schools (St. John's College, Cullinane College) • The following service groups will be organised and supported in 2026 under the banner of Angelo Service Group <ul style="list-style-type: none"> ▪ Seafarers ▪ Aroha Freezer (families in need) ▪ Baking for Timaru hospital ▪ Chemobags

			<ul style="list-style-type: none"> ▪ Loaves & Fishes (parish) ▪ Pink Ribbon Group (breakfast/run) ▪ Roncalli Rhythms (Manawa Rahi) ▪ St Vincent de Paul ▪ Collections for local charities • Angelo Service Leaders will be formally added to student leadership team and be supported by DRS
1.3 Deepen faith formation through prayer, Mass, regular school-wide/House liturgies, year level retreats & student/staff-led prayer & liturgical opportunities	<ul style="list-style-type: none"> • Ako and RST teachers will put an emphasis on actively teaching Prayer (<i>change yourself before changing the world</i>) • Expand student ministry group to involve more students • Roster year groups to attend morning Mass during an RST period 	RBU RBU RBU	<ul style="list-style-type: none"> • Students will understand the significance of prayer/reflection and the difference between praying and prayers • Students at each year level involved in different aspects of ministry/liturgy (preparation, reading, leading liturgy) • Students at each year level will get the opportunity to attend Mass on a termly basis as part of their RST class (Friday morning parish mass) • Ministry Leaders, with students from various year groups, lead fortnightly liturgies for staff at a weekly morning briefing • Student led weekly (voluntary) chapel/prayer/rosary one day per week during break time
1.4 Strengthen community connections building authentic partnerships with parish whanau, contributing Catholic schools, Diocese, and Marist Network schools, through shared celebrations, forums, outreach, and faith-based events	<ul style="list-style-type: none"> • Engage with Multicultural Aoraki to support our migrant communities • Acknowledge significant cultural/feast days • Outreach to main contributing schools. • Marist Forums will be made available to staff and students (pastoral, ministry, leadership, cultural) 	SBE JAD CCO	<ul style="list-style-type: none"> • With direction from Multicultural Aoraki, prepare and deliver meals and welcome packs to local immigrant families • Offer assistance to new migrants (with direction from MA) • National flags flown, recognition of significant days/events, messages to our ethnic communities via social media • Contributing schools' outreach

			<ul style="list-style-type: none">▪ Yr 7-8 Young Leaders Day▪ Yr 7-8 Careers Day• Marist Forums:<ul style="list-style-type: none">▪ (MLY)16-22 January <p>(General)</p> <ul style="list-style-type: none">▪ 26-27 Feb▪ 5-6 March▪ 19-20 March▪ 30-1 April/May▪ 2-4 May▪ 7-8 May▪ 4-5 June <p>(Growing Leaders)</p> <ul style="list-style-type: none">▪ 25-26 June▪ 20-21 August▪ 5-6 November <p>(Ministry)</p> <ul style="list-style-type: none">▪ 27-28 August▪ 15-16 October▪ 12-13 November
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Priority 2: Teaching & Learning

Initiative	Actions	Responsibility	Measure of Success
2.1 Implement a curriculum that is current and consistent with the latest curriculum developments	<ul style="list-style-type: none"> Support Curriculum Leaders to implement new curricula changes in yr 9/10 Use data to identify at-risk learners (PAT testing for all year 9 students – term 1, term 4), This will include reading comprehension, reading vocabulary, writing, listening comprehension, punctuation, grammar, numeracy. 	<p>SMT</p> <p>JAD/CL'S</p>	<ul style="list-style-type: none"> Appropriate PD, updated schemes, resources, and assessment plans to reflect new curriculum changes Staff, parents, and student will have a clear understanding of PAT literacy & numeracy data and be able to measure improvement during the year.
2.2 Prioritise numeracy and literacy initiatives starting in the junior school	<ul style="list-style-type: none"> Fund 2 new positions to support Numeracy and Literacy (Numeracy coordinator & Literacy Coordinator) Prioritise 4 periods per cycle for the yr 9 students for extra numeracy and literacy support Provide targeted numeracy/literacy intervention for identified students (PAT) 	<p>CCO</p> <p>SMT</p> <p>JAD</p>	<ul style="list-style-type: none"> Num/Lit Teachers will be provided with structured guidance on how to teach numeracy & literacy skills Yr 9 students will gain more confidence with literacy & numeracy strategies and improve skills (PAT) Students identified as needing additional num/lit support will be actively supported
2.3 Target programmes, internally and externally, to lift attendance and achievement.	<ul style="list-style-type: none"> Report attendance and achievement data through the Kamar portal to parents/caregivers on a weekly basis Introduce new yr 9 diary and use it in all classes to improve communication, self-management, and accountability Incentivise regular attendance Create and resource a supported class LSS for students needing targeted life and study skills (line of timetable) 	<p>JAD</p> <p>AMU</p> <p>DEANS</p> <p>SMT</p>	<ul style="list-style-type: none"> Weekly reports will be sent out through the Kamar portal to parents detailing achievement and attendance data All yr 9 students will be supported to use their diary in every class to develop organisational and self-management skills Students with high attendance will be recognised and awarded each term with a tangible reward (food, certificate) and students with high attendance all year will receive a badge at prizegiving A Learning Support Class (LSC) will be resourced to give targeted support to identified students.

Priority 3: Belonging

Initiative	Actions	Responsibility	Measure of Success
3.2 Expand Hauora initiatives to reflect current needs	<ul style="list-style-type: none"> Establish and resource student-led activities that bring year levels together (games, competitions, events) Expand student voice opportunities (student council termly report) Peer/buddy support to build connections 	<p>DEANS</p> <p>DEANS</p>	<ul style="list-style-type: none"> House Deans and House Leaders will prioritise running events that build connections between year levels. Improved House spirit. Appoint a staff member to oversee student council and create opportunities for student voice
3.3 Further develop skills through Ako/mentoring programme	<ul style="list-style-type: none"> Provide mentoring and academic coaching specific to the needs of each year level through weekly Ako class organised by yr level dean/careers 	DEANS/AKO	<ul style="list-style-type: none"> Every year level will receive relevant information from their Ako teacher specifically targeted to the needs of that year group (informed by dean)
3.4 To honour Te Tiriti o Waitangi by embedding Te Ao Māori, te reo Māori, and tikanga Māori across all aspects of school life, ensuring Māori ākonga enjoy and achieve education success as Māori. We strive to nurture a learning environment where te reo Māori and tikanga Māori are visible, valued, and celebrated.	<ul style="list-style-type: none"> Hold whanau hui and cultural evenings Hold a TOD to educate staff about Te ao Māori and culturally responsive practices (March 16) Develop a consistent school-whanau communication plan with respect to culture and ethnicities. 	<p>CCO</p> <p>CCO</p> <p>CCO</p>	<ul style="list-style-type: none"> Hold a hui with major ethnic groups in the college (Māori, Filipino, Indian) Staff TOD on 16 March focussed on Te Ao Māori All correspondence to community will reflect the cultural diversity of the college and use correct protocol

Priority 4: Leadership & Culture

Initiative	Actions	Responsibility	Measure of Success
4.1 Support career development opportunities for staff	<ul style="list-style-type: none"> • Encourage and resource staff to undertake relevant, external, PD opportunities related to department strategic priorities • Build capacity of staff by offering teaching opportunities across a variety of levels 	<p>MPR</p> <p>CL'S</p>	<ul style="list-style-type: none"> • Curriculum Leaders will actively encourage, and SMT will financially support staff professional development • All staff member, where possible, will teach classes across a variety of year levels to build their capacity and ensure sustainability.
4.2 Offer regular, targeted, professional learning for all staff specific to their needs and interests.	<ul style="list-style-type: none"> • Encourage staff to apply for professional development opportunities aligned to professional goals • Offer all staff the opportunity take part in Marist Network professional PD • A consistent, regular, school-wide PD programme with opportunities for individual upskilling 	<p>SMT</p> <p>SMT</p> <p>SMT</p>	<ul style="list-style-type: none"> • Staff will apply for Professional Development linked to their professional goals/pathway • All staff will be offered the opportunity to apply for the various Marist Network Professional Development opportunities • A school-wide programme of PD will be offered to staff on a fortnightly basis focussed on commonly identified priorities (e.g. classroom routines/restorative practice/new curriculum
4.3 Build leadership capacity for staff and students	<ul style="list-style-type: none"> • Provide targeted PD for middle leaders (CL's and Deans) to build their leadership skills (Leadership coaching) • SMT & CL'S to facilitate teacher coaching and peer observations to enhance classroom practice • Offer leadership opportunities to students through the Marist Network and through local networks. 	<p>SMT</p> <p>SMT/C.L'S</p> <p>CCO/DEANS</p>	<ul style="list-style-type: none"> • Middle Leaders will receive professional development specifically related to developing leadership capability • Curriculum Leaders will facilitate opportunities for all staff in their department to observe their peers teaching and provide feedback • Student Leadership Opportunities <ul style="list-style-type: none"> ▪ Marist Youth Leader 16-22 January ▪ Young Marist Neighbour

			<p>25-30 march</p> <p>20-25 May</p> <p>10-15 June</p> <p>24-29 June</p> <p>19-24 August</p> <ul style="list-style-type: none"> ▪ Awa Run 24-27 November ▪ Leadership Forum 2-4 May ▪ Head Prefects Forum 25-26 Oct
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Priority 5: Resourcing

Initiative	Actions	Responsibility	Measure of Success
5.1 Develop and enhance college learning spaces and outdoor environment	<ul style="list-style-type: none"> • Complete stage 1&2 of development project • New Clear span shed to increase storage capacity 	CKE	<ul style="list-style-type: none"> • Refurbished Roncalli Block with completed front entrance, parking, and gardens will be completed • Stage 2, (redevelopment of college quad) will provide a student friendly area and enhance college environment • College vans, trailers, and grounds equipment will be relocated to new Clearspan shed and remove vehicles from quad area
5.2 Align financial resources to priorities	<ul style="list-style-type: none"> • Current goals and initiatives identified in this annual plan are financially supported by robust budgeting 	SMT	<ul style="list-style-type: none"> • Business manager provides monthly report to BOT
5.3 Strengthen sustainability practices	<ul style="list-style-type: none"> • Develop the capacity of staff to perform various key roles within the college (eg relief, property, student management systems, timetabling, etc) 	SMT	<ul style="list-style-type: none"> • Key roles within the school will be able to be performed by multiple staff to ensure sustainability and best practice.