



SAINT KENTIGERN

Building Saint Kentigern  
Statement of Intent

NOVEMBER 2017



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**Vision** Saint Kentigern graduates will serve and lead with distinction

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**Mission** The Mission of the Saint Kentigern Trust is to provide education which inspires students to strive for excellence in all areas of life for the glory of God and the service of others

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**Our Goal** Saint Kentigern will serve and lead with distinction and be recognised as one of the best educational communities in the world.



Educational Culture

Teaching & Learning

Positive Environment

Inspiring Leadership

Operational Excellence

Engaged, connected & supportive community

New Horizons

Pillars to build strong experience



They will be expected to achieve to their full potential



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- New Horizons

## Educational Culture

Students will have a broad and balanced education.

They will be expected to work hard to achieve to their full potential through building a strong foundation of core knowledge and skills.

Students will understand the importance of education to prepare them to be lifelong learners and to contribute to society.

There is a respect for academic achievement and an expectation that students fully engage in what they are being taught.

All adults in the organisation are expected to model a commitment to continual learning, improvement and excellence.



Teachers will inspire in students a joy for learning



## Teaching & Learning

Staff are expected to have the highest expectations for each student in all aspects of their education.

Teachers will be highly qualified in the knowledge, skills and teaching pedagogy of their areas of expertise.

They will inspire in students a joy for learning and have the highest expectations of what each student can achieve.

Throughout their learning, students are prepared for life by learning the value of hard work, resilience, service to others, and compassion.

They will gain the ability to apply knowledge and skills to real life situations.



# All students will feel that they are valued and unique



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## Positive Environment

All students will feel that they are valued and unique members of their school community. At any one time, there will be range of significant adults who will look after their best interests.

Parents will be welcomed into the educational partnership and invited to fully engage with the school in their child's development.

There is to be proactive, timely, and clear communication between all parties always.

The positive contribution of all staff will be recognised and valued.

Staff will be given opportunities for personal and professional growth and mentoring.



We are committed to developing young people who will become leaders in their sphere of influence



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## Inspiring Leadership

We are committed to developing young people who will become leaders in their sphere of influence.

Our core values of Respect, Integrity, Service, Excellence and Love are the foundations of leadership.

Students will be supported to become effective and authentic listeners and communicators in a variety of situations and through a range of mediums.

Leadership will be developed through day to day activities that ask students to increasingly accept responsibility for themselves and others.

All adults are asked to model this leadership in all they do. They are required to take personal responsibility within their areas of involvement and to work collegially with others.



Saint Kentigern  
will provide an  
outstanding  
physical  
environment



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## Operational Excellence

Governance of the schools will be true to the mission and traditions of Saint Kentigern and will bring to decisions a wide diversity of professional expertise.

Master planning will be in place to ensure that all resources (physical, financial and human) are prudently developed, utilised and aligned for best practice.

Saint Kentigern will provide an outstanding physical environment designed to maximise learning both inside and outside the classroom.

We will ensure that each school retains and develops its distinctive teaching and training pedagogies while also ensuring that they each gain the maximum benefit from being part of one organisation.



Our schools will be closely engaged with their communities



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## Engaged, Connected & Supportive Community

Our schools will be closely engaged with their communities.

This includes families, Old Collegians, Parents and Friends of Saint Kentigern, the Presbyterian Church, and local educational and service organisations.

This will be a two-way process in which, as partners, we will each contribute to and learn from the collaboration.

Saint Kentigern will also seek to establish meaningful global partnerships to give our students an understanding of their place in the world.



We will explore sustainable new educational opportunities for growth



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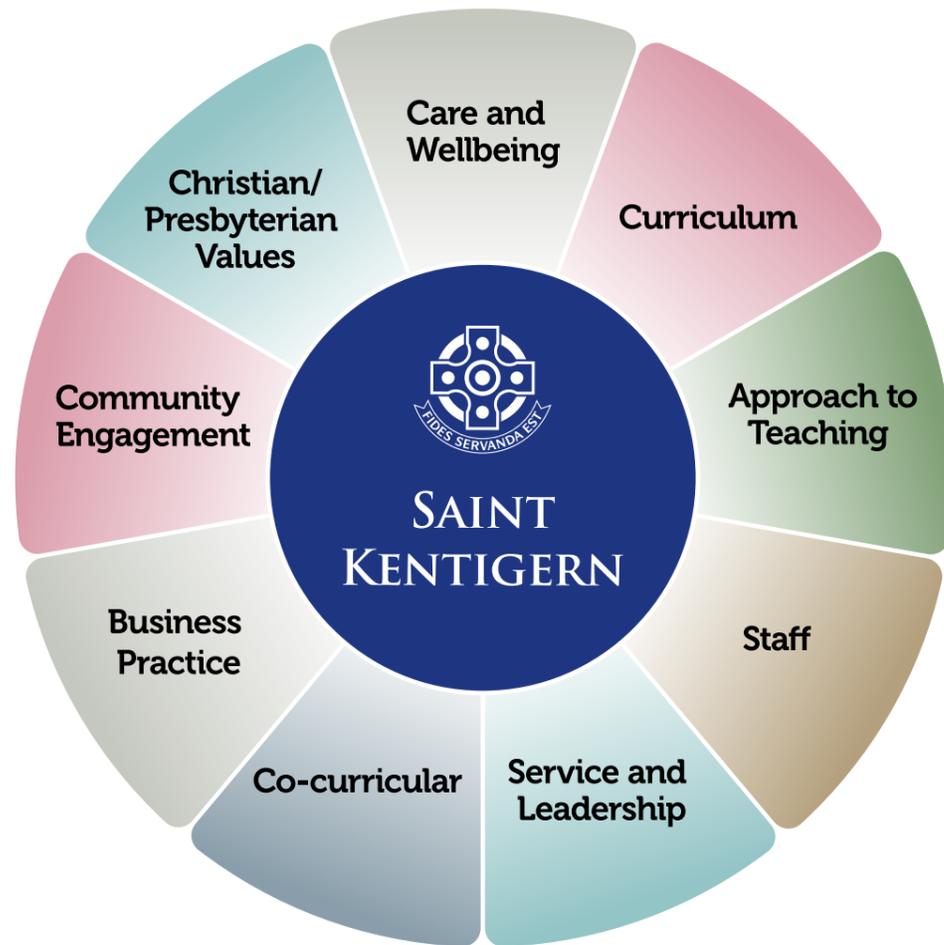
## New Horizons

We accept a responsibility to ensure that the wide ranging, unique educational opportunities that Saint Kentigern provides are available to the widest number of students.

We will explore sustainable new educational opportunities for growth.

Saint Kentigern will also support the development of new or existing institutions which share the same purpose, faith, traditions and values.





What We Will  
Achieve

How Our Success  
Will Be Measured



## What We Will Achieve

# Curriculum

Saint Kentigern will provide a relevant and current curriculum from preschool to Year 13.

The curriculum will be coordinated to ensure there is a coherent pathway of skills and knowledge.

At the end of Year 11, students will have a choice of qualifications within which they can select from a wide range of subjects.

All students will be given opportunities to be globally connected



## How Our Success Will Be Measured

1. Standardised assessments will be developed and used consistently across the Organisation at Years 2, 4, 6, 8 and 10 in English, Maths, Science and Information Technology. These will provide a benchmark against national curriculum standards
2. We will be the number one Decile 10 co-educational school in New Zealand in all areas of achievement in NCEA
3. 20% of Saint Kentigern students, will, by the end of Year 13, have gained an NZQA Scholarship
4. 25% of IB Diploma students will gain over 40 points and IB Diploma results will be above the world average in all subjects
5. Saint Kentigern graduates will enter their tertiary course and/or occupation of choice. We will encourage and assist those students who wish to attend International Universities
6. Saint Kentigern schools will develop partnerships with five leading schools outside New Zealand



## What We Will Achieve

# Approach to Teaching



Staff are expected to have the highest expectations for each student in all aspects of their education.

Teachers will be highly qualified in their skills and knowledge of, and the teaching methods of their areas of expertise.

They will inspire in students a joy for learning and have the highest expectations of what each student can achieve.

Throughout their learning experiences students are prepared for life by being taught the value of service to others, hard work, resilience and compassion. They will gain the ability to apply knowledge and skills to real life situations.



## How Our Success Will Be Measured

1. All teaching staff will be required to critically examine at least two professional readings per term provided by the One Organisation Pedagogical team. Reflections will be shared and discussed at staff forums
2. All teaching staff will be required to complete a minimum of three classroom observations per year using the template provided that identifies the purpose for each observation. Observations must include own department, different department and another school
3. All departments will conduct a student voice survey annually. Staff will analyse data and share evidence with their appraiser. Trends will be considered/implemented when developing Teaching and Learning Goals
4. All staff will provide evidence of pedagogical reflection, improvement and development through the appraisal process as led by the One Organisation Pedagogical team
5. All Department schemes or teacher plans will have evidence of differentiation, collaboration, creativity, problem solving, critical thinking, communication and allow for student contribution



## What We Will Achieve

# Staff

Saint Kentigern will employ only high quality, well qualified teaching and non-teaching staff.

All staff will receive regular constructive feedback on their performance and be provided with the opportunity to develop their expertise to the highest level.

A culture of commitment to the Saint Kentigern Mission, Vision and Values and a spirit of

collegiality will underpin all staff relationships. Saint Kentigern will assist staff who wish to expand their careers.

Saint Kentigern staff will be recognised as leaders in their areas of expertise.



## How Our Success Will Be Measured

1. The Organisation will become recognised as an employer of choice, such that we receive at least five well qualified applicants for each vacancy
2. All staff will receive a detailed and professional annual appraisal of their work, designed to assist them in growing professionally
3. All staff within our Organisation will participate in targeted Professional Development annually
4. Each year, 10 professional learning groups will be in action to assist staff development in key strategic areas



### What We Will Achieve

# Service and Leadership



Saint Kentigern is committed to having its students and staff fully participate in meaningful service to others within the schools, the local community, nationally and internationally.

The style of leadership fostered by the Organisation will be one of servant leadership.

We will seek to develop leadership skills in all students and staff.

Opportunities for leadership will be both within the Organisation and beyond. It is expected that we all aim to live our values and to be great citizens both in the present and into the future.



### How Our Success Will Be Measured

1. Every student and staff member will participate in an annual service activity that involves a personal commitment of time and effort
2. We will provide opportunities in all aspects of school life for students to take up positions of leadership
3. Each student will have an age appropriate opportunity to take part in a meaningful EOTC programme or event on an annual basis
4. We will provide support for the development of leadership among staff and recognise and assist those that wish to take up leadership positions, either within the Organisation or beyond it



### What We Will Achieve

# Christian/ Presbyterian Values

Saint Kentigern, as a Presbyterian Educational group of schools, reflects its Mission Statement, Christian faith and Scottish heritage in authentic, ethical and engaging ways across all areas of school life.



### How Our Success Will Be Measured

1. Over 80% attendance by families/students at formal Sunday Chapel services each term
2. Students will receive engaging and relevant student focused week day Chapel services
3. We will provide an age appropriate, robust, relevant and challenging Christian Education programme at every level of the organisation
4. We will provide Pastoral Care structures, practices and programmes which reflect and reinforce the core Presbyterian values of the Organisation: Respect, Integrity, Service, Excellence, Love



## What We Will Achieve

# Care and Wellbeing



Saint Kentigern is committed to the well-being and hauora of every student and staff member.

We prioritise the importance of creating respectful relationships with open, honest communication underpinning effective teaching and learning.

We will provide safe, nurturing learning environments. Our programmes will promote personal excellence, resilience, collaboration and independence.

Every student will have a strong sense of belonging and pride in Saint Kentigern, enhanced by strong transition programmes which value the uniqueness of individual students.



## How Our Success Will Be Measured

1. Every student, transitioning through the Saint Kentigern schools, will have all relevant educational records of their educational learning and progress passed on and utilised to benefit to the student
2. Well-being surveys, with sample groups made up of both staff and students, will be conducted every two years. Results will be analysed and action plans developed
3. Every student will have a classroom teacher/tutor teacher designated to be the significant adult for them at the school
4. Every student will have access to timely, expert and personal support to assist them in dealing with personal issues they may encounter
5. Staff will hold current First Aid certificates to the ratio of 80% of Sports and PE staff, 50% teaching staff
6. Saint Kentigern will have a 'best in class' Health & safety programme and all staff will receive regular training
7. Each school will achieve an independent, compliant biennial Health and Safety audit
8. Practices that promote good mental and physical well-being will be actively promoted across the Organisation



What We Will Achieve

# Community Engagement



Every family will have a strong sense of belonging and pride in Saint Kentigern with enduring connections whilst at school and in the years following.

Extended family, 'Parents and Friends' and Old Collegians are key to these relationships within the Saint Kentigern community.



## How Our Success Will Be Measured

1. Parent enquires will be acknowledged to within one working day of being received
2. 100% of families have access to the information they need on the OLE/SKC app with regular seminars provided for parents on areas of interest
3. The number of parents accessing information from the OLE will average 6,000 per month
4. Parents, Friends, Old Collegians, students and staff will access the Organisations Facebook page to a level of 25,000 per month
5. Each school will work with their Saint Kentigern community to achieve a communication database of 60% of past students/Old Collegians





### What We Will Achieve

# Business Practice



Saint Kentigern is committed to applying best governance and management practice to its business affairs.

All business decisions will be grounded in our Mission Statement. We will operate in a safe, ethical, informed, effective and efficient manner.

The Strategic Direction will focus effort and resource in a manner that ensures prosperity and sustainability of the 'One Organisation' and each of its individual entities.

We will apply a disciplined approach to financial management, asset management and proactive risk management and will ensure that it is compliant in all aspects of its operations.



### How Our Success Will Be Measured

1. The KPI's, Business Strategy, Asset Management and Facilities Plans will be reviewed annually by the Board and progress communicated to stakeholders
2. Each year an operating surplus will be achieved to the level that is adequate to support planned strategic initiatives and to assist with funding future infrastructural developments as outlined in the Master Plan
3. Investments, Donations, Development Funds and Sponsorship will contribute 5% of the Organisation's revenue
4. The Organisation will achieve an unqualified Financial Audit Report annually
5. Each campus will hold a current Building WOF and necessary compliance systems will be in place and training undertaken
6. Each school will operate a waiting list of students wishing to attend that is at least 10% of the actual intake



### What We Will Achieve

# Co-curricular

Saint Kentigern is committed to provide a diverse co-curricular programme, which engages all students in a meaningful way, to enhance their experience and enable them to contribute to the schools and to gain a sense of belonging and pride.



### How Our Success Will Be Measured

1. 100% of students to participate and contribute to the schools co-curricular programmes
2. Opportunities will be provided for a student to participate in a major sporting code
3. Each sports team representing Saint Kentigern schools will have a Coach and Manager drawn from the Saint Kentigern community
4. Every student who demonstrates the ability and attitude to excel at the highest level in their chosen co-curricular activity, will have the opportunity to access specialised targeted coaching and support
5. All students will have the opportunity to participate in a diverse range of Performing Arts groups
6. Each Saint Kentigern school will, over the course of a year, offer over 15 clubs or special interest programmes or events that develop student's areas of passion, strengths or expertise





## Staying Connected

The Saint Kentigern Trust Board and Senior Leadership are committed to understanding and responding to the views of our Stakeholders.

1. A comprehensive Parent Survey that will be carried out every two years
2. Every alternate year, we will undertake a survey of students and a survey of staff

Results of these will be used to benchmark targeted areas for improvement based on the critical success factors and the goals set around those.





SAINT KENTIGERN



SENIOR COLLEGE | MIDDLE COLLEGE | BOYS' SCHOOL | GIRLS' SCHOOL | PRESCHOOL

[www.saintkentigern.com](http://www.saintkentigern.com)