Pompallier Catholic College

Strategic Plan: 2026-2028

Collective Ambition:

A Christ-centred college in the Marist tradition focused on academic excellence, with dynamic staff, creating faith-filled young people ready for lives of service.

Six Strategic Priorities

1. **M** = Marist Catholic Character
2. **A** = Achievement and Aspirations
3. **R** = Resourcing the Future
4. **I** = Infrastructure and Grounds
5. **S** = Stakeholders and Supporters
6. **T** = Teachers and Support Staff

(1) M = Marist Catholic Character

Objectives / KPIs	Strategic Initiatives (Critical)	Responsibility
➔ More effective Catholic Character programmes ➔ Well-resourced Religious Studies Department/professional development ➔ Connection strengthened between school and parish ➔ Ongoing exposure/opportunity for enlightenment/growth in faith ➔ Succession planning for RST ➔ Growth in College service programme	**M1 Catholic Character** A. Ministry Team B. Catholic Marist Character C. Liturgy, Sacraments, Service, Connections	Principal, DCC Formation, DCC Events and Marist Charism, Service Coordinator
	M2 Society of Mary Formation and connections A. Widen impact of formation programmes B. Growth of Marist connections/culture	Principal, DCC Events and Marist Charism
	M3 Faith formation and retreats A. Transformative/engaging formation programmes B. Liturgy/Sacraments/Retreats	Principal, DCC Formation, DCC Events and Marist Charism
	Strategic Initiatives (Significant)	**Responsibility**
	M4 Integration of Catholic culture into the curriculum A. PLD opportunities B. Integration of Catholic perspectives across the Curriculum	Principal, DP Curriculum, HOL RST

	M5 Pompallier's vision and values Promote vision and values Common language Preserve Catholic Marist Character	SLT, DCC Formation, DCC Events and Marist Charism

(2) A = Achievements & Aspirations

Objectives / KPIs	Strategic Initiatives (Critical)	Responsibility
➔ Mindful of Colin's purpose of Catholic Marist education ➔ Further improvement to academic excellence and the culture that supports it ➔ Students ready for their next step ➔ Nurturing, innovative, courageous, adaptable, resilient students ➔ Leadership opportunities for students	**A1. Effective use of student achievement data** A. Increase capabilities B. Achievement of excellence in teaching and learning	Principal, DP Curriculum, Principal's Nominee HOLs, TICs
	A2. Academic excellence A. Clear/appropriate academic targets B. NCEA and UE C. Creation of NZQA Scholarship programme	Principal, DP Curriculum, Principal's Nominee HOLs, TICs
	A3. Participation in music, culture, drama and the arts A. Appropriate resources B. Greater range of activities	Principal, HOL Arts, TICs Music, Drama, Art

	C. Widen interests/pursue passions/personal success	
	A4. Changes in education A. Change management planning B. Changes in mandated curriculum/qualification pathways	Principal, DP Curriculum, Principal's Nominee
	A5. Māori and Pasifika excellence A. Aspirational targets B. Engagement strategies C. Monitoring systems	Principal, DP Curriculum, TIC Māori, HOLs, TICs
	A6. Biculturalism A. Commitment to Te Tiriti/Bicultural relationships B. Awareness of Aotearoa's unique Catholic-Māori heritage	Principal, SLT, DCC Formation, DCC Events and Marist Charism, TIC Māori
	A7. Sports growth strategy A. Grow sports participation B. Resources/coaching/parental/contribution/pathways/structures	Principal, Sports Coordinator, HOL PE
	Strategic Initiatives (Significant)	**Responsibility**
	A8. Digital Citizenship A. Catholic Marist approach B. Appropriate use of social media	Principal, DP Curriculum, DP Pastoral, SCT, IT Technician
	A9. Focus on Technology A. Conduct research B. Readiness to adapt C. Opportunities provided by IT and AI	Principal, DP Curriculum, SCT, IT Technician
	A10. PCC Graduate Profile	Principal, SLT

	A. Articulate criteria B. Behavioural and learning habits	
	A11. AI policy A. Clear/fit-for-purpose AI policy B. Appropriate use of AI C. Preparedness for post-school life	Principal, ALT, SCT, IT Technician

(3) R = Resourcing the Future

Objectives / KPIs	Strategic Initiatives (Critical)	Responsibility
➔ Sufficient funding secured for strategic initiatives ➔ PTFA fundraising for the school ➔ Further enhancement of relationship with the diocese ➔ Understanding of requirements to expand roll and implications	**R1. Diocese relationship** A. Constructive dialogue B. Collaboratively plan C. Future need	Principal & BOT
	R2. Alternative funding sources A. Future funding streams B. Beyond Govt and Diocesan sources C. Sustain maintenance and growth of college	Principal & BOT
	R3. Prudential management A. Financial planning B. Integrated and non-integrated buildings C. Upkeep/upgrade/expansion	Principal & BOT
	Strategic Initiatives (Significant)	**Responsibility**

	R4. International students A. Regenerative initiatives B. Expand numbers C. Current/emerging markets	Principal, TIC International Students

(4) I = Infrastructure & Grounds

Objectives / KPIs	Strategic Initiatives (Critical)	Responsibility
➔ Discerned priorities for major capital works, pragmatic list ➔ Spaces that enhance the visual identity of Catholic Character ➔ Improved working conditions for staff and better learning environment for students ➔ Students engaged practically in guardianship of natural environment -> gardening/waste/water/energy	**I1. Building improvement and modernisation programme** A. Weather tightness B. Functionality C. Visual appeal	Principal, BOT, Property Manager, Auckland Diocese
	I2. Priority major building projects A. New science lab B. Building to accommodate whole school C. Performing arts centre D. Replacement of Gym floor (or new gym) E. Safer solution for bus pick-up, drop-off F. Chapel entrance upgrade	Principal, BOT, Property Manager, Auckland Diocese
	Strategic Initiatives (Significant)	**Responsibility**

	I3. Catholic visual identity A. Increase Catholic visual identity around the school for the whole community to engender pride in Catholic Culture	Principal, BOT, DCC Formation, DCC Events and Marist Charism, Property Manager
	I4. Sustainability plan A. Environmentally sustainable approach B. Explore solar power C. Operations and development D. Water/energy/waste E. Good stewards	Principal, BOT, Property Manager, Auckland Diocese

(5) S = Stakeholders & Supporters

Objectives / KPIs	Strategic Initiatives (Critical)	Responsibility
➔ Ensure fees are not a barrier to enrolment ➔ Through clear communication and engagement bring stakeholders with us on the journey ➔ Open communication between BoT/staff ➔ Regular feedback on progress on implementation of the plan	**S1. Community engagement outside the school** A. Increase community engagement B. Catholic, tertiary, corporate world C. Collaboration opportunities	Principal, DCC Formation, DCC Events and Marist Charism, TIC Careers
	S2. Parental engagement A. Increase engagement B. Engaged with their children's education C. Catholic Marist formation D. Opportunities for evangelisation	Principal, DCC Formation, DCC Events and Marist Charism

	Strategic Initiatives (Significant)	Responsibility
	S3. Sponsorships A. Opportunities B. Aligned with PCC's values C. Across all school activities	Principal

(6) T = Teachers & Staff

Objectives / KPIs	Strategic Initiatives (Critical)	Responsibility
➔ An attractive appealing place to teach – conditions ➔ Reputation of school as a place to teach (Marist Character as an advantage) ➔ Effective development of staff for leadership – right staff ➔ Promotion of wellness for staff	**T1. Staff recruitment and retention** A. Clear processes B. Attraction/training/retraining quality staff	Principal
	T2. Employee experience A. Improved staff engagement practices B. Employment wellbeing C. Work-life balance D. Fulfilling employee experience	Principal
	T3. Succession and leadership A. Personal and professional development plans B. High potential staff	Principal

	C. Mentoring/study/exchanges D. Greater leadership capacity across PCC	
	T4. Teachers of religious studies and Tagged Teachers A. Upskilling B. PLD/accreditation C. Identify and attract quality applicants	Principal, HOL RST, DCC Formation, DCC Events and Marist Charism
	Strategic Initiatives (Significant)	**Responsibility**
	T5. Teaching and learning practices A. Applying effective pedagogy B. Use their tools of trade well	Principal, SLT