Pompallier Catholic College
Annual Plan 2026

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

Strategic Initiatives (Critical)		Responsibility
M1 Catholic Character	**M1 Catholic Character 2026 Action Points**	

A. Ministry Team
B. Catholic Marist Character
C. Service
D. Connections
	A. Ministry Team
	    i. Creation of Team
	    ii. Termly meetings
	    iii. Projects to engage students in faith
	B. Catholic Marist Character
	    i. BOT investment in key Catholic Character Staff and resourcing
	    ii. Hiring of Youth Minister
	    iii. Faith is evident throughout all of college life
	    iv. Daily prayer
	    v. Whakapono Rōpū-led Catholic Character initiatives
	    vi. Catholic Character PLD for staff
	C. Service
	    i. Service Programme extended to year 9 and 10
	    ii. Manaakitanga Rōpū-led service initiatives
	D. Connections
	    i. Youth Masses and connections with SFX Parish
	    ii. Connections with Auckland Diocese
		BOT, Principal, DCC Formation, DCC Events and Marist Charism, Service Coordinator

M2 Society of Mary Formation and connections	**M2 Society of Mary Formation and connections 2026 Action Points**	Principal, DCC Events and Marist Charism

A. Widen impact of formation programmes
B. Growth of Marist connections/culture
	A. Widen impact of formation programmes
	  i. Follow-up sessions with students who attended Young Marist Programmes
	  ii. Ministry Team as vehicle for student-led initiatives
	B. Growth of Marist connections/culture
	  i. New DCC Marist Charism forges strong working relationships with the Young Marists and The Hoben Project
	  ii. Utilise all formation programmes offered by the Young Marists and The Hoben Project	

M3 Faith formation and retreats	**M3 Faith formation and retreats 2026 Action Points**	

A. Transformative/engaging formation programmes
B. Liturgy/Sacraments
C. Retreats
	A. Transformative/engaging formation programmes
	  i. Student faith leadership is evident
	  ii. Review of college-led retreats
	  iii. Review of Young Marist-led programmes
	B. Liturgy/Sacraments
	  i. Weekly, student-led liturgies
	  ii. Weekly class masses, Termly whole-school masses
	  iii. Sacramental Programme
	C. Retreats
	  i. Expand Retreats to all year levels
	  ii. Ensure variety of Retreat themes
		Principal, DCC Formation, DCC Events and Marist Charism

Strategic Initiatives (Significant)		**Responsibility**
M4 Integration of Catholic culture into the curriculum	**M4 Integration of Catholic culture into the curriculum 2026 Action Points**	Principal, DP Curriculum, HOL RST
A. PLD opportunities	A. PLD opportunities	

B. Integration of Catholic perspectives across the Curriculum	i. Catholic Character PLD for all Staff
	ii. Staff sent on Hoben Project PLD
	iii. Staff sent to Auckland Diocese-run PLD
	B. Integration of Catholic perspectives across the Curriculum
	  i. PLD for staff
	  ii. New Staff Induction	

M5 Pompallier's vision and values	**M5 Pompallier's vision and values 2026 Action Points**	

A. Promote vision and values, common language, preserve Catholic Marist Character	A. Promote vision and values, common language, preserve Catholic Marist Character
	  i. Simplify expression of College Values
	  ii. Signs around the college
	  iii. Ministry Team to assist
		SLT, DCC Formation, DCC Events and Marist Charism

(2) A = Achievements & Aspirations

Strategic Initiatives (Critical)		Responsibility
A1. Effective use of student achievement data	**A1. Effective use of student achievement data 2026 Action Points**	

A. Increase capabilities
B. Achievement of excellence in teaching and learning
	A. Increase capabilities
	  i. PLD for staff: Using EdPotential to track student achievement
	  ii. Use of new SMART Tool in Literacy and Numeracy
	  iii. UE Dean student achievement tracking
		Principal, DP Curriculum, Principal's Nominee HOLs, TICs

	iv. Year 11-12 Academic Dean student achievement tracking
	v. Deans data tracking
	vi. Department use of data to inform curriculum and Achievement Goals
	B. Achievement of excellence in teaching and learning
	    i. Staff use of best practice pedagogy
	    ii. High levels of student engagement
	    iii. Achievement goals as per A2	

A2. Academic excellence	**A2. Academic excellence 2026 Action Points**	

A. Clear/appropriate academic targets
B. NCEA and UE
C. Creation of NZQA Scholarship programme
	A. Clear/appropriate academic targets
	    i. Achieving above both National and EQI averages.
	B. NCEA and UE
	    i. Attainment of college achievement goals: CAA 95%, UE 85%, NCEA Levels 1-3 achievement 95%, Endorsement rates: L1 Excellence of 15% and L1 Merit and Excellence combined of 50%, L2 Excellence of 20% and L2 Merit and Excellence combined of 50%, L3 Excellence of 20% and L3 Merit and Excellence combined of 50%,
	C. Creation of NZQA Scholarship programme
	    i. Preparations made to begin in 2027
		Principal, DP Curriculum, Principal's Nominee HOLs, TICs

A3. Participation in music, culture, drama and the arts	**A3. Participation in music, culture, drama and the arts 2026 Action Points**	Principal, HOL Arts, TICs Music, Drama, Art
A. Appropriate resources B. Greater range of activities	D. Appropriate resources i. Review of key resource needs E. Greater range of activities	

C. Widen interests/pursue passions/personal success	i. Review with TICs where opportunities are
	F. Widen interests/pursue passions/personal success
	    i. College Enrichment Programme
	    ii. Recruitment drives for areas of opportunities for students	

A4. Changes in education	**A4. Changes in education 2026 Action Points**	

A. Change management planning
B. Changes in mandated curriculum/qualification pathways
	C. Change management planning
	    i. Principal stays aware of ministry mandated changes and timelines
	    ii. Principal leads key personal in change management plan
	D. Changes in mandated curriculum/qualification pathways
	    i. All mandated changes successfully implemented at required times
		Principal, DP Curriculum, Principal's Nominee

A5. Māori and Pasifika excellence	**A5. Māori and Pasifika excellence 2026 Action Points**	

A. Aspirational targets
B. Engagement strategies
C. Monitoring systems
	D. Aspirational targets
	    i. Targets consistent with school-wide targets
	    ii. Targets above National and EQI averages
	E. Engagement strategies
	    i. Kapa Haka group to engage our Māori students in Te ao Māori and Tikanga
	    ii. Celebration of academic success
	    iii. Engagement of Whānau
	F. Monitoring systems
	    i. Māori and Pasifika achievement reported on
		Principal, DP Curriculum, TIC Māori, HOLs, TICs

	ii. Māori and Pasifika at-risk of not achieving identified, appropriate interventions initiated	
A6. Biculturalism	**A6. Biculturalism 2026 Action Points**	

A. Commitment to Te Tiriti/Bicultural relationships
B. Awareness of Aotearoa's unique Catholic-Māori heritage
	A. Commitment to Te Tiriti/Bicultural relationships
	    i. Te Reo Māori spoken daily at the college
	    ii. Tikanga followed at the College
	    iii. Student visits to marae
	    iv. Hosting of Nga Manu Korero 2026
	    v. Engagement with whānau
	B. Awareness of Aotearoa's unique Catholic-Māori heritage
	    i. Student pilgrimages to places of significance, such as Motuti and Pompallier House
	    ii. Integration of Te Reo Māori into the Liturgy
		Principal, SLT, DCC Formation, DCC Events and Marist Charism, TIC Māori

A7. Sports growth strategy	**A7. Sports growth strategy 2026 Action Points**	

A. Grow sports participation
B. Resources/coaching/parental/contribution/pathways/structures
	A. Grow sports participation
	    i. Aim for 2026 sport participation to the highest in college history
	    ii. Three-four teams to be sent to AIMS and Winter Tournament Week
	B. Resources/coaching/parental/contribution/pathways/structures
	    i. Friends of Pompallier College Sport started
	    ii. Explore sponsorship structure
		Principal, Sports Coordinator, HOL PE

| | iii. Expand network for coaches and managers | |

Strategic Initiatives (Significant)	Strategic Initiatives (Significant)	Responsibility

A8. Digital Citizenship
A. Catholic Marist approach
B. Appropriate use of social media
	A8. Digital Citizenship 2026 Action Points
	A. Catholic Marist approach
	    i. Students made aware how Marist values apply to the digital space
	B. Appropriate use of social media
	    i. Social Media in the Health programme
	    ii. Students understand school expectations
		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
	A9. Focus on Technology 2026 Action Points
	A. Conduct research:
	    i. Tech PLD for appropriate staff
	B. Readiness to adapt
	    i. Effective change management when embracing new technology
	C. Opportunities provided by IT and AI
	    i. College leadership ensures school awareness opportunities
		Principal, DP Curriculum, SCT, IT Technician

A10. PCC Graduate Profile
A. Articulate criteria
B. Behavioural and learning habits
	A10. PCC Graduate Profile 2026 Action Points
	A. Articulate criteria
	    i. Earmarked for 2027
	B. Behavioural and learning habits
	    i. Earmarked for 2027
		Principal, SLT

A11. AI policy A. Clear/fit-for-purpose AI policy B. Appropriate use of AI	**A11. AI policy 2026 Action Points** A. Clear/fit-for-purpose AI policy i. Creation of Policy	Principal, ALT, SCT, IT Technician

C. Preparedness for post-school life	B. Appropriate use of AI
	    i. Policy shared with staff, students, and the community
	    ii. Appropriate consequences for Policy breaches
	C. Preparedness for post-school life
	    i. Students learn both the benefits and the limits of appropriate use of AI	

(3) R = Resourcing the Future ✠

Strategic Initiatives (Critical)		Responsibility
R1. Diocese relationship	**R1. Diocese relationship 2026 Action Points**	

A.   Constructive dialogue
B.   Collaboratively plan
C.   Future need
	A. Constructive dialogue
	    i. Open dialogue with Property Team
	    ii. Proactive approach to issues
	B. Collaboratively plan
	    i. Following Diocese procedures for new works
	    ii. Dialogue with Diocese to achieve unity on key projects
	C. Future need
	    i. Discuss future roll growth requirements
	    ii. Discuss major capital works earmarked for future years
		Principal & BOT

R2. Alternative funding sources	**R2. Alternative funding sources 2026 Action Points**	

A. Future funding streams
B. Beyond Govt and Diocesan sources
C. Sustain maintenance and growth of college
	A. Future funding streams
	   i. Explore alternative funding streams (e.g. Alumni, Endowment Fund, creating a Foundation)
	B. Beyond Govt and Diocesan sources
	   i. Change management plan for leaving the Donations Scheme
	C. Sustain maintenance and growth of college
	   i. Appropriate use of maintenance budget
	   ii. Work with Diocese and MOE regarding roll growth at the appropriate time
		Principal & BOT

R3. Prudential management	**R3. Prudential management 2026 Action Points**	

A. Financial planning
B. Integrated and non-integrated buildings
C. Upkeep/upgrade/expansion
	A. Financial planning
	   i. BOT Finance Committee, Finance Officer and School Accountant meet regularly to oversee financial planning
	   ii. Strategic Plan-led use of college funds
	B. Integrated and non-integrated buildings
	   i. Cyclical maintenance and financial plan for non-integrated buildings
	   ii. Liaise with the Diocese to ensure integrated buildings maintained as fit for purpose
	C. Upkeep/upgrade/expansion
	   i. Appropriate Cyclical Maintenance Plan
	   ii. Appropriate Repairs and Maintenance Plan
		Principal & BOT

Strategic Initiatives (Significant)	**Strategic Initiatives (Significant)**	**Responsibility**

R4. International students	R4. International students 2026 Action Points	

A. Regenerative initiatives
B. Expand numbers
C. Current/emerging markets
	A. Regenerative initiatives
	    i. Europe recruitment trip 2026
	B. Expand numbers
	    i. Aim for highest post-COVID numbers in 2026
	C. Current/emerging markets
	
	    i. Investigating Europe, Thailand a growth area
		Principal, TIC International Students

(4) I = Infrastructure & Grounds

Strategic Initiatives (Critical)		Responsibility
I1. Building improvement and modernisation programme	**I1. Building improvement and modernisation programme 2026 Action Points**	

A. Weather tightness
B. Functionality
C. Visual appeal
	A. Weather tightness
	    i. Roof replacements
	    ii. Roof repair
	B. Functionality
	    i. Review required
	C. Visual appeal
	    i. Improve colour scheme
	    ii. Refurbish tired classrooms
		Principal, BOT, Property Manager, Auckland Diocese

I2. Priority major building projects	**I2. Priority major building projects 2026 Action Points**	Principal, BOT, Property Manager, Auckland Diocese

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
	A. New science lab
	    i. Earmarked for 2027
	B. Building to accommodate whole school
	    i. To discuss with Diocese for future planning
	C. Performing arts centre
	    i. To discuss with Diocese for future planning
	D. Replacement of Gym floor (or new gym)
	    i. Research best option
	E. Safer solution for bus pick-up, drop-off
	    i. To discuss with Diocese for future planning
	F. Chapel entrance upgrade
	    i. BOT to research possibilities (2027?)	

Strategic Initiatives (Significant)	**Strategic Initiatives (Significant)**	**Responsibility**
I3. Catholic visual identity	**I3. Catholic visual identity 2026 Action Points**	
A. Increase Catholic visual identity around the school for the whole community to engender pride in Catholic Culture	A. Increase Catholic visual identity around the school for the whole community to engender pride in Catholic Culture i. Tie-in project with work on simplifying school values	Principal, BOT, DCC Formation, DCC Events and Marist Charism, Property Manager
I4. Sustainability plan	**I4. Sustainability plan 2026 Action Points**	

A. Environmentally sustainable approach
B. Explore solar power
C. Operations and development
D. Water/energy/waste
E. Good stewards
	A. Environmentally sustainable approach
	    i. Requires BOT discussion
	B. Explore solar power
	    i. Requires BOT discussion
	C. Operations and development
	    i. Requires BOT review
	D. Water/energy/waste
	    i. Connection to town water supply being researched
		Principal, BOT, Property Manager, Auckland Diocese

(5) S = Stakeholders & Supporters

Strategic Initiatives (Critical)		Responsibility
S1. Community engagement outside the school	**S1. Community engagement outside the school 2026 Action Points**	

A. Increase community engagement
B. Catholic, tertiary, corporate world
C. Collaboration opportunities
	A. Increase community engagement
	    i. Parent Sports Group
	    ii. Joint PTA venture with SFX
	    iii. New Parents Dinner (2027)
	B. Catholic, tertiary, corporate world
	    i. Strengthen links with Te Kupenga (Catholic Leadership Institute)
	    ii. Strengthen relationships with Northtec, Trades Academies and Auckland University
	C. Collaboration opportunities
	    i. Collaborate with SFX Primary School
	    ii. Sports exchange with local schools
		Principal, DCC Formation, DCC Events and Marist Charism, TIC Careers

S2. Parental engagement	**S2. Parental engagement 2026 Action Points**	

A. Increase engagement
B. Engaged with their children's education
C. Catholic Marist formation
D. Opportunities for evangelisation
	A. Increase engagement
	    i. Create more opportunities for whānau to come to PCC
	B. Engaged with their children's education
	    i. WER
	    ii. Parent Nights
	    iii. Academic Tracking evening
	C. Catholic Marist formation
		Principal, DCC Formation, DCC Events and Marist Charism

	i. Provide Marist Catholic Character formation opportunities for parents
	ii. Use of School Newsletter
	D. Opportunities for evangelisation
	    i. Parental involvement in Sacramental Programme
	    ii. College Newsletter
	    iii. Parental involvement in Retreats	

Strategic Initiatives (Significant)	**Strategic Initiatives (Significant)**	**Responsibility**
S3. Sponsorships	**S3. Sponsorships 2026 Action Points**	

A. Opportunities
B. Aligned with PCC's values
C. Across all school activities
	A. Opportunities
	    i. Explore Sports Sponsorship in 2026
	B. Aligned with PCC's values
	C. Across all school activities
	    i. Use of Kindo's sponsor another student option
		Principal

(6) T = Teachers & Staff ✠

Strategic Initiatives (Critical)		**Responsibility**
T1. Staff recruitment and retention	**T1. Staff recruitment and retention 2026 Action Points**	

A. Clear processes
B. Attraction/training/retraining quality staff
	A. Clear processes
	    i. Review of current practice
	B. Attraction/training/retraining quality staff
	    i. Recruit for vacancies through networks
		Principal

	ii. Maintain culture at PCC that is attractive to prospective employees iii. Review induction programmes iv. Support Teacher Training Programmes v. Promote the teaching profession to current students	
T2. Employee experience	**T2. Employee experience 2026 Action Points**	

A. Improved staff engagement practices
B. Employment wellbeing
C. Work-life balance
D. Fulfilling employee experience
	A. Improved staff engagement practices
	    i. Collaborative leadership
	    ii. Create leadership opportunities for staff
	B. Employment wellbeing
	    i. Effective pastoral processes that support teachers
	    ii. Celebrate staff successes
	    iii. Improve systems
	C. Work-life balance
	    i. Culture of no outside of work hours emails unless an emergency
	D. Fulfilling employee experience
	    i. High student achievement
	    ii. Engaged students
	    iii. Collaborative and supportive leadership
	    iv. Engaged BOT
		Principal

T3. Succession and leadership	**T3. Succession and leadership 2026 Action Points**	Principal
A. Personal and professional development plans	A. Personal and professional development plans	

B. High potential staff
C. Mentoring/study/exchanges
D. Greater leadership capacity across PCC
	i. Effective Professional Growth Cycle systems
	ii. Engage staff regarding career goals and required PLD
	B. High potential staff
	    i. Strong school culture and positive reputation in Whangārei and further afield will increase quality of applicants for jobs
	C. Mentoring/study/exchanges
	    i. Identify mentoring needs
	    ii. Identify staff for further study (e.g. Masters)
	D. Greater leadership capacity across PCC
	    i. Develop programme to consciously identify and develop leaders	

T4. Teachers of religious studies and Tagged Teachers	**T4. Teachers of religious studies and Tagged Teachers 2026 Action Points**	

A. Upskilling
B. PLD/accreditation
C. Identify and attract quality applicants
	A. Upskilling
	    i. Teachers identified for further study of Theology
	B. PLD/accreditation
	    i. PLD provided
	C. Identify and attract quality applicants
		Principal, HOL RST, DCC Formation, DCC Events and Marist Charism

Strategic Initiatives (Significant)	**Strategic Initiatives (Significant)**	**Responsibility**
T5. Teaching and learning practices	**T5. Teaching and learning practices 2026 Action Points**	Principal, SLT
A. Applying effective pedagogy	A. Applying effective pedagogy	

| B. Use their tools of trade well | i. Staff-wide knowledge of what effective pedagogy looks like
B. Use their tools of trade well
    i. Subject knowledge, use of data, understanding the science of learning | |