

RNLS Strategic Plan

2026–2029

OVERVIEW

Purpose of the Strategic Plan

This Strategic Plan sets the direction and priorities for the next three years. It outlines the goals, focus areas, and shared commitments that will guide the life and work of RNLS school. The plan reflects the aspirations of the community and the vision of the Board to build a **thriving Christ-centred learning community** marked by **academic and behavioural excellence**, **faith in action**, and **strong partnerships with families**.

Board Expectations and Intent

The School Board expects that this plan will:

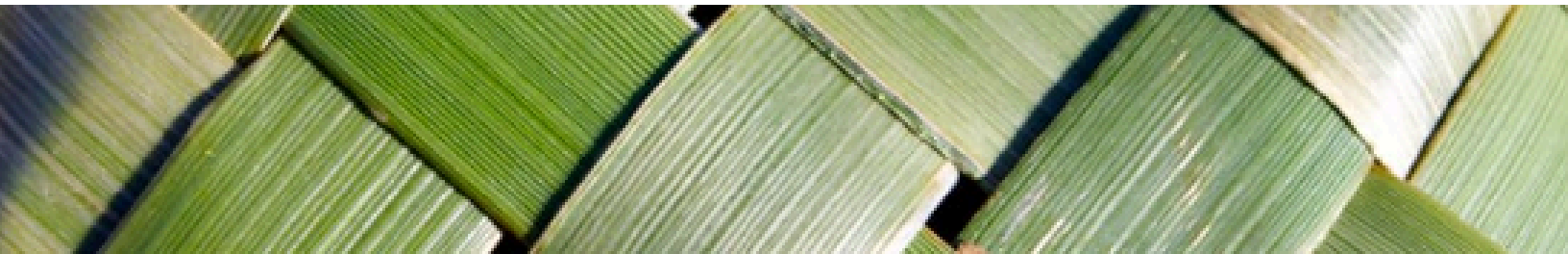
- Guide decision-making at every level — governance, leadership, staff, and community.
- Promote alignment between daily operations and long-term strategic direction.
- Foster accountability through measurable progress and transparent reporting.
- Encourage participation from staff, students, and families in achieving the shared goals.
- Keep Christ central in every aspect of the school's life and culture.

The Board affirms that ***these goals belong to everyone***. They are to be ***evident in classrooms, playgrounds, offices, and community interactions***. Each area of focus calls for ***active collaboration*** **and** ***continual reflection*** to ensure that the school's mission is being lived out authentically.

We believe this represents *kotahitanga*: unity, togetherness, solidarity, collective action.

RNLS MISSION

To provide quality Christian education that equips and inspires all students to reach their life's potential in order to serve God's purposes



GOAL ONE: Christ at the Centre

We will ensure that faith in Jesus Christ is visible, lived and transformative in all aspects of school life — from worship and relationships to decision-making and service. Our school's proprietors will have a meaningful impact in the daily life of RNLS.

Key Areas of Focus:

Special Character – Define and implement the schools Christian character guidelines and establish a collaborative relationship between the school and its proprietors.

Unity in Christ – Ensure that Christ, as the unifying factor at RNLS, is the primary focus of school culture.



Priority	Action	Review
Special Character	**Grow** a collaborative partnership between the school and the proprietors. **Invite** proprietor involvement and presence at school events.	Termly review.
Unity in Christ	**Provide** regular opportunities for collective worship, prayer, and biblical teaching that nurture personal faith and collective unity. **Ensure** that Christ, as the unifying factor at RNLS, is the primary article of school culture. Look for opportunities for community fellowship, e.g. cultural festivals, worship services.	Termly review.
Governance Leadership	**Increase** governance visibility across the school, e.g. commencement, prize giving, newsletters.	Annual community surveys. SLT reporting.

GOAL TWO: Culture of Excellence

At RNLS, we will pursue a culture of excellence in all that we do. A culture of excellence should be evident within the School Board, the Senior Leadership Team, the staff, the students and the parent community.

Key Areas of Focus:

Academic Achievement – Establish clear expectations, data-informed teaching, and targeted support to lift student achievement across all levels.

Attendance – Invest in professional learning and collaboration to strengthen instructional practice and promote a culture of continual improvement.

Behaviour and Character – Maintain high standards of conduct grounded in respect and responsibility by combining both corrective and restorative practices. Ensure that policy and procedures are followed by students and staff, supported by parents, and enforced by the senior leadership team.

Increase Leadership Visibility - The Proprietor and Governance leadership to be more involved in school activities to reinforce expectations and provide encouragement.

Priority	Action	Review
Behaviour and Character	**Measure, detect and respond** to behavioural issues that are not inline with the mission, values and vision of RNLS. **Apply** a consistent approach to behaviour management to reduce repeated negative behaviours using the RNLS Way. **Ensure** uniform expectations are met consistently.	Review and reset the RNLS Way. Annual community surveys. Termly leadership and staff reflection meetings.
Increase Attendance	**Implement** an annual achievement plan for attendance.	Monitor and review attendance data.
Teaching Practice	**Apply** consistent teaching practice across the school.	
Academic Achievement	**Sustain** high levels of academic achievement for years 1-13. **Identify** opportunities for growth in merit and excellence results. **Early identification** of students for support pathways.	Annual review of academic data. Annual community surveys. Leadership and staff reflection meetings.



GOAL THREE: Partner with Parents & Whānau

We will build strong, transparent, and supportive relationships with families to enhance student learning and community belonging. We will provide clear and accessible communications to improve the parent-school partnership.

Key Areas of Focus:

1. **Communication** – Strengthen communication channels by establishing and implementing a communication strategy that strengthens community relationships and builds trust.
2. **Feedback and Improvement** – Establish systems for gathering and responding to feedback from parents, students, and staff to drive continuous improvement across the school.
3. **Relationships** - Build relationships between the parent community, cultural groups and teaching staff in order to lift the potential for student success and encourage community cohesion.



Priority	Action	Review
Communications	**Establish, implement and review** a communications strategy for all school communications.	Newsletter mail open rates increase. Meta performance metrics. Annual community survey.
Feedback	**Establish, promote, monitor and review** community feedback channel/s.	Review the use of the feedback channel. Annual community survey.
Relationships	**Deepen** relationships with Māori, Pasifika, and all cultures represented in our community. Increase opportunities to involve parents in school life.	Annual community survey. Feedback channel (Once established). Established regular parent engagement opportunities and advisory input.

IMPLEMENTATION, MONITORING & REVIEW

Implementation

Each goal will be supported by an annual action plan developed by school leadership and reviewed by the Board. These action plans will detail:

- Board level review and ownership of each Strategic Goal with staff involvement.
- Specific initiatives and activities aligned with each key focus area.
- Assigned responsibilities and timelines.
- Resource requirements and professional development needs.
- Indicators of success and data sources for measurement.

Monitoring and Reporting

Progress toward each goal will be monitored regularly through:

- Leadership and staff reflection meetings.
- Board reports on key performance indicators.
- Feedback from students, parents, proprietors, and staff.
- Review of Strategic Plan by analysis of variance.

The *Strategic Planning Committee,* will provide formal progress updates to the Board at least termly. Key outcomes and priorities will be communicated to the school community to maintain transparency and shared ownership.

Review and Renewal

At the conclusion of each strategic cycle (annual), the Board will conduct a comprehensive review of progress, outcomes, and emerging needs. The results will inform the next phase of strategic planning, ensuring that the school remains responsive, Christ-centred, and forward-focused.

APPENDIX

1. Strategic Plan Poster
2. Strategic Goals in Detail
3. Annual Plan Template
4. Community Consultation Summary