

Marsden Strategic Plan 2019–2023

▶ MARSDEN VISION

“Manu Rere Ao” The bird that flies the world

Manu Rere Ao likens a Marsden graduate to a bird who is nurtured in the kohanga (nest) and ngahere (forest), then equipped to take on the world. Manu Rere Ao also references the natural setting of Marsden and the native birds and seabirds that inhabit its spaces.

▶ MARSDEN MISSION

To lay the foundation for lives of meaning, accomplishment and genuine happiness. We develop confident, independent, creative, lifelong learners who are challenged to reach their academic and personal potential in a warm and supportive environment underpinned by Christian values.

▶ MOTTO

“Ad Summa” Aim for the Highest

This means that we strive to be our best in all that we do. Our motto reminds us of our commitment to personal excellence ... being **our** best rather than being **the** best.

▶ VALUES

Excellence Hiranga

Marsden Schools are high-performance environments where everyone aspires to be the best they can be in their academic and co-curricular pursuits.

Resilience Manahau

Those who can pick themselves up and keep going have the greatest chance of personal happiness and success. Resilience is the explicit focus of a number of our programmes.

Creativity Auahatanga

The ability to think outside the square, to respond to the challenges of today in innovative ways, to find new ways of working, thinking and living is vital to a successful future.

Service Oha

It is important for our students to be aware of their place in the local and global community. In keeping with Anglican values and tradition, consideration for others is fostered and delivered through co-curricular programmes.

▶ GOALS



1

Future-focused Learning and Teaching

Provide outstanding learning opportunities that equip students to create lives of meaning, accomplishment and genuine happiness.



2

Wellbeing

Nurture and develop student and staff wellbeing.



3

Quality Teachers

Attract, develop and retain quality staff.



4

Community Engagement

Provide opportunities for all community members to align, engage with and contribute to the School's objectives.



5

Sustainable Operations

Optimise our financial, physical, natural environment and human resources.

Marsden Goals



1

Future-focused Learning and Teaching

Provide outstanding learning opportunities that equip students to create lives of meaning, accomplishment and genuine happiness.

Strategies

- 1A** Continue to deliver high-quality **core curriculum**
- 1B** Update and modernise curriculum offerings
- 1C** Explicitly develop **learning, innovation** and **life skills** through the core and option curriculum
- 1D** Develop **social and cultural** skills
- 1E** Fully leverage information and communications technology
- 1F** Expand student aspirations



2

Wellbeing

Nurture and develop student and staff wellbeing.

Strategies

- 2A** Foster a safe, inclusive and diverse learning environment that is affirming, encouraging and challenging
- 2B** Adopt a whole school, evidence-informed approach to developing and sustaining student and staff wellbeing
- 2C** Encourage balance in student programming to allow for downtime and play
- 2D** Prioritise learning over assessment
- 2E** Provide opportunities for both excellence and participation in co-curricular activities – sporting and cultural
- 2F** Prioritise service and outreach in educational and personal endeavour



3

Quality Teachers

Attract, develop and retain quality staff.

Strategies

- 3A** Adopt a whole school, evidence-informed approach to developing and sustaining staff wellbeing
- 3B** Support the professional growth of teachers to ensure their professional success and satisfaction
- 3C** Prioritise service and outreach in professional and personal endeavour
- 3D** Cultivate the teaching expertise and skill mix to support the School vision



4

Community Engagement

Provide opportunities for all community members to align, engage with and contribute to the School's objectives.

Strategies

- 4A** Develop a culture of philanthropy within the Marsden community
- 4B** Cultivate all community members as key word-of mouth ambassadors
- 4C** Actively grow School Association membership welcoming enthusiasm and skill set
- 4D** Ensure all Association effort is Strategic Plan/Vision focused and that the Associations take a coordinated approach to implementing the Strategic Plan
- 4E** Ensure Marsden marketing collateral showcases the school as a leader in future-focused learning and student wellbeing for girls



5

Sustainable Operations

Optimise our financial, physical, natural environment and human resources.

Strategies

- 5A** Operate best practice in safety and risk-management
- 5B** Continually monitor external trends and internal realities to assess risks and opportunities for organisational health and effectiveness
- 5C** Diversify revenue sources to support operating and capital needs
- 5D** Prudently manage finances and physical assets
- 5E** Proactively increase Marsden's level of environmental sustainability
- 5F** Improve operational efficiency
- 5G** Hire teaching and non-teaching staff with the expertise to implement Marsden's Strategic Plan and vision

- Core curriculum to include:** Digital, financial, entrepreneurial, global, health, environment, and civic literacy.
- Learning/innovation:** Creativity and innovation, critical thinking and problem solving, communication, collaboration.
- Life skills:** Flexibility and adaptability, initiative and self-direction, productivity and accountability, leadership and responsibility, resilience.
- Social and cultural:** The ability to effectively interact with others in diverse groups and situations with skills demonstrating understanding of and respect for what is important to people.
- Wellbeing:** As defined by Positive Education; the science and principles of positive psychology. Equipping students with the knowledge and skills to foster positive emotions, engage in and appreciate new learning experiences, value and build caring relationships, develop a sense of purpose and meaning, and pursue worthwhile endeavour.