



# HUNTLEY SCHOOL

Strategic Plan 2016—2021





# Introduction

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At Huntley School we have a clear belief of preparing our students for the adventure of life. Every student will have the opportunity to reach their potential academically, physically, socially, culturally and spiritually.

At Huntley we aim to instill within students a desire to strive for success, to face challenges head on, to expect high standards and to give their best in every endeavour.

We see the next five years and beyond as important years in Huntley's history as we forge ahead in being a leader in independent co-education.



**Duncan Johnston**  
Board Chair



**Sam Edwards**  
Headmaster



# Our Guiding Principles

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- Be Professional** Every decision is considered with the key stakeholder in mind—the students. We care about our students therefore we need the best team to guide, teach and create a safe learning environment.
- Aim Higher** We are aspirational. We go the extra mile, ask the difficult questions and take pride in everything we do.
- Make It Happen** We are proactive and begin with the end in mind. We are the best at change and are not afraid to take risks.
- One Team** We are a team that stands by our mission and values at every level of the organisation.

# Guided by our Mission & Values

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## Mission Statement:

Preparing your child for the adventure of life.

## Values:

**Tolerance**—A willingness to recognise and respect the beliefs or practices of others.

**Responsibility**—Being responsible for one's own behaviour or actions.

**Kindness**—The quality of being warmhearted and considerate towards others.

**Enthusiasm**—Having or showing great excitement and interest in what you are doing.

**Service**—An unselfish act of help or assistance towards others.

**Respect**—Treating others as you would like to be treated.

**Honesty**—Speaking the truth and creating trust in the minds of others.

**GDP**—Guts, Determination and Pride: showing strength of character in the face of adversity.



# Seven Strategic Areas Identified

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1. Teaching and Learning
2. Special Character
3. Staffing
4. Resources and Environment
5. Communications
6. Health and Safety
7. Financial Sustainability





**HUNTLEY SCHOOL**  
**PREPARING YOUR CHILD FOR THE ADVENTURE OF LIFE**

# Strategic Areas

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## TEACHING & LEARNING

### Aim

Provide a learning environment that is modern, relevant and academically advanced and which nurtures every student to achieve their potential not only academically, but also spiritually, culturally, physically and socially.

### Strategies

- The learning environment will support and encourage the Huntley Values in all walks of school life.
- The learning environment will expose students to experiences they will value and call upon in later years.
- The curriculum offered will be broad whilst ensuring a sound grounding in literacy and numeracy.
- The curriculum will be accessible to all abilities with support and extension as necessary.
- Annual student performance targets will be set which allow the measurement of value added.
- Annual student performance targets will be set against nationally recognised standards.
- Assess whether there are avenues to extend our educational services beyond the traditional channels currently offered by the school.

# Strategic Areas

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## SPECIAL CHARACTER

### Aim

Ensure the Special Character of Huntley School generates and maintains a point of difference.

### Strategies

- Create genuine reasons for parents to choose Huntley School over other alternatives.
- Offer an education beyond the traditional curriculum.
- Uphold Christian values and the teachings of the Anglican faith.
- Maintain strong pastoral care and a supportive family environment.
- Continue to offer a safe, modern and enjoyable boarding environment that students want to be a part of.
- Students should leave Huntley having experienced the value of creativity in the Arts.
- Students should leave Huntley School having experienced a variety of sporting activities, with a desire to maintain fitness and health, and having learnt the value of teamwork.



# Strategic Areas

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## STAFFING

### Aim

Resource the School with personnel in a way that best ensures the Teaching and Learning and Special Character aims of the School are achieved.

### Strategies

- Employ and retain suitably qualified staff.
- Have formalised organisation structures, together with specific and relevant job descriptions.
- Have an appraisal and staff development process.
- Professional development should create one culture of professionalism, respect and striving for excellence.
- The work undertaken should enable staff to feel challenged and engaged, and provide them with opportunities to learn and grow, and able to exercise some discretion and control over what they do.
- Have a robust and consistent performance management process.

# Strategic Areas

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## RESOURCES AND ENVIRONMENT

### Aim

The Schools physical environment should be memorable, suitably resourced, fit for purpose, well maintained and comply with regulations.

### Strategies

- Work to an ongoing 10 year property maintenance programme.
- Review and improve facilities in line with regulations and functionality.
- Develop and prioritise a “wish list” of facilities and resources that will enhance the learning environment and other strategic goals.

# Strategic Areas

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## COMMUNICATIONS

### Aim

A well-considered and planned approach to communications will maximise stakeholder satisfaction and the potential to attract and secure future students.

### Strategies

- Communicate effectively and in a timely manner with our stakeholders.
- Ensure that communications are cognisant of race, age and gender.
- Develop a concise, researched communications plan that targets identified stakeholder needs within the annual budget provided.
- Annually review communication and marketing initiatives undertaken for the benefit of future planning decisions.
- Provide recommendations on market perception and expectations of fee levels, the dissection between fee components and the concept of moving further towards user pays for “add-on” services.

# Strategic Areas

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## HEALTH AND SAFETY

### Aim

End each day healthy and safe.

### Strategies

- All practical steps will be taken to ensure that people in the vicinity of the school, or on school related activities, are not harmed in any way.
- Physical and emotional well-being have a high priority.
- Health and Safety regulations will be adhered to.
- Board Members, Senior Management and all staff will receive Health and Safety training.
- The School will continue to improve its Health and Safety procedures.
- Health and Safety incidents will be investigated.
- The Board will ensure the school has regular Health and Safety meetings which are subsequently reported to the board.

# Strategic Areas

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## FINANCIAL SUSTAINABILITY

### Aim

The Board has stewardship of the School for future generations and as such it must remain in a financially stable and low risk financial position by meeting its annual outgoings (including all provisions and accruals) from the income generated in that financial year.

### Strategies

- Annually set operational and capital works expenditure budgets to best achieve the strategic plan.
- Set an appropriate annual fee level.
- Work with the Parents and Friends of Huntley School (PFH) and the Old Boy and Girls Association (OBGA) to raise and allocate funds.
- Identify and maximise ongoing income from non school fee sources.
- Explore future-proofing options for Huntley School in keeping with the objectives of the Huntley School Trust Deed.
- Develop scholarship and/or sponsorship models to allow more students access to Huntley.



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