

# Theme Five: Considering the Future Direction of the School

## **Recommendation No.11: Regularly review and consult widely on whether the current model is best to implement the trust's aspirations.**

“We recommend that the Dilworth Trust Board, after consideration of high quality, relevant contemporary research and the views of the pastoral care team, current staff, parents and whānau, and the wider Dilworth community, review regularly the best options for implementing James Dilworth's aspirations for current and future students as expressed in his trust and will.”

## **Progress to date**

Substantial work has already been undertaken to address the means by which the School can today meet the legacy demands of James and Isabella Dilworth's aspirations. This is work that the Dilworth Trust Board continually reviews and seeks to update. In 2019, in conjunction with the School community, the School Vision and Values were formulated with a view to creating a 'One School' culture with common expectations, standards and values. From that work, a number of projects were initiated, summarised below.

## **PROJECT RESET**

The School commenced a complete reset of its entire model of operation and structure in 2020. Project Reset asked the question, 'What would it look like if our ākonga/learners were truly at the centre of our aspirations, decisions, and direction as a School?' After more than two years of Project Reset related research, collaboration, co-construction, and design (involving the Trust Board, all staff, parents, students, whānau and a range of relevant community organisations), following earlier work, the first elements of the project were implemented in early 2023.

### **The six areas in scope were:**

1. Values, Culture and Learner Profile
2. Safeguarding and Wellbeing
3. Local Curriculum
4. Learning in the Outdoors
5. Boarding
6. People and Capability

## Project Reset has involved:

- The development of a Dilworth Learner Profile.
- Safeguarding accreditation and a shift in School culture and prioritisation around safeguarding.
- A bespoke wellbeing programme, Ako Puāwaitanga, designed specifically to meet the needs of Dilworth students, and delivered as part of the guaranteed taught curriculum.
- A complete redesign and alignment of the Year 7-10 curriculum. The breadth of courses offered has been enhanced to meet the needs of students as identified by whānau and ākonga (including Samoan, Tongan and Mandarin language and culture, financial literacy, performing arts – using te whare tapere, and sustainability).
- A completely redesigned Learning in the Outdoors programme that allows students at every year of their Dilworth journey to have a significant outdoor experience, building on skills previously developed, and also integrating wellbeing.
- Restructure of staffing at both the Mangatāwhiri (previously known as Rural) and Junior campuses, as well as the appointment of new roles: Director of Teaching and Learning, Director of Boarding, Director of Health & Safety, School Psychologist, and Director of Operations.
- Building the cultural and teaching capability of existing staff through professional learning opportunity and the use of high impact teaching strategies.

## BOARDING

Over the past two years the School has made changes to the structure and nature of boarding in the following ways:

- No boarding/entry to the school in Years 5 and 6.
- Composite day/boarding school structure for students in Year 7; students choose if they will board in Year 7 and have flexibility as to when they commence boarding. This same principle will be extended to Year 8 for the 2025 cohort.
- School and home private transport provided in 2023.
- Year 9 students no longer reside at the Rural Campus for the entire academic year, instead now boarding at the Senior Campus. The former Rural Campus has been renamed Mangatāwhiri Campus and repurposed as a Learning in the Outdoors facility which students at all ages now experience.

## Next steps

Research and planning into what boarding might look like at Dilworth in the future, and what best practice boarding looks like internationally, commenced in July 2023. The Headmaster, Director of Boarding and Project Reset Co-ordinator will be working with a cross section of the School community to complete the planning in 2024 with a view, following Board approval, to move to full implementation from 2025.

Other elements of Project Reset that are ongoing and that are priorities in the action plan include:

- Assessment and Reporting review – currently underway, with completion targeted for 2024 for implementation in 2025.
- Dilworth Learner Profile – development of junior, middle, and senior school profiles, continuation of work into 2024.
- Review and align digital tools and communications – currently underway. Communications completed by early 2024 with digital tools aligned by the end of 2024.

Delivery of James and Isabella Dilworth's legacy into the future will also be part of the Trust Board's engagement with stakeholders in its strategic stakeholder engagement framework.

The Trust Board plans to commission an international review of other legacy organisations that have modernised or are modernising against historical governance documents like James Dilworth's Will.