Waiheke High School

Board of Trustees

19 August 2019

**Request for Proposals - School Vision, Strategic Goals, Plans & KPIs**

Waiheke High School has just completed a community engagement process to understand the community’s views of the school so it can become the high school of choice for the island’s young people. This was in part in response to rising community concern about the school and increasing numbers of families choosing to send their children off island to school.

This process was facilitated by local consultant Anne Bailey, with support from Chris Rowan (Impact Group). The Board of Trustees (The Board) has welcomed a comprehensive report prepared by Chris and is committed to implementing the key findings it signals. The report is available on the school’s website at <http://waihekehigh.school.nz/wp-content/uploads/2019/05/2019-Final-Waiheke-High-Striving-for-Success-Report-May-2019-.pdf>

**Phase 1**

A strong theme identified is the need for the school to have a clearer identity, a clearer sense of who they are and what it stands for. The Board accepts that there is a view that the school is unsure of what it is trying to achieve, what the future direction is and as a result the messaging, branding and general communication about the school is unclear.

The Board is seeking proposals from skilled, experienced people to assist it with this visioning process. We are looking for proposals that describe how you will:

* assist the Board to undertake a visioning process that will enable the school to develop clarity around what it stands for – who are we as a school? This can also be expressed as, “what do we want our students to leave the school with?”
* create and record a vision with a 5-7 year direction which has staff, student, whanau, and community engagement
* include a leadership role in the process for the Board, Principal and school leadership team
* build on the work and direction of the Striving for Success report.

**Phase 2**

This vision will shape the development of high-level strategic goals that will drive clear pathways for action over the next 3 years, developed in consultation with the school community. These goals will inform the School Charter and the development of annual plans that are clear, simple, accessible, results-oriented and owned by the Principal, Senior Leadership Team, Faculty Leaders and staff.

The Board is seeking proposals from skilled experienced people to assist the Board and school leadership to:

* shape strategic goals and pathways for action including annual plans and leadership KPIs from the vision developed in Phase 1.
* ensure that the plans and specific yearly actions are captured in KPIs that are SMART (Specific, Measurable, Attainable, Results Oriented, Timebound) that all people involved take accountability for and are committed to.

The Board is keen to undertake this work as soon as possible and your proposal should include an indicative timeline and budget.

Proposers may submit proposals for Phase 1 and/or Phase 2.

Please provide us with evidence of previous successful similar work.

Proposals will be considered by the Board. The Board reserves the right to reject or accept any proposals and to enter into any discussions with any proposers as it sees fit.

Proposals must be received electronically to harringtonb@waihekehigh.school.nz

Robyn Woodall

Board Chair