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Strategy 2027

Defining & Embracing Change

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The world is rapidly changing and so is the way we approach education. With all the advances in technology, and greater mobility and connection across the globe, the kind of life we once knew is being re-defined to embrace a future not yet known. In this context, schools are required to prepare young people for jobs that may not yet have even been imagined.



This can often place pressure on schools to look at new approaches to engaging, balanced and holistic education and while we recognise this future, we also feel that of equal importance is the need to prepare our students to work together for a more compassionate and peaceful world, where we are able to truly make a difference. This commitment connects us with our founding principles and the values we know that make MaP a truly special place.

Our new vision, LEARN. RELATE. GROW. brings us together to ensure that we focus our efforts on educating all facets of the whole person and place emphasis on the importance of relationships in order to develop as individuals and as a learning community.

LEARN: This starts in all our classrooms and lessons with questions. By questioning our learning and the world in which we live we are able to better understand it. MaP students are taught to question the answers.

RELATE: This is when we make connections from our learning to ourselves and others. We work together to develop an awareness of ourselves as individuals and as a learning community, as well as to develop an understanding and appreciation of those who are different from us. We acknowledge that learning is not static and see our challenges as positives to build resilience and skills.

GROW: In making connections to ourselves we build the confidence to take action. MaP students look for ways in which to contribute and support our community and each other. Our community is encouraged to take risks, follow their ideas and to be the best version of themselves.

The new mission of MaP, to be a tolerant, holistic and creative learning community is grounded by the concept of *Botho* and a strong set of values. These values give rise to our core guiding statements and 5-year strategic plan. I encourage you to join us as we imagine MaP with an open mind, energy and a sense of opportunity. The world we are creating is complex, full of opportunities, excitement, wonder and challenge.

The future now relies on us.

Nicholas Evans
Principal

maru-a-pula

Strategy 2027:
Defining & Embracing Change

VISION:
Educating the Whole Person
LEARN. RELATE. GROW.



MISSION:
Maru-a-Pula is a tolerant, creative and holistic learning community developing well-rounded individuals who confidently reach their potential.



VALUES:
(aligned with the concept of Botho)
Compassion
Responsibility
Integrity
Self-Discipline
Personal Growth





Guiding Statements

Our Guiding Statements aim to further articulate our Vision, Mission and Values. As a day and boarding school, we are committed to our definitions of high-quality learning, inclusivity, building of character and intercultural understanding.



High Quality Learning

High-quality learning should allow for reflection and exploration of individual understanding and strengths. It should be differentiated in order to meet the needs of all learners. The education of the whole person is paramount to this definition and our commitment to Service, Physicals and Enrichment, provides the real-life learning experiences that are vital to developing well-rounded individuals.



Inclusivity

We ensure that the opportunity to be part of Maru-a-Pula School is given to a wide range of students, regardless of race, national or ethnic origin, colour, gender, religion, sexual orientation, mental or physical disability, and, through our many scholarship and bursary programmes, socio economic status. We will promote multiculturalism through our curriculum and our engagement with local and international communities.



Building Character

We aim to do this through focusing on growing confidence, self-discipline, leadership and responsibility. We want our students to learn, through practical acts of service, that they can make a difference, promote change and show compassion by understanding and helping others. This holistic approach enables our students to recognise their own potential as well as their responsibilities to their societies.



Intercultural Understanding

Students engage in activities and classes that allow focus on developing a wider perspective of the world in which we live and of our Botswana context. We allow our staff and students a high degree of personal expression and freedom which can often challenge ideas, views and opinions. This allows for meaningful reflections that facilitate understanding of others and learning experiences that celebrate together our common humanity.



How do we achieve this?

All sections of our Strategic Plan have been influenced by our fundamental objective to be a Botswana School known for our holistic, caring and balanced approach to education. The school's mission, vision, values and concept of Botho are central to our strategic intent, as well as the guiding statements.

The Five Strategic Pillars

The five strategic pillars will be the backbone of our Strategy 2027; these are our top level priorities, driven by our values and the objectives we want to achieve. They are not the detailed actions or goals, but the method of achieving the goal. They are the 'how we get there;' and the execution of Strategy 2027.





Professional Growth *and* Our People

The school develops staff to ensure a forward-thinking, innovative and stable organisation that works collaboratively to realise the school's mission, vision, values and strategic intent.

THE STRATEGIES

- 1** Review the school-level governance structure in order to enhance the staff voice and guide collaborative decision making.
- 2** Empower staff and promote leadership across all levels of the organisation with a willingness to be transparent, reflective and adaptive.
- 3** Attract, recruit and retain high quality staff by ensuring salaries and benefits are competitive and working conditions are conducive to a world class organisation.
- 4** Develop and implement a school-wide professional growth programme to ensure high standards, to align with school values and to provide opportunities for progression, training and skills development.
- 5** Ensure an effective succession planning process is in place.



Sustainability *and* Stewardship

Develop, maintain and implement appropriate policy, procedures and systems to ensure the development of Maru-a-Pula and a sustainable future.

THE STRATEGIES

- 1** Review the organisational structure to ensure that staffing, systems, structures & governance processes are in place to guarantee operational excellence and long-term sustainability.
- 2** Ensure that wellbeing and the education of the whole person is embedded in all our practices and procedures.
- 3** Design, develop and challenge budgeting processes in order to effectively implement the use of resources.
- 4** Evaluate additional sources of income that will enable Maru-a-Pula school to embrace new experiences and invest in the future.
- 5** Regularly review both international and local fundraising efforts in order to ensure a sustainable future.



Learning, Service *and* *the Student Experience*

Educate to enhance the world, through innovation, service and social responsibility.

THE STRATEGIES

- 1** Ensure the curriculum, boarding programmes and subjects offered are relevant and develop students' creativity and skills.
- 2** Create and deliver programmes that support the emotional, mental and physical health of our community.
- 3** Implement high quality, innovative teaching practice in all aspects of the curriculum and boarding programmes.
- 4** Make strong connections to Botswana through curriculum, culture, service and exchanges.
- 5** Review and evaluate the service, physical and enrichment programmes to ensure that experiential and authentic learning opportunities are taking place.



Values *and* Identity

Continue to communicate our strong identity, with distinct positioning in the education landscape, as an ethical leader in aspirational, student-focused education.

THE STRATEGIES

- 1** Develop a proactive communication engagement plan that ensures stakeholders are committed to Maru-a-Pula school's future.
- 2** Maintain and establish strong partnerships with Maru-a-Pula school Alumni.
- 3** Enhance the recognition and understanding of Maru-a-Pula school and its values, both locally and globally, through the Bursary and Scholarship programmes.
- 4** Establish strategic alliances with leading corporations, universities, colleges and other appropriate organisations, incorporating the highest standards of ethics and social responsibility.
- 5** Strengthen the valued partnership with government and the Ministry Of Education and Skills Development, in order for Maru-a-Pula school to support future educational development in Botswana and VISION 2036.



Facilities *and* Infrastructure

The school's facilities and infrastructure should facilitate innovative education practice, support the needs of our residential community and reduce our impact on the environment.

THE STRATEGIES

- 1** Collaboratively review the facilities master plan that identifies and prioritises school needs in line with the mission, vision and values.
- 2** Facilities should enable 21st Century learning & living, be multi-purpose in nature and ensure community engagement that encourages growth, international alliances and partnerships.
- 3** Create and develop a costed technology strategy to monitor and update ICT equipment and infrastructure.
- 4** Establish cost-effective measures that conserve and promote the natural environment.
- 5** Investigate and plan for the creation and development of another campus that extends the educational provision of Maru-a-Pula school, with the same values and vision for the future.