



The Challenges and Rewards of Implementing a Holistic Curriculum
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Outline

1. The holistic curriculum – The Christ's College Diploma
2. The change process
3. The challenges
4. The rewards
5. Questions & Answers



The Christ's College Diploma



- Two-year programme designed for academic rigour and character development
- Years 10–11 (14–16 year olds)
- Choice and Challenge – a range of academic choices where possible
- Recognition of achievements that reflect character development



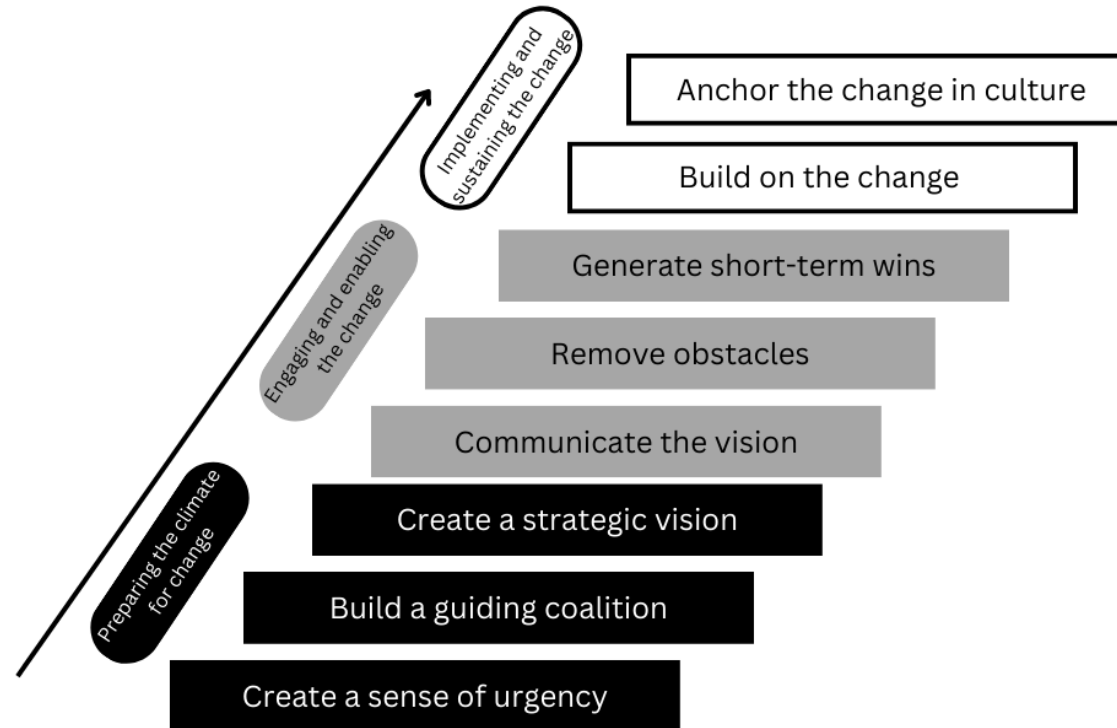
The Christ's College Diploma

- Replaces the first year of New Zealand qualifications (NCEA Level 1)
- Four semesters over two years
- Multi-level courses (core and prep; mixed Years 10 and 11 in choice classes)
- Student bids for non-academic elements
- Black and White, Silver, Gold, and Gold with Academic Honours



A model for change leadership

Kotter's 8 Step Change Model



as first outlined in Kotter, J. P. Leading Change. Boston: Harvard Business School Press, 1996.



Preparing the climate for change

July 2019–August 2020

Create a strategic vision

Build a guiding coalition

Create a sense of urgency

- Leveraged the NCEA Change Package
- Commissioned a 'Drive team' (staff volunteers across a range of subjects)
- Options presented to staff for consultation
- Developed the overarching framework



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Engaging and enabling the change

September 2020–November 2022

Generate short-term wins

Remove obstacles

Communicate the vision

- Concept of the Diploma launched to all staff
- Centre for Teaching Excellence and Research created details of the framework including extensive review of educational research
- Departments empowered to create dream courses and bespoke learning progressions
- Parent and student focus groups
- Launch to community
- Diploma Awards co-ordinator for student tracking and support
- First Diploma awards



Implementing and sustaining the change

2023 onward

Anchor the change in culture

Build on the change

- Ongoing
 - Parent communication
 - Student individual, House, and whole cohort support
 - Course and learning progression refinement
- Diploma review working group



The challenges

- A simple idea but a complex reality
- Finding the balance of wants and needs
- Student buy-in for first year of change
- Anxiety around Level 2 NCEA preparation
- Communications with the community



The rewards

- Fantastic staff support
- Creative and engaging pedagogy
- High engagement in younger years
- Flow on to Duke of Edinburgh awards
- Staff confidence from being change leaders





Thank you.



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