

ANNUAL PLAN 2023

Goal 1: Develop a strong, pedagogical teaching team

Initiatives:	Targeted Actions	Responsibility	Timeframe	Resourcing	Milestones & Measure	Monitoring
Initiative 1: Teaching is Collaborative	<ul style="list-style-type: none"> Regular peer collaboration in implementing all learning areas 	Whānau Leaders	Term 1, Week 4+	Team meetings	Check point discussions at SLT meetings	Team/Whānau minutes
	<ul style="list-style-type: none"> Regular peer sharing of: pepeha, karakia, Māori Growth Strategy, new learnings of curriculum pedagogy & practice. 	All teachers	Term 1, Week 4+	Staff meetings ISLTs, COL MOE SODs	Actioned through planned timelines	Teachers, SLT, APs, Principal
	<ul style="list-style-type: none"> Design Teacher PGC Framework fit for purpose 	Leadership Team All staff	Term 2+	2 x a term \$16.000 Story Hui	4 Whānau Leaders trained	Peer & Whānau coaching evident Whanau Leaders to keep a log
	<ul style="list-style-type: none"> Leaders participate in PLD 	Leadership Team	Term 1, Week 4+	COL & School \$8.000 Leading Adult Learners X2 AP/DP groups	Mentoring check points PLD check points	Whānau Leader, Principal SLT
Initiative 2: Increased Teaching Capability	<ul style="list-style-type: none"> Skills and gap analysis for recruitment 	Leadership Team	Semester 1	Exec Leadership meetings	Appointments	Principal
	<ul style="list-style-type: none"> Optimize human resources 	Leadership Team WLs in teams	Term 1 Week 4+	Term x Term TAs	Mgt Minutes Whānau Minutes	WLS, APs, Principal, Senco
	<ul style="list-style-type: none"> People take ownership for their roles (agency) 	All staff; ISLTs; Whānau leaders; APs	Term by term	2 x term @ staff meetings	Whānau Leader meetings	APs, Principal
	<ul style="list-style-type: none"> People take ownership for their own programmes of teaching and learning (agency) 	Leadership Team, Unit Holders	Term by term	Curriculum meetings	Appointed direct leads	Commentary in Whānau minutes WLS, APs, Principal
Initiative 3: Staff hauora and emotional capability rigorous	<ul style="list-style-type: none"> Embed common language 	All staff	Term 1, Week 1+	Whānau meetings, Activ8 = \$6.000	Teachers attend Activ8 sessions	Whānau leaders embed in teams
	<ul style="list-style-type: none"> Inspire living the school values 	All staff	Term 1, Week 1+	Assemblies, Staff & BOT meetings	Values are programmed into planning	AP – curriculum Evident in teacher planning
	<ul style="list-style-type: none"> Embed GROWTH mindset 	All staff	Semester 1	Staff meetings/facilitator \$5000	PLD to staff	AP - Curriculum
	<ul style="list-style-type: none"> Empower agile thinking through the use of Rongohia te Hau, Poutama Pounamu, Ka Hikitia, Hautu, PEP. 	All staff	Semester 1 & 2+	Staff, Whānau & Leadership meetings \$5000	Actioned through planning	AP - Curriculum



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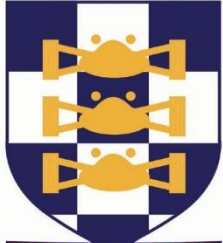
Goal 2: Student learning to foster critical thinking

Initiatives:	Targeted Actions	Responsibility	Timeframe	Resourcing	Milestones & Measure	Monitoring
Initiative 1: Improved outcomes for priority learners	<ul style="list-style-type: none"> Provide programmes to build resilience drawing on ILC 	Curriculum Leaders & Unit Holders	Term 1+	Whānau & Curriculum meetings	Integration in teacher planning	Whānau Leaders
	<ul style="list-style-type: none"> Use data effectively to place students, especially Māori, Pasifika and students with specific needs in learning contexts where success is supported 	Whānau Leaders & Teachers	Term by term	Leadership & Whānau meetings	BOY, MY, EOY data used by teachers, WLs, APs	Teachers, Whānau Leaders, SENCo, APs
	<ul style="list-style-type: none"> Develop and embed a future focused, concept-based curriculum using BMIS Inquiry process 	All staff	Term 1-2; Term 3-4	Staff meetings	Collaborative units are planned and implemented	AP - Curriculum
Initiative 2: Achieving educational success, with pride in student identity, language & culture	<ul style="list-style-type: none"> Students can balance the use of digital technology to create, communicate and collaborate 	SeeSaw Google classroom, EP, MxBuddy – teachers; ISLT	Semester 1 & 2	1 x term; \$19,000 + \$12,000 + \$8,000 + TENZ	All students have access to a device for learning	Whānau Leaders ISLT
	<ul style="list-style-type: none"> Students experience improved access to digital technology 	IT team, Teachers have students learning digitally	Term 1+	\$30,000	50 new chromebooks purchased to replace mismanaged devices from various classrooms.	IT team Principal
	<ul style="list-style-type: none"> All students have presented their pepehā, know karakia, waiata, haka. 	All teachers	Term 1, 2, 3, 4	Release to work with students	Pepehā displayed in classrooms	AP - Curriculum
	<ul style="list-style-type: none"> All students immersed in local history learning and have knowledge of Bruce McLaren (lad, legend, legacy) 	All staff	Term 1+	Trips, excursions, guest speakers \$6,000	Whānau trips linked to learning concepts & local history undertaken	All teachers Whānau Leaders APs Principal
	<ul style="list-style-type: none"> Students share real time learning, while expressing pride in their ILC, with home and at school (student agency) 	All teachers	Semester 2	SeeSaw Google classroom, EP, MxBuddy – teachers;	SeeSaw & Googleclassroom used to share student work with home.	AP – Mx AP - Curriculum
Initiative 3: Embed a sustained school wide assessment system that caters for teacher and students' needs	<ul style="list-style-type: none"> Set and monitor achievement targets for learning outputs through culturally sustainable pedagogy 	AP - Curriculum	Semester 2	4 x 2 days \$10,000 Faciliator	BOY, MY, EOY data analysed in Whānau	Whānau Leaders
	<ul style="list-style-type: none"> Review and structure school wide assessment timetable 	AP – day to day mgt & Whānau Leaders	Semester 2	Staff meeting Online teacher voice	Teacher voice collected 2023 planned	AP - Curriculum
	<ul style="list-style-type: none"> Review processes, tools and frameworks 	APs, Whānau Leaders & Teachers	Semester 2	SOD	2023 planned	AP - Curriculum



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Goal 3: Transform the school's environment

Initiatives:	Targeted Actions	Responsibility	Timeframe	Resourcing	Milestones & Measure	Monitoring
Initiative 1: Reimagined and enhanced the school	<ul style="list-style-type: none"> Development of displays/values/motto around the school through bilingual signage 	Caretaker, Principal, Staff & Students	Term1+	\$15 000	Signage in Te Reo and English for each learning space	Use of 5YA
	<ul style="list-style-type: none"> Implementation of 10YPP 	Principal & Caretaker; BOT & Consultant	2021 - 2024	\$500.000.	Refurbishment of classrooms and learning spaces – Library, STEM, Science,	Principal
	<ul style="list-style-type: none"> Concreting – R5 & PE shed (H&S) 	Principal & Caretaker	Term 2	\$30.000	Playground space utilized by students	Principal BOT
	<ul style="list-style-type: none"> Hall entrance enhanced. Curtains, aircon 	Principal	February	MOE 5YA	Entrance to school easily identifiable for community	Principal BOT Staff Community
	<ul style="list-style-type: none"> Physical role growth accommodated: buildings, 	Principal & Caretaker	Semester 1	BOT - \$10.000	Break out rooms utilized	Principal, staff
Initiative 2: Active participation is crucial and evident	<ul style="list-style-type: none"> Communicate the vision in all signage, website, publications, communication & uniform 	Principal, PA, Staff	Semester 2	\$10.000	Revamp website Window decals Flags for events Prospectus Drone footage of school	Media outlets available to community ie SkoolLoop... Decal in place Foyer monitor in action - promo
	<ul style="list-style-type: none"> Opportunities created to share ILC, especially for Māori and Pasifika students and whānau. 	Principal, BOT, Consultant & Caretaker	October	5YA	So'otaga; Malaga Fiafia Whakatau Production/s	Teacher in Charge of individual events
	<ul style="list-style-type: none"> Opportunities created for students to lead events: socials, concerts, community liaison & connections 	Whānau Leaders, Leadership Team, Teachers, Staff	Term 1+	\$5 000	Students MC events Students run school events ie mufti days, socials, Fiafia Students host parent evenings	Principal, APs, Whānau Leaders
Initiative 3: A place where everyone has a voice	<ul style="list-style-type: none"> All students are familiar with school values and able to demonstrate positive learning relationships with other members of the school community 	All staff	Semester 2	Time is afforded by teachers in planning and implementation of programmes to impart to students	Student voice & staff voice using and demonstrating values and GROWTH mindset	Principal, APs, Whānau Leaders, Students, Community
	<ul style="list-style-type: none"> Open and effective communication creates active partnerships 	All Staff	Semester 2	Staff understand and use S P E A K Poster in classes	Know neighbours; know your team members, know your students & their whānau	Whānau Leaders, APs, Principal
	<ul style="list-style-type: none"> Students/whanau see school as a place of learning 	School staff & community	Semester 2	Reading Room, Mx Room, TAs, funded by BOT	Accelerated data reflects teaching and learning styles	BOY, MY, EOY

