

Charter 2018



Hamilton West
School

The Ham West Way: Our Values will be integrated into all aspects of school life -
social, academic & cultural

Ako: we learn together

Manaakitanga: we care for each other

Rangatiratanga: our best always

Kaitiakitanga: guardianship of the environment

Whanaungatanga: we respect each other

Our Best Always

**Whaia nga matauranga hei paenga mo
te Hinengaro**

**Pursue all knowledge, to enhance
your thinking**

Strategic Plan 2018 - 2020

Improving Student Learning & Achievement

Curriculum Goals

- Implement the new NZ Curriculum our way.
- The needs of the students influence curriculum delivery.

Numeracy—Goal

- To set mathematics targets based on assessment data. Further develop best practice models for numeracy

Literacy—Goal

- To set literacy (reading & writing) targets based on assessment data. Further develop best practice models of literacy

ICT—Goal

- Deepen knowledge about e-learning and up-skill staff in use and capability in ICT

Relationship –Goals

- To enhance student / teacher / parent relationships
- To continue to develop ways to support students to succeed at school
- The school will ensure all reasonable steps are taken to provide information about Te Reo me ona Tikanga Māori for full time students whose parents ask for it

Self-Review

Complete a range of appreciative inquiries in relation to Charter goals and school priorities.

Developing a Quality Learning Environment

- Maximise learning time and engagement in literacy and numeracy
- Reading: undertake an appreciative inquiry into the teaching of reading, leading on to a focus on oral language and writing
- Play Based Learning: undertake an appreciative inquiry into played based learning in the first year at school
- Assessment for Learning: implement a new system following community consultation in 2017 and removal of National Standards
- Coaching for accountability: provide support for leaders to be able to coach others to meet the strategic direction of the school
- Solutions based approaches: develop the ability of adults to define a problem suggest a best solution and present this to the person they report to for consideration
- Professionalism: ensure teachers are aware of the Code and Standards for teachers and how they must be adhered to
- Te Reo Māori: for the teaching and support staff to collectively enhance their cultural competencies through their involvement in a Te Reo Maori course
- Leaders of Learning: move to a staffing structure that promotes curriculum leadership and development across the school
- Individualised, personalised, differentiated, student led and teacher led learning: work out the best mix of these learning styles for the students at Hamilton West School
- Student Management: reinforce the importance of school values, provide professional development around restorative practices and reward systems
- Communication strategy - implement communication strategy for improved and transparent relationships
- Systems: improve systems to enhance all aspects of school operation.

Education for Sustainability

Sustainability Goals

Kaitiakitanga: [guardianship of the environment](#)

People: Total Well-being: what can we do to support and improve staff and student well-being?
Seek new relationships in the community to support our staff and students

Place: Sustainable Landscape: what sustainable land use practices can the school introduce?

Practices: Green Consumerism : what products can we use that are environmentally friendly and safe?

Programmes: Knowledge, Research & Investigation about the Environment—what should the students learn about environmentally friendly human activities?

Property

- Implement 5YPP
- Outdoor Classroom development

Human Resources

To develop sound personnel policies and systems, which treat staff fairly, protect students and promote staff performance and the effective use of resources.

- Health and safety policies, plans and procedures actioned and met

Finance

- Develop annual budget & implement a spending strategy based on accepted commercial practice.
- Implement External Funding strategy
- Meet accounting & reporting requirements

Professional Learning & Development

Enhance understanding of

- Education for Sustainability
- Ethical Practice - living the Education Council code and standards for teachers
- Teaching Strategies for Priority learners
- Problem solving for staff
- Communication strategy - work collaboratively to enhance relationships through positive communication strategies
- Critical Conversations
- Te Reo Maori/Tikanga Maori
- e-learning
- Understanding the mix of Individualised, personalised, differentiated, student led and teacher led learning
- Coaching for school improvement
- Student Wellbeing - Restorative Practices, Resilience, Bullying Prevention, Culturally Responsive Practices & Pedagogy

Human Resources

- Develop and implement an agreed PM & PDL programme (linked to Charter)
- Staff support the Principal to meet the Charter goals and obligations of 2018

Reflecting New Zealand's Cultural Diversity

- The school acknowledges the Treaty of Waitangi
- Promote the school values developed using Tikanga Māori
- Te Reo programmes active and integrating into other curriculum areas
- Ensure multi-cultural component in Inquiry Learning
- Build on our multicultural dimension - Matariki / Diwali / Chinese Lantern Festival / Waitangi Day

Annual Plan 2018 - School Priorities

- Maximise learning time and engagement in literacy and numeracy
- Reading: undertake an appreciative inquiry into the teaching of reading, leading on to a focus on oral language and writing
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Sustainability Goals

Kaitiakitanga: guardianship of the environment

People: In 2018 will focus on implementing the wellbeing plan

Place: In 2018 we will focus on implementing our Enviro Plan

Practices: In 2018 we work to reduce consumption - electricity (investigate solar energy) & paper

Programmes: In 2018 sustainability will be included as part of Inquiry learning

Property & Infrastructure

- Implementation 5YPP & maintenance cycle
- Develop outdoor classroom

Health & Safety

- Continue to meet statutory requirements
 - The teaching staff will develop their own health and safety plan, referenced to school policy, procedures and programmes. It will include a section on student management
- Self Review Complete a range of appreciative inquiries in relation to Charter goals

Partnership with the Community

- Consult and report to parents on the NZ curriculum related to health
- Continue to foster school groups to work together to maintain positive relationships

Community Consultation and Ratification

Mar - 2018 - Charter sent to MoE

Oct 2018 - Begin Charter review for 2019

Nov 2018 - Consult school groups

Feb 2018 - BoT ratify Charter for 2019

Achievement Plan -Targets

Assessment Practices

- Evaluate the achievement patterns, including gender, ethnicities and priority learners
- To monitor the achievement of Target students in reading, writing and maths throughout the year
- To use achievement data to inform targeted support for Priority Learners
- To keep exploring the school Inquiry Learning model
- Continue developing e-learning, including on-line learning support and reporting
- Evaluate effective teaching strategies to accelerate learning
- To experiment with assessment tools that may enhance student learning
- To develop new reporting systems

Baseline Data

Previous year's achievement data

Resourcing

Resources will be purchased as per 2018 budget

Formative Assessment

Assessments will help build a cumulative picture of student achievement across the curriculum.

Assessment Tools

PATs (Comp, Vocab, Math)
RR
Observations
JAM
Exemplars
Pre-Test - Post Test
AsTTle

Review

There will be ongoing review of teaching and learning programmes

Link to Strategic Planning

The programme is aligned to the school's strategic goal to develop high standards of Literacy and Numeracy for all students.

Reporting Student Achievement

- Parents informed of their child's progress at school.
- In 2018 a new reporting to parents programme will be developed
- School-wide achievement data will be reported to the BoT

Targets for Student Achievement

Mathematics:

1. Target Group: Year 4 to Year 8 Students
Target: The average stanine PAT Maths for each cohort, including Māori and Pasifika be **5.6** at the end of 2018
2. Target Group: Target Learners: Year 2 to Year 8 Students
Target: **30%** of students, including Māori and Pasifika, below the expected level in Maths at the beginning of 2018 will be achieving at the expected level by the end of the year. Data based on PAT Mathematics

Reading:

1. Target Group: Year 4 to Year 8 Students
Target: The average stanine PAT Comp for each cohort, including Māori and Pasifika is **5.6** at the end of 2018
2. Target Group: Target Learners: Year 2 to Year 8 Students
Target: **30%** of students, including Māori and Pasifika, below the expected level in Maths at the beginning of 2018 will be achieving at the expected level by the end of the year. Data based on PAT Comprehension and Vocabulary

Writing: Assessment Tools - Writing Samples (Moderated) & Teacher Professional Judgement

1. Target Group: Target Learners
Target: That **30%** of students, including Māori and Pasifika, writing below the expected level at the beginning of 2018 will be at the expected level by the end of 2018. Data based on Teacher judgement and writing moderation.

Junior: The Year 1 Teachers will work together to establish norms in literacy and numeracy for students in their first 18 months of schooling. This will include expectation of stanine shifts related School Entry Assessment and Six Year Net

Agency Support University of Waikato, Waikato Principals' Association, Local Primary and High Schools, RTLB, MoE, NZEI, NZSTA, University of Waikato, NZ Police, YMCA & other relevant agencies

Glossary:

- BoT: Board of Trustees
- EEO: Equal Employment Opportunities
- EOTC: Education Outside the Classroom
- GATE: Gifted and Talented Education
- ICT: Information and Communication Technologies
- IL: Inquiry Learning
- MoE: Ministry of Education
- NS: National Standards
- OTJ's: Overall Teacher Judgements
- PLD: Professional Learning and Development
- PE: Physical Education
- PL: Priority Learners
- PMP: Performance Management Plan
- PAT: Progress and Achievement Test
- PTA: Parent Teachers Association
- SLT: Senior Leadership Team
- 5YPP: Five Year Property Plan
- 10YPP: Ten Year Property Plan