

# Charter 2019



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 2019 - 2021

## Improving Student Learning & Achievement

### Curriculum Goals

- Implement the new NZ Curriculum in a consistent way across the school landscape.
- The needs of the students will influence curriculum delivery.

#### Literacy Goal & Numeracy Goal

- To set mathematics targets based on assessment data. To implement a literacy & numeracy plan that assists maintain a high consistency of teacher practice

#### Assessment Goal

- To develop and implement a new assessment schedules to assist us to focus on the needs of students, including target learners and promote consistency of practice

#### ICT Goal

- Deepen knowledge about e-learning and begin implementing the new digital technology curriculum, also focus on Digital Citizenship

#### Relationship Goal

- To enhance student / teacher / parent relationships through implementing the Communication Strategy - we want consistency of systems and style
- 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

## Developing a Quality Learning Environment

1. Ako: Our focus on student wellbeing, learning and success will be persistent
2. Ako & Whanaungatanga: We will monitor progress closely and use effective teaching strategies to close the gaps of underachievement
3. Ako & Rangatiratanga: We know the extent of our success, it is shared and celebrated and we know there will always be further development and issues to address
4. Ako & Rangatiratanga: We will provide strong professional leadership to ensure we have consistency of excellent practice throughout the school
5. Ako: Teaching as Inquiry will guide our practice and support our appraisals
6. Ako & Kaitiakitanga: We will respect and celebrate diversity across the learning environment
7. Ako & Whanaungatanga: Our communication will enhance all aspects of our relationships with colleagues, students and whanau / parents

#### Self-Review

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

## 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?  
Provide collegial and increased CRT in Whanau Groups

**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 & Develop a new 10YPP
- Implement aspect of environmental plan

#### 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**

- Literacy & Numeracy - a schoolwide focus
- New Leadership & CRT structure
- Coaching for Accountability (living above the line, no meetings outside the meeting, chain of reporting, critical conversations)

Ethical Practice - following & defending Our Code Our Standard

- Teaching Strategies for Target learners
- Communication strategy - enhancing relationships with parents / whanau

Te Reo Maori/Tikanga Maori - developing consistency of practice

- New Digital Curriculum
- Understanding the mix of Individualised, personalised, differentiated, student & teacher led learning
- Student Wellbeing - Restorative Practices, Resilience, Mindfulness, 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 2019

### Reflecting New Zealand's Cultural Diversity

- The school acknowledges the Treaty of Waitangi
- Promote the school values using Tikanga Māori
- Te Reo programmes active and integrating into other curriculum areas
- Ensure multi-cultural component in Inquiry Learning
- In conjunction with the Whanau Group develop a cultural plan & timetable for the school
- Review reporting to parent practices

# Annual Plan 2019 - School Priorities

- 1. Ako: Our focus on student wellbeing, learning and success will be persistent**
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**Also see extended Annual Plan 2019 Implementation Plan**

## Sustainability Goals

Kaitiakitanga: guardianship of the environment

**People:** In 2019 we will focus on implementing the Wellbeing plan

**Place:** In 2019 we will focus on implementing our Environmental Plan

**Practices:** In 2019 we work to reduce consumption - electricity (investigate solar energy) & paper

**Programmes:** In 2019 sustainability will be included as part of Inquiry learning

### Property & Infrastructure

- Implementation 5YPP & maintenance cycle
- Update Environment Plan

### 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

- Oct 2018 - Begin Charter review for 2019
- Nov 2018 - Consult school groups
- Feb 2019 - BoT ratify Charter for 2019
- Mar - 2019 - Charter sent to MoE

### 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 support for Target 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 feed achievement information up and down the Chain of Reporting
- Whanau Groups will focus on student achievement
- Develop and implement assessment schedules
- Ensure formative assessment practices are consistently applied throughout the school

### Baseline Data

Previous year's achievement data

### Resourcing

Resources will be purchased as per 2019 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  
PACT Tool

### 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.

## Achievement Plan - Targets for Student Achievement

### **Mathematics:**

1. Target Group: Year 3 to Year 8 Students: Target: The average stanine PAT Maths for all students, including Māori and Pasifika be **5.8** at the end of 2019
2. Target Group: Year 3 to Year 8 Students: Target: That 85% of students will be at or above the expected Maths level in November 2019 based on PAT data.
3. Target Group: Year 2 to Year 8 Students  
Target: **35%** of students, including Māori and Pasifika, below the expected curriculum level in Maths at the beginning of 2019 will be achieving at the expected level by the end of the year

### **Reading:**

1. Target Group: Year 4 to Year 8 Students: Target: The average stanine PAT Comprehension for each cohort, including Māori and Pasifika is **5.8** at the end of 2019
2. Target Group: Year 4 to Year 8 Students: Target: That 85% of students will be at or above the expected Reading Comprehension level in November 2019 based on PAT data.
3. Target Group: Year 2 to Year 8 Students  
Target: That **30%** of students, including Māori and Pasifika, below the expected level at the beginning of 2019 will be at the expected level by the end of the year

### **Writing: Assessment Tools - asTTle**

1. Target Group: Year 3 to Year 8 Students: Target: That 75% of students will be at or above the expected Maths level in November 2019 based on asTTle data.
2. Target Group: Year 2 to Year 8 Students  
Target: That **35%** of students, including Māori and Pasifika, writing below the expected level at the end of 2018 will be at the expected level by the end of 2019.

**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**

### Reporting Student Achievement

- Parents informed of their child's progress at school across the New Zealand Curriculum.
- In 2019 the reporting to parents programme will be reviewed
- School-wide achievement data will be reported to the BoT

**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