

Paerata School

Growing Great People



2020

Paerata School's Vision - Growing Great People

Values / Nga Uara

A Paerata School student shows lifelong learning through a growth mindset which is supported by our values of Respect, Integrity, Self-Management and Excellence. At Paerata School we encourage all learners in our community to strive for excellence and become great people.

Paerata School's values are all integral to growing great people who reach their full potential.

RESPECT - Whakaute

- Respecting our language, culture, environment, ourselves, growth, and each other

INNOVATIVE - Auaha

- Creative, curious, a questioner and a problem solver

SELF-MANAGING - Tino Rangatiratanga

- Taking responsibility within the way we choose to act and making sure we are prepared to give ourselves the best chance for success.

EXCELLENCE - Hiranga

- To be the best you can be and to strive for excellence through perseverance.

These values are part of what makes people great and we desire for all Paerata students to grow into great people.

There is a genuine learning culture based around collaboration and the promotion of strong values. There exists a determined belief that all students will meet with success and are valued for who they are and are supported to aspire to their full potential.

Growing Great People

Our Strategic Goals for 2020

	Student Learning <i>Greater Achievement</i>	Powerful Partnerships <i>Greater Connections</i>	Personnel Development <i>Greater Skills</i>	Wellbeing <i>Greater Hauora</i>
Strategic Goals	For all students to show progress in all curriculum areas.	Increase the level of collaboration with parents, iwi, other schools, Kahui Ako and community organisations to develop well rounded students who demonstrate our RISE values.	Grow the skill set of teachers, support staff, students and whanau to support the growth of individual needs and interests.	Attend to the health and wellbeing of all stakeholders through the implementation of robust systems and support mechanisms to monitor and improve their wellbeing.
Strategic Initiatives for 2020	<ul style="list-style-type: none"> Review curriculum planning and delivery to increase teacher agency and decrease teacher variability Develop and implement a plan to increase hands-on learning experiences 	<ul style="list-style-type: none"> Enhance strategic partnerships with our community to enhance connections Implement a plan to transition students from ECE to Paerata School 	<ul style="list-style-type: none"> Investigate teaching strategies that have the most impact on raising achievement Develop and implement a plan to increase teacher agency 	<ul style="list-style-type: none"> Investigate, develop and implement a plan to increase wellbeing for staff Investigate, develop and implement a plan to increase wellbeing for students
Measures of Success	<ul style="list-style-type: none"> Raise student achievement in literacy & numeracy whereby each learner exceeds a years progress annually with a particular focus on Maori, Pasifika learners and priority learners with special needs. By the end of the 2020 all students will have increased the amount of learning experiences in the class through <ul style="list-style-type: none"> Play Based learning Discovery Time/Genius Hour Electives or Clubs 	<ul style="list-style-type: none"> Increase consultation with iwi in developing a school narrative and developing a localised curriculum Have access to information that supports what school readiness is at Paerata School 	<ul style="list-style-type: none"> Teacher Rubric - Increased ownership between start of year baseline to end of year baseline measure 	<ul style="list-style-type: none"> Increase the number of staff opportunities to encourage wellbeing practices and techniques that allow staff to flourish. Student needs identified through surveys data on SMS. Strategies implemented to increase student wellbeing.

4 Year Strategic Overview

	2020	2021	2022	2023
For all students to show progress in all curriculum areas.	<ul style="list-style-type: none"> Review curriculum planning and delivery to increase teacher agency and decrease teacher variability Develop and implement a plan to increase hands-on learning experiences 	<ul style="list-style-type: none"> Student learning journals implemented to collect student reflection and progress Portfolios used to share and reflect on learning 	<ul style="list-style-type: none"> Create a 'Backpack' of strategies that assist teachers in the classroom with targeted students Staff coaching and mentoring implemented school wide 	<ul style="list-style-type: none"> Use of flexible learning spaces
Increase the level of collaboration with parents, iwi, other schools, Kahui Ako and community organisations to develop well rounded students who demonstrate our RISE values.	<ul style="list-style-type: none"> Work with Local manawhenua on cultural narrative for the school. Implement ECE Transition Plan 	<ul style="list-style-type: none"> Develop a range of opportunities to partner with local iwi for community change Review ECE Transition Plan 	<ul style="list-style-type: none"> Community experts supporting programme workshops 	<ul style="list-style-type: none"> Develop strategic partnerships with our community to enhance connections Develop a plan to transition students from ECE to Paerata School
Grow the skill set of teachers, support staff, students and whanau to support the growth of individual needs and interests.	<ul style="list-style-type: none"> Investigate teaching strategies that have the most impact on raising achievement Develop and implement a plan to increase teacher agency. 	<ul style="list-style-type: none"> Student lead passion projects Students running school robotic competition 	<ul style="list-style-type: none"> Google certified teachers 	<ul style="list-style-type: none"> Participate in Franklin Robotic competition
Attend to the health and wellbeing of all stakeholders through the implementation of robust systems and support mechanisms to monitor and improve their wellbeing.	<ul style="list-style-type: none"> Investigate, develop and implement a plan to increase wellbeing for staff Investigate, develop and implement a plan to increase wellbeing for students 	<ul style="list-style-type: none"> Review wellbeing booklet for staff 	<ul style="list-style-type: none"> School values are explicit and visible in all aspects of school operations and practices. 	<ul style="list-style-type: none"> Students and whanau are actively involved in decisions that impact on their wellbeing through the curriculum, pastoral care processes and identification of wellbeing priorities.

For all students to show progress in all curriculum areas.

Strategic Initiative: Review curriculum planning and delivery to increase teacher agency and decrease teacher variability.

Targeted Actions	Expected Outcome	Responsible (who is doing the work)	Accountable (Who is checking it is done)	Start Date	Finish Date	Outcome
Review curriculum planning and delivery to increase teacher agency and decrease teacher variability	Teachers working collaboratively to review, revise and update the Paerata School curriculum reflecting current student needs and be responsive to students needs as they change.	Jennifer Roberts	Luke Thompson	Term 1	Term 4	•
Involvement within Kahui Ako towards the goals of "Growing connected pathways for all learners."	Teachers involved in Kahui Ako workstreams lead actions to achieve Kahui Ako goals.	Melinda Bolton Luke Thompson	Luke Thompson	Term 1	Term 4	•
Review the reporting structure to give whanau an understanding of student progress and achievement.	New Report format set up to include a broader definition of success. Parents are informed about progress and achievement.	Luke Thompson	Luke Thompson	Term 2	Term 4	•

Strategic Goal: Student Learning - Greater Achievement
 For all students to show progress in all curriculum areas.

Strategic Initiative: Develop and implement a plan to increase hands-on learning experiences

Targeted Actions	Expected Outcome	Responsible (who is doing the work)	Accountable (Who is checking it is done)	Start Date	Finish Date	Outcome
Increase the use of materials and practical experiences in all areas of learning.	Increase the number of practical learning experiences. All classes participate in clubs or electives.	Teaching Staff	Luke Thompson	Term 2	Term 4	•
Professional development of play-based, and project based learning within classroom environments.	Increase staff knowledge regarding the practical ways play-based and project based learning can be delivered.	Junior Team	Luke Thompson	Term 1	Term 4	•

Strategic Goal: Powerful Partnerships - Greater Connections

Increase the level of collaboration with parents, iwi, other schools, Kahui Ako and community organisations to develop well-rounded students who demonstrate our RISE values

Strategic Initiative: Develop strategic partnerships with our community to enhance connections

Targeted Actions	Expected Outcome	Responsible (who is doing the work)	Accountable (Who is checking it is done)	Start Date	Finish Date	Outcome
Maintain relationships with: <ul style="list-style-type: none"> - SWIS,RTL B & RTLit - Public Health Nurse - KidsCan - New Foundation - The Rising Foundation 	Key people identified to support the students, parents, whanau and school.	SWIS - Whole Staff Public Health Nurse - Whole Staff KidsCan - Luke Thompson & Nikki Shea New Foundation - Luke Thompson The Rising Foundation - Luke Thompson	Senior Leadership Team	Term 1	Term 4	•
Make connections to local iwi and marae.	A kaumatua identified to support and advise the school. Work alongside marae to develop a narrative for Paerata School	Luke Thompson	Luke Thompson	Term 2	Term 4	•

Strategic Goal: Powerful Partnerships - Greater Connections

Increase the level of collaboration with parents, iwi, other schools, Kahui Ako and community organisations to develop well-rounded students who demonstrate our RISE values

Strategic Initiative: Implement a plan to transition students from ECE to Paerata School

Targeted Actions	Expected Outcome	Responsible (who is doing the work)	Accountable (Who is checking it is done)	Start Date	Finish Date	Outcome
Develop information brochure for ECE and parents about Paerata School.	A brochure explaining school readiness. What are important skills for children starting school. Distribute brochure to ECEs.	Luke Thompson Jennifer Roberts Junior Team	Luke Thompson	Term 2	Term 3	•
Implement a cohort entry system.	Review policies and procedures for cohort entry at Paerata School.	Jennifer Roberts	Luke Thompson	Term 1	Term 1	•
Investigate junior curriculum alignment with Te Whariki	Paerata School Curriculum will have a balance of the NZC and Te Whariki.	Junior Team	Luke Thompson	Term 2	Term 4	•

Strategic Goal: PERSONNEL DEVELOPMENT - Greater Skills

Grow the skill set of teachers, support staff, students and whanau to support the growth of individual needs and interests

Strategic Initiative: Investigate teaching strategies that have the most impact on raising achievement

Targeted Actions	Expected Outcome	Responsible (who is doing the work)	Accountable (Who is checking it is done)	Start Date	Finish Date	Outcome
Maintain the Reading programmes to accelerate reading for selected at-risk students.	Reading programme delivered during the year to targeted students.	Gemma Stacey Jordan Peters	Luke Thompson	Term 1	Term 4	•
Review of term 1 / 2 teaching as inquiry to identify successful strategies and inform the next inquiries.	Outcomes of Term 1-2 inquiry used to inform personal inquiry for Term 3.	Teaching Staff	Luke Thompson	Term 1	Term 4	•
Implement the use of cross grouping to increase teacher collaboration within the middle and senior school.	Teachers collaboratively plan for cross grouping activities.	Teaching Staff	Luke Thompson	Term 1	Term 4	•
Identify teacher strengths and utilise in other areas around the school curriculum.	Teachers use strengths to teach specific curriculum areas where students' needs have been identified.	Teaching Staff	Luke Thompson	Term 1	Term 4	•

Strategic Goal: PERSONNEL DEVELOPMENT - Greater Skills

Grow the skill set of teachers, support staff, students and whanau to support the growth of individual needs and interests.

Strategic Initiative: Develop and implement a plan to increase student agency

Targeted Actions	Expected Outcome	Responsible (who is doing the work)	Accountable (Who is checking it is done)	Start Date	Finish Date	Outcome
Create a Key Competency Rubric as a tool to support student agency.	Students will access and use a Key Competency Rubric tool to support student agency.	Jennifer Roberts	Luke Thompson	Term 1	Term 2	•
Investigate and implement tools to enable students to have more agency in their learning.	Develop a progressions toolset which allows students to track progressions and goal sets through any curriculum or subject. Aligning next steps and goal setting to Paerata's School Curriculum.	Luke Thompson	Luke Thompson	Term 1	Term 4	•
Consult the Pasifika community to inform a Pasifika Education Implementation plan based on their vision of success at school.	Pasifika plan developed which includes three goals for improving success at school.	Luke Thompson	Luke Thompson	Term 2	Term 4	•
Investigate ways for Tuakana/Teina relationships across the school.	Planned opportunities for Tuakana/Teina relationships across the school.	Jennifer Roberts	Luke Thompson	Term 1	Term 4	•

Strategic Goal: WELLBEING - Greater Hauora

Attend to the health and wellbeing of all stakeholders through the implementation of robust systems and support mechanisms to monitor and improve their wellbeing.

Strategic Initiative: Investigate, develop and implement a plan to increase wellbeing for staff

Targeted Actions	Expected Outcome	Responsible (who is doing the work)	Accountable (Who is checking it is done)	Start Date	Finish Date	Outcome
Team building opportunities every term.	Team building is scheduled termly and staff are encouraged to participate. All staff will be rostered on to creating or organising a team building event.	Whole Staff	Jennifer Roberts	Term 1	Term 4	•
Implement Wellbeing Handbook.	Handbook is used and staff feedback fortnightly.	Jennifer Roberts	Luke Thompson	Term 2	Term 4	•

Strategic Goal: WELLBEING - Greater Hauora

Attend to the health and wellbeing of all stakeholders through the implementation of robust systems and support mechanisms to monitor and improve their wellbeing.

Strategic Initiative: Investigate, develop and implement a plan to increase wellbeing for students

Targeted Actions	Expected Outcome	Responsible (who is doing the work)	Accountable (Who is checking it is done)	Start Date	Finish Date	Outcome
Survey all students to find out what their needs are.	All student survey data collected and analysed.	Jennifer Roberts	Luke Thompson	Term 1	Term 2	•
Teaching PB4L areas that have been identified through recorded data on SMS.	Review data recorded on SMS and identify areas of need. Plans created and delivered on needs.	Sarah Katu	Jennifer Roberts	Term 1	Term 4	•
Investigate programmes to support students with self regulation.	Students will be able to self regulate from strategies they have learnt.	Luke Thompson	Luke Thompson	Term 1	Term 4	•