

## **Onekawa School**

### **2024-2025 Strategic Plan**

#### **2024 Annual Plan**

#### **Our Values**

Manaakitanga - Kindness and Respect

Whakapuawai - Confidence to become the best you can be

Aumangea - Resilience

#### **Our Vision**

To develop positive relationships, respecting each other and our environment.

To be confident, resilient and flexible learners who actively enquire and apply knowledge in an ever-changing world.

Strategic Goal 1	Which Board's primary objectives does this goal work towards achieving?	Links to Education requirements?	What do you expect to see?	How will we achieve or make progress towards our strategic goal?	How will we measure success?
<i>Student Achievement</i>					
To provide an environment for learners to excel in the development of literacy & mathematics	Raising student achievement in across all areas	2,3,4,6	<p>All children achieving at the best level they can in reading, writing and mathematics</p> <p>To see accelerated progress of targeted groups</p> <p>Teachers receiving targeted professional development in literacy and mathematics</p>	<p>Continue to report on progress and attainment with contextual qualitative summaries</p> <p>Commitment to high value professional development</p> <p>Robust moderation processes that are actively reviewed</p> <p>Implementation of a "check point" system to support learners who have high needs</p> <p>School-wide understanding of achievement assessment</p>	<p>PAT testing in Mathematics &amp; Reading Comprehension</p> <p>Accurate data input from staff</p> <p>Collation of PAT, mid year and end of year data with contextual summary to explain data trends</p>

Strategic Goal 2	Which Board's primary objectives does this goal work towards achieving?	Links to Education requirements?	What do you expect to see?	How will we achieve or make progress towards our strategic goal?	How will we measure success?
<i>Staff Development</i>					
Grow staff professionally with PD and responsibilities to increase leadership capability within the school and enhance career opportunities.		6	<p>Updated opportunities for development communicated to staff regularly</p> <p>Staff supported to engage in targeted development</p> <p>Evidence school wide of impact of staff development</p> <p>Staff feedback both formal/informal</p>	<p>Advancement opportunities actively promoted by Senior Management team</p> <p>Create pathways to leadership both within and outside of Onekawa School</p>	<p>Annual staff feedback survey</p> <p>Collation of feedback of staff who leave (exit interview)</p> <p>Review impacts of PD on student achievement</p>

Strategic Goal 3	Which Board's primary objectives does this goal work towards achieving?	Links to Education requirements?	What do you expect to see?	How will we achieve or make progress towards our strategic goal?	How will we measure success?
<i>Cultural</i>					
To actively explore the development of our cultural identity through connections to whanau and key stakeholders	All primary objectives	1,2,3,5,6,	<p>All learners know who they are</p> <p>All learners/staff know the school Karakia, Haka, waiata and can contribute to host a mihi whakatau</p> <p>Cultural initiatives are championed by whanau, key staff and local stakeholders</p> <p>Te Reo Maori is used everyday in the classroom</p> <p>Cultures are celebrated and whanau feel connected</p>	<p>Focused support for a strong cultural connection within the school and local community</p> <p>Provide school wide opportunities for cultural learnings for all learners to build confidence and knowledge</p> <p>Staff learn about and enact culturally responsive teaching and inclusive practices</p> <p>Cultural activities calendar ie Marae visits etc</p> <p>Continued support for cultural PD for all staff</p>	<p>Collection of whanau and student feedback to establish a strong cultural voice</p> <p>Improvements in student achievement for Maori &amp; Pacifica students school wide</p> <p>Reporting on staff PD and accountability</p>

Strategic Goal 4	Which Board's primary objectives does this goal work towards achieving?	Links to Education requirements?	What do you expect to see?	How will we achieve or make progress towards our strategic goal?	How will we measure success?
<i>Communication</i>					
To develop a comprehensive and effective communications plan within the school and wider community	All primary objectives	1,2,3,4,5,6	<p>Clear, direct, consistent, inclusive, and timely communication across multiple mediums</p> <p>Transparency of information school wide that meets expectations.</p> <p>High quality sources of communication that are aesthetically engaging and informative (eg; website)</p> <p>Increased engagement with students, staff and whanau</p> <p>Increased engagement with community stakeholders</p>	<p>Updated website with Board &amp; key school information that is maintained regularly</p> <p>A communications plan that is a "living document"</p> <p>Community Engagement Plan that collects data through informal/formal communication methods</p> <p>Review, upskilling and targeted use of Hero and other platforms to communicate regularly with whanau</p> <p>Review of Learning Conferences format</p>	<p>Review data from community engagement plan (including student voice) to look at what we did well and what still needs work</p> <p>Website analytics to monitor effectiveness of the site as a information repository</p> <p>Social media engagement either on school FB or messaging platforms</p> <p>Assess engagement of Learning conferences and student achievement communicated via Hero</p>

Strategic Goal 1: To provide an environment for learners to excel in the development of literacy and mathematics

**2024 Annual Target/Goal:** Accelerate the progress of our learners at risk in reading, writing and mathematics

What do we expect to see by the end of the year?

- Moderated Maths and Literacy OTJ
- Improvement in end of year OTJs for each cohort
- Accelerated progress for at risk learners

Actions	Who is responsible	Resources Required	How will you measure success?
Appoint Maths and Literacy leader	Senior Management team	N/A	Consistent teaching practice across school
Tier 3 intervention for at risk learners in reading	Literacy leader	NIWE funding Teacher aides	Teacher formative assessments before/after intervention
Maths - TFL workshops and leadership sessions	Maths leader, syndicate leaders	Online workshops Meeting at schools	Leaders will share effective practice with teachers in syndicate and staff meetings.
Literacy - Liz Kane training for new teachers	Senior management team	2 day PD course	Teachers skilled and confident teaching structured literacy

1-1 Critical friend with literacy leader and RT:Lit	Literacy leader	Ongoing meetings	Literacy leader will be well supported to implement strategies
Moderated OTJs	All teachers	Team meetings	OTJs are accurate school wide
School visits with Kirsty (LKL)	Literacy leader	Whole staff	Collective understanding of the teaching of structured literacy school wide. Teachers will be able to see how the approach progressing throughout stages

Strategic Goal 2: Grow staff professionally with PD and responsibilities to increase leadership capability within the school and enhance career opportunities.

**2024 Annual Target/Goal:** Empower staff with excellent PD and opportunities for leadership within the school

What do we expect to see by the end of the year?

- Teachers receive excellent PD in maths and literacy
- Develop middle management opportunities

Actions	Who is responsible	Resources Required	How will you measure success?
Appoint Maths leader and Literacy leader	Senior management team	N/A	Leaders appointed Leaders provide consistency and promote effective practice school wide
New staff members to attend 2 day Liz Kane workshop	Principal to book tickets	Workshop and funding	Teachers gain knowledge, understanding and confidence in teaching literacy
All teachers to participate in online maths workshops throughout year	All teachers	Sessions after school delivered online	New ideas/concepts being used in classrooms (through observations or walkthroughs). Discussions in team/staff meetings about new ideas.



All teachers receive PD support from Kirsty (Liz Kane Literacy)	Literacy leader to facilitate meeting dates	Funding	Collective understanding of the teaching of structured literacy school wide. Teachers will be able to see how the approach progressing throughout stages
TFL Maths sessions for leaders	Maths leader	Funding and teacher release	Leaders will feel confident to share good maths practice across the school

Strategic Goal 3: To actively explore the development of our cultural identity through connections to whanau and key stakeholders

**2024 Annual Target/Goal:** Have a kete of knowledge around 'what we do here at Onekawa' to strengthen our understanding of cultural identity

What do we expect to see by the end of the year?

- Understanding the aspirations of our whanau for their tamariki
- Strong Kapa Haka group

Actions	Who is responsible	Resources Required	How will you measure success?
Kapa Haka group	Lead teacher Kapa Haka Tutor	Kapa Haka tutor	Children develop a love of Kapa Haka Kapa Haka group perform at a variety of events
Matariki celebration	Senior management team Lead teacher	Money for kai and activities	Large turnout of families to the event Feedback from whanau about the event
Wananga	Teachers Lead teacher	Hui with Maori whanau	Clear aspirations for our Maori learners
Engage with a cultural advisor	Principal	Cultural advisor	Principal, senior management team and staff members will be supported to ensure they understand and implement aspects of Tikanga Maori appropriately

Cultural celebration	All staff	Money and time for preparation	Identify and plan opportunities to celebrate the variety of cultures in our school
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Strategic Goal 4: To develop a comprehensive and effective communications plan within the school and wider community

**2024 Annual Target/Goal:** All parents connected and interacting with Hero app

What do we expect to see by the end of the year?

- Excellent communication with staff and community
- Parents connected to the Hero app

Actions	Who is responsible	Resources Required	How will you measure success?
Calendars are kept up to date	Senior management team	Google calendar	Staff will know when events and activities are taking place and will be able to plan their programmes accordingly.
Hero posts are regularly sent to parents	Teachers	Hero	Parents will feel they are updated regularly on what is happening in their child's classroom.
Parents using Hero	Senior management team	Hero	A high percentage of parents are interacting with Hero app
Weekly newsletter reporting key events and upcoming dates	Principal	Smore	Parent engagement can be tracked through the website

All staff are kept up to date with news and events	Senior management team	Shared drive with events	All staff feel they are well informed of events/activities
New Website	Principal	'Sporty' to build new website	Community has access to up to date helpful information about the school including newsletters, facebook posts and contact information.
Develop Hero functionality around reporting to parents	Senior staff	Hero	Develop the hero app to include student achievement information readily available to parents