



2017-19 Charter & 2017 Annual Plan

Pauatahanui School 2017-19 Charter

Our Vision is to...

Provide all PS students with the confidence and skills to achieve their dreams.

Our Purpose is to...

Ensure all PS students are academically and socially prepared to perform well when they take the next step in their education.

Our Key Operating Principles are...

1. **Student & Staff Wellbeing** – The safety and wellbeing of students and staff is paramount. PS will do everything in our power to promote student and staff safety, and wellbeing.
2. **No Surprises** – We will do our very best to ensure students and other key PS community members are able to make informed decisions regarding student education and PS.

Our Values

Represent important and lasting beliefs or ideals that are shared by the members of the Pauatahanui School (PS) community about what is good or bad and desirable or undesirable. It is our expectation that our Values will serve as broad behavioural and attitude guidelines in all situations. Our Values are:

P.A.U.A
Perseverance
Attitude
Understanding
Ambition

Our challenge is to

Inspire & develop all students

Attract, develop & retain great staff

Be the school of preference for all families in zone with Yr1-8 students

Secure the resources required to achieve our Vision & Purpose

Be at the forefront of educational development.

Ensure that the aspirations of our Maori community are part of the Kawa at Pauatahanui School.

Using our strengths

Community – Capability, commitment, resources & network

Urban – Rural crossover – Where town & country come together to enable students to access contextualized and modern learning & rural NZ

Staff Awareness – Our staff know all of our students and support our community to raise students that perform well socially & academically

Size – Allows us to increase the % of students that participate in inter-school activities and allows a strong team culture. Our students are offered a high number of leadership opportunities

Future Focussed
 A commitment from the wider school community to acquire and maintain modern teaching tools and approaches that enhance learning

Pauatahanui School 2017-19 Charter continued

Key 2017-19
Focus Areas

Focus 1- Educating the Whole Student

Ensuring students are not just well prepared academically but that they can overcome the challenges and increasingly complex expectations they may face

We will:

- Ensure students understand how to maintain a healthy lifestyle and why its important.
- Ensure all students feel physically and emotionally safe.
- Ensure students are actively engaged in learning and provide a range of extra curricula activities.
- Ensure that the individual needs of each student are met through meaningful assessment.
- Create a positive team environment where students, teachers, parents and the wider school community work effectively with each other.
- Bring learning to life through quality contextualized, integrated and conceptualized learning as often as possible.
- Invest in ICT that will enable our students to be connected.
- Invest to deliver whole school teaching and learning in tikanga Maori.
- Develop schoolwide approaches to how we define, identify and provide for Gifted and Talented Learners.

Focus 2- Attracting and Retaining Great Staff

Ensuring all staff have the skills, experience and training necessary to achieve our Vision and Purpose and are committed to doing so every day.

We will:

- Invest to secure and develop the best teachers.
- Invest in quality Professional Development.
- Invest to enable teachers to focus on teaching and delivery of personalized student programs.
- Ensure staff feel safe and valued.
- Provide staff with regular feedback.
- Support professional career development.
- Support the creation of a positive team environment.
- Actively promote the teaching profession within the wider school community.

Focus 3 –Pauatahanui School and Community Partnerships

Forming formal and informal partnerships that actively support students to prepare academically and socially for their next step in their education

We will:

- Develop and maintain a learning partnership with parents to ensure students know what is expected of them in relation to homework, behavior and the P.A.U.A values.
- Develop clear channels of communication, including the school website and other web based tools.
- Invest to ensure school policies and practices meet the needs and expectations of the PS Community.
- Consult members of the Pauatahanui School Community when appropriate.
- Provide opportunities for the school community to get to know each other.
- Continue to actively support the fundraising groups that work hard for the school.
- Focus on clear, honest and professional lines of communication.

Focus 4- Operational Excellence

Ensuring the actions we take deliver the results we want. Act quickly & transparently to improve when that's not the case

We will:

- Set out SMART annual objectives and report against those.
- Ensure students have access to the materials and equipment they need .
- Invest sustainably.
- Provide technology to optimize learning and teaching for students and teachers.
- Comply with all relevant legislative requirements.
- Focus on clear, honest and professional lines of communication.

Focus 5- Enhancing our PS's Reputation

Ensuring our reputation is one that excites PS Community members and encourages those outside the PS Community to want to be involved in PS

We will:

- Ensure all channels and communication position PS consistently and create a positive & lasting impression.
- Ensure the students and the PS Community understand the values of PS.
- Expect staff and parents to model the operating principles and values of PS .
- Invest to position PS positively at every opportunity.
- Foster a culture that empowers students, staff and parents.

Because we believe:

1. We live in a global economy that requires students to be prepared to think both creatively and critically, evaluate massive amounts of information, solve complex problems and communicate well.
2. A strong foundation in reading, writing, math and science is still as important as ever, but is no longer sufficient in itself for lifelong success and independence.
3. Feeling safe at school translates directly into higher academic and social development.
4. Students perform better at school when they are emotionally and physically healthy.
5. Students must be engaged and motivated to learn effectively.
6. Understanding the Treaty of Waitangi and the bicultural foundations of Aotearoa New Zealand are important.

Because we believe:

1. School staff make or break a school.
2. Teachers that inspire and engage students to proactively engage in learning can be the difference between students that perform well and students that achieve their potential and dreams.
3. Teachers that feel safe and supported perform best.
4. The education environment is constantly changing and we're committed to ensure our staff keep pace and/ or lead that change.
5. Working in a safe environment translates directly into improved staff engagement and performance.
6. The nature of teaching and learning is changing at a rapid pace. Staff must be given the opportunity to engage in quality and targeted professional development and learning.

Because we believe:

1. Parents have a significant influence on the academic and social performance of their children.
2. Working in partnership to align what happens at PS with what happens at home and in the wider PS community will support students to develop academically and socially.
3. Communities that set clear expectations for their young people and support them to meet or exceed those expectations thrive.
4. PS cannot deliver the programs, environment, tools and equipment necessary to achieve our Vision and Purpose without the support of the wider PS community.

Because we believe:

1. The most important thing to parents is to have confidence that their children will be well prepared socially and academically when they leave PS.
2. Learning how to do anything without actually doing it is a recipe for failure.
3. Having the right tools for any job improves the probability of that job being successfully completed
4. Being transparent and accountable is critical to community satisfaction and engagement.
5. Operate within agreed annual operating and capital budgets
6. Technology enhances learning.
7. We enjoy and rely on the support of the wider school community.
8. Clear and honest channels of communication will enhance educationally powerful relationships between home and school.

Because we believe:

1. A schools' reputation is critical to the well being of its students, its sustainability and performance.
2. It is critical that students feel they belong, are part of something positive and can be proud of their school.
3. Inconsistent messages confuse members and non-members of the PS Community.
4. It's important and valuable to have the majority of students living in zone, attending PS.

Why this Focus area is Key

Pauatahanui School's 2017-19 Charter

What success looks like

- Students display creative thinking, critical thinking, teamwork and communication competencies.
- Students understand, value and display the Pauatahanui school Values.
- Students display a strong work ethic.
- Students love coming to school and feel comfortable and secure at school.
- Students are confident, connected and believe they are capable of achieving their dreams.
- Students feel inspired by their teachers and Principal.
- Classrooms will be places where ICT is blended seamlessly into teaching and learning when appropriate.
- Wherever and whenever possible teachers will use the local environment and local expertise to provide contextualized learning experiences.
- Improved student achievement.
- A clear learning partnership between home and school, with clear expectations.
- Robust achievement data being used to drive teaching and learning.

- Staff are highly engaged, secure and feel they have widespread PS Community support.
- Staff are willing to and capable of taking on leadership roles.
- Teachers are comfortable using key technology tools to facilitate quality learning experiences.
- Teachers proactively take part in the corporate life of the school.
- Beginning teachers take part in a quality mentoring program and move towards full registration.
- Professional development is targeted to meet the needs of the students and the needs of the teachers.
- A robust and workable Personalized Learning (*appraisal*) process is developed with input from the staff.
- Improved student achievement.
- Improved staff satisfaction.

- Parents will be confident that students are well prepared for the next step in their education.
- Parents, students and teachers will work together to develop and maintain a teaching partnership that optimizes student learning and development.
- Parents will proactively encourage students to employ and protect the assets of PS.
- Parents with skills and experience that could add value to PS projects will make the skills and experience known and enable PS to leverage those skills and or experience for the greater good of PS when they can.
- A School website and Facebook group that are well used by the school community.
- Fundraising groups will continue to support the school.
- Improved student achievement.
- The BoT and school will act proactively in ensuring the intent of the Treaty of Waitangi is part of Pauatahanui School's actions.

- PS will have a healthy balance sheet and will consistently operate within agreed budgets.
- PS will have a modern technology infrastructure that supports students and teachers to leverage technology to optimize learning.
- The school operates in a constant cycle of self review and self improvement.
- The BoT and community receive clear information about the school's progress against the annual targets.
- Priority learners are clearly identified and resources directed to meet their needs.
- Improved student achievement.

- PS is an excellent option for year 7/8 students.
- Positive feedback from external reviews.
- Promoting PS for initial teacher training.
- A review of the out of zone placement scheme.
- A growing roll.
- Improved student achievement.
- Updating of PS's unique position. "Where Town Meets Country" branding.

Key Performance Indicators

- % of students in each year group at and above the relevant national standards – YTD and annual
- Student satisfaction survey - at least annually
- A 3 year or longer ERO return cycle
- Progress towards the 3 student achievement targets – Quarterly and annual.
- High attendance
- Students offered opportunities to participate and excel in both curricular and extra curricular activities. # of local, regional and national events participated in.

- Independent Staff Engagement (survey) – at least annually.
- Targeted PLD to develop emerging leaders.
- Beginning teachers successfully gaining full registration.
- Teaching as Inquiry cycle is embedded and part of every teachers' performance management cycle.
- Termly feedback for all teaching staff.
- Twice yearly feedback for all support staff.
- % of students in each year group at and above the relevant national standards – YTD and annual

- Review and improve the community survey
- Community Satisfaction survey – at least annually.
- # of learning events where students are involved in community partnerships.
- Increased use of Facebook to communicate with the school community.
- \$ raised by fundraising groups, locally raised funds and through grants.

- Variation to budget – YTD and annually.
- No. of OSH incidents not registered – YTD and annually.
- Key projects completed on time and within budget – YTD and annually.
- % of students in each year group at and above the relevant national standards – YTD and annual

- % of in-zone children enrolled – annually.
- Out of zone student applications – annually.
- Ratio of advertised positions to applicants – annually.
- Review of current zone completed by EOY 2017.

•Pauatahanui School's 2017 Annual Operating Plan

Key Annual Objectives (KPI's)

Focus 1 - Educating the whole student

- >91% of students At or Above NS for Maths with an ongoing focus on raising the achievement of girls.
- >91% of students At or Above NS for Reading
- Increase % of students At or Above NS for Writing from 81.1% to 86+%
- Students at risk of not meeting the NS will make accelerated progress (more than 1 year of progress) in 2017.
- Increase both the engagement and achievement of girls at Pauatahanui School.
- Engage in professional development focused on Innovative teaching practices that are aimed at developing students' agency over their learning.
- Extend BYOD and Google Apps for Education / Hapara into years 5,6,7 and 8.

Focus 2 - Attracting and Retaining Great Staff and Volunteers

- High and or improving staff engagement by EoY.
- Continue to develop the professional spaces in the school so staff feel valued are able to be highly productive.
- Invest in external support to provide quality PLD that will challenge and develop teacher capability and practice.
- Ensure that the time is taken to celebrate achievements.

Focus 3 - Community Partnerships:

- Secure & retain MoE operational funding for 200 students in 2017 by EoY
- Generate at least \$15K from grants in 2017
- Maintain the level of parent donations.
- Raise at least \$35K profit from L&C Day and Potty Planters
- Invest in and organize events where the community can come together in both formal and informal settings.
- Actively engage with the local and wider schooling network.

Focus 4- Operational Excellence:

- Operate within agreed annual budget.
- Engage in effective internal evaluation and consultation
- Compliance with all legislative and regulatory requirements.
- No health and safety incidents on road outside the school.
- Complete a 2 year plan that clearly and transparently shows how we will spend Pottys and Lamb and Calf fundraising.
- Ensure the staff, BoT and community are highly aware of the School Docs system and use it effectively.
- Continually improve the methods in which we communicate with the school community.

Focus 5- Enhancing our Reputation

- Maintain or improve 2017 parent satisfaction with the Principal and Teachers respectively.
- Development of the physical learning and play environment.

Key Strategies / Programmes

Our Key Strategies / Programs for Focus 1 will encompass the following:

- Maintain and grow the Mathematics Programme
- Engagement in and accountability for the annual student achievement plan from all stakeholders.
- Maintain the level of Reading Recovery offered at Pauatahanui School.
- Maintain 2016 level of BoT funded Teacher Aides into 2017 and pursue every opportunity to source external funding for support staff.
- Continually refine BYOD Policy, Procedures, Processes and Practices.
- Work with cluster schools in collective moderation programmes.
- All curriculum documents that have not been reviewed since 2015 will be reviewed and updated to align with current curriculum and pedagogical approaches.
- Provide PLD that will enable teachers to make the most of ICT in the classrooms.
- Work with EdLead to provide an individualized PLD programme for all teaching staff.

Our Key Strategies / Programs for Focus 2 will encompass the following:

- A focus on Teaching as Inquiry.
- Support and develop the staff's capacity to view Teaching as an Inquiry.
- Develop a useable breakout space that can be used by teacher aides, teachers and parent volunteers.
- Survey staff engagement in T1 and T4.
- Effective Principal appraisal that encompasses a 360 degree approach.
- A strong focus on developing modern teaching pedagogies that are focused on collaboration between teachers.
- Explore and challenge current pedagogical approaches to ensure students are engaged in environments where they are pushed and supported to have agency over their learning journey.

Our Key Strategies / Programs for Focus Area 3 will encompass the following:

- Regularly Highlight value of school donations.
- The BoT will support succession and transition within the fundraising groups.
- The BoT will actively support the work of the Northern Porirua Community of Learning.

Our Key Strategies / Programs for Focus Area 4 will encompass the following:

- Undertake highly effective strategic, emergent and regular self-review by using the 'School Evaluation Indicators' and 'Effective School Evaluation' documents as a guide.
- Report against all of the above key Objectives at each BoT meeting.
- Enroll parents and or other stakeholders to ensure students can safely enter and exit school at start and end of each day.
- Engage and work with PCC and road users to enhance safety at the school gate.
- Report all health & safety incidents to the BoT if and when they occur

Our Key Strategies / Programs for Focus Area 5 will encompass the following:

- Invest in enhancing and beautifying the PS environment. (Outdoor Learning Area).
- Enroll local media to communicate positive PS stories.
- Continue to survey students and include them in the decisions about how we develop the environment.
- Review and improve the way in which the school community is engaged and consulted. (Survey)

