



St Marys School

St Mary's School Strategic and Annual Plan 2018 – 2021

Charism Statement

St Mary's School will work to nurture each child so that they grow and develop, spiritually, intellectually and physically, into caring and responsible members of our School Community.

Mission Statement

Within Catholic belief and practice, our school will develop the abilities and special talents of each student.

Vision Statement

Attitude for Excellence.

Special Character is an integral part of St. Mary's school life. All students within Catholic belief and practice will participate in the religious education programme and attend masses and other liturgical celebrations that mark important occasions in the church year. Our role is to:

- a. Promote Catholic education
- b. Strive for educational excellence
- c. Contribute to the Church's mission
- d. Contribute to society

St Mary's School will work to nurture each child so that they grow and develop, spiritually, intellectually and physically, into caring and responsible members of our School Community.

Four Gospel Values underpin our actions and form the foundation of our Restorative Practice.

In Christ I Can:

- Inclusion
- Courtesy
- Integrity
- Courage

We recognise the importance of Aotearoa New Zealand's cultural diversity and the unique position of Māori culture.

We actively value diversity and an inclusive school culture. Staff engage in productive, relationship based partnerships, have high expectations of all students and are culturally responsive in practice.

We ensure policies and practices reflect Aotearoa New Zealand's cultural diversity.

We ensure Te Reo Māori and Tikanga Māori are integrated within teaching and learning. Mihi, waiata, powhiri, whakatau and karakia are integral to school culture and incorporated into school life, learning, celebrations and assemblies. We continue to work with BA Productions to work with our students and staff through professional development opportunities.

We begin each year by immersing ourselves in Whanganuitanga – our local identity as people living in Aotearoa and Whanganui– *Ko au te awa, ko te awa ko au*. Through these units our children are learning our rich and deep connections to the forming of our community. It is about enjoying the variety and diversity of who we are. Learning about the people that have gone before us and those treasures left by our ancestors. Finding where we belong!

Special Character		
Aspirational Goal : To passionately live and serve in the spirit of Jesus through active participation and modelling of our Catholic faith within our school and wider parish.		
2018 Objective: School run Sacramental Programmes		
Base line Data/Reasons: Large number of 5.4 students currently on our roll. Review Students who may be incorrectly tagged. Large number of students not attending sacramental programmes through St Mary's Church.		
Actions required	Who	Resources
<ul style="list-style-type: none"> • That we provide the opportunity for our students to partake in a Baptism and First Reconciliation / Eucharist programmes within school time. • Parents will be approached by classroom teachers at the Meet the Parent evening, to discuss and invite them to be part of the Sacrament programmes. • Sponsors of 5.4 enrolments will be contacted during the year to become involved and support parents. • DRS will review preference tags to check accuracy. 	<p>Children will be identified who have not been baptised or received Reconciliation and Eucharist before interviews.</p> <p>Baptism programmes will be offered in Term 1 and Term 3 of each year by the DRS.</p> <p>The programme will be 4 sessions over 4 weeks.</p> <p>Reconciliation/First Eucharist will be in conjunction with the Parish Programme in Term 2 and 3.</p>	<p>DRS to be released for this to happen.</p> <p>4 baptism instruction lessons designed for students who are going to be involved.</p>
2018 Objective: Four Gospel Values		
Base line Data/Reasons: Recommended by Special Character Review that we embed Gospel Values within our school wide life.		
Actions required	Who	Resources
<ul style="list-style-type: none"> • Create a student programme for goal setting and reflection. This will include teaching resources for teaching the Four Gospel Values to gain consistency across the school. Linking in particular the teaching of Jesus through parables. • Source a template for use in Learning Journey Portfolios. 	<p>DRS and Principal.</p> <p>Whole staff to use new resources and programme.</p> <p>Whole Staff to receive and implement new teaching package.</p>	<p>Time will be allocated through Professional Development Thursdays for this to occur.</p>

2018 Objective: Health / Puberty Programme		
Base line Data/Reasons: It was recommended by our Special Character Review Team that we look at our Health Programme. We are also responding to a call from our parents around puberty lessons in Year 5 and 6.		
Actions required	Who	Resources
<ul style="list-style-type: none"> All staff to complete Having Life to the Full. Health Curriculum statement and teaching scheme to be developed that reflects the Catholic Perspective and include related Catholic teachings. 	DRS Principal Whole Staff	Having Life to the Full
2018 and onwards: All staff to complete Having Life to the Full. Sacred Space to be completed in garden area. Continue to plan for whole school and individual teacher professional development that will assist teachers in achieving certification requirements which will link to appraisal system. Health Curriculum statement and teaching scheme to be developed that reflects the Catholic Perspective and include related Catholic teachings. Faith Group for parents to be investigated. Build a Catholic Team to support DRS but also build capability. Consistency with RE home sheets going home. Reflections Newsletter going home. Information and sharing with parents around prayer strands.		

Curriculum and Student Needs to maintain our school wide high level of achievement

NAG 1 Teaching and learning

Aspirational Goal :

To develop and celebrate excellence and resilience in each child enabling them to attain their personal best in academic, sporting and cultural achievement. Programmes should ensure that all students strive towards their full potential and become well balanced members of New Zealand society.

Special Programmes background:

Rich, in depth pictures of student achievement will be available at all levels, gender and ethnicity. These pictures will be presented at BOT meetings to inform decision making on teaching practice, resource purchase and special programme effect. These pictures will be analysed at management level and staff meeting level to inform the effect of our teaching on value added learning and next staff and individual teacher professional development needs.

Children will have special learning and behaviour needs met in each classroom through individually prepared IEPs. Barriers to learning will be identified and addressed with support from SENCO and/or RTLB.

Target students will be identified from every classroom for close monitoring. The target students will be those who have been the most difficult to teach and who show the least evidence of effective learning behaviour. Their progress will be investigated at specific monthly Senior Management and Team meetings where their learning journeys will be plotted and shared.

We will run daily learning workshops with students with learning difficulties and learning behaviour barriers where they will develop new strategies and processes.

G&T and Special Needs groups will be fluid. Students will be identified on a strength and needs basis.

Gifted and Talented programmes will run one day a week. These groups will focus on Visual Art, Digital Technologies and Real World Mathematics.

Special Needs programmes will include Toe by Toe, Davis Method, Lexia, Numeracy and Writing. These groups run daily and reach large groups of students identified as having needs in these areas.

Our SENCO monitoring will identify students with needs in Reading, Writing, Maths, Gifted and Talented, Medical, RTLB, Social Skills, Wellbeing, Lexia, Toe by Toe, Care and Concern, Behaviour and In Class Support.

2018 Objective: Numeracy – To increase the number of students achieving at or above the National Standard

Base line Data/Reasons:

We are beginning our second year of a three year Mathematics Contract. This contract focuses on accelerating learning, building capability and refining teacher's pedagogy.

Annual Target:

The target is that there will be no more than 10% of students working below the Achievement Standards for Numeracy by the end of 2018. This number is most likely to be comprised of students with ongoing IEPs for complex learning needs and students new to the school.

Actions required

- All students below standard will be identified by class teachers in Term 1 and given enriched targeted Numeracy support to close gaps.
- They will be placed in our Numeracy Support Group.
- Target students on enriched programmes will be assessed and monitored by Wendy each term and discussed by the SENCO team.

Who

Chris Scudder – Lead Teacher
Kate Linklater – DP
Kylie Surgenor – Maths Advisor Core Education
This is the team that will be sourcing and providing numeracy professional development.
ALiM2

Resources

Our SMS will be used as the tool for gathering quality learning data, identifying group and individual needs, setting next steps and aligning resources and interventions for children.

ALiM 1 and 2 Resources

<ul style="list-style-type: none"> • Chris and Wendy to share ALiM1 and 2 practice. • Achievement Standard learning profiles and next steps will be available to every parent as an E portfolio of progress. • All teaching staff will take part in professional development targeting group achievement goals. This will be led by Kate Linklater and Chris Scudder who will work with staff to target numeracy and best practice. • Full review of current practice to ascertain needs. • Use of Teaching as inquiry to underpin teacher pedagogy. Develop a shared clear understanding of what accelerated learning is and accelerative teaching strategies. • Strengthen and embed Formative Practice to inform planning and teaching programmes. • Moderation in Vertical teams to occur on a regular basis. • All staff to use CRT time to observe good practice sourced by Numeracy Team. • Review of classroom teaching time for optimum teaching. Commitment to core subject emphasis. • All teaching staff will identify target students with special reference to Maori students, for whole staff monitoring and targeting to create effective achievement. • We will continue to In Class Support, Learning Support and RTLB support for our target students. 	<p>Monitoring will be done by:</p> <p>Student self-assessment and peer assessment JAM GLOSS e-asTTle Teacher OTJs and moderation</p>	<p>Core Education – Kylie Surgenor</p>
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2018 Objective: Writing – To increase the number of students achieving at or above the National Standard

Base line Data/Reasons:
 Writing continues to be an area of focus going forward. We aim to get consistency of teaching and learning throughout the whole school. This way students can build on their knowledge in a consistent way. We still have a significant number of students working below the Achievement Standard.

Annual Target:
 The target is that there will be no more than 10% students working below the Achievement Standard for Writing by the end of 2018. This number is most likely to be composed of students with ongoing IEPs for complex learning needs and students new to the school.

Actions required	Who	Resources
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<ul style="list-style-type: none"> • Spelling/Phonics programme to be sourced and used consistently throughout the school. • Consistent grammar teaching throughout school. • Explore/address passion for writing from teachers. Source creative ideas and experiences to motivate and engage children as writers. • Teach what students need rather than turning students off with a term of recounts for example. • Moderation to occur at team level. This will be particularly powerful as vertical teams. All staff will be part of the whole written language stages which will help them to move learning up or down to meet individual needs. • Moderation with St Anne's School to continue. 	<p>Jacqui Luxton Kate Linklater Dallas Limpus and Ian Kerr (Team Leaders)</p>	<p>Staff to work as a team to source resources and work as a team to agree on a consistent approach for use of these.</p>
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2018 Objective: Trial of Writing/Social Skills Group... Key Writers

Base line Data/Reasons:
We have a significant group of students who are lacking both social skills and are below or well below in writing.

Actions required	Who	Resources
<ul style="list-style-type: none"> • SENCO will select senior students. • Group to meet for half an hour a day. • One session will be creating, playing, and experiencing group chosen activities. • Next session will involve word play around the experience and then writing using a variety of tools to engage and motivate these reluctant writers. • A focus on the Key Competencies: Participating and Contributing, Thinking, Using Language symbols and Text and Managing Self. • A focus on social skill building and anger management skills to weave throughout this group. 	<p>Jacqui Luxton Kate Linklater Anita Mars</p>	<p>Play Based Room and equipment</p>

2018 and onwards:
Review Reading practice throughout the school for consistency and effectiveness.
Investigate options for Te Reo classes. The Wānanga is a very time heavy option. Invite staff, BOT and Parents. This will build community and a shared journey.
Develop Digital Citizenship programme.
Use of technology to promote ongoing individual learning for extending and supporting independent learners.

Documentation and Self Review
 NAG 2 Self Review
 NAG 7 Annual Report
 NAG 8 Annual Plan

Aspirational Goal :
 To consistently review, report and consult in a transparent and authentic way. To involve all stakeholders; Diocesan, Parish, Board of Trustees, Teachers, Parents and Students throughout this process. Educational programmes need to be constantly reviewed to remain up to date in an ever changing world.

2018 Objective: To explore as a staff the changing landscape post National Standards.

Base line Data/Reasons:
 National Standards are no longer.

Actions required	Who	Resources
<ul style="list-style-type: none"> As a whole staff we will follow Ministry advice as we decide how we will measure and report. At present we are keeping the same system and just changing the name to Achievement standards. 	Whole Staff	Ministry Advice

2018 Objective: Review use of eTAP as our student management system

Base line Data/Reasons:
 I have discovered huge anomalies in our data through eTAP. To this end I collated all achievement data by hand to ensure accuracy.

Actions required	Who	Resources
<ul style="list-style-type: none"> Investigate the possibility of either fixing eTAP or moving to a new student management system. 	Jacqui Luxton Senior Management Team	eTAP Linc Ed Principal Group for advice and examples to look at.

2018 Objective: Collect student, teacher and community voice

Base line Data/Reasons:
 To ensure we have our students and communities voice to form our decisions and direction.

Actions required	Who	Resources
<ul style="list-style-type: none"> Collect student voice for reporting at Staff and BOT meetings. Undertake a community survey in December 	Jacqui Luxton	

2018 Objective: Review of policies and procedures		
Base line Data/Reasons: Policies and procedures are a living document of how we do things at St Mary's. These need to be current and under a continual cycle of reflection and refinement.		
Actions required	Who	Resources
<ul style="list-style-type: none"> • Board to review policies under a regular cycle • Staff to go through a procedure at each staff meeting to review. • This will ensure we are all aware of procedures and expectation at St Mary's school. It also keeps them current in terms of an ever changing community. • This is to ensure they are living documents that change with our growth. 	Jacqui Luxton Board of Trustees Staff	Policies and procedures
2018 and onwards: To improve engagement of parents and whanau in 'learning conversations.' To offer opportunities for parents and whanau to feel part of St Mary's learning journey. To make this a comfortable realm in which to question and understand learning.		

Stewardship
 NAG 3 Personnel
 NAG 4 Finance and Property
 NAG 5 Health and Safety
 NAG 6 Legislation

Aspirational Goal :

To be an excellent employer who nurtures and supports the ongoing learning opportunities, workload and stresses of being part of a school community.
 To create the financial stability of St Mary's School, use resources wisely to benefit teaching and learning and to maintain and improve the property requirements.
 To provide a safe and health promoting environment for students, staff and families. To ensure current practices are compliant with legislation.

2018 Objective: Painting

Base line Data/Reasons:

Due to delay with Ten Year Property Plan being completed we have painting to catch up and get back on track.
 Library
 Admin Building
 End of JLC
 Room 8 Cloakbay
 Veranda cover

Actions required	Who	Resources
<ul style="list-style-type: none"> Quotes to be sourced. Painting to be completed. 	Jacqui Luxton Steve Symes	Money has been saved for these projects

2018 Objective: Continue to review and build Health and Safety requirements

Base line Data/Reasons:

We are well on the way to having robust Health and Safety systems in place. There are still gaps in knowledge and documentation that need to be finalised and put in place.

Actions required	Who	Resources
<ul style="list-style-type: none"> Ensure policies and procedures are current and practiced 	Jacqui Luxton	

2018 Objective: To nurture and support the wellbeing of students and staff

Base line Data/Reasons:

We have a growing number of students living with trauma and unsettled living situations. We have also lost the very valuable resource of Sister Liz who worked one day a week with these children and their families. Our school social worker currently has 51 schools on her books.

Actions required	Who	Resources
<ul style="list-style-type: none"> • Source programmes to use with students who need support around managing their emotions. • Whole staff to attend Nathan Makaere-Wallis 2 day seminar on Brain Development and Learning. • Ensure staff are offered support and counselling if needed when working with difficult students. 	Jacqui Luxton Whole Staff	Beth Dixon Nathan Makaere-Wallis Resources around grief/trauma
<p>2018 and onwards: Build capability, leadership and responsibility through targeting available units. To ensure we are on the way to following the Ten Year Property Plan. Safety matting to be laid under the playground with funds from the PTA. To review with staff that funds are allocated in the right areas.</p>		

The implementation of the strategies in this plan will at all times be in keeping with the Special Character Values and Philosophy of St Mary's School.