2019 Annual Plan

This plan will be updated every three months for the BOARD of TRUSTEES

Strategic Goal 1: Special Catholic Character

Annual Goal 1: To adhere to the principles of Te Tiriti o Waitangi - partnership and active protection - in delivery of the RE curriculum, as well as through school events and daily life.

Action/Workstream	Key Milestones	Completion Date	May	August	Nov
Key Actions/Workstream	- Increase the use of Te Reo in School Masses and Liturgies. - Teach/learn more Catholic Karakia and Waiata in Te Reo Maori e.g. Our Father, Hail Mary, Karakia mo te Kai. - Embed the rōpū (and school Gospel values') names in Te Reo across the school - Arahi, Piripono, Ako & Aroha. - Use Te Reo Māori in RE lessons and on wall displays, with reference to Māori spirituality where appropriate. - Protect the hauora of tamariki; bringing their faith, culture and life into harmony.				
Student Achievement	- Taha Maori Team - Y7/8 student group				
Professional Development	- Mana Potential PLD in January 2019.				
Resourcing	- Karakia mo te Kai in each classroom.				
Key Highlights during this period:					
Key Issues needing to be addressed:					
Key Risks:					
Code: A = Achieved - Completed O = On Track S = Scoping to be done - slow progress I = Issues with resourcing/concern					

Strategic Goal 1: Special Catholic Character Annual Goal 2: To facilitate a genuine and ongoing encounter with Christ.		Completion Date	May	August	Nov
Action/Workstream	**Key Milestones**	**Completion Date**	**May**	**August**	**Nov**
Key Actions/Workstream	● Integrate RE strands with school Gospel values, making explicit connections where possible, where students can encounter Christ in their lives (e.g. Jesus' LOVE for others as an example for us to live by). ● Kaiako will carry out assessment of the affective domain in order to evaluate Christian attitudes and values of students. ● As a school we will continue to promote Christian values to live by, within a respectful Catholic school-culture of inclusion, acceptance and most importantly LOVE, as Jesus taught. ● Enable ākonga to be present with Jesus Christ daily through the introduction of daily school-wide meditation. ● To link our school values with a scripture/virtue or action.. ● The children will participate in Catholic Sacraments regularly. ● Develop a Catholic identity, forming a relationship with Christ within our school.				
Student Achievement	Student voice will be collected through affective evaluations.				
Professional Development	RE staff meetings daily PLD call-back day in July				
Resourcing	Faith Alive Online Resource for RE Curriculum Meditation - Daily Practice by Laurence Freeman NZCM (New Zealand Christian Meditation) Website Mana Potential Hauora System				
Key Highlights during this period:					
Key Issues Needing To Be Addressed:					
Key Risks:					
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Strategic Goal 2: Collaborative Practice

Annotation: Annual Goal 1: Supporting staff to improve individualized learning in flexible learning environments (FLEs) by embedding collaborative practice and enabling learner agency

Action/Workstream	Key Milestones	Completion Date	May	August	Nov
Key Actions/Workstream	- Provide opportunities for PLD through an external facilitator - Jacque Allen on collaborative practice - Teams develop a team inquiry focused on Collaboration that they will build on throughout the year - Teams given opportunities at staff meeting to share any readings, practices, systems etc that they have implemented on collaborative practice and found to be successful - Provide resources on developing learner agency for our students - Scaffold individual teams in their collaborative practice.				
Student Achievement					
Professional Development	- 100 hours PLD Jacque Allen (Cognition) approved by MOE 2019				
Resourcing					
Key Highlights during this period:	- Ārahi flexible learning space alterations completed Feb				
Key Issues Needing To Be Addressed:					
Key Risks:					
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Strategic Goal 2: Collaborative Practice

Annual Goal 2: Develop strategies and guidelines that encourage effective collaboration between staff to build cohesion across the school.

Action/Workstream	Key Milestones	Completion Date	May	August	Nov
Key Actions/Workstream	In consultation with whanau, fono, BOT, management and leadership build a shared language of identity across all levels of the school				

		Completion Date	May	August	Nov
	● Have signage put up around the school to identify learning ares/levels of the school for parents/visitors ● In consultation with the external facilitator - develop inquiry/assessment/learning/behaviour language across all areas of the school ● Provide opportunities for staff to present to parents school wide initiatives in collaboration ● Attend PD through CoL opportunities or individually to explore strategies to implement collaborative practice across the school ● Staff to share back their team inquiries at least twice a term ● New shared language shared with community through weekly newsletters, website, team newsletters, correspondence etc				
Professional Development	● Hours provided by Jacque Allen				
Resourcing	● Hours for facilitators to work with teams/staff ● Inquiry model				
Key Highlights during this period:					
Key Issues Needing To Be Addressed:					
Key Risks:					
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Strategic Goal 3: Learning with Digital Technologies Annual Goal 1: Incorporate new technologies and approaches to learning in order to support students to be successful, safe digital citizens.					
Action/Workstream	**Key Milestones**	**Completion Date**	**May**	**August**	**Nov**
Key Actions/Workstream	● Continue to develop a STEAM learning space within the school. ● Provide resources to promote the 5 new technology learning areas (designing and developing materials outcomes, designing and developing processed outcomes, design and visual communication, computational thinking for digital technologies, designing and developing digital outcomes.) ● Provide an after school Robotics Club every week. ● Attend PD and local technology cluster meetings/forums to share ideas. ● Develop a shared resource pool so all learning levels have access to level appropriate technologies.				

	● Create and maintain a functional school website. ● Have student and parent LWDT contracts discussed, unpacked and signed. ● Use Netsafe and other internet safety agencies to reinforce positive digital citizenship. ● Have teachers and students understand where to go and who to talk to about sensitive issues they have on social media or the internet.				
Student Achievement					
Professional Development					
Resourcing	STEAM room devices - 3D printer + consumables, iPads, Desktop computers, Chromebooks Technology resources - robots, construction materials, apps, lego, Duty time allocated for Robotics club 1 afternoon block release/week for LWDT Lead Teacher.				
Key Highlights during this period:					
Key Issues Needing To Be Addressed:					
Key Risks:					
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Strategic Goal 3: Learning with Digital Technologies Annual Goal 2: Implement the new digital technological areas of the Technology Curriculum by 2020.					
Action/Workstream	**Key Milestones**	**Completion Date**	**May**	**August**	**Nov**

Key Actions/Workstream	Unpack the Digital Technologies/Hangarau Matihiko Curriculum with the staff through workshops over the first two terms.
	
	Scaffold learners as they move from consumers to creators using technology.
	  1. Teach teacher/learner to use the new digital tools available at St Joseph's School.
	  2. Build teacher/learner capability to choose the right technology for a specific purpose.
	  3. Provide opportunities for learners to create using digital technologies.				

	Support teachers in practical ways to implement resources or technologies to use in their classrooms. Provide opportunities for students to take leadership roles in Digital Technologies.				
Teacher/Student Achievement	Students should increase their competence and understanding of Digital Technologies/Hangarau Matihiko through teachers explicitly planning to integrate it across the rest of the curriculum.				
Professional Development	Brad Thomas/Cyclone Lead Teacher led staff meetings each term				
Resourcing	Digital Technologies/Hangarau Matihiko Curriculum MOE funded 70 hours				
Key Highlights during this period:					
Key Issues Needing To Be Addressed:					
Key Risks:					
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Strategic Goal 4: Student Achievement Annual Goal 1: Build teacher Assessment Capability to inform Overall Teacher Judgements against the National Curriculum					
Action/Workstream	**Key Milestones**	**Completion Date**	**May**	**August**	**Nov**
Key Actions/Workstream	To develop personal professional knowledge and understanding around how assessment can best be used to support teacher practice, student achievement and the development of learner agency. For staff to be proficient users of a variety of assessment tools across the curriculum. To induct new staff to Assessment For Learning practices and using PACT to make OTJs.				

	To grow teacher practice in Assessment for Learning capabilities leading to improved teacher planning and delivery and developing student agency. All teachers will use collaborative and personal inquiry to develop programmes of learning which will lead to accelerated achievement for target students				
Student Achievement					
Professional Development	- Staff meeting once or twice a term. - Induction Programme for new staff.				
Resourcing					
Key Highlights during this period:	12/2 Staff Meeting on making Writing OTJ's.				
Key Issues Needing To Be Addressed:					
Key Risks:					
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Strategic Goal 4: Student Achievement					
Annual Goal 2: Provide differentiated learning within the classroom in order to cater for the varying abilities and learning styles of students, particularly priority students.					
Action/Workstream	**Key Milestones**	**Completion Date**	**May**	**August**	**Nov**
Key Actions/Workstream	Classroom programmes will cater for differentiated learning through the use of student agency and promoting Growth Mindset, including the use of the learning pit, and solo taxonomy. The AP and DP will meet with and share achievement data and targets with our Maori and Pasifika communities as part of annual processes at the beginning of the year. In consultation with the Pasifika Komiti, the DP and Pasifika team will continue to work to achieve the goals for the Pasifika Education plan				

	Teachers will demonstrate culturally responsive practice through the Implementation of the PEP and MEP within classroom programmes and school wide initiatives				
	The AP and Taha Maori team will work with Maori Whanau to implement the Maori Education plan				
	Provision of support will be allocated and ongoing monitoring will continue for all priority learners (e.g. Reading Recovery, target groups etc...)				
	Established transition to school practices will be provided for New Entrant students.				
	Individual education Plans will be developed in conjunction with teachers, students whanau and outside agencies for students with identified special needs.				
	Regular opportunities are provided for face-to-face, digital, and written communication with whanau in regards to student progress.				
Student Achievement					
Professional Development					
Resourcing					
Key Highlights during this period:					
Key Issues Needing To Be Addressed:					
Key Risks:					
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Strategic Goal 5: Wellbeing Annual Goal 1: Develop a school-wide climate and practices that support positive behaviours and reflect our Catholic values					
Action/Workstream	**Key Milestones**	**Completion Date**	**May**	**August**	**Nov**

Key Actions/Workstream	- Promote positive behaviours and resilience through peer mediation and restorative justice practices. - Implement the Mana Potential model in the school to be used for learning and behaviour. - Provide opportunities for student voice, in classrooms and in student leadership roles - Expose students to positive role models within and beyond the school, including their peers. - Develop Tuakana/Teina opportunities throughout school. - Promote teacher wellbeing through consultation, hauora and professionalism. - Promote opportunities for staff to build positive relationships with parents. - Monitor student attendance patterns "Every Day Matters" - Administer and analyse Wellbeing@School survey to teachers and Y5-8 students T4				
Student Achievement					
Professional Development	- TOD: Mana Potential - Angeline McDonald				
Resourcing	- School funded/BOT				
Key Highlights during this period:	- May: Pink Shirt Day				
Key Issues Needing To Be Addressed:					
Key Risks:					
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Strategic Goal 5: Wellbeing
Annual Goal 2: Provide an induction programme that fully supports the growth of our two Provisionally Registered Teachers as they work towards full qualification

Action/Workstream	Key Milestones	Completion Date	May	August	Nov

Key Actions/Workstream	- Working alongside Mentor Teacher to follow guidelines set out by the Education Council to support teachers to develop positive professional relationships with mentor teachers and the wider staff. - Growing collaborative practice through peer teaching opportunities in developing flexible learning spaces. - Work with in-school experts on an induction to our school, covering our school history/charism and traditions, school systems, processes, and guidelines, including our staff handbook, behaviour management handbook, Health and Safety guidelines and other policy. - Be supported in developing their appraisal blog to store evidence against the teaching Standards and Catholic elaborations. - Provide release to observe best practice in our school and the wider COL. - Provide opportunities to attend workshops specifically designed to support Beginning Teachers according to availability and their individual needs.				
Student Achievement					
Professional Development					
Resourcing	- MOE funded first year PRT 0.2pp - Mentor Teachers in place.				
Key Highlights during this period:					
Key Issues Needing To Be Addressed:					
Key Risks:					
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