



CHARTER AND STRATEGIC PLAN 2021-2023

This Strategic Plan establishes the mission, aims, objectives, strategic direction and the targets for student achievement.

Principal's Endorsement: 2021	Board of Trustees' endorsement: 23/02/2021	Submission Date to MOE: 26/02/2021
-------------------------------	---	---------------------------------------

THREE YEAR STRATEGIC GOALS

<p>GOAL 1: GROW TEACHER CAPACITY</p> <ul style="list-style-type: none"> • Meaningfully incorporate te reo M ā ori into the everyday life of the place of learning. NELP 5. • Develop staff to strengthen teaching, leadership and learner support capability across the education workforce. NELP 6. 	<p>GOAL 2: IMPROVE STUDENT OUTCOMES THROUGH LEARNER AGENCY</p> <ul style="list-style-type: none"> • Reduce barriers to education for all, including for M ā ori, Pasifika, disabled and ā konga with learning support needs. NELP 3. • Ensure every ā konga gains sound foundation skills, including language, literacy and numeracy. NELP 4. 	<p>GOAL 3: STRENGTHEN RELATIONSHIPS WITH OUR SCHOOL AND LOCAL COMMUNITY</p> <ul style="list-style-type: none"> • High aspirations for all and partnering with wh ā nau and communities to design and deliver education to their needs and sustains their identities languages and cultures. NELP 2 • Collaborate with industries to ensure ā konga have the skills, knowledge and pathways to succeed in work. NELP 7. 	<p>GOAL 4: TO HAVE A SAFE AND SECURE ENVIRONMENT THAT MAXIMISES LEARNING OPPORTUNITIES AND IS REFLECTIVE OF OUR LEARNERS</p> <ul style="list-style-type: none"> • Places of learning are safe, inclusive and free from racism, discrimination and bullying. NELP 1
<p>Key objectives</p> <ul style="list-style-type: none"> • Localise Glendene School curriculum development plan using Te Tiriti as the foundation • Update Quality Teaching Template and incorporate Growth Learning Cycle 	<p>Key Objectives</p> <ul style="list-style-type: none"> • Use HOPE as a guide and aspiration for learning • Improve student attendance and punctuality through engagement (Nag 6) 	<p>Key Objectives</p> <ul style="list-style-type: none"> • Develop Glendene School as the learning hub of our community • Establish digital platforms to communicate with our community 	<p>Key Objectives</p> <ul style="list-style-type: none"> • To have buildings and outdoor learning spaces optimised for students to achieve success. • To have the physical

<ul style="list-style-type: none"> • Maintain good practice when delivering the curriculum using AFL, DMIC etc. • Build staff understanding of trauma • Stay up to date with new learning • Meaningfully incorporate te reo Māori into the everyday life of the place of learning. NELP 5. • Develop staff to strengthen teaching, leadership and learner support capability across the education workforce. NELP 6. 	<ul style="list-style-type: none"> • Reduce barriers to education for all, including for Māori, Pasifika, disabled and ākonga with learning support needs. NELP 3. • Ensure every ākonga gains sound foundation skills, including language, literacy and numeracy. NELP 4. 	<ul style="list-style-type: none"> • High aspirations for all and partnering with whānau and communities to design and deliver education to their needs and sustains their identities languages and cultures. NELP 2 • Collaborate with industries to ensure ākonga have the skills, knowledge and pathways to succeed in work. NELP 7. 	<p>environment of our kura reflect our learners</p> <ul style="list-style-type: none"> • To establish systems that comply with legislation through policy and procedures as a minimum requirement • Places of learning are safe, inclusive and free from racism, discrimination and bullying. NELP 1
---	--	---	--

GOAL 1: GROW TEACHER CAPACITY

Key Objectives	Current State 2020	2021 Strategies	2022 Strategies	2023 Strategies
<ul style="list-style-type: none"> • Localise Glendene School curriculum delivery plan using Te Tiriti as the foundation • Establish the Growth Learning Cycle at Glendene School • Stay up to date with new learning 	<p>Glendene Quality Teaching Template reflects Turu from Tapas ā and Ka Hikitia</p> <p>Te Reo Māori/Te Ao Māori increasingly normalised at Glendene School</p> <p>AFL, DMIC, Digital Technology implemented at Glendene School</p> <p><u>Analysis of Variance Data for EOY 2020 Reading</u> Target: 75% of Y2-6 students achieve at or above school targets (based on NZC levels)</p>	<p>Review current Glendene School Delivery plan</p> <ul style="list-style-type: none"> • Explore what our school values look like in our curriculum delivery e.g. linking looking after ourselves to Health Curriculum • Explore how to use students' home/heart languages at Glendene School <p>Trial NZ Histories Curriculum Review how Te Reo Māori/Te Ao Māori is normalised at Glendene</p>	<p>Review Glendene School's Māori Action Plan, Pasifika Action Plan.</p> <p>Explore how heart languages are integrated in the curriculum.</p> <p>Develop Arts Curriculum and English Delivery Plan</p> <p>Incorporate NZ Histories in our curriculum</p> <p>Review use of Trauma informed practice and resilience strategies in teaching and learning at Glendene School.</p>	<p>Review our inquiry model and cycle</p>

	<p>Target NOT achieved-68% of Y2-6 students at or above target</p> <p><u>Writing</u></p> <p>Target: 85% of Y2-6 students achieve at or above school targets (based on NZC levels) in writing.</p> <p>Target not achieved-98/137 (72%) of all Y2-6 students achieved the school writing target. This is a drop when compared to 2019 End of Year results 104/138 (75%).</p> <p><u>Maths</u></p> <p>Target: 80% of Y2-6 students achieve at or above school targets (based on NZC levels) in maths.</p> <p>Target not achieved: 70% Y2-6 students achieve at or above school targets (based on NZC levels) in maths.</p>	<p>School</p> <ul style="list-style-type: none"> Do we know our local area and Te Kawerau a Maki history and stories <p>Explore Growth Learning Cycle and review Quality Teaching Template</p> <p>Update Glendene School's M ā ori Action Plan, Pasifika Action Plan</p> <p>Review AFL</p> <p>Explore use of Trauma informed practice and resilience strategies in teaching and learning at Glendene School.</p> <p><u>Next steps for Literacy</u></p> <p>PLD on the use of Dual Language texts</p> <p>ALL</p> <p>Early Literacy strategies with Reading Recovery teachers</p> <p><u>Next steps for Maths</u></p> <p>Spring Maths</p> <p>DMIC</p>		
<p>MEASURES-culture and pedagogy</p>		<p>Updated M ā ori Action Plan and Pasifika Action Plan</p> <p>Updated Quality Teacher Template to include Growth Learning Cycle introduced.</p>	<p>Delivery statement for Inquiry learning incorporating 8 learning areas.</p> <p>Growth Learning Cycle reviewed.</p> <p>Inquiry model reviewed.</p>	<p>Growth Learning Cycle embedded.</p> <p>Glendene Curriculum includes NZ Histories.</p> <p>Inquiry model embedded.</p>

GOAL 2: IMPROVE STUDENT OUTCOMES THROUGH LEARNER AGENCY

Key Objectives	Current State 2020	2021 Strategies	2022 Strategies	2023 Strategies
<p>Increase student agency by using HOPE as a guide and aspiration for learning</p> <p>Improve student attendance and punctuality</p> <p>Re-design how we report to parents</p>	<p>Parents and teachers have contributed to HOPE.</p> <p>Year 6 students make contributions to Hope.</p>	<p>Trial Learning Maps with Pohutukawa.</p> <p>Inquire into how Digital Technology increases learner agency-look at programmes we currently use like Seesaw</p> <p>Review reporting systems with the school community.</p> <p>Explore if Hope reflects our learner and whānau aspirations.</p>	<p>Review use of Trauma informed practice and resilience strategies in teaching and learning at Glendene School.</p>	<p>Review and adapt</p>
<p>MEASURES-culture and pedagogy</p>		<p>Learning Maps used as a learning tool in Pohutukawa.</p> <p>Hope profile drafted and used in school</p> <p>Trauma informed practice part of our Gecko Way</p> <p>Weekly school attendance is more than 90%.</p>	<p>Weekly school attendance is more than 93%.</p> <p>Hope profile shared with the community</p>	<p>Weekly school attendance more than 95%.</p> <p>Hope profile part of how we evaluate at Glendene school</p> <p>Review and adapt</p>

GOAL 3: STRENGTHEN RELATIONSHIPS WITH OUR SCHOOL AND LOCAL COMMUNITY

Key Objectives	Current State 2020	2021 Strategies	2022 Strategies	2023 Strategies
<p>Develop Glendene School as the learning hub of our community</p>	<p>Reading Together Digital learning Workshop offered</p> <p>Surveys re communication, learning</p>	<p>Whānui hui /fono about learning at Glendene</p> <p>School digital platforms and how to use</p>	<p>Whānui hui /fono about learning at least once a term either face to face or digitally about learning at Glendene</p>	<p>Review and adapt</p>

<p>Establish digital platforms to communicate with our community</p> <p>To have a group from Glendene School source funding for Glendene School.</p>		<p>Decide on a project (Bikes in Schools) and get parental buy in (BOT)</p> <p>Students advertise our school. (BOT)</p> <p>Develop stronger ties with Glendene School hub and local community events.</p>	School	
MEASURES-systems and networks		Parents using digital platforms like Skool Loop (80%) and Seesaw regularly (50%). 80% attendance at whānau meetings.	Review and adapt	Review

GOAL 4: TO HAVE A SAFE AND SECURE ENVIRONMENT THAT MAXIMISES LEARNING OPPORTUNITIES AND IS REFLECTIVE OF OUR LEARNERS

Key Objectives	Current State 2020	2021 Strategies	2022 Strategies	2023 Strategies
<p>To have buildings and outdoor learning spaces optimised for students to achieve success.</p> <p>To have the physical environment of our kura reflect our learners.</p> <p>To establish systems that comply with legislation through policy and procedures as a minimum requirement.</p>	<p>Classrooms have Furnware furniture.</p> <p>Not many murals /artworks around the school reflecting our Community.</p> <p>New wayfinding signage.</p>	<p>5 YA revitalisation of Kōwhai block</p> <p>To have our Gecko symbol central in our school.</p> <p>Murals?</p> <p>Garden? Recycling?</p>	<p>Playground markings</p> <p>Team Murals</p>	Review
MEASURES-systems		Modernisation of Kā kano block Playground markings	Mural around the school	Murals around the school

