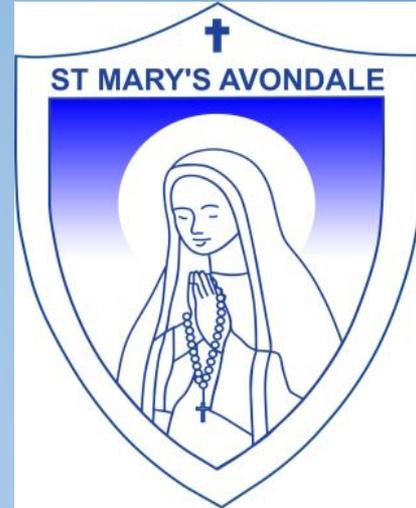


St Mary's School, Avondale

MOE Number: 1503

“In Christ we believe, through Christ we achieve”



2019 School Charter, Strategic and Annual Plan

Principal Endorsement: 28th March 2019

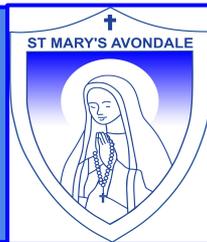
Board of Trustees Endorsement: 28th March 2019

Submission to the Ministry of Education: 29th March 2019

St Mary's School Avondale 2019 Charter

VISION for our St Mary's community of learners:

*Goodness and Wisdom through a
Christ-Centred life*



OUR MISSION:

We, the community of St Mary's School, are devoted to the all-round formation of our children- intellectual, spiritual, social, and human- and value the growth and development of all people associated with us.

In order to achieve our vision and mission, and in support of our motto and school Charism, we need to teach, foster and daily live out these values at St Mary's

OUR VALUES: *Respect. Excellence. Creativity. Integrity. Justice.*

OUR STRATEGIC GOALS:

Academic Excellence

That our students strive for academic excellence.

WE AIM TO:

Achieve excellence in a safe and positive learning environment, and through collaborative learning and teaching

Citizens of the World

That our students grow to be valuable citizens of the world.

Nurture our families and wider community to help our students realise their full potential so that they become valuable, Christ loving citizens of the world by living our St Mary's values

Innovation, Creativity and Engagement

That we foster a culture of innovation, creativity and engagement within our school community.
Produce a community of learners who are critical thinkers, proactive, innovative and creative, to meet the needs of our changing world

People, People, People

That we nurture staff, students and families to realise their full potential in a supportive Catholic environment.

Grow the roll of the school by raising its profile and making it more visible

OUR SCHOOL

St Mary's School (Avondale) is a multi-cultural state integrated Catholic school for students from Years 1 to 8, with a roll of approximately 170 students. The school was founded in 1923 by the Sisters of Mercy and was originally called St Bride's School. It was later changed to St Mary's School.

At St Mary's we foster a holistic approach to learning that promotes students' intellectual, spiritual, social and human development. Our school charism is MERCY and we aspire to bring the charism into all our learning and actions, combined with our Gospel and school values.

The school is a Roman Catholic school in which the whole school community, through the general school programme and in its religious instructions and observances, exercises the right to live and teach the values of Jesus Christ. These values are expressed in the Scriptures and in the practices, worship and doctrine of the Roman Catholic Church, as determined from time to time by the Roman Catholic Bishop of the Diocese of Auckland.

Maori Dimension and Cultural Diversity

St Mary's respects the diverse ethnic and cultural heritage of all New Zealanders whilst acknowledging the unique place of Maori which promotes understanding of our bicultural nature. All school plans and policies will be implemented in ways that are sensitive to the cultural background and values of individual children and their families, and will recognise expressed needs. This includes the unique position of Maori and obligations under Te Tiriti o Waitangi. We will take all reasonable steps to incorporate Tikanga Maori into the St Mary's curriculum and students at St Mary's School will apply Te Reo Maori in their everyday language. We will actively work towards achieving equity and high standards of success in learning for all.

The Board aims to establish and maintain co-operation with the school community through regular consultation and encouragement to participate in school affairs. The school will annually consult with the Maori community.



St Mary's School Avondale

Strategic Plan 2017-2019

Strategic Goal One: ACADEMIC EXCELLENCE
That our students strive for academic excellence.

WE AIM TO:

Core Strategies for achieving goals 2017 - 2019

Achieve excellence in a safe and positive learning environment, and through collaborative learning and teaching

- Annual targets are developed based on analysed data to effect and sustain improvement in Reading, Writing and Mathematics for all students.
- Data will be gathered from a range of reliable sources, including PATs and used to drive learning through better quality decisions and fully informed classroom programmes.
- The national priority groups of Maori, Pasifika and students with special education needs will be considered in target setting and actions in the annual plan.
- Teachers will confidently use the assessment data and the New Zealand Curriculum to make judgements that advance students through appropriate learning steps.
- Develop a shared understanding of Collaborative Teaching and Learning model for St Mary's School.
- Assessment for learning practices and tools will be used to inform student learning and teaching and learning programmes.
- Continue students' ownership of their learning and know what to do to progress toward, and achieve personalised learning goals. Progress and achievement will be determined in relation to the New Zealand Curriculum, learning progressions and indicators.
- Self-driven learners, fully understanding their own learning needs, will be evident in all classrooms. The vast majority of learners will be directly involved in and take responsibility for leading their own learning at a level appropriate for their stage.



St Mary's School Avondale

Strategic Plan 2017-2019

Strategic Goal Two: CITIZENS OF THE WORLD **That our students grow to be valuable citizens of the world.**

WE AIM TO:

Nurture our families and wider community to help our students realise their full potential so that they become valuable, Christ loving citizens of the world by living our St Mary's values

Core Strategies for achieving goals 2017 - 2019

- The staff will integrate one school value per term into the school wide topic/theme as well as into their class treaties/behaviour management plans, classroom displays, office foyer displays and RE lessons/journals.
- Embed a shared understanding where students are provided with the skills, information, authority and resources in order to make the final decision.
- The attitudes that are identified and developed in each strand of the RE programme will form the basis of our teaching and learning across the curriculum and will thus align us closely with our Special Character which fosters the development of valuable citizens.
- Students with delegated tasks and responsibilities will be provided with strategies for dealing with peers, e.g. team spirit, respect, leading by example, setting an example, etc. as well as being provided with opportunities to showcase their leadership skills and abilities, e.g. school assemblies, school Masses, community Masses, trips outside the school, organising school events, etc.
- Our young leaders will be seen, acknowledged and celebrated for being positive and active role models in our school, parish and wider community through a range of school, parish and community based activities.
- Foster students' social responsibility beyond the school gates
- Develop opportunities within the St Mary's curriculum to develop within the wider school community - Opportunities include: Inquiry Based Learning, Garden to Table, Home School Partnerships, Digital Citizenship, etc



St Mary's School Avondale

Strategic Plan 2017-2019

Strategic Goal Three: INNOVATION, CREATIVITY AND ENGAGEMENT

That we foster a culture of innovation, creativity and engagement within our school community.

WE AIM TO:

Produce a community of learners who are critical thinkers, proactive, innovative and creative, to meet the needs of our changing world

Core Strategies for achieving goals 2017 - 2019

- The use of digital technologies is refined and appropriate to meet all learners' needs and is effectively aligned across the school, community and wider networks.
- Teachers collaborate with students to use digital technologies appropriately to support authentic, higher order, co-constructed learning
- Activities are trialled to extend community relationships using technologies and a range of activities to explore their impact on the wider school/parent community, e.g. access to ICT, Garden to Table, cultural, musical, visual art, sport, etc.
- Communities are engaged through appropriate technologies, arts, cultural and sport related activities and are responding to their impact.



St Mary's School Avondale

Strategic Plan 2017-2019

Strategic Goal Four: PEOPLE, PEOPLE, PEOPLE

That we nurture staff, students and families to realise their full potential in a supportive Catholic environment.

WE AIM TO:

Grow the roll of the school by raising its profile and making it more visible

Core Strategies for achieving goals 2017 - 2019

- Students are made to feel valued within the school and community through a range of opportunities such as syndicate assemblies, school assemblies, FB page, school website, school Masses, parish Masses, prize giving ceremonies, etc. made available to them by teachers, parents and the parish.
- Students are confident, capable learners who know their worth through positive interaction with their peers, teachers and families and the parish.
- Parents are actively involved in a wide range of school activities because they are confident people who feel valued, respected and needed.
- Build a register of community based skills and knowledge for future reference.
- Utilise the register in such a way that supports our learning community.

St Mary's School Avondale 2019 Annual Plan

VISION for our St Mary's community of learners:

Goodness and Wisdom through a Christ-Centred life

OUR VALUES:

Respect. Excellence. Creativity. Integrity. Justice.



OUR MISSION:

We, the community of St Mary's School, are devoted to the all-round formation of our children- intellectual, spiritual, social, and human- and value the growth and development of all people associated with us.

OUR STRATEGIC GOALS:	<p><u>Academic Excellence</u> That our students strive for academic excellence.</p> <p>WE AIM TO: <i>Achieve excellence in a safe and positive learning environment, and through collaborative learning and teaching</i></p>	<p><u>Citizens of the World</u> That our students grow to be valuable citizens of the world.</p> <p><i>Nurture our families and wider community to help our students realise their full potential so that they become valuable, Christ loving citizens of the world by living our St Mary's values</i></p>	<p><u>Innovation, Creativity and Engagement</u> That we foster a culture of innovation, creativity and engagement within our school community.</p> <p><i>Produce a community of learners who are critical thinkers, proactive, innovative and creative, to meet the needs of our changing world</i></p>	<p><u>People, People, People</u> That we nurture staff, students and families to realise their full potential in a supportive Catholic environment.</p> <p><i>Grow the roll of the school by raising its profile and making it more visible</i></p>
	2019 ACTIONS:	<ul style="list-style-type: none"> -Review school wide assessment practices to ensure purposeful, effective use of assessment to inform teaching and learning -Grow teacher confidence and skills in making teacher judgements in relation to curriculum levels -Strengthen goal setting practices -Review collaborative teaching model -Develop teacher understanding of Tapasā strategies to help address needs of our Pasifika students through PLD -Implement Quick 60 literacy programme -Review practices and philosophy around early years teaching to implement a more developmental approach -Introduce opportunity for students to enter external academic competitions (e.g. ICAS or Great Kiwi) -Support Duffy Books in school programme 	<ul style="list-style-type: none"> -Increase parent knowledge and skills through parent information workshops addressing areas of concern and parent interest, e.g. use of Chromebooks, internet safety, reading and numeracy, school initiatives, RE programme -Grow community involvement and outreach - whānau evening, rest home visit, sporting opportunities, involvement in the Parish, Bikes in Schools, etc. -Embed our Mercy Charism and St Mary's Values school wide -Integrate Catholic knowledge, skills and attitudes into all curriculum areas -Self review the 'Religious Education' dimension of our Special Catholic Character -Better utilise Class Dojo, school website and newsletters to inform the community -Implement Sexuality Education and Keeping Ourselves Safe programmes on 2yr cycle -Implement Caritas Lenten Units of learning to build awareness of global issues 	<ul style="list-style-type: none"> -Review use of the IT room and ensure devices are being used in a way that reflect current pedagogy and needs -Support PLD for staff in meaningful use and seamless integration of digital fluencies into all areas of the curriculum -Utilise teacher strengths for modelling and supporting other teachers -Build staff capability through PLD, inquiry and visits to other schools -Increase opportunities for student voice and student led learning -Actively look for opportunities that develop critical thinking, proactiveness, innovation and creativity -Build teacher knowledge of the new digital content in the Technology Curriculum - use https://kiatakatu.ac.nz/



St Mary's School Avondale

Business as Usual Plan 2019

NAG	FOCUS	ACTIONS
	Special Catholic Character	<ul style="list-style-type: none"> · Implement the NZ Religious Education Programme giving effect to the RE Bridging Document · Ensure each full time teacher gains at least 12 credits and is working toward appropriate qualification / accreditation. · Complete Proprietors Annual Report · Consult with community on dimension for Special Character self-review · Implement action plan from 2018 review · Encourage a sense of pride and a sense of belonging in line with the special character · Nurture relationships with new and existing families
Nag 1	Curriculum and Student Achievement	<ul style="list-style-type: none"> · Implement the NZ curriculum through robust review of current curriculum delivery plans and review · Ensure that literacy and numeracy are at the core of our curriculum delivery · Continue to regularly monitor student reading, writing and mathematics achievement · Continue to gather & analyse Maori and Pasifika student achievement data · Continue to develop special programmes of learning for at risk learners · Further develop differentiation of classroom programmes · Provide additional resources to assist children who do not meet learning expectations · Continue to give priority to regular quality physical activity · Ensure students are given opportunities to experience success in the full range of learning areas so as to develop their talents and gifts, and reach their full potential. · Provide Career Education for our Year 7 and 8 Students

NAG	FOCUS	ACTIONS
Nag 2	Documentation and Self Review	<ul style="list-style-type: none"> · Implement an on-going programme of self-review · Communicate and consult with the school community · Self-Review: <ul style="list-style-type: none"> o Special Character dimension- Religious Education o Health Consultation o Policy and associated procedures as per BOT annual work plan · Report to Board re student achievement against curriculum levels · Develop annual student achievement targets · Report to parents 2 x written reports; 2 x learning conferences
Nag 3	Personnel	<ul style="list-style-type: none"> - Provide a safe welcoming environment and one that promotes the Catholic Special Character and the physical and emotional health of the school community · Provide a caring Catholic learning environment where everyone has the opportunity to achieve their full potential · Board Chair to ensure appraisal of the Principal · Ongoing monitoring of teacher registration · Encourage teachers to use the ‘teaching as inquiry’ model, on an ongoing basis, to inquire into their practice in order to determine the impact of their teaching on their students · Enhance professional development to ensure all staff are challenged to further their skills and professional knowledge · Recognise and affirm best practice through performance management · Align staff appraisal goals with school targets/goals
Nag 4	Property and Finance	<ul style="list-style-type: none"> · Review the Ten Year Property Plan · Prepare and manage the annual budget · Financial reports presented at each BOT meeting · Allocate funds to reflect and support the school's strategic and annual plans · Annual audit · Continue lease of MoE laptops for teachers and other digital devices · Maintain and develop the school environment · Liaise with the Catholic Schools Office re Property development and maintenance · Ensure that the ICT infrastructure continues to serve the learning and administrative needs of the school · Update the asset register · Seek grants to support major projects

NAG	FOCUS	ACTIONS
Nag 5	Health and Safety	<ul style="list-style-type: none"> · Create and maintain a safe physical and supportive emotional environment for children and staff · Hold regular emergency drills - fire, earthquake, lock down · Actively encourage children to eat healthy food and drink water · Complete quarterly hazard check and table at BOT meeting · Complete daily, monthly and quarterly checks to maintain Building WOF · Report any onsite injury or illness as per the Health and Safety Act 2015
Nag 6	Legislation	<ul style="list-style-type: none"> · Implement all required legislation · At least once every two years, consult the community regarding the health programme being delivered to students · Keep Board informed of any changes to legislation · Ensure that correct procedures are followed re: <ul style="list-style-type: none"> ○ Stand downs and/or suspensions ○ Management of truancy ○ Teacher registration ○ Staff salary increments ○ Police vetting of non-teaching staff and contractors ○ Mandatory reporting to teachers council re competency and/or serious discipline matters
Nag 7	Charter	<ul style="list-style-type: none"> - Complete an annual update of the school charter and provide the Secretary for Education and Proprietor with a copy of the updated school charter before 1 March of the relevant year
Nag 8	Analysis of Variance	<ul style="list-style-type: none"> - Provide a statement providing an analysis of any variance between the school's performance and the relevant aims, objectives, directions, priorities, or targets set out in the school charter at the same time as the updated school charter provided to the Secretary for Education under National Administration Guideline 7