

2023-2025

# Strategic Plan

Empowering learners together



**Onepoto School**

Manaakitanga | Manawanui | Whakatutuki  
Respect | Persevere | Achieve

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Strategic Goals	Key Initiatives	Success
 <p><b>Working together</b> Strengthening relationships with our whanau and wider community.</p>	<ul style="list-style-type: none"><li>• Strengthen whanau engagement in their child's learning to improve outcomes.</li><li>• Prepare for roll growth</li><li>• Improve transition to school between ECEs and schools.</li></ul>	<p>Whanau and staff actively engaging with each other.</p>
 <p><b>Future Focused</b> Develop and grow our future focused vision that encourages continual growth and improvement.</p>	<ul style="list-style-type: none"><li>• Grow and strengthen leadership capability.</li><li>• Strengthen collaborative practice to improve learner outcomes.</li><li>• Implement innovative designs for learning, with the new curriculum in mind.</li></ul>	<p>Empowered Staff and students who are creative, agentic learners.</p>
 <p><b>Responsive Curriculum</b> Develop an innovative and authentic local curriculum that is inclusive and responsive for all learners.</p>	<ul style="list-style-type: none"><li>• Consistently monitor progress and evaluate performance to inform future decisions.</li><li>• Students develop learner agency in their learning.</li><li>• Enhance the health and wellbeing of students and staff.</li></ul>	<p>An authentic and innovative local curriculum</p>




# Roadmap

Implementing our  
Key Initiatives



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Strategic Goals	Key Initiatives		
	2023	2024	2025
 <b>Working together</b>	Strengthen whanau engagement in their child's learning to improve outcomes.		
	Prepare and plan for roll growth.		
	Improve transition to school between ECEs and schools.		
 <b>Future Focused</b>	Grow and strengthen leadership capability.		
	Strengthen collaborative practice to improve learner outcomes.		
	Implement innovative designs for learning, with the new curriculum in mind.		
 <b>Responsive Curriculum</b>	Consistently monitor progress and evaluate performance to inform future decisions.		
	Students develop learner agency in their learning.		
	Enhance the health and wellbeing of students and staff.		



## WORKING TOGETHER

Strengthening relationships with our whanau and wider community.

Area of Focus	Outcome:	What we will do:	Who	When	Review
<p><b>Strengthen whanau engagement in their child's learning to improve outcomes.</b></p>	<p>Equip parents with skills and tools to support their child's learning at home.</p> <p>The strategic plan reflects whanau voice.</p> <p>Kahui Ako strengthens relationships with local schools and staff.</p>	<ul style="list-style-type: none"> <li>• Parent workshops held termly on ways to support their child's learning at home.</li> <li>• Whanau hui/Fono twice a year to share the Strategic plan and collect feedback and contributions.</li> <li>• Participate and contribute to the Northcote Kahui Ako Strategic Goals.</li> </ul>	<p>APs Teachers</p> <p>Principal Board</p> <p>Principal WSL</p>	<p>Termly</p> <p>Term 1 &amp; Term 3</p> <p>Ongoing throughout the year.</p>	
<p><b>Prepare and plan for roll growth.</b></p>	<p>We are staffed to meet the needs of a growing roll in the Northcote Housing development zone.</p>	<ul style="list-style-type: none"> <li>• Monitor roll numbers</li> <li>• Roll growth referrals sent to MOE as needed.</li> <li>• Manage roll growth with MOE &amp; similar MLE schools.</li> </ul>	<p>Principal</p> <p>Principal</p>	<p>Ongoing</p> <p>Roll increase of every 3</p> <p>As needed</p>	
<p><b>Improve transition to school between ECEs and schools.</b></p>	<p>The process of school transition is established.</p>	<ul style="list-style-type: none"> <li>• Clear transition process developed.</li> <li>• Update clear systems for enrolment.</li> <li>• Visit local ECEs to promote OS.</li> <li>• Implement Ready 4 Learning PLD to for teachers to support student transition.</li> </ul>	<p>SLT</p> <p>Admin</p> <p>Teachers</p> <p>PLD</p> <p>Provider</p>	<p>Term 1</p> <p>Ongoing</p> <p>Term 1 / 2 (60 hours)</p>	

## ANNUAL PLAN 2023

### FUTURE FOCUSED

Develop and grow our future focused vision that encourages continual growth and improvement.



KEY INITIATIVES	Outcome	KEY ACTIONS	Led by	Timeframe	Review
<b>Grow and strengthen leadership capability</b>	The SLT and teachers have strengthened their teaching capability to deliver effective programs and practice.	<ul style="list-style-type: none"> <li>Develop a plan for regular coaching and mentoring for APs.</li> <li>Develop leader and teacher Professional Growth Cycles of inquiry.</li> <li>Develop and implement a plan for planned observations and feedback cycle.</li> </ul>	Principal  SLT  SLT	Term 1  Term 1/2/3/4  Term 1/3	
<b>Strengthen collaborative practice to improve learner outcomes</b>	<p>Team teachers enact ways of working in an MLE to strengthen effective team-teaching practice.</p> <p>Teaching teams working in MLE are given time and space for collaboration.</p>	<ul style="list-style-type: none"> <li>APs and teachers implement protocols for working together.</li> <li>Teachers develop collaborative planning and teaching together.</li> <li>Teaching teams develop meetings for purpose –to inform, support, share and nurture their craft.</li> <li>LAs will support teaching and learning programmes and utilised to improve student outcomes.</li> </ul>	APs  Teaching teams   APs  Principal	Term 1 Revisit T3 Ongoing  Ongoing  Ongoing  Fortnightly LA meetings	
<b>Implement innovative designs for learning, with the new curriculum in mind</b>	<p>MLE designs for learning successfully support and improve student learning outcomes.</p> <p>Unpack the NZ Histories &amp; Curriculum Refresh documents</p>	<ul style="list-style-type: none"> <li>SLT teams (Junior/Senior) design and implement MLE models of teaching with teachers and LAs to improve outcomes for students.</li> <li>Regular reviews will be important in identifying areas of success and areas to improve.</li> <li>Identify and research existing innovative designs for learning to improve best practice.</li> <li>Unpack NZ Histories, Tapasā, Tātaiako &amp; Ka Hikitia and link to our local curriculum design.</li> <li>Review curriculum statements as per Internal Evaluation Schedule.</li> </ul>	APs Principal  SLT Teachers  SLT Teachers  Principal	Termly  Ongoing End of Term  Term 1 Term 3  Ongoing	

## ANNUAL PLAN 2023

### RESPONSIVE CURRICULUM

Develop an innovative and authentic local curriculum that is inclusive and responsive for all learners

Area of Focus	Outcome	KEY ACTIONS	Led by	Timeframe	Review
Consistently monitor progress and evaluate performance to inform future decisions	Teachers understand assessment, use assessment tools, and analyse data to inform best practice.	<ul style="list-style-type: none"> <li>Unpack baseline data with leaders and staff to identify and understand how this data will inform our practice.</li> <li>Implement assessment, evaluation, and data analysis practices.</li> <li>Unpack and implement a cycle of moderation for writing.</li> <li>Develop content and pedagogical knowledge in maths with a PLD provider.</li> </ul>	Principal APs  APs / Teachers Principal  APs/Teachers PLD provider	Term 1 Ongoing  Ongoing Term 2  Term 1 - 4	
Students develop learner agency in their learning	Students can talk about their learning and their next steps, confidently.	<ul style="list-style-type: none"> <li>Unpack with leaders and teachers to develop Learner Agency.</li> <li>Develop a common language of learning and Learner Dispositions across the school.</li> </ul>	Principal PLD provider SLT  SLT Teachers Principal	Term 1  Term 1 - 4	
Enhance the health and wellbeing of students and staff	Confident & resilient students.	<ul style="list-style-type: none"> <li>Identify key health areas of focus as a staff.</li> <li>Identify health initiatives /programmes that support student health and wellbeing.</li> <li>Board to unpack Policies for H&amp; S review, and form H&amp;S committee.</li> </ul>	Principal SENCO APs  PM Board H&S committee	Term 1  Term 1  Term 1-4	

## ANNUAL CURRICULUM IMPROVEMENT PLAN 2023

TARGETS:			KEY ACTIONS	Led by	Timeframe	Review
READING	WRITING	MATHS				
<p>All students will make significant progress in their Literacy and Numeracy against the NZC and OS Local Curriculum expectations of 60% - 70%.</p>			<ul style="list-style-type: none"> <li><b>Ko Wai Au</b> is a key principle where teachers build strong relationships with their learners.</li> <li>Monitor and respond to student learning needs.</li> <li>Strengthen teacher practice together and through MLE design for learning and Ready 4 Learning PLD in the Junior school (Years NE/Y1 – Y3).</li> <li>Data informed practice and staff professional discussions will support learners progress and achievement.</li> <li>Embed small learning groups often for specific support to students.</li> <li>Active and regular communication through meetings, incidental and professional conversations will help us to clarify our thinking, planning, teaching, and assessment approach.</li> <li>Gathering student voice will give purpose to our pedagogical approach.</li> </ul>	<p>Principal SLT Teachers</p> <p>APs Teachers</p> <p>Principal SLT</p> <p>Teachers</p> <p>All</p> <p>Teachers WSL Principal</p>	<p>Ongoing Terms 1 - 4</p>	
<p>All students achieving below their age and against the NZC and OS curriculum will make significant progress within or beyond their capabilities through learning intervention support. This may also include an Individual Education Plan (IEP)</p>			<ul style="list-style-type: none"> <li>SLT/SENCO initial discussions with parents to identify needs.</li> <li>Transition to school process can be tailor made to meet individual student needs who need it.</li> <li>Teacher observations will be key to identifying how students respond in the learning space and with their peers.</li> <li>A termly review with teachers, SENCO and Principal to discuss student needs and implementation plans.</li> <li>Learning Assistant support will be sought for students needing 1:1 support, pending TA availability and our small group approach.</li> </ul>	<p>Principal SENCO AP/Admin</p> <p>Teachers</p> <p>SENCO</p> <p>SENCO LAs</p>	<p>Ongoing Terms 1 - 4</p>	