

AVONDALE PRIMARY SCHOOL

AVONDALE PRIMARY SCHOOL: STRATEGIC DIRECTION 2008 – 2010

Annual Plan 2010

Board of Trustees, Avondale Primary School

This document shows the strategic direction of Avondale Primary School 2008 – 2010 and includes the Annual Plan for 2010. Areas highlighted indicate goals that have been carried over from 2009 or added in 2010.

NAG 1: CURRICULUM			
STRATEGIC DIRECTION	2008 PRIORITIES	2009 PRIORITIES	2010 PRIORITIES
1.1 Focus on improving achievement outcomes for students in writing.	<p>Audit of current practice to establish the literacy capacity of the school, and the development of an action plan for improvement</p> <p>Building staff literacy content and pedagogical knowledge.</p> <p>Understanding and applying the principles of evidence-based decision making to improve student achievement in writing.</p>	<p>Building the culture of a learning community</p> <p>Consolidation of staff skills and knowledge to sustain literacy capacity.</p>	Evaluating change and embedding a sustainable evidence-based model of improving teaching and learning.
1.2 Introduction of the new Curriculum document	Introduction of the Key Competencies	Updating of Guidelines for Curriculum Design and Delivery document <i>(Added following the work done in 2008)</i>	<p>Sport and PE initiatives</p> <p>Maths</p> <p>Technology <i>Note in 2010: now part of goal 1.2.4.</i></p> <p>Maximising the Arts curriculum <i>(Moved from 2009)</i></p>

NAG 1: CURRICULUM			
STRATEGIC DIRECTION	2008 PRIORITIES	2009 PRIORITIES	2010 PRIORITIES
1.2 Introduction of the new Curriculum document		<i>Science within the curriculum</i>	<p>Science within the curriculum <i>(Moved from 2009) Note in 2010: now part of goal 1.2.4.</i></p> <p>Review of how we use an Integrated school curriculum through inquiry learning. <i>(Two goals from 2008 combined and slightly changed to put a review process in place for 2009 and subsequently moved to 2010 for full implementation.</i> <i>Note: Two goals related to technology and science are now regarded as part of this goal.</i></p>
1.3 Programmes in place to meet identified special needs of students	<p>Catering for moderate needs students</p> <p>Maximised opportunities for funding for special needs students</p>	<p>Procedures for special needs record keeping</p> <p>Enhancement of all programmes in place to meet identified special needs of students.</p>	ESOL programmes

NAG 1: CURRICULUM			
STRATEGIC DIRECTION	2008 PRIORITIES	2009 PRIORITIES	2010 PRIORITIES
1.3 Programmes in place to meet identified special needs of students		Gifted and Talented Professional Development Programme and documentation is updated and maintained . (Decided to continue this goal in 2009 following staff consultation, updated to include 'documentation')	
1.4 Developing creative, independent learners	Enhancing formative assessment practices Developing resilient students	Enhancing formative assessment Practices (Continued from 2008 because it is such an integral part of the literacy professional development and Literacy action plan) Multiple intelligences / thinking skills / Brain research Using the Arts creatively	Multiple intelligences / thinking skills / Brain research <i>Moved from 2009 as little in-depth work done on it.</i> Using the Arts creatively <i>(Moved from 2008) Note: in 2010 there is a team dedicated to furthering the Arts in the school and furthering this goal will be part of their brief.</i>

NAG 1: CURRICULUM			
STRATEGIC DIRECTION	2008 PRIORITIES	2009 PRIORITIES	2010 PRIORITIES
1.5 Effective pedagogies in a multicultural school	<p>Developing teachers' knowledge of pedagogical theory</p> <p>Enhanced awareness of the strengths of being a multicultural school.</p>	<p>Enhanced awareness of the strengths of being a multicultural school. Brought forward from 2008,</p> <p>Application of appropriate pedagogies for meeting the learning needs of multicultural students.</p>	<p>Review of the effectiveness of current pedagogies.</p> <p>Enhanced awareness of the strengths of being a multicultural school. (Continued from 2008 – now seen as being the basis of negotiating a relevant curriculum) Noted in 2010: This will now be related to the goal on reviewing current pedagogies.</p> <p>Application of appropriate pedagogies for meeting the learning needs of multicultural students. Brought forward from 2009; in 2010 incorporated into the goal for review of pedagogies.</p>
1.6 Equitable outcomes for Maori and Pasifika students New focus area added in 2009.		<p>Issues around the achievement of Maori and Pasifika students are addressed.</p>	<p>Issues around the achievement of Maori and Pasifika students are addressed. (Goal added in 2009 to get school focused on the current thinking around these issues and the implications for our learning community) Note for 2010: this focus will still be</p>

NAG 1: CURRICULUM			
STRATEGIC DIRECTION	2008 PRIORITIES	2009 PRIORITIES	2010 PRIORITIES
<p>1.6 Equitable outcomes for Maori and Pasifika students New focus area added in 2009.</p>		<p>Ka Hikitia – the Draft Maori Education Strategy is implemented. (New goal added in 2009)</p>	<p>necessary.</p> <p>Focussing on better outcomes for Maori through increasing expectations, capability and responsibility of teachers. <i>New goal for 2010.</i></p> <p>Focussing on responsive and accountable leadership. <i>New goal for 2010.</i></p> <p>Facilitating more effective involvement of whanau and Maori Communities. <i>New goal for 2010.</i></p> <p>Establishing effective teaching and learning for tamariki based on ako <i>New goal for 2010.</i></p> <p>Setting and resourcing priorities in Maori language education. <i>New goal for 2010.</i></p>

NAG 1: CURRICULUM			
STRATEGIC DIRECTION	2008 PRIORITIES	2009 PRIORITIES	2010 PRIORITIES
<p>1.6 Equitable outcomes for Maori and Pasifika students New focus area added in 2009.</p>		<p>Pasifika Education Plan 2008 - 2012 is implemented. (New goal added in 2009)</p>	<p>Raising literacy achievement for Pasifika students. New goal for 2010. <i>New goal for 2010.</i></p> <p>Strengthening Pasifika students' presence and engagement in schooling through relationships focused on raising student achievement. <i>New goal for 2010.</i></p> <p>Increasing Pasifika representation on the Board of Trustees. <i>New goal for 2010.</i></p> <p>Increasing the understanding of Board of Trustee members about managing Pasifika educational issues. <i>New goal for 2010.</i></p> <p>Improving the school's responsiveness to Pasifika students' achievement through planning and reporting. <i>New goal for 2010.</i></p>

NAG 1 ACTION PLAN FOR 2010				
Planned Priorities	Expected Outcomes	Actions / interventions	Timeline / Responsibility	Review Comments
1.1.1 Evaluating change and embedding a sustainable evidence-based model of improving teaching and learning.	✓	•	<input type="checkbox"/>	
1.2.1 Sport and PE initiatives.	✓	•	<input type="checkbox"/>	
1.2.2. Maths	✓	•	<input type="checkbox"/>	
1.2.3 Maximising the Arts curriculum <i>(Moved from 2009)</i>	✓	•	<input type="checkbox"/>	

NAG 1 ACTION PLAN FOR 2010				
Planned Priorities	Expected Outcomes	Actions / interventions	Timeline / Responsibility	Review Comments
1.2.4 Review of how we use an Integrated school curriculum through inquiry learning. (Two goals from 2008 combined and slightly changed to put a review process in place for 2009 and subsequently moved to 2010 for full implementation. Note: Two goals related to technology and science are now regarded as part of this goal.	✓	•	<input type="checkbox"/>	
1.3.1 ESOL programmes	✓	•	<input type="checkbox"/>	

NAG 1 ACTION PLAN FOR 2010				
Planned Priorities	Expected Outcomes	Actions / interventions	Timeline / Responsibility	Review Comments
1.4.1 Multiple intelligences / thinking skills / Brain research <i>Moved from 2009 as little in-depth work done on it.</i>	✓ Current research and theory will be presented to the staff.	<ul style="list-style-type: none"> • A focus team will be established. • This team will report back to the staff. 	<input type="checkbox"/>	
1.4.2 Using the Arts creatively <i>(Moved from 2008) Note: in 2010 there is a team dedicated to furthering the Arts in the school and furthering this goal will be part of their brief.</i>	✓	<ul style="list-style-type: none"> • 	<input type="checkbox"/>	
1.5.1 Review of the effectiveness of current pedagogies.	<ul style="list-style-type: none"> • Wider pedagogical knowledge demonstrated by staff. • Enhanced awareness of strengths of being a multicultural school. • Application of appropriate pedagogies for meeting the needs of multicultural students. 	<ul style="list-style-type: none"> • Discussions around the diverse nature of our school community and how this can be a positive thing. • This sentiment to be build into relevant documentation – e.g. curriculum design guidelines; Charter etc. 	<input type="checkbox"/>	

NAG 1 ACTION PLAN FOR 2010				
Planned Priorities	Expected Outcomes	Actions / interventions	Timeline / Responsibility	Review Comments
1.6.1 Focussing on better outcomes for Maori through increasing expectations, capability and responsibility of teachers. <i>New goal for 2010.</i>	•	•	<input type="checkbox"/>	
1.6.2 Focussing on responsive and accountable leadership. <i>New goal for 2010.</i>		•	<input type="checkbox"/>	
1.6.3 Facilitating more effective involvement of whanau and Maori Communities. <i>New goal for 2010.</i>	•	•	<input type="checkbox"/>	
1.6.4 Establishing effective teaching and learning for tamariki based on ako <i>New goal for 2010.</i>	•	•	<input type="checkbox"/>	

NAG 1 ACTION PLAN FOR 2010				
Planned Priorities	Expected Outcomes	Actions / interventions	Timeline / Responsibility	Review Comments
1.6.5 Setting and resourcing priorities in Maori language education. <i>New goal for 2010.</i>	•	•	<input type="checkbox"/>	
1.6.6 Raising literacy achievement for Pasifika students. <i>New goal for 2010. New goal for 2010.</i>	• Literacy achievement for Pasifika students mirrors the national picture of achievement.	•	<input type="checkbox"/>	
1.6.7 Strengthening Pasifika students' presence and engagement in schooling through relationships focused on raising student achievement. <i>New goal for 2010.</i>	•	•	<input type="checkbox"/>	
1.6.8 Increasing Pasifika representation on the Board of Trustees. <i>New goal for 2010.</i>	• The proportion of Pasifika representation on the board reflects the proportion of Pasifika students at the school.	•	<input type="checkbox"/>	

NAG 1 ACTION PLAN FOR 2010				
Planned Priorities	Expected Outcomes	Actions / interventions	Timeline / Responsibility	Review Comments
1.6.9 Increasing the understanding of Board of Trustee members about managing Pasifika educational issues. <i>New goal for 2010.</i>	<ul style="list-style-type: none"> Enhanced training and support opportunities for Boards to better support Pasifika learners. 	<ul style="list-style-type: none"> 	<input type="checkbox"/>	
1.6.10 Improving the school's responsiveness to Pasifika students' achievement through planning and reporting. <i>New goal for 2010.</i>	<ul style="list-style-type: none"> Achievement targets are set for Pasifika students and progress regularly reported on to parents. 	<ul style="list-style-type: none"> 	<input type="checkbox"/>	

NAG 2: DOCUMENTATION & SELF REVIEW			
STRATEGIC DIRECTION	2008 PRIORITIES	2009 PRIORITIES	2010 PRIORITIES
2.1 Robust self-review systems are in place and all documentation is aligned to improved student learning outcomes.	<p>Establishment of a review cycle for all policies and procedures.</p> <p>Review of all policies, procedures & systems related to the delivery of the curriculum. (NAG 1)</p> <p>Review of Health and Safety documentation. (NAG 5)</p>	<p>Reporting procedures to parents, community, Board of Trustees and the Ministry of Education.</p> <p>Review of remaining policies and procedures (NAG's 3,4 & 6)</p> <p>Establishment of a review cycle for all policies and procedures.</p> <p>Review of all policies, procedures & systems related to the delivery of the curriculum. (NAG 1)</p> <p>Review of Health and Safety documentation. (NAG 5) (Brought forward from 2008)</p>	<p>Review of the Charter. <i>Note for 2010: The full review of the Charter will be held in 2011.</i></p> <p>Self review processes are in place for all areas of operation within the school. <i>New goal for 2010.</i></p> <p><i>Note: Goal added to ensure that a clear, workable process is developed, articulated and implemented. Combines most of the goals for 2009.</i></p>

NAG 2 ACTION PLAN FOR 2010				
Planned Priorities	Expected Outcomes	Actions / Interventions	Timeline / Responsibility	Review Comments
<p>2.1.1 Self review processes are in place for all areas of operation within the school. <i>New goal for 2010.</i> <i>Note: Goal added to ensure that a clear, workable process is developed, articulated and implemented. Combines most of the goals for 2009.</i></p>	<ul style="list-style-type: none"> • All documented school systems will be on a review cycle. • Current and relevant policies and procedures will be in place. 	<ul style="list-style-type: none"> • Collation of all documentation into electronic format and overview established. 	<input type="checkbox"/>	

NAG 3: PERSONNEL			
STRATEGIC DIRECTION	2008 PRIORITIES	2009 PRIORITIES	2010 PRIORITIES
<p>3.1 Consolidating professional development to ensure it is aligned with improved student achievement.</p>	<p>Review of the effectiveness of the Assess to Learn contract in raising student achievement.</p> <p>Evaluation of ICT as a learning tool in systems and classrooms.</p> <p>Literacy Professional Development Project</p>	<p>Review of the effectiveness of the Numeracy project.</p> <p>Key outcomes of the Health and Wellbeing Contract evaluated.</p> <p>Evaluation of ICT as a learning tool in systems and classrooms (Brought forward from 2008).</p> <p>Literacy Professional Development Project (Continue from 2008)</p>	<p>Review of the effectiveness of the Numeracy project. Brought forward from 2009; in 2010 will be part of the maths review conducted by the Maths team. The focus for review is on how effective it has been as professional development.</p> <p>Review of the Literacy Professional Development Project.</p> <p>Evaluation of ICT as a learning tool in systems and classrooms (Brought forward from 2008; some work done in 2009 but in 2010 a task for each curriculum team).</p> <p>Key outcomes of the Health and Wellbeing Contract evaluated. (Brought forward from 2009; in 2010 the Health and PE team will complete this evaluation. Focus will be on how effective it was as professional development.)</p>
<p>3.1 Consolidating professional development to ensure it is aligned with improved student achievement</p>			

NAG 3: PERSONNEL			
STRATEGIC DIRECTION	2008 PRIORITIES	2009 PRIORITIES	2010 PRIORITIES
3.2 Promoting high levels of staff performance and morale.	<p>Review of appraisal processes.</p> <p>Updated performance agreements for all staff.</p>	<p>Review of all relevant policies, procedures and systems. (See NAG 2)</p> <p>.</p>	<p>Audit and review of all practices around maintaining staff performance and moral. <i>Modified goal for 2010. Will look to establish what we say we are doing, what we are actually doing and identifying the gaps.</i></p>

NAG 3 ACTION PLAN FOR 2010				
Planned Priorities	Expected Outcomes	Actions / Interventions	Timeline / Responsibility	Review Comments
<p>3.1.1 Review of the effectiveness of the Numeracy project. <i>Brought forward from 2009; in 2010 will be part of the maths review conducted by the Maths team. The focus for review is on how effective it has been as professional development.</i></p>	<p>✓ Clear evidence that the Numeracy project has been consolidated as effective professional development aligned with student achievement.</p>	<ul style="list-style-type: none"> • 	<input type="checkbox"/>	
<p>3.1.2 Review of the Literacy Professional Development Project.</p>	<p>✓ Clear evidence that the contract has provided quality professional development for staff.</p>	<ul style="list-style-type: none"> • 	<input type="checkbox"/>	
<p>3.1.3 Evaluation of ICT as a learning tool in systems and classrooms <i>(Brought forward from 2008; some work done in 2009 but in 2010 a task for each curriculum team will be to review this from a perspective of staff professional knowledge).</i></p>	<p>✓</p>	<ul style="list-style-type: none"> • 	<input type="checkbox"/>	

NAG 3 ACTION PLAN FOR 2010				
Planned Priorities	Expected Outcomes	Actions / Interventions	Timeline / Responsibility	Review Comments
<p>3.1.4 Key outcomes of the Health and Wellbeing Contract evaluated. <i>(Brought forward from 2009; in 2010 the Health and PE team will complete this evaluation. Focus will be on how effective it was as professional development.)</i></p>	✓	•	☐	
<p>3.2.1 Audit and review of all practices around maintaining staff performance and moral. <i>Modified goal for 2010. Will look to establish what we say we are doing, what we are actually doing and identifying the gaps.</i></p>	✓	✓	☐	

NAG 4: FINANCE & PROPERTY			
STRATEGIC DIRECTION	2008 PRIORITIES	2009 PRIORITIES	2010 PRIORITIES
4.1 Maximising funding opportunities	Increased roll growth Community grants	Maintaining and sustaining appropriate levels of roll growth Ongoing fundraising	Maximise roll growth. <i>New goal for 2010 but a continuation of the focus from the last two years.</i> Ongoing fundraising <i>Brought forward from 2009.</i>
4.2 Robust system of property management and development in place	Evaluation / stock-take of all current property projects Full review of all current systems and processes for managing school property	Best practice models in place for the management of school property Review of 5 & 10 Year Plans	Implementation of new models as appropriate. <i>(This goal is not now relevant as the Ministry has a clear model. See new goal below to cover this and the 5 & 10 year plan goals).</i> Consolidation of all practices for effective management of property. <i>New goal for 2010 – combining two from 2009.</i>
4.3 Beautification of grounds and buildings	Improved physical appearance of the school	Involvement of all the community in establishing gardens and planting of foliage. More shade areas established. <i>(Added following consultation with staff).</i>	Involvement of all the community in establishing gardens and planting of foliage. <i>Brought forward from 2009. Continued focus in 2010.</i> Review of maintenance schedules. <i>(This goal will now be reworded to more specific for 2010. See below)</i>

NAG 4: FINANCE & PROPERTY			
STRATEGIC DIRECTION	2008 PRIORITIES	2009 PRIORITIES	2010 PRIORITIES
4.3 Beautification of grounds and buildings			<p>Identification, consolidation and review of all documentation concerned with maintenance.</p> <p><i>New goal for 2010 – refinement of previous goal.</i></p>
4.4 Maximising of school ICT systems	Review of current systems of ICT management and development of an action plan for improvement.	Upgrading cabling to allow more computer points in each room.	<p>Virtual classrooms. <i>This goal is no longer relevant; see new goal below.</i></p> <p>Maximising use of wireless network to improve student achievement. <i>New goal for 2010 more in line with current developments.</i></p>
4.5 Development of the school amenities as community resources (Added in 2009 – related to the pool project.)		The process is established for the building of a covered, heated pool at school	<p>Pool project is completed. <i>Unlikely this will happen in 2010. See new goal below.</i></p> <p>Funding for new pool is secured and processes for construction confirmed and underway. <i>New goal for 2010 – more realistic.</i></p>

NAG 4 ACTION PLAN FOR 2010				
Planned Priorities	Expected Outcomes	Actions / Interventions	Timeline / Responsibility	Review Comments
4.1.1 Maximise roll growth. <i>New goal for 2010 but a continuation of the focus from the last two years.</i>	✓	•	<input type="checkbox"/>	
4.1.2 Ongoing fundraising Brought forward from 2009.	✓	•	<input type="checkbox"/>	
4.2.1 Consolidation of all practices for effective management of property. <i>New goal for 2010 – combining two from 2009.</i>	✓	•	<input type="checkbox"/>	
4.3.1 Involvement of all the community in establishing gardens and planting of foliage. <i>Brought forward from 2009. Continued focus in 2010.</i>	✓	•	<input type="checkbox"/>	

NAG 4 ACTION PLAN FOR 2010				
Planned Priorities	Expected Outcomes	Actions / Interventions	Timeline / Responsibility	Review Comments
4.3.2 Identification, consolidation and review of all documentation concerned with maintenance. <i>New goal for 2010 – refinement of previous goal.</i>	✓	•	<input type="checkbox"/>	
4.4.1 Maximising use of wireless network to improve student achievement. <i>New goal for 2010 more in line with current developments.</i>	✓	•	<input type="checkbox"/>	
4.5.1 Funding for new pool is secured and processes for construction confirmed and underway. <i>New goal for 2010 – more realistic.</i>	✓	•	<input type="checkbox"/>	

NAG 5: HEALTH & SAFETY			
STRATEGIC DIRECTION	2008 PRIORITIES	2009 PRIORITIES	2010 PRIORITIES
5.1 Strengthening Community links and partnerships	<p>Establishment of Friends of Avondale Primary School</p> <p>Involving whanau Maori in the learning of their tamariki</p> <p>Building Better Schools Through Business Partnerships</p>	<p>Development of events for parents</p> <p>Accessing community resources</p> <p>→</p> <p>→</p>	<p>Fundraising. <i>(This goal is reworded for 2010 to be more specific. See below.)</i></p> <p>Raising community awareness and support for fundraising. <i>New goal for 2010.</i></p> <p><i>This is covered elsewhere in the Strategic Plan</i></p> <p><i>Uncertain if this is still an option for 2010. No goal at this stage,</i></p>
5.2 Enhancing a positive, collaborative school culture	<p>Building and sustaining relational trust between staff</p> <p>Creating a powerful visual representation of school culture</p> <p>Building school-wide involvement in groups that reflect a collaborative culture</p> <p>Gaining a student voice on maintaining a safe learning environment</p>	<p>Establishment of a Choir</p> <p>Managing relationships positively</p> <p>Building and sustaining relational trust between staff (Brought forward from 2008)</p> <p>Gaining a student voice on maintaining a safe learning environment (Brought forward from 2008)</p>	<p>Stock-take and review of the school culture.</p> <p>Gaining a student voice on maintaining a safe learning environment <i>(Brought forward from 2008- needs to be dealt with in 2010)</i></p>

NAG 5: HEALTH & SAFETY			
STRATEGIC DIRECTION	2008 PRIORITIES	2009 PRIORITIES	2010 PRIORITIES
5.3 Empowering students to make healthy lifestyle choices	Implementation of healthy food guidelines Encouraging and acknowledging participation in physical activities	Initiatives with local council Parental involvement Health and PE curriculum	Review – <i>not necessary for 2010; school will continue to work with Council through Travelwise initiatives.</i> Parental involvement Health and PE curriculum. <i>Brought forward from 2009; in 2010 Health and PE team will action this.</i>

NAG 5 ACTION PLAN FOR 2010				
Planned Priorities	Expected Outcomes	Actions / Interventions	Timeline / Responsibility	Review Comments
5.1.1 Raising community awareness and support for fundraising. <i>New goal for 2010.</i>	✓	•	<input type="checkbox"/>	
5.2.1 Stock-take and review of the school culture.		•	<input type="checkbox"/>	
5.2.2 Gaining a student voice on maintaining a safe learning environment <i>(Brought forward from 2008- needs to be dealt with in 2010)</i>	✓ Student opinions and input on how to make the environment safe will be collated and processed.	• Survey information from 2008 is collated and actions considered as a result of interpretations.	<input type="checkbox"/>	
5.3.1 Parental involvement Health and PE curriculum. <i>Brought forward from 2009; in 2010 Health and PE team will action this.</i>	✓	•		

NAG 6: LEGISLATION			
STRATEGIC DIRECTION	2008 PRIORITIES	2009 PRIORITIES	2010 PRIORITIES
6.1 Aligning all school operations with legislative compliance	<p>Identification of all relevant legislation</p> <p>Informing the school community of legislative compliance requirements</p> <p>Establishment of a robust process to review school operations against legislative compliance requirements</p>	<p>Review of all school operations against legislative compliance requirements</p> <p>Best practice model in place</p> <p>Identification of all relevant legislation</p> <p>Informing the school community of legislative compliance requirements</p> <p>Establishment of a robust process to review school operations against legislative compliance requirements (All brought forward from 2008)</p>	<p>Ongoing review of all school operations to ensure legislative compliance.</p> <p><i>(This goal will encompass all aspects of identifying, reviewing and reporting on legislative compliance.)</i></p>

NAG 6 ACTION PLAN FOR 2010				
Planned Priorities	Expected Outcomes	Actions / Interventions	Timeline / Responsibility	Review Comments
6.1.1 Ongoing review of all school operations to ensure legislative compliance. <i>(This goal will encompass all aspects of identifying, reviewing and reporting on legislative compliance.)</i>	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> ✓ . 	<input type="checkbox"/>	

AREAS FOR IMPROVEMENT IDENTIFIED FROM EDUCATION REVIEW REPORT: JUNE 2008

Professional learning and development and its impact on teaching and learning				
Planned Priorities	Expected Outcomes	Actions / Interventions	Timeline / Responsibility	Review Comments
Improved evaluation of the impact of learning programmes	<ul style="list-style-type: none"> ✓ Members of the Board have a stronger knowledge base about the programmes so as to make more informed resourcing decisions. 	<ul style="list-style-type: none"> • A broad range of curriculum information is reported to the Board. • Regular evaluative comments of the impact of programmes are provided to BOT. 	<ul style="list-style-type: none"> <input type="checkbox"/> Monthly reporting to the Board as per the schedule (Principal) 	
Sharing and embedding good practice.	<ul style="list-style-type: none"> ✓ Staff become adept at giving feedforward about teaching practice. ✓ Key learning from PD is revisited and embedded. ✓ Teachers learn to analyse assessment information to inform teaching 	<ul style="list-style-type: none"> • Teachers to work in Professional Learning Communities (PLC's) to observe and be observed; give feedback to each other. • Skills and knowledge from literacy PD to be revisited and embedded. • Student monitoring sessions held to analyse achievement data and make appropriate pedagogical decisions. 	<ul style="list-style-type: none"> <input type="checkbox"/> Ongoing performance management processes. 	

Achievement of Pasifika students				
Planned Priorities	Expected Outcomes	Actions / Interventions	Timeline / Responsibility	Review Comments
Improved separation and analysis of data	<ul style="list-style-type: none"> The Board will have an overview of achievement of Pasifika students in a range of curriculum areas. Relevant programmes will be in place and student achievement will improve. 	<ul style="list-style-type: none"> Achievement targets will be set for Pasifika students and the Board will receive monthly reports on the progress toward meeting these. All teachers will reflect on current research and theory about teaching diverse students. 	<ul style="list-style-type: none"> <input type="checkbox"/> Targets set by the end of term 1 (<i>Principal, staff</i>) <input type="checkbox"/> Ongoing at staff meetings and in PLC's. 	
Stronger partnerships with Pacific communities	<ul style="list-style-type: none"> Pasifika families will feel consulted and actively participate in decision making at the school. A stronger partnership between home and school will be evident. 	<ul style="list-style-type: none"> School involvement with the LPDP Pasifika research project and Pacific School Community and Parent Liaison Project (PSCPL) 	<ul style="list-style-type: none"> <input type="checkbox"/> Ongoing (<i>Principal, staff, Pacific Liaison Officer, Board</i>) <input type="checkbox"/> Monthly reports to the Board (<i>Principal</i>) 	
Pacific representation on the Board	<ul style="list-style-type: none"> A Pasifika voice will be heard at a governance level. 	<ul style="list-style-type: none"> Expressions of interest will be asked for from Pasifika parents. 	<ul style="list-style-type: none"> <input type="checkbox"/> By the end of term 1 (<i>Chairperson BOT</i>) 	

Achievement of Maori Students				
Planned Priorities	Expected Outcomes	Actions / Interventions	Timeline / Responsibility	Review Comments
Planned programme of sequential teaching of Te Reo Maori	<ul style="list-style-type: none"> • Staff and students would have a clear overview of programme content and expected learning. • PD in this area would strengthen Kaupapa Maori in the school. 	<ul style="list-style-type: none"> • Te Reo Programme in place across years 4 – 6. 	<input type="checkbox"/> Beginning in term 1. <i>(Principal, teacher allocated responsibility)</i>	
Maori representation on the Board	<ul style="list-style-type: none"> • The Board would better reflect the culturally diverse nature of the school. • Importance of educational ideals and opportunities will be acknowledged and build stronger links with the school's Maori community. 	<ul style="list-style-type: none"> • This issue will be discussed at a Board level and a range of strategies considered. • Expressions of interest will be called for and every reasonable effort made to get a Maori voice. 	<input type="checkbox"/>	
Improved community consultation	<ul style="list-style-type: none"> • More formal consultation and reporting will involve Maori in strategic planning and benefit students. 	<ul style="list-style-type: none"> • A consultation hui will be arranged (Refer Strategic Plan). 	<input type="checkbox"/> Term 2 (Principal, staff)	

Compliance				
Planned Priorities	Expected Outcomes	Actions / Interventions	Timeline / Responsibility	Review Comments
Consult with Maori community to develop policies, plans and targets for improving achievement of Maori students	<ul style="list-style-type: none"> • More formal consultation and reporting will involve Maori in strategic planning and benefit students. 	<ul style="list-style-type: none"> • 	<input type="checkbox"/>	
Consultation with the parent community about the content of health programmes	<ul style="list-style-type: none"> • School will be aware of what the community values and sees as areas of need. 	<ul style="list-style-type: none"> • Parent survey to be completed, collated, interpreted and reported widely to the community and to the Board. • Follow-up actions will be undertaken as required. 	<input type="checkbox"/> Before the end of Term 3. (<i>Principal, Health, Safety and Wellbeing Team</i>). <input type="checkbox"/> Before term 1, 2010 (<i>Principal, Health, Safety and Wellbeing Team</i>).	
Better monitoring of attendance	<ul style="list-style-type: none"> • Patterns of attendance will be established. 	<ul style="list-style-type: none"> • Electronic registers used effectively. 	<input type="checkbox"/> Ongoing in 2010. (<i>Principal</i>)	
Analysis of information on stand-downs and suspensions	<ul style="list-style-type: none"> • Patterns will be identified. 	<ul style="list-style-type: none"> • A data base will be established and kept current. 	<input type="checkbox"/> By the end of term 1, 2010. (<i>Principal</i>)	