



Waipū
Primary
School

OUR VISION

Sailing into the future

GOALS

Learning

Provide strong foundations to enable students to be learners for life.

Culture

Build a positive and inclusive school culture which is embraced by all.

Partnerships

Build purposeful partnerships that support learning.

OUR VALUES

STRATEGIC INITIATIVES

- Review core curriculum areas and implement changes in planning and delivery.
- Develop pedagogy for future focused learning.
- Provide more opportunities for learning life skills.

- Embed the PB4L values, processes and practices.
- Develop our knowledge and understanding of and respect for our unique community and its culture and heritage.
- Develop ownership and understanding of our WPS culture.

- Strengthen the relationship within our Kahui Ako to better achieve our WPS goals.
- Create opportunities for parents to develop a better understanding of how to support their child's learning.
- Promote and support leadership opportunities within staff.

Respect
Whakaute

Kindness
Atawhai

Resilience
Manawaroa

OUTCOMES



High achieving, well rounded and confident students who know how to learn and are motivated to keep learning.



Our WPS culture is visible in all of our actions and interactions with others.



Staff, parents, community and students all work together to improve learner outcomes.



WAIPU PRIMARY SCHOOL – STRATEGIC PLAN

Strategic Goal 1: Learning: Provide strong foundations to enable students to be learners for life.

Strategic Initiatives

Review core curriculum areas and implement changes in planning and delivery.

- All our targeted students /akonga will make accelerated progress to achieve the targets set for 2021. (Refer separate document 'Achievement targets for 2021')
- Improve our overall Maths and Writing curriculum achievement levels by 10% (based on 2020 achievement levels).
- Review Social Science and Science curriculum areas.
- Review Health and Physical Education curriculum areas.
- Continue our involvement with the Accelerated Literacy Programme – Year 2

Develop pedagogy for future focused learning.

- Introduce Innovative Learning Environment pedagogies into classroom practice.
- Integrate STEAM into classroom programmes.

Provide more opportunities for learning life skills.

- Implement 'Garden to Table' programme
- Revise Maths Overview to include Financial Literacy

Strategic Goal 2: Culture – Build a positive and inclusive school culture which is embraced by all.

Embed the PB4L values, processes and practices.	Develop our knowledge and understanding of and respect for our unique community and its culture and heritage.	Develop ownership and understanding of our WPS culture.
<ul style="list-style-type: none">• Continue to develop school values – respect, resilience and kindness.• Embed and refine processes developed through PB4L.• Gather and interpret data to identify patterns and trends in behaviours.	<ul style="list-style-type: none">• Continue to grow tikanga Māori in the school.• Utilise the local environment and resources within our Inquiry studies.	<ul style="list-style-type: none">• Communicate with parents and the community using the learning language of our school.• Visually represent what our school stands for.

Strategic Goal 3: Partnerships – Build purposeful partnerships that support learning

Strengthen the relationship within our Kahui Ako to better achieve our WPS goals.	Create opportunities for parents to develop a better understanding of how to support their child's learning.	Promote and support leadership opportunities within staff.
<ul style="list-style-type: none">• Continue to grow relationships within and between associated schools.• Continue to explore ways in which we can promote wellbeing.• Revisit the Gifted and Talented programme and redefine how it will work.	<ul style="list-style-type: none">• Provide opportunities for the parent community to be involved in and informed about their child's learning.	<ul style="list-style-type: none">• Grow professional responsibility within staff to lead learning.• Implement a 'Professional Growth Cycle' as a system for teacher appraisal.



WAIPU PRIMARY SCHOOL ACTION PLAN - 2021

STRATEGIC GOAL 1: Learning: Provide strong foundations to enable students to be learners for life.

- 1.1 Review core curriculum areas and implement changes in planning and delivery.
- 1.2 Develop pedagogy for future focused learning.
- 1.3 Provide more opportunities for learning life skills.

Action Required	Responsibility	Actual Outcomes
<p>1.1 Review core curriculum areas and implement changes in planning and delivery.</p> <p>1.1.1 All our targeted students /akonga will make accelerated progress to achieve the targets set for 2021. (Refer separate document 'Achievement targets for 2021')</p>	<p>All teachers / Principal Kerry Upson – University of Auckland - Accelerated Literacy facilitator</p>	<p>Targeted 'below' students accelerate their progress to achieve 'at' expectation. Targeted 'well below' students accelerate their progress.</p>
<p>1.1.2 Review Science and Social Science Curriculum areas</p> <ul style="list-style-type: none">• Embed the use of the Inquiry process in Science and Social Science• Ensure aspects of the local curriculum are evident in annual plans and overviews• Complete documentation to guide teacher planning.	<p>All teachers / Principal Rebecca Bishop Selena Hinchco both from Cognition Education</p>	<p>Students will be able to lead their own learning. They will be able to utilize the skills identified in the Inquiry process. They will be engaged and motivated to learn.</p>



WAIPU PRIMARY SCHOOL ACTION PLAN - 2021

Strategic Goal 2 con't

Action Required	Responsibility	Actual Outcomes
<p>1.1.3 Review the Health and Physical Education curriculum area</p> <ul style="list-style-type: none">• Complete an overview of the Health and Physical Education programme including Sexuality Education biennially.• Ensure balanced coverage of physical skills teaching• Incorporate suggestions from the Health Survey of parents	<p>All teachers / Principal Public Health Nurse Sport Northland</p>	<p>Students will feel safe and confident in the school environment. There will be a balanced programme delivery. Children will know the value of being healthy and what the need to do to stay healthy.</p>
<p>1.1.4 Continue involvement in the Accelerated Literacy Programme</p> <ul style="list-style-type: none">• Continue working with the ALL facilitator to upskill staff in the use of successful writing strategies.• Attend Professional Development opportunities with a writing focus.• Refine assessment processes to better inform teachers of students' needs.	<p>Kerry Upson – University of Auckland - Accelerated Literacy facilitator Sue Holmes – Cognition Education</p>	<p>Students achievement in writing will improve to achieve set targets. Teacher's will have a broader knowledge and range of successful writing strategies. Assessment information will inform teaching programmes.</p>
<p>1.1.5 Integrate STEAM into classroom programmes as appropriate.</p> <ul style="list-style-type: none">• Explore opportunities for STEAM inclusion in classroom programmes• Consider how to continue to develop teachers' knowledge of STEAM	<p>Susan Heeps – Evaluation Associates</p>	<p>Teachers will base their teaching on clear understandings of the Science and Social Science capabilities. STEAM will be integrated into and support Inquiry topics. There will be greater engagement and participation in learning activities.</p>



WAIPU PRIMARY SCHOOL ACTION PLAN - 2021

Strategic Goal 1 con't

Action Required	Responsibility	Actual Outcomes
<p>1.1.6 Improve identification and delivery of the support for those students who have Special Needs.</p> <ul style="list-style-type: none">• Refine assessment practices to better inform teachers of the needs of those who are at risk of not achieving and to better identify the needs of these learners.• Continue to define and refine the role of the Learning Support Co-ordinator and the Resource Teacher of Learning and Behaviour.• Evaluate intervention programmes to determine the degree of success in lifting student achievement.	<p>All teachers / Principal Di Moorhead - Learning Support Co- Ordinator Eric Hansen – Resource Teacher Learning and Behaviour</p>	<p>Assessment information will be used to inform teaching practice. Individual needs will be identified and addressed. Positive behaviours will be evident as a result of support programmes.</p>
<p>1.2 Develop pedagogy for future focused learning.</p> <p>1.2.1 Introduce Innovative Learning pedagogies</p> <ul style="list-style-type: none">• Explore the possibility of opening up Rooms 1 and 2 so that these two Year 5 and 6 classes can work together.• Focus on developing the 'Seven Principles of Learning' from the OECD beginning with the social nature of learning i.e. collaboration.	<p>All teachers / Principal</p>	<p>Innovative (modern) learning pedagogies will be evident in classrooms / teacher practice. Students will work in ways which are evidence based and which supports students to 'learn how to learn'.</p>



WAIPU PRIMARY SCHOOL ACTION PLAN - 2021

Strategic Goal 1 con't

Action Required	Responsibility	Actual Outcomes
<p>1.3 Provide more opportunities for learning life skills.</p> <p>1.3.1 Garden to Table</p> <ul style="list-style-type: none">• Join the 'Garden to Table' programme• Upgrade the vegetable garden area• Explore the possibility of putting a commercial kitchen into the hall• Include more food related activities in classroom programmes.	<p>All teachers / Principal Rebecca Cook – Enviro- schools.</p>	<p>Students will be able to successfully accomplish tasks which enable them to be self sufficient.</p>
<p>1.3.2 Financial literacy</p> <ul style="list-style-type: none">• Include a financial literacy component into annual Maths overviews – e.g 'Banqer', ASB Bank Schools' Programme.	<p>All teachers / Principal</p>	<p>Students will be able to successfully manage their own finances.</p>
<p>1.3.3 Play based Learning</p> <ul style="list-style-type: none">• Investigate 'Play Based Learning' philosophy and decide on possible strategies to be incorporated into Junior Discovery Time.	<p>Glenice Andrews – DP Junior School</p>	<p>Strategies which promote positive social interactions and problem solving will be evident in Discovery Time.</p>



WAIPU PRIMARY SCHOOL ACTION PLAN - 2021

STRATEGIC AIM 2: Culture – Build a positive and inclusive school culture which is embraced by all.

2.1 Embed the PB4L values, processes and practices.

2.2 Develop our knowledge and understanding of and respect for our unique community and its culture and heritage.

2.3 Develop ownership and understanding of our WPS culture.

Action Required	Responsibility	Actual Outcomes
<p>2.1 Embed the PB4L values, processes and practices.</p> <p>2.1.1 Continue to embed 'Positive Behaviour for Learning' Values</p> <ul style="list-style-type: none">• Refine teaching of values and reward systems• Create visuals to support implementation of values for classroom and school grounds• Implement 'Bounce Back' programme to build resilience.	<p>All teachers / Principal Linda Kramer – teacher responsible for Positive Behaviour for Learning.</p>	<p>Students will display positive values in their actions and interactions with others.</p>
<p>2.1.2 Embed PB4L process and practices</p> <ul style="list-style-type: none">• Continue to ensure that the process of dealing with major behavioural incidents is consistently followed.• Evaluate and review the process• Attend training for Restorative Practice and implement as part of the process for dealing with major behavioural incidents.	<p>Linda Kramer – teacher responsible for Positive Behaviour for Learning. Lynne Price – PB4L - Northland</p>	<p>Minor and Major behaviours will be dealt with in such a way as to restore relationships and be resolved to the satisfaction of all concerned.</p>



WAIPU PRIMARY SCHOOL ACTION PLAN - 2021

Strategic Goal 2.1 con't

Action Required	Responsibility	Actual Outcomes
<p>2.1.3 Gather and interpret data</p> <ul style="list-style-type: none">• Consider how best to gather data on behaviours and once collected, collate and draw conclusions.• Implement change as needed once information is evaluated.	<p>Linda Kramer – teacher responsible for Positive Behaviour for Learning.</p>	<p>Consistencies in behaviours will be identified and addressed so that the number of incidents reduces.</p>
<p>2.2 Develop our knowledge and understanding of and respect for our unique community and its culture and heritage.</p> <p>2.2.1 Grow tikanga Māori</p> <ul style="list-style-type: none">• Continue to grow our understanding of Māori protocols – karakia, powhiri etc• Include teaching of the history of the Waipu area in the annual overview of curriculum planning• Visually represent Māori and Scottish heritage around the school grounds and in the classrooms• Grow teachers confidence and knowledge so that they can engage in cultural practices.	<p>All teachers / Principal Alex Murrie – lead teacher responsible for tikanga Māori. Local historians.</p>	<p>Our school will reflect the inclusion of our heritage cultures. Teachers and students will be able to engage in cultural practices with confidence and knowledge.</p>
<p>2.2.2 Utilise the local environment</p> <ul style="list-style-type: none">• Investigate ways in which we can further utilise community resources to support our curriculum delivery (people, physical or environment resources).	<p>Use of local resources people and places.</p>	<p>Opportunities within our local environment will be utilised as part of our learning programmes.</p>



WAIPU PRIMARY SCHOOL ACTION PLAN - 2021

Strategic Goal 2.3 con't

Action Required	Responsibility	Actual Outcomes
<p>2.3 Develop ownership and understanding of our WPS culture.</p> <p>2.3.1 Communicate with parents and the community using the learning language of our school.</p> <ul style="list-style-type: none">• Complete consultation process by communicating the school Charter, Vision and Annual Plan with the community• Report to the parent community on student achievement and ways in which we are addressing the goals of the Strategic and Annual Plans.	Principal Board	The Waipu School Charter will be completed for the next five years. A new vision will be representative of the input from all stakeholders. The Waipu School community will be aware of how WPS are meeting the goals of the Charter.
<p>2.3.2 Visually represent what our school stands for.</p> <ul style="list-style-type: none">• Organise for the painting of murals along school fenceline and on pool.• Mosaics of school values, totum poles, sculpture, and signage to be added in and around school entrance way.	All teachers / Principal. Local artists.	The culture of Waipu Primary School will be visually represented in and around the school. This will increase understanding of what we are striving to achieve, as a school.
<p>2.3.3. Develop a 'Learner Profile' for Years 1 – 6.</p> <ul style="list-style-type: none">• Work with staff to complete a Learner Profile using the information from the consultation process.• Junior and senior teams to develop rubrics appropriate to their age levels.• Teachers to identify ways in which to incorporate LP attributes into classroom programme teaching.	All teachers / Principal. DPs to lead – Glenice Andrews and Jordan McDonald.	A learner profile will give direction to school decision making. Students will reflect the characteristics that we are wanting to develop in our learners.



WAIPU PRIMARY SCHOOL ACTION PLAN - 2021

STRATEGIC AIM 3: Partnerships – Build purposeful partnerships that support learning

3.1 Strengthen the relationship within our Kahui Ako to better achieve our WPS goals.

3.2 Create opportunities for parents to develop a better understanding of how to support their child’s learning.

3.3.Promote and support leadership opportunities within staff.

Action Required	Responsibility	Actual Outcomes
<p>3.1 Strengthen the relationship within our Kahui Ako to better achieve our WPS goals.</p> <p>3.1.1 Continue to grow relationships within and between associated schools.</p> <ul style="list-style-type: none"> • Elect Kahui Ako Lead Principal and Across School Leader • Attend all work shop sessions and meetings – clearly define Kahui Ako goals and actions to achieve goals. 	<p>Alex Murrie – teacher responsible for Kahui Ako. Marilyn Dunn – Lead Principal.</p>	<p>A lead Principal and an Across School leader will be appointed for the Kahui Ako. There will be alignment between Kahui Ako goals and WPS goals.</p>
<p>3.1.2 Continue to explore ways in which we can promote wellbeing.</p> <ul style="list-style-type: none"> • Identify 2-3 aspects from the Wellbeing Survey to address with staff. • Explore possible mindfulness activities that can be utilised with children e.g. yoga, deep breathing. • Participate in organised Kahui Ako activities that promote wellbeing. 	<p>Alex Murrie – teacher responsible for Kahui Ako. Marilyn Dunn – Lead Principal.</p>	<p>Two or three of the identified Staff Wellbeing suggestions are implemented. Children benefit from classroom initiatives.</p>
<p>3.1.3 Gifted and Talented Programme</p> <ul style="list-style-type: none"> • Confirm the continued support of the G & T programme from the sponsor • Meet with Kahui Ako schools to co-ordinate programmes for consistency of approach. • Acknowledge sponsorship through advertising, signage etc 	<p>Principals - Marilyn Dunn , Shirley Winters, Julie Turner. Sponsors – Northpine.</p>	<p>Opportunities to challenge and extend learners will be provided. This will be consistent throughout the Kahui Ako.</p>



WAIPU PRIMARY SCHOOL ACTION PLAN - 2021

Strategic Goal 3.2 con't

Action Required	Responsibility	Actual Outcomes
<p>3.2 Create opportunities for parents to develop a better understanding of how to support their child's learning.</p> <p>3.2.1 Provide opportunities for the parent community to be informed about their child's learning.</p> <ul style="list-style-type: none">• Adopt 'Google Classroom' as a way for parents to interact with their child's learning.• Review Seesaw as a way for Junior parents to interact with their child's learning• Hold at least two workshops for parents to learn about Inquiry / Maths• Survey parents about how best to report to them and implement suggestions.	<p>All teachers / Principal. Parents Jordan McDonald – IT Lead teacher</p>	<p>Parents will be better able to support their child's learning at home. Conversations between parents, teachers and students will be learner focused.</p>
<p>3.3 Promote and support leadership opportunities within staff.</p> <p>3.3.1. Grow professional responsibility within staff to lead learning.</p> <ul style="list-style-type: none">• Build capability of leaders within the school – Open to Learning conversations, mentoring roles.• Seek opportunities for teachers to lead learning discussions with staff – staff meetings, teacher only days, classroom support.	<p>Principal. Rebecca Bishop Selena Hinchco both from Cognition Education</p>	<p>All teaching staff will be given the opportunity to take up leadership roles within the school. Senior managers will engage teaching staff in conversations that grow understandings of their learners.</p>



WAIPU PRIMARY SCHOOL ACTION PLAN - 2021

The aims listed above relate primarily to Nags 1 and 2. For Nags 3 – 6 , it will be ‘business as usual’ – through following school policies and procedures, following review cycles and implementing the 10 Year Plan and 5 YA for property. Additional guidelines are as follows.....

NAG 3 - Personnel

- Staff professional development is to be directly linked to appraisal goals which are developed from curriculum targets and strategic goals.
- To seek, when employing staff, those who demonstrate a high level of knowledge and skills as they relate to the school’s strategic goals.
- Non-teaching staff are to be appraised upon negotiated performance goals and against the indicators in their job descriptions.
- Appraisal systems will continue to be reviewed for effectiveness
- The Principal’s appraisal will be carried out by Colin Andrews
- Additional responsibilities for management unit holders will be included in job descriptions
- Leadership abilities will be developed with staff so that they are able to mentor other staff.
- Implement redesigned Teacher Appraisal according to Teachers’ Council guidelines
- Assess resource distribution and build staff capabilities.

Responsibility

Actual Outcomes

Principal

Anna Green
SEnCo

Colin
Andrews

Principal

NAG 5 - Health and Safety

- Provide and promote a positive and safe physical and emotional environment for students and staff through adhering to, regularly reviewing and updating policy and procedure.

Tina Hayward
Principal



WAIPU PRIMARY SCHOOL ACTION PLAN - 2021

The aims listed above relate primarily to Nags 1 and 2. For Nags 3 – 6 , it will be ‘business as usual’ – through following school policies and procedures, following review cycles and implementing the 10 Year Plan and 5 YA for property. Additional guidelines are as follows.....

NAG 4 - Finance / Property

- Ensure financial policies, systems and processes are sound and that the Board are informed on financial matters.
- Implement the 5 YA and the 10 YPP
- Systematically manage and replace school assets - maintaining the Asset Register.
- Allocate funds to reflect the priorities as stated in the Waipu Primary School Charter.
- Monitor and control the school’s expenditure and ensure that the annual accounts are prepared and audited as required by the Public Finance Act 1989 and the Education Act 1989
- Implement new Health and Safety regulations as per ‘The Health and Safety At Work Act 2015
- Upgrade the school pool
- Complete driveway upgrade.
- Upgrade of Rooms 8/9.

Responsibility

Cindy Kane

School Board

Bennet and
Assoc.
auditors.

School Board

Actual Outcomes

NAG 6 - Administration

- Comply in full with all legislation currently in force or that may be developed to ensure the safety of students and employees.

Principal



Cultural Diversity and Māori Dimension for WAIPU Primary School

The unique position of Māori Culture :

The school will:

- Encourage the use of te reo with the children as part of the daily classroom programme
- Engage in staff development in te reo where possible
- Use the Ministry of Education documents - 'Ka Hikitea – Managing for Success', 'Ka Hikitea – Accelerating Success', 'Tataiako' to guide the development of school programmes and 'Hautu' as a review tool for the Board of Trustees..
- Use Kaumatua and other local resource people to support classroom programmes
- Involve representatives from the Māori community in any decisions affecting Māori students, policy making and programmes
- Include Māori student achievement in reports to the Board of Trustees
- Honour the Treaty of Waitangi


New Zealand's cultural diversity:

The school will:

- Respect and recognise children's cultural and spiritual backgrounds
- Value the language children bring to school
- Develop class programmes to encourage the exploration of cultures, with a particular emphasis on Māori and Pasifika cultures which will be included in our curriculum structure.
- Provide opportunities for children to share their cultures and celebrations
- Use the resources supplied by the Ministry of Education

What reasonable steps will the school take to incorporate tikanga Maori (Maori culture and protocol) into the school's curriculum?

- All school assemblies begin with our national anthem sung first in Māori and then in English.
- A percentage of budget spending will be allocated to Māori resources.
- Incorporate teaching about local Māori history and culture into the Curriculum programmes.
- Minimum 30 minutes per week in all classrooms devoted to Tikanga and Te Reo.
- A programme for teaching Tikanga and Te Reo will be developed by the tutor.
- Whole school will visit the local Marae annually – Takahiwai Marae.
- Consultation with family members of Takahiwai Marae in regard to the protocol expected with visit e.g children to say their mihi.

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- Kapa haka (junior and senior) will be available on a weekly basis for approximately one hour. There will be efforts made to find performance opportunities and so every opportunity will be taken for the school kapa haka group, to perform publicly.
 - Māoritanga sessions will be held once a week for the whole school.

What will the school do to provide instruction in Te Reo Māori (Māori language) for full time students whose parents ask for it?

- All such requests will be given full and careful consideration by the Board of Trustees and regard will be given to: availability of personnel with the requisite skills and qualifications and the overall school financial position.

What steps will be taken to discover the views and concerns of the school's Māori community?

- Consultation with the Māori community on a regular basis.
- Parent interviews
- Open door policy and invitations for parent to express their opinions
- Information evenings or gatherings – target key people to encourage participation by the Māori community

At present about 20% of our school roll is made up of Māori students.