



**St Therese  
School**



# CHARTER 2019-2021 2019

## VISION:

# STRATEGIC PLAN 2019 – 2021

## Growing Learners **PREPARED** for the future

### FAITH

Faith is the essence of our school, underpinning all our thoughts and actions. Like St Therese we do little things well with great love.

*Provide opportunities to have a genuine and ongoing encounter with Christ by:*

- Gather info on student/parent expectations.
- Invite targeted parents to participate in class /House/ Community Masses.
- RE curriculum shared during Whanau meetings.

**So that** Our Faith Community will:

Participate and share fully in our Charism/ school culture and integrate our faith based practices into their everyday life.

**We will** Measure success by:

- Results of parent survey on RE Curriculum.
- Increased parent attendance at Masses etc.
- Parents expectations being clear and acted on.

### KNOWLEDGE

We are inspired by our love of learning. Success for the future begins with the skills and passion for knowledge we learn at St Therese School.

*Grow Teachers as Learners by:*

- Growth Mindset (GM) PD – James Anderson
- Integrating GM philosophy into the concept planning
- Facilitating activities in class on GM and Learner Dispositions (LD)

**So that** Our Teachers will:

Have a true understanding of 21<sup>st</sup> Century Learning Pedagogies and be confident participators in leading change in Learning.

**We will** Measure success by:

- All staff having had 20 hours online training on GM – J Anderson course.
- Classroom Observation /Appraisal recording evidence of GM & LD implementation.
- Students being identified for intervention programmes, and tailored support given, to raise and extend student outcomes

### GROWTH

At St Therese School our special talents are celebrated, as we take on challenges with courage and grace.

*Grow Learner capability in our children by:*

- Unpacking LDs in classroom.
- Prioritising LDs for classroom charter.
- Reflecting LDs in school practice – Assemblies, Certificates, Prizegiving recognition.

**So that** Our Children will:

Have developed a Growth Mindset and become more self-directed, independent learners with a love of Learning.

**We will** Measure success by;

- Students being able to recall LDs in Acronym
- Class charter/student book having examples of LDs in them
- Practical demonstrations of LDs being used in and out of the classroom.

### COMMUNITY

Our school is about belonging. St Therese School is like a family where each culture is embraced and celebrated.

*Improve family engagement with student learning by:*

- Gather baseline data of whanau Engagement (WE).
- Offer a variety of mediums to make it as easy as possible for the whanau to regularly engage with the school
- Involve students in WE meetings.

**So that** Our Families will:

Have their 'voice' heard, share their expertise with the school learning community and participate in the learning process of their children.

**We will** Measure success by;

- Having recorded a comprehensive baseline analysis of whanau engagement in 2019 including meeting attendance statistics, website, blog and Facebook usage
- Increased numbers attending meetings
- Having more opportunities for student led meetings.

**OUR MISSION:** To create passionate, lifelong learners, with a strong faith, skills and knowledge to be successful members of their communities.

## Cultural Diversity and Maori Dimension

### How St Therese School will reflect New Zealand's cultural diversity:

St Therese School is a school with a culturally diverse community. Each ethnic group will be welcomed, recognised and valued and seen as an important part of the school's community. The BOT will seek to employ staff from a variety of cultural backgrounds to reflect this diversity.

### How St Therese School will reflect the unique position of Maori culture:

The school will recognise the unique place of Maori as Tangata Whenua of Aotearoa New Zealand. As such, the school will encourage participation and success through programmes to meet the needs of our Maori students.

### How we will incorporate tikanga Maori into the school's curriculum:

The Religious Education programme incorporates aspects of Tikanga Maori into the curriculum. Teachers' planning integrates a Maori perspective into the curriculum. Maori culture is celebrated in cultural festivals and community celebrations. Our Maori tutor will work with our Kapa Haka students to continue their Te Mana Tikitiki journey and lead us at all school events.

### What we will do to provide instruction in Te Reo Maori:

Careful consideration by the BOT with regard to personnel with the necessary skills and qualifications, and credibility with the local Maori, will be given. Further considerations will include the availability of funding, accommodation within the existing school structure and the availability of a range of resources to support this programme.

### The steps we will take to discover the views and concerns of the school's Maori community:

The school will consult with Maori parents on all strategic planning issues as they impact upon Maori students.  
Student-led learning conversations will take place formally and informally  
An annual Hui will be held  
The Principal will personally consult parents of Maori students regarding achievement, tikanga and te reo issues as they arise.

## **STRATEGIC GOALS 2019 – 2021**

### **STRATEGIC GOAL 1: SPECIAL CATHOLIC CHARACTER**

**Provide a faith-filled community with an environment and opportunities to have a genuine and ongoing encounter with Christ.**

### **STRATEGIC GOAL 2: TEACHING AND LEARNING**

**To grow teachers as Learners**

### **STRATEGIC GOAL 3: LEARNERS**

**To grow learner capability in our students**

### **STRATEGIC GOAL 4: RECIPROCAL CONNECTEDNESS (WHANAUNGATANGA)**

**Improve family engagement with student learning.**

## STRATEGIC GOAL 1 SPECIAL CATHOLIC CHARACTER

Provide a faith-filled community with an environment and opportunities to have a genuine and ongoing encounter with Christ.

### 2019 – 2021 OUTCOMES

**TE WHAKATUPU MĀ TE MĀTAURANGA | GROWTH IN KNOWLEDGE** - to help the community to grow in knowledge and understanding of Jesus Christ, His teachings and the Catholic Church

- The Principal and DRS ensure sound management in Religious Education.
- A RE Professional Learning Community which focusses on best practice

**TE KAITIAKITANGA ME TO WHAKAPAKARI I TE TUAKIRI KATORIKA | SAFEGUARDING AND STRENGTHENING CATHOLIC CHARACTER** – through stewardship and compliance of legal requirements, the Catholic identity of the school is safeguarded and strengthened

- Ongoing reporting to the BOT and CSO in consultation with parents, students, teachers and the wider community about Special Character.

**TE TŪTAKI KI A TE KARAITI | ENCOUNTER WITH CHRIST** – to encourage and facilitate the development of a personal relationship with Jesus Christ who reveals the transforming love and truth of the living God

- Promotion of the Gospel values through prayer, liturgy and celebrations and a commitment to Sacramental Programmes.

**TE WHAKAATU KARAITIANA | CHRISTIAN WITNESS** – to provide a hope-filled Catholic Christian witness which empowers its community members to integrate their faith and their life.

- School / parish collaboration which incorporates Social Justice and Service
- Pastoral Care Organisation, with clear behavioural guidelines supports wellbeing of staff, students and families
- a strong understanding and commitment to Te Tiriti o Waitangi and commitment to an awareness of cultural diversity through collaborative, respectful relationships.

## STRATEGIC GOAL 2: TEACHING AND LEARNING

To grow teachers as Learners

### 2019- 2021 OUTCOMES

- Teachers have a strong understanding and commitment to Te Tiriti o Waitangi.
- Staff have a strong understanding of the school's concept curriculum and consistent understandings and evidence of collaborative innovative pedagogies - planning and implementation of evaluation.
- An effective integration of digital technologies adds value to the curriculum.
- Deep analysis of Assessment data enables early identification and tracking of student achievement and the implementation of effective intervention programmes to raise and extend student outcomes.

## STRATEGIC GOAL 3: LEARNERS

To grow learner capability in our students

### 2019- 2021 OUTCOMES

- Students have developed a strong growth mindset and effective learner dispositions are identified, displayed and used.
- Students can articulate what helps them learn, the difficulties they face and can make decisions about what and how they learn.
- A high percentage of students, in particular Maori and Pacifica students, meeting or exceeding expected age level standards.

## STRATEGIC GOAL 4: RECIPROCAL CONNECTEDNESS (WHANAUNGATANGA)

Improve family engagement with student learning.

### 2019-2021 OUTCOMES

- Parents/whanau are actively and productively engaged in their child's learning and have a greater understanding of their child's learning, needs, passions and the support they need to give.
- The community receives regular updates on the process and outcomes of the Community of Learning.
- Improved consistency of methodologies in assessment and interpretation of data enables valid and reliable data is transferred from one school to the other via our Kahui Ako.

# ANNUAL PLAN 2019

## STRATEGIC GOAL 1 SPECIAL CATHOLIC CHARACTER

Provide a faith-filled community with an environment and opportunities to have a genuine and ongoing encounter with Christ.

School Evaluation Domains	Actions	Who/Resources	Timeframe	Monitoring Points / Measurement	Evaluation & Reporting
<b>GROWTH IN KNOWLEDGE</b> (Leadership, Religious Education, Catholic Curriculum)  <b>CHRISTIAN WITNESS</b> (Catholic School community, Partnership & Collaboration, Te Tiriti o Waitangi, Pastoral Care, Outreach)  <b>SAFEGUARDING and STRENGTHENING CATHOLIC CHARACTER</b>  <b>ENCOUNTER WITH CHRIST</b>	<ul style="list-style-type: none"> <li>Gather info on student / parent expectations.</li> <li>Invite Parents to participate in class /House/ Community Masses.</li> <li>RE curriculum shared during Whanau meetings.</li> </ul>	<b>SLT Staff</b>   <b>DRS / Principal / BOT</b>  <b>Staff</b>	<b>Term 1 2019</b>   <b>Ongoing Term 1 – 4 2019</b>  <b>Ongoing Term 1 – 4 2019</b>	<i>We will Measure success by:</i> <ul style="list-style-type: none"> <li>Parents/student expectations clear and being acted on.</li> <li>Increased parent attendance at Masses etc.</li> <li>Results of parent survey on RE Curriculum.</li> </ul>	<i>So that Our Faith Community will:</i> <p><b>Participate and share fully in our Charism/ school culture and integrate our faith-based practices into their everyday life.</b></p>

## STRATEGIC GOAL 2: TEACHING AND LEARNING

To grow teachers as Learners

School Evaluation Domains	Actions	Who/ Resources	Timeframe	Monitoring Points/ Measurement	Evaluation and Reporting
<ul style="list-style-type: none"> <li>• Stewardship</li> <li>• Leadership for Equity and Excellence</li> <li>• Educationally powerfully connections and relationships</li> <li>• Responsive Curriculum, Effective teaching and opportunity to learn</li> <li>• Professional capability and collective capacity</li> <li>• Evaluation, inquiry and knowledge building for improvement and innovation.</li> </ul>	<ul style="list-style-type: none"> <li>• Growth Mindset (GM) PD – James Anderson</li> <li>• Integrate GM philosophy into the concept planning</li> <li>• Facilitate activities in class on GM and Learner Dispositions (LD)</li> </ul>	<p>All staff</p> <p>SLT &amp; Staff</p> <p>Classroom Teachers &amp; Students</p>	<p>Term 1 2019</p> <p>Ongoing Term 1 -4 2019</p> <p>Term 2 &amp; 3 2019</p>	<p><b>We will Measure success by:</b></p> <ul style="list-style-type: none"> <li>• All staff have had 20 hours online training on GM – J Anderson course.</li> <li>• Classroom Observation /Appraisal has evidence of GM &amp; LD implementation.</li> <li>• Students identified for intervention programmes, and tailored support given, to raise and extend student outcomes</li> </ul>	<p><b>So that Our Teachers will:</b></p> <p><b>Have a true understanding of 21<sup>st</sup> Century Learning Pedagogies and be confident participators in leading change in Learning.</b></p>

### STRATEGIC GOAL 3: LEARNERS

To grow learner capability in our students

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<ul style="list-style-type: none"> <li>• Leadership for Equity and Excellence</li> <li>• Educationally powerfully connections and relationships</li> <li>• Responsive Curriculum, Effective teaching and opportunity to learn</li> <li>• Professional capability and collective capacity</li> <li>• Evaluation, inquiry and knowledge building for improvement and innovation.</li> </ul>	<ul style="list-style-type: none"> <li>• Unpack LDs in classroom.</li> <li>• Prioritise LDs for classroom charter.</li> <li>• Reflect LDs in school practice – Assemblies, Certificates, Prizegiving recognition.</li> </ul>	<p>Classroom teachers &amp; Students</p> <p>Classroom teachers &amp; Students</p> <p>Teachers &amp; SLT</p>	<p>Term 1 2019</p> <p>Term 1 2019</p> <p>Terms 1 – 4 2019</p>	<p><b>We will Measure success by:</b></p> <ul style="list-style-type: none"> <li>• Students being able to recall LDs in Acronym</li> <li>• Class charter/ student book having examples of LDs in them</li> <li>• Practical demonstrations of LDs being used in and out of the classroom.</li> </ul>	<p><b>So that Our Children will:</b></p> <p><b>Have developed a Growth Mindset and become more self-directed, independent learners with a love of Learning.</b></p>



**STRATEGIC GOAL 4: RECIPROCAL CONNECTEDNESS (WHANAUNGATANGA)**

**Improve family engagement with student learning.**

School Evaluation Domains	Actions	Who/ Resources	Timeframe	Monitoring Points/ Measurement	Evaluation and Reporting
<ul style="list-style-type: none"> <li>• Educationally powerfully connections and relationships</li> <li>• Responsive Curriculum, Effective teaching and opportunity to learn</li> <li>• Professional capability and collective capacity</li> <li>• Evaluation, inquiry and knowledge building for improvement and innovation.</li> </ul>	<ul style="list-style-type: none"> <li>• Gather baseline data of whanau Engagement (WE).</li> </ul>	SLT / staff	Term 1 - 4 2019	<p><b>We will Measure success by:</b></p> <ul style="list-style-type: none"> <li>• Having recorded a comprehensive baseline analysis of whanau engagement in 2019 including meeting attendance statistics, website, blog and Facebook usage</li> </ul>	<p><b>So that Our Families will:</b></p> <p><b>Have their 'voice' heard, share their expertise with the school learning community and participate in the learning process of their children.</b></p>
	<ul style="list-style-type: none"> <li>• Introduce a variety of mediums to make meetings accessible to all.</li> </ul>	SLT	Term 1 2019	<ul style="list-style-type: none"> <li>• Increased numbers attending meetings</li> </ul>	
	<ul style="list-style-type: none"> <li>• Students involved in WE meetings</li> </ul>		Ongoing Terms 1-4 2019	<ul style="list-style-type: none"> <li>• Having more opportunities for student led meetings.</li> </ul>	