

# ***Strategic Plan 2024 - 2025***

## ***MOE - 2111***

***Chairperson: Errol Johns***



***Date: February 2024***

***Principal: Richard Kidd***



***Email: [principal@grantleadowns.school.nz](mailto:principal@grantleadowns.school.nz)***

***Updated February 2024***



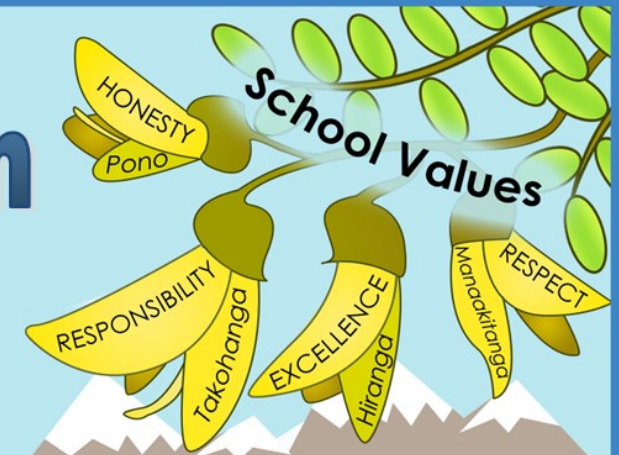
**GRANTLEA  
DOWNS**

*The country school in the town*

# Our Strategic Vision

*Growing a community of learners*

*He whakatipu hapori akonga*



Goals

Skilled and Capable Staff

Strong and Safe Relationships  
with the Community

Explicitly Tailored Learning

Strategic Initiatives

- Professional Development
- Supporting Staff
- Pr1me Maths, Structured Literacy
- Trauma Informed Practice

- Develop whānau/community links
- Programmes to support links to our wider community

- Develop a local curriculum specifically tailored for Grantlea Downs
- Explicit teaching and learning programmes catering for students needs and interests

Success

Staff have ongoing Professional Development and support to grow their practice

Our cultural identity is evident across the school with a particular acknowledgement to Tangata Whenua

Students are engaged in meaningful learning and are achieving at their highest level.  
See the local curriculum visually in action throughout the school

**Strategic Goal:**

Our staff will have the skills and capabilities to lead learning and to excel as practitioners

**Link to the NELP and Relevant Strategies and Board Primary objectives**

NELP Objective 1- Learners at the centre, Objective 3-Quality Teaching and Leadership.

**Information informing this plan (7b/7c):**

School Achievement Data, Community Feedback, Staff and Student feedback.

<b><u>Strategic Initiatives</u></b>	<b><u>Success and Measures</u></b> <i>At the end of two years</i>
Engage in Professional Development both within and from outside providers to improve staff practices and student outcomes.	<b>Success:</b> Professional Development improves classroom and schoolwide practice and this is evidenced through improved student outcomes. <b>Measures:</b> Staff and student feedback, Whanau feedback, and student achievement data.
Staff are supported and encouraged through the Professional Growth Cycle process to improve practice.	<b>Success:</b> All staff have engaged in robust professional discussions that improve practice <b>Measures:</b> Professional Growth Cycle is completed each year to show completion of their appraisal.

**Evidence (7g):**

Success towards the strategic goals will be measured through annual targets, planning and reporting. Ongoing ākongā learning and progress, achievement data tracking and analysis. And the collation and tracking of stakeholder feedback.

**Strategies for giving effect to Te Tiriti o Waitangi (7fi,ii,iii):**

Promoting whanau engagement, Incorporating Tikanga and Te Reo, Explicitly teaching school values, and Professional development for staff on cultural responsiveness.

### Strategic Goal:

We will develop strong and safe working relationships with our community encompassing a strong cultural link.

#### Link to the NELP and Relevant Strategies and Board Primary objectives

NELP Objectives: Objective 1- Learners at the Centre, Objective 2- Barrier Free Access, Objective 3- Quality Teaching and Leadership and Objective 4- Future of learning and Work

#### Information informing this plan (7b/7c):

School Achievement Data, Community Feedback, Staff and Student feedback

#### Strategic Initiatives

#### Success and Measures

*At the end of two years*

Acknowledge the essential links to our wider community and develop teaching and learning programmes to support this.

#### **Success:**

Our cultural identity is evident across the school with a particular acknowledgement to Tangata Whenua.

#### **Measures:**

Community surveys, Attendance/response to community events.

Develop whanau/community links in a range of events, hangi, conferences, and specific learning programmes.

#### **Success:**

Whanau are actively engaged with our kura and school programmes reflect whanau aspirations.

#### **Measures:**

Community surveys, Attendance/response to community events.

Ensure that our school systems meet the social and emotional needs of our students.

#### **Success:**

School will be a safe and secure environment for our staff and students.

#### **Measures:**

Behaviour data, staff, student, and whanau feedback. Attendance data

#### Evidence (7g):

Success towards the strategic goals will be measured through annual targets, planning, and reporting. Ongoing ākongā learning and progress achievement data tracking and analysis. And the collation and tracking of stakeholder feedback.

#### Strategies for giving effect to Te Tiriti o Waitangi (7fi,ii,iii):

Community consultation, Promoting whanau engagement, Incorporating Tikanga and Te Reo, Explicitly teaching school values, Professional development for staff on cultural responsiveness.

**Strategic Goal:**

Our learning is explicitly tailored for the students at Grantlea Downs School.

**Link to the NELP and Relevant Strategies and Board Primary objectives**

NELP Objectives: Objective 1- Learners at the Centre, Objective 2- Barrier Free Access, Objective 3- Quality Teaching and Leadership, and Objective 4- Future of Learning and Work.

**Information informing this plan (7b/7c):**

School Achievement Data, Community Feedback, Staff and Student feedback

**Strategic Initiatives:**

**Success and Measures**

*At the end of two years*

Develop a Grantlea Downs local curriculum that is specifically designed for our students.

**Success:**

'See' the local curriculum visually in action throughout the school.

**Measures:**

Staff and student feedback to gauge understanding and knowledge of the curriculum.

Explicit teaching and learning programmes that cater to the needs and interests of our students.

**Success:**

Our students are engaged in relevant and meaningful learning and achieving at their highest level.

**Measures:**

Attendance and Engagement, Staff, Student and Whanau feedback, Student achievement data.

**Evidence (7g):**

Success towards the strategic goals will be measured through annual targets, planning, and reporting. Ongoing ākonga learning and progress achievement data tracking and analysis. And the collation and tracking of stakeholder feedback.

**Strategies for giving effect to Te Tiriti o Waitangi (7fi,ii,iii):**

Community consultation, Promoting whanau engagement, Incorporating Tikanga and Te Reo, Explicitly teaching school values, Professional development for staff on cultural responsiveness.

## 2024 - 2025 Grantlea Downs Roadmap

Strategic Goal	Term 1	Term 2	Term 3	Term 4	Term 1	Term 2	Term 3	Term 4	Success
	2024				2025				
	Continue implementing literacy plan across the school (ERO focus)				Monitor and evaluate the impact of literacy practices across the school. (ERO focus)				
Our staff have the skills and capabilities to lead learning and to excel as practitioners	Continue to access Professional development in Structured Literacy, Trauma Informed Practice, RBL and PB4L	→	→	Review PD Initiatives	Continue to access Professional development in conjunction with the needs of the school.	→	→	→	Staff have ongoing Professional Development and opportunities to continue to improve their practice.
	Continue to review Prime Maths in line with Professional development in Learner First Maths	→	→	Data and analyse with evaluation of maths budget for 2025					

We have a strong and safe working relationship with our community encompassing a strong cultural link	Review school systems around behaviour and pastoral care	Digital citizenship whanau hui held →	→	Develop actions for 2025 →		Whanau Hui on Maths		Develop actions for 2026	Our cultural identity is evident across the school with a particular acknowledgement to Tangata Whenua.
	At least one whanau event per syndicate per term. Continue with open hours				At least one whanau event per syndicate per term.				
Our learning is explicitly tailored for the students at Grantlea Downs School	Continue to work on developing our local curriculum with the support of our facilitator.	→	→	→		Review the explicit teaching plan		Redo & set up the plan for 2026	Students are engaged in meaningful and specific learning and are achieving at their highest level.  'See' the local curriculum visually in action throughout the school.
	Explicit teaching and learning programmes that cater for the needs and interests of our tamariki.	→	→	→					

**Strategic Goal:**

**Skilled and Capable Staff-** Our staff have the skills and capabilities to lead learning and to excel as practitioners

**Starting point:**

**The school will continue with professional development initiatives including Structured literacy, Learner First maths, Relationship Based Learning, PBL, and Trauma Informed Practice. ( Major Focus) Baseline Data: Student achievement data 2023**

Staff discussions will be used to analyse where our strengths and weaknesses are - with Syndicate Leader (Co-create a PGC Goal)

**Annual Target**

Staff have engaged in professional development and leadership opportunities and this evidence in classroom practice and student achievement outcomes.

**What would success look like?**

All staff have actively participated in professional development, both school-wide and personally and have actioned changes to their practice.

**Annual Target Two**

Staff have been encouraged and supported through the Professional Growth Cycle to become better practitioners.

**What would success look like?**

Staff having improved pedagogical knowledge leading to enhanced student outcomes.

**Giving Effect to Te Tiriti o Waitangi**

**Annual targets and actions support student progress by:** Promoting Inclusive practice, Addressing the needs of students not well met, Developing collaboration and partnerships, and investing in professional development.

**Key Improvement Strategies:**

Strategic Initiative	Action	Success indicator	Starting date	Deadline	Person Responsible	Result
Engage in Professional Development both within and from outside providers on improving staff practices	<ul style="list-style-type: none"> <li>Professional development in Trauma Informed Practice (whole staff)</li> <li>Structured Literacy (Teams)</li> <li>Learner First Maths</li> <li>Kahui Ako Achievement Challenges (RBL)</li> <li>PB4L</li> <li>HAL</li> <li>Behaviour systems and processes</li> </ul>	Staff have ongoing professional development opportunities and new ideas and practices are implemented leading to enhanced student outcomes.	Term 1	Term 4	Leadership team to oversee  Individual staff members	
Staff are supported and encouraged through the Professional	Professional Growth Cycle requirements and expectations will be understood by all staff	Professional Growth Cycle requirements are met.	Term 1	Term 4	Leadership team to oversee	



Growth Cycle process to improve their practice.	with the focus on improving staff capability.	Staff using new knowledge in classroom practice.			Individual staff members	
<b>Monitoring: Termly monitor of events reported Termly reports to the Board against this objective</b>						
<b>Resourcing: Curriculum budgets</b>						

**Strategic Goal:**

We will develop strong and safe working relationships with our community encompassing a strong cultural link

**Starting point:**

**Baseline Data-** developing stronger links with our community was a goal in 2023 and it will continue to be in 2024. Our Community consultation was carried out towards the end of 2023.

**Annual Target One:**

Continue to ascertain and give effect to the viewpoints and aspirations of our school community through regular consultation.

**Annual Target Two:**

Develop whanau/community links in a range of events and specific learning programmes. Introduce one whole community formal event and three smaller less formal events.

**Annual Target Three:**

Ensure that our school systems and processes are meeting the social and emotional needs of our students.

**Giving Effect to Te Tiriti o Waitangi**

**Annual targets and actions support student progress by:** Promoting Inclusive practice, Addressing the needs of students not well met, Developing collaboration and partnerships and investing in professional development.

**Key Improvement Strategies:**

Strategic Initiative	Action	Success indicator	Starting date	Deadline	Person Responsible	Result
Develop whanau/community links in a range of events.	Specific learning programmes, open hours. Carry out community consultation.	Whanau are actively engaged with our kura and school programmes reflect whanau aspirations	Term 1	Review Term 4	Staff Senior Leadership	
Acknowledge the essential links to our wider community and develop teaching and learning programmes to support this.	Visit local places, engage with local experts, programmes that reflect our unique people and place. Continue to embed Te Reo Maori and Te Ao Maori in daily classroom activities. School-wide karakia is used at key events and daily in classes. At the completion of the day Karakia Whakamutunga.	Our cultural identity is evident across the school with a particular acknowledgement to tangata whenua.	Term 1	Term 4	Teams	

Ensure that our school systems meet the social and emotional needs of our students.	Review systems and processes around behaviour management and pastoral care.	School will be a safe and secure environment for our staff and students	Term 1	Term 4	Principal Senior Leadership Team	
<b>Monitoring: Termly monitor of events reported</b> <b>Termly reports to the Board against this objective</b> <b>Resourcing: Curriculum budgets</b>						

**Strategic Goal:**

Our learning is explicitly tailored for the students at Grantlea Downs School

**Starting point:**

**Baseline Data- 2023 End of Year achievement data**

**Annual Target One:**

Continue to develop our local school curriculum (which reflects the expected national curriculum changes.)

**Annual Target Two:**

All students to make expected progress

**Maths:** Yr 7-15/35- (42% below or well below at the end of 2023)

**Reading:** Yr 4- 22/52- (42% below or well below at the end of 2023)

Yr 8- 21/46 (44% below or well below at the end of 2023)

**Writing:** Yr 6 boys-10/16 (62% below at the end of 2023)

**Giving Effect to Te Tiriti o Waitangi**

**Annual targets and actions support student progress by:** Promoting Inclusive practice, Addressing the needs of students not well met, Developing collaboration and partnerships and investing in professional development.

**Key Improvement Strategies**

Strategic Initiative	Action	Success Indicator	Starting date	Deadline	Person Responsible	Result
Develop a Grantlea Downs Local Curriculum, which is specifically designed for our students.	Work alongside outside providers (MoE, Impact Ed) to make sense of the curriculum changes and ensure our school curriculum meets the needs of our students.	The local curriculum is visibly in action throughout the school.	Term 1	On-going throughout the year	Richard Sandra Linda Ange Sam	
Explicit teaching and learning that cater for the needs and interests of our students.	Ensure school programmes meet the needs of our students and groups of students.	Students are engaged in meaningful and specific learning and achieving at their highest level. Improvement in data results.	Term 1	Review Term 4	Richard Sandra Linda Ange Sam Individual staff members.	

**Monitoring: Termly monitor of events reported  
Termly reports to the Board against this objective**

**Resourcing: Curriculum budgets**