

Strategic Goals and Annual  
Implementation Plan  
2024 - 2025



Growing Excellence Together  
Piki ake te tihi ngātahi



# Strategic Goals 2024 - 2025

**Vision** - *Growing Excellence Together* - *Piki ake te tiki ngātahi*

**Strategic Goal 1:** Improve literacy achievement outcomes across the school through explicit structured literacy approaches

**How will we achieve success?**

- Upskill staff through professional development in structured literacy and structured writing approaches
- Consistent delivery of literacy programmes across the school following a scope and sequence
- Provide resources to support structured literacy approaches
- Focus on using Science as a vehicle to drive contextual writing opportunities

**Strategic Goal 2:** Ensure all students who are achieving 1 to 2 years below expected levels in Writing are supported and are showing progress

**How will we achieve success?**

- Use regular assessment data to track all student progress
- Monitor Māori and Pasifika student progress to ensure we are meeting needs
- Implement support programmes and make use of learning support, small groups, and outside agencies/programmes as necessary

**Strategic Goal 3:** Create a sustainability plan which ensures we are using and looking after our local environment

**How will we achieve success?**

- Run initiatives that promote and enhance our understanding of how to look after our local environment
- Utilise experts to support the school
- Make use of local and national initiatives and increase the planting of native New Zealand flora
- Look at reducing our carbon footprint (e.g. reducing waste, remove our diesel boiler)

**Strategic Goal 4:** Nurture wellbeing through inclusive and proactive practices

**How will we achieve success?**

- Have strong pastoral care and understanding of our students and their families
- Utilise restorative practices
- Promote our school values and encourage them
- Create a positive and supportive working environment for staff
- Foster partnerships between home and school

# Annual Implementation Plan 2024 - 2025

## Strategic Goal 1: Improve literacy achievement outcomes across the school through explicit structured literacy approaches

<b>Action 1:</b> Upskill staff through professional development in structured literacy and structured writing approaches	We will utilise Literacy Connections to deliver high level professional development in Structured Literacy and Writing approaches. This will include Teacher Only Days, after school meetings, in class observations, and in class modelling sessions.
<b>Action 2:</b> Consistent delivery of literacy programmes across the school following a scope and sequence	We will follow a clear school wide scope and sequence to ensure that students are learning concepts and knowledge in a clear and precise progression. This will allow each team to build on the previous year's lessons.
<b>Action 3:</b> Provide resources to support structured literacy approaches	We have already purchased a large number of resources to support the delivery of structured literacy approaches across the whole school. We will continue to purchase resources over the next two years as required to support structured literacy.
<b>Action 4:</b> Focus on using Science as a vehicle to drive contextual writing opportunities	We will be dedicating professional development time to the promotion and development of Science teaching at Avonhead. We have a staff member who will drive the teachers through this PD. The school is also part of the Sir Angus Tait Science Teaching Enrichment Programme for the next 2 years. Teams will make use of the House of Science kits in classes.

## Strategic Goal 2: Ensure all students who are achieving 1 to 2 years below expected levels in Writing are supported and are showing progress

<b>Action 1:</b> Use regular assessment data to track all student progress	We will formally collect assessment data in Terms 1 and 4 across the school using standardised testing. The data will be collated, analysed and shared with teams and the Board twice a year. A number of teams will also complete formative and summative assessments to track student progress. There are also anecdotal assessments and observations made by staff.
<b>Action 2:</b> Monitor Māori and Pasifika student progress to ensure we are meeting needs	As part of the formal assessment gathering, we will separate out a number of factors such as gender, time at Avonhead School, curriculum shifts as well as ethnicity. We will specifically make note of how our Māori and Pasifika students are tracking.
<b>Action 3:</b> Implement support programmes and make use of learning support, small groups, and outside agencies/programmes as necessary	Teachers and teams will run a number of programmes within their classes to cater for the differing needs of students. We will also utilise teacher aides and ESOL support to further students. We will make use of Literacy Connections to upskill staff in how to implement programmes to support students. We will also integrate the Writer's Toolbox, Study ladder, StepsWeb, Education Perfect, RTLB and other agencies into our programmes as needed.

### Strategic Goal 3: Create a sustainability plan which ensures we are using and looking after our local environment

<b>Action 1:</b> Run initiatives that promote and enhance our understanding of how to look after our local environment	We will continue to run initiatives like our Enviro Team, fruit tree programme, and pest eradication group. One of our school wide themes is Kaitiakitanga - Guardians of our Land. We will utilise our connections and staff who are taking part in the Sir Angus Tait programme.
<b>Action 2:</b> Utilise experts to support the school	We will look to bring in outside agencies such as the Predator Free Riccarton and the Christchurch City Council education team to run programmes with the students.
<b>Action 3:</b> Make use of local and national initiatives and increase the planting of native New Zealand flora	We will continue to plant native trees around the school which we started in 2023 through the trees in school programme and through contacts with local plant nurseries. We will create a register of native plants and will monitor the growth and impact of our natives on fauna.
<b>Action 4:</b> Look at reducing our carbon footprint (e.g. reducing waste, remove our diesel boiler)	We will look into Solar Power and how we might be able to minimise our contribution to carbon emissions. We will look at waste management around the school and how we might be able to reduce waste production through recycling and reducing the use of resources.

### Strategic Goal 4: Nurture wellbeing through inclusive and proactive practices

<b>Action 1:</b> Have strong pastoral care and understanding of our students and their families	Our staff will communicate regularly with students and their families to develop a strong understanding of each whānau and their unique situations. We will have biannual opportunities for conferences to discuss learning and support if needed. We will maintain up-to-date information using eTap. We will use outside agencies like Mana Ake, Orange Tamariki as required to provide extra support for families and students.
<b>Action 2:</b> Utilise restorative practices	We will continue to follow our school plan for restorative practices. We will ensure we maintain staff, student and parent mana while following behaviour and complaint processes.
<b>Action 3:</b> Promote our school values and encourage them	We will continue to discuss and promote our school values through teams and school Assemblies. We will continue to hold our Values certificate assemblies and celebrate students who are showing our school values.
<b>Action 4:</b> Create a positive and supportive working environment for staff	We will gather regular feedback from staff around their wellbeing and how we are supporting them. We will ensure we provide enough resources, time and professional development for staff. We will make sure our classrooms and other facilities are maintained and are conducive to a healthy work environment.
<b>Action 5:</b> Foster partnerships between home and school	We will hold regular opportunities for families to come into school such as conferences, Mix and Mingles, Music Soirees, picnics, Avonhead Ako afternoons, productions and Assemblies. We will encourage parents to use our eTap @school App and our website to keep up-to-date about school events.

# NELP Objectives

## National Education and Learning Priorities (NELP)

The school will determine its priorities by focusing on these National Priorities.

**Objective One:** Learners at the centre – learners with their whānau are at the centre of education

- 1 - Ensure places of learning are safe, inclusive and free from racism, discrimination and bullying
- 2 - Have high aspirations for every learner/ākonga, and support these by partnering with their whānau and communities to design and deliver education that responds to their needs, and sustains their identities, languages and cultures

**Objective Two:** Barrier free access – great education opportunities and outcomes are within reach for every learner

- 3 - Reduce barriers for all, including Māori and Pacific learners/ākonga and those with learning support needs
- 4 - Ensure every learner/ākonga gains sound foundation skills including language, literacy and numeracy

**Objective Three:** Quality teaching and leadership – quality teaching and leadership make the difference for learners and their whānau

- 5 - Meaningfully incorporate te reo Māori and tikanga Māori into the everyday life of the place of learning
- 6 - Develop staff to strengthen teaching, leadership and learner support capability across the education workforce

**Objective Four:** Future of learning and work – learning that is relevant to the lives of New Zealand today and throughout their lives

- 7 - Collaborate with industries and employers to ensure learners/ākonga have the skills, knowledge and pathways to succeed in work

**Objective Five:** World class inclusive public education – New Zealand education is trusted and sustainable

- 8 - Enhance the contribution of research and mātauranga Māori in addressing local and global challenges (TES ONLY)

# NELP Objectives

Strategic Goal	NELP Objectives covered by this goal
<b>Strategic Goal 1:</b> Improve literacy achievement outcomes across the school through explicit structured literacy approaches	<b>Objective One - Learners at the Centre</b> Priority 1 ✓ Priority 2 ✓ <b>Objective Two - Barrier Free</b> Priority 3 ✓ Priority 4 ✓ <b>Objective Three - Quality Teaching and Learning</b> Priority 5 ✓ Priority 6 ✓ <b>Objective Four - Future of Learning and Work</b> Priority 7 <b>Objective Five - World Class Inclusive Public Education</b> Priority 8

Strategic Goal	NELP Objectives covered by this goal
<b>Strategic Goal 2:</b> Ensure all students who are achieving 1 to 2 years below expected levels in Writing are supported and are showing progress	<b>Objective One - Learners at the Centre</b> Priority 1 ✓ Priority 2 ✓ <b>Objective Two - Barrier Free</b> Priority 3 ✓ Priority 4 ✓ <b>Objective Three - Quality Teaching and Learning</b> Priority 5 ✓ Priority 6 ✓ <b>Objective Four - Future of Learning and Work</b> Priority 7 <b>Objective Five - World Class Inclusive Public Education</b> Priority 8

# NELP Objectives

Strategic Goal	NELP Objectives covered by this goal
<p><b>Strategic Goal 3:</b> Create a sustainability plan which ensures we are using and looking after our local environment</p>	<p><b>Objective One - Learners at the Centre</b>            Priority 1            Priority 2</p> <p><b>Objective Two - Barrier Free</b>            Priority 3 ✓            Priority 4 ✓</p> <p><b>Objective Three - Quality Teaching and Learning</b>            Priority 5 ✓            Priority 6 ✓</p> <p><b>Objective Four - Future of Learning and Work</b>            Priority 7 ✓</p> <p><b>Objective Five - World Class Inclusive Public Education</b>            Priority 8</p>

Strategic Goal	NELP Objectives covered by this goal
<p><b>Strategic Goal 4:</b> Nurture wellbeing through inclusive and proactive practices</p>	<p><b>Objective One - Learners at the Centre</b>            Priority 1 ✓            Priority 2 ✓</p> <p><b>Objective Two - Barrier Free</b>            Priority 3 ✓            Priority 4 ✓</p> <p><b>Objective Three - Quality Teaching and Learning</b>            Priority 5 ✓            Priority 6 ✓</p> <p><b>Objective Four - Future of Learning and Work</b>            Priority 7</p> <p><b>Objective Five - World Class Inclusive Public Education</b>            Priority 8</p>

