

Greenhithe School

Charter 2016 - 2018

"Our children grow to be capable, balanced, confident learners who embrace new experiences and opportunities"

Greenhithe School Charter

Vision

Greenhithe School will promote an environment that supports the needs of all learners by:

- maintaining quality classroom practice and management
- ensuring that all learners feel safe, secure, supported and recognised
- focusing on literacy, writing and numeracy as the foundation for all learning
- fostering quality achievement-focused teaching in a climate where every learner is respected, supported and encouraged to develop a love of learning
- encouraging our children to be powerful learners with a range of skills and strategies which enable them to set goals, take risks, persevere and reflect
- providing opportunities for our children to develop life and leisure skills
- ensuring children have a voice and are listened to

Values

Greenhithe School will promote a learning community where we support the personal development, learning and welfare of each child. Our values are: Perseverance, Respect, Initiative, Diligence, Excellence (PRIDE)

Goals

- See Strategic Plan
- Greenhithe is a member of Whanau ki te Ako Kahui Ako. This Community of Learners is made up of five contributing schools: Albany Primary School, Coatesville School, Greenhithe School, RidgeView School and Upper Harbour Primary School. These are feeder schools to Albany Junior High School, which in turn provides a pathway to Albany Senior High School.

Whanau ki te Ako formed in 2016 to enhance achievement and provide opportunities for their students. Goals in writing, mathematics, NCEA and University Entrance have been set for the next three years. An additional focus is the acceleration of Maori, Pasifika and Chinese learners. Throughout 2017, the CoL plans to endorse their Achievement Challenge, appoint Leadership roles, explore identified strategies for improvement (with a focus on Collaboration), and begin CoL related inquiry processes. The CoL has devised interim reporting targets for 2017.

Charter Undertaking:

This draft Charter was ratified by the BoT will be submitted to the Ministry of Education

Consultation Process:

The school has identified the values / principles, pedagogy and beliefs we believe are relevant to Greenhithe School. The community is consulted

	annually through parent interviews and newsletters. We also consult with
Chairperson, Board of Trustees – Greg Stewart Date: 21/2/2018	focus parent groups of Maori, Chinese and Korean whanau.

Cultural Diversity and Maori Dimension				
New Zealand's Cultural Diversity	The Unique Position of Maori culture			
All cultures within the school will be valued and accepted through active encouragement of an inclusive, non-racist school culture and ethos. Staff members will ensure that students from all cultures are treated with respect and dignity, and will actively work towards maximising the potential of each student irrespective of his/her cultural background.	Greenhithe School will endeavour to develop an awareness of tikanga Maori and provide the means of fostering better cultural understanding consistent with the Treaty of Waitangi.			

Focus area for Maori students:

Monitor Maori student groups annually. Collate data from this group of students to monitor achievement in Mathematics, Reading and Writing. Analyse data to identify ways to support Maori students at Greenhithe School. Track specific data for Maori students through termly review and tracking sheets.

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

Classrooms and school celebrations will reflect Maori culture through waiata, greetings, counting, basic phrases and correct pronunciation. Te reo is used as part of classroom programmes.

Our integrated, curriculum will include components of tikanga Maori as appropriate to the topic and the year level. School wide Maori singing to take place. To employ a Maori Language Tutor to work across the classes, a Kapa Haka group will be re-established Term 1 2016. To perform with school backing at Christmas on the Green, to be able to lead powhiri, participate in local cultural festivals and in regular whole school assemblies.

What will the school do to provide instruction in te reo Maori (Maori language) for full time students whose parents ask for it?

We will work with parents to develop a plan which will meet the needs of the local Maori whanau. This will involve continuing to employ a Maori Unit holder from the staff, employ a unit holder to oversee Kapa Haka, establish a team of teachers to ensure the focus is maintained at syndicate level and to hold meetings with the parent group.

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

The school will consult with the Maori community through meetings. Parents can also express their concerns through parent interviews and through our 'open door' policy.

Focus area for students from other minorities:

Monitor these student groups annually. Collate data from this group of students to monitor achievement in Mathematics, Reading and Writing. Analyse data to identify ways to support these students at Greenhithe School. Set up meetings to consult with our Chinese and Korean groups. Arrange for an interpreter to attend and assist.

Strategic Plan 2016-2018

Goals	2015 (what we did)	2016	2017	2018
Goal 1:				
To provide high quality teaching & learning	Use data effectively to plan targeted learning for all students.	Use data effectively to plan targeted learning for all students.	This year we will open the MLE classes. Teachers will	Having reviewed the MLE classes at end of 2017, we
programmes		To continue with the pedagogy	have extra training if needed	will continue for 2018 with
	Continue with our specialist programmes	behind MLE and collaborative	to make sure the teaching and	Year 1 and 2 in the block.
	to meet the needs of those students working well above or below the NS.	teaching. Teachers will have extra training if needed to make	learning is effective.	There is an expectation to see the further
		sure the teaching and learning is		enhancement of
	Cross grouping will continue as necessary	effective.		collaborative practices
	across the year groups.			between teachers and
		We will continue to focus funding	Review use of available	students. Look for PD
	Science initiatives planned for by	on providing a broad range of	technologies to enhance	opportunities to continue
	syndicate teams through Inquiry	high quality learning situations	teaching programmes.	to support staff in this
	planning.	for all students, after considering the data carefully.		area.
	To look at the Pedagogy behind MLE and			School will continue to
	collaborative teaching. Attend Teacher	Plan for a broadening science and		employ a SENCO for 4 days
	Only day in Term 2 with North Shore	technology curriculum focus.		a week to coordinate and
	schools.	Appoint a Science curriculum	Create a science and	review programmes,
		team to help drive this initiative.	technology space for classes	monitor student progress
			to access.	and support the teachers.
		PD (Professional Development)	Review of science and	
		opportunities. We have been	technology teaching and the	Implement the reviewed
		successful with ALIM 1 and 2	inquiry model	Inquiry model (2018 focus
		(Accelerated Learning in Maths)		on health and well-being)
		and ALL 1 (Accelerated Learning	ALiM (yr 3) and ALL (yr 2)	
		in Literacy).	continue, more teachers	Build resources to prepare
			involved in the teaching as	for the implementation of

			inquiry.	the digital literacies area of the technology curriculum.
				Continue with the Ministry funded ALL and ALIM
				interventions (Link to
				teacher inquiry/appraisal
				cycle.
Goal 2:	Provide a rich curriculum in Inquiry	Employ a teacher for Maori	To continue with language	Continue to employ a Te
To provide rich and diverse	learning incorporating as much science	language.	learning classes. Lani from Te	Reo and Kapa Haka tutor.
learning experiences which	and technology as possible.	Employ teachers for ESOL and	Reo Tuatahi providing in class	·
encourage children to	Year 6 Camp and Year 5 EOTC provide	international students.	Te-Reo and leading the Kapa	Kapa Haka and Te Reo unit
reason critically and think	varied experiences outside the classroom.		Haka group.	holders employed to
creatively for innovative and		Continue with Mandarin.	Performing at local cultural	develop integration into
enterprising purposes	Discovery time continues to be a popular		festival for the first time.	the full curriculum.
	and enriching experience for Year 1 and 2	Trialling MLE in Rooms 1 and 2.		
	students.			Continue to participate in
	To a select decreased the first of the first	Build up resources for Discovery	Build capacity in science and	local cultural festival.
	Team leaders and their syndicate teams	Learning.	technology.	Darticipate in EDDO 9
	plan for trips, visitors and events to broaden the learning opportunities for all	GATE teachers to work alongside	Science Roadshow to be held	Participate in EPRO-8
	students.	teachers in class to extend	at Greenhithe.	engineering competition.
		thinking skills.		Continued enrolment in
	Maths problem-solving groups taken by			ICAS exams.
	DPs in Term 1 for Year 5 and 6 students.	Continue with extension and	Continue with extension and	
	Other identified support or extension	support groups – DPs and	support groups – DPs.	DP taking enrichment
	groups will be picked up during the year.	principal.	Fronth on develop antomonicina	groups.
	Continue to build leadership canabilities	Evaluate and review all	Further develop enterprising activities.	Employing sports
	Continue to build leadership capabilities for our senior students, e.g. School	programmes. Continue with those programmes that have	activities.	Employing sports coordinator to continue to
	Leaders, Sports captains, Peer Mediators.	been successful.		look for sporting
	Leaders, Sports captains, reer intenators.	Secti successiui.		opportunities for children,
	Spellathon and Mathex competitions to	Clubs set up to cover a range of	Clubs set up to cover a range	eg visiting coaches, team
	improve achievement in these areas.	academic and sports activities.	of academic and sports	sports etc.
	,	,	activities.	<u>'</u>

Clubs will be running for many sports activities and music opportunities.	Enter competitions to encourage writers, working with our Librarian.	Continue funding for Gate teacher.	Funding for specialist GATE teacher.
The writing club and theatre sports are also planned for with the GATE teacher.	Continue funding for Gate teacher.		
In 2015 we are re-introducing the Kapahaka group with all Year 3-6s. This will run on a Friday afternoon on a rotation basis so all children will have the Maori culture experience. Our excellent enviro team will again be	Change to Wednesday-with years 3-6 Juniors to run a fortnightly hui. Enviro Schools –Kelly has taken on this role. To continue with the planting and worm farms. To look at displaying the values throughout the school with		Unit holder for Enviro group-team established. Develop areas of school site, e.g. possible orchard, friendship bench. Link into school master plan development
planting vegetables and herbs in the gardens with the "green Team". Their journey is tracked and visible on a display in the main school building.	signage. Travel wise - Fran The Year 4 choir will again take part in the Kids for Kids event at Bruce Mason Theatre. The APPA choir will also be taking part in	The Year 4 choir will again take part in the Kids for Kids event at Bruce Mason Theatre. The APPA choir will also be taking part in this annual event in the Town Hall. Senior Drama group to	
The Year 4 choir will take part in the Kids for Kids event at Bruce Mason Theatre for the second time. The APPA choir will also be taking part in this annual event in the Town Hall.	this annual event in the Town Hall.	practice and perform at Mid Northern Cluster evening at Bruce Mason Theatre Term 2.	
nior Drama group to practice and perform at Mid Northern Cluster evening at Bruce Mason Theatre Term 2.	School drama production- to be written, produced and directed by Victoria Hathaway. "Blame it on the Boogie"		Senior school drama production

		Junior production held to allow full school involvement.		
Goal 3: To ensure assessment and reporting procedures align with NZC and National Standards.	Use end of 2014 data to inform Annual Strategic Goals and programmes. (see below) Tracking sheets used to monitor the target students. Also tracking the Maori Pacifika and Asian students using a tracking sheet. These students are clearly identified in class descriptions so they have a high profile. PAT Reading and Vocab established and used for targeted teaching. Staff had	Use end of 2015 data to inform Annual Strategic Goals and programmes. (see below) Tracking sheets used to monitor the target students. Also tracking the Maori Pacifika and Asian students using a tracking sheet. These students are clearly identified in class descriptions so they have a high profile.	Use end of 2016 data to inform Annual Strategic Goals and programmes. (see below) Tracking sheets used to monitor the target students. Also tracking the Maori Pacifika and Asian students using a tracking sheet. These students are clearly identified in class descriptions so they have a high profile.	Use end of 2017 data to inform Annual Strategic Goals and programmes. Examine possible ways to monitor student progress data in light of changes to National Standards
	training at end of 2014 to ensure they are able to read data effectively to use in planning.	PAT Reading and Vocab established and used for targeted teaching. Staff had training at end of 2014 to ensure they are able to read data effectively to use in planning.	Termly review practices developed further to include more detailed analysis in areas related to both the Annual Plan and our priority learners.	Termly Review practices to be implemented following annual review.
		Trial PAT Punctuation and Grammar with the ALL group. Develop team leader capability in assessment literacy.	PAT Reading and Vocab established and the data used for targeted teaching. PD provided as required	PAT continued, PD in delivering and analysing the data to be offered in 2018 (workshops)
			Continuation of the use of e- asttle for whole school writing benchmark. Moderation opportunities are held to ensure shared understanding.	Moderation practices in syndicates and across syndicates to be continued

			Continue to develop OTJ moderation practices through use of standard documents and the LLP in literacy. Develop a literacy and maths leadership team.	Continue to develop the use of LLP in child speak as a tool for self-assessment and goal setting as the student progress through the school Literacy and maths teams developed with unit holders.
Goal 4: Management Team to use self–review to set targets and direction for school.	Targets set for this year with Team Leaders and teachers. These goals reflect our ongoing commitment to AFoL PD and the continuing need to upgrade basic facts and number knowledge.	Review end of year data to set goals for 2016	Continue to develop Management team's leadership skills with career structure and succession planning in mind.	Both DP's have professional learning groups for 2018 Team leaders to be offered professional developed in
	The new Mgt structure has worked well. This has enabled TLs to monitor the teaching programmes in their teams and to share knowledge and expertise across the group.	Develop Management team's leadership skills with career structure and succession planning in mind AFoL learning with colleagues as part of appraisal.	Review performance of management structure to ensure it continues to best meet goals. Continue to support and	coaching. Other staff offered specific
	SMT members again affiliated with a syndicate group.	Support staff professional development. Consolidate staffing positions for 2016. Induction of 6 new staff.	encourage leadership capabilities Continuation of professional development for PCTs and tutor teachers.	PD by need, eg middle leadership for aspiring team leaders and COL leaders.
		Professional development for PRT and Tutor teachers.	Professional development used when required to support teaching as inquiry processes, (e.g. Juniors -Oral Language).	PD priorities include giving opportunities to grow leadership, oral language through the school, ILE or collaborative teaching practice

Goal 5:	Groups and individuals receiving learning	Groups and individuals receiving	Groups and individuals	Tracking systems updated
Children causing concern	help as identified by data and tracking	learning help as identified by	receiving learning help as	following a review.
are monitored carefully and	sheets. Buddy readers will begin in T2 as	data and tracking sheets.	identified by data and tracking	
their learning needs met	we are introducing a new innovation –	_	sheets. Tracking sheets now	
	SSM or MM (Sustained Silent Maths or	Review and continue with SSM	hold intervention and progress	
	Magic Maths), in T1.	and MM.	data for target children.	
			Termly review document	
	Continuing to employ Senco for 2 days (as		tracking numbers and actions	
	for 2014)	Continuing to employ Senco now	relating to priority learners.	
	Senco now trained as Speld teacher and is	for 3 days.		
	partially through the 'Steps to Literacy'		Review and continue with SSM	
	training. Steps to Literacy trialled with a		and Senco	
	small group. Teacher Aide trained with	-		
	SENCO. Programme offered 2 x per week.	Review success of new		
	After reviewing the Steps to Literacy 2014	programmes and resources for	Continuing to employ Senco.	
	trial it was decided to expand the	struggling learners.		
	programme by offering more TA time and		Continue with buddy reading,	
	increasing resourcing such as computers	Assess the impact of SPELD	now across the school.	
	and space available. Students were	programme on individual		
	selected using the data from end of 2014.	learners.	Continue supporting dyslexic	
	A pool of children was tested and a final		students with Steps	
	selection was made using the results		programme.	
	from the Schonell test provided by Steps and the information we know about each		Dravida regular mastings for	
			Provide regular meetings for	
	student. 12 places have been made available in Term 1. We have identified		parents.	
	target students with Dyslexia as STEPS is			
	proven to be of great value to these			
	students. Teacher Aides will be attending			
	training and SENCO and DP will complete			

	Stage 2 of the STEPS training. The programme will be issued to individual students in a classroom based setting, with check ins from SENCO and TA. Teacher aides employed by BoT to support ORRs funded students and other students identified as needing extra inclass support with their learning.	Teacher aides employed by BoT to support ORRs funded students and other students identified as needing extra in-class support with their learning.	BoT continue to put funding aside for TA support.	BoT continuing to put funding into additional TA support and teachers.
	Dyslexic support continuing for parents and students this year. Continue to develop PMP programme and train staff. PMP sessions run 3 x per week. Continue to train staff.			
Goal 6: Improve the quality of feedback through formative assessment (Assessment for	Continue with AFoL to promote clarity around the learning intentions and success criteria. This year we have 5 teachers on the AFoL contract and 2	Continue with AFoL to promote clarity around the learning intentions and success criteria and have Evaluation Associates	Embed practice and monitor and evaluate AFoL programme.	AFoL embedded into curriculum plans
Learning).	senior staff shadowing. The whole school staff meetings ensure the previously trained staff and yet to be trained staff are in the learning zone. The staffroom	work with the remaining teachers who haven't been with Barbara Ann.	Workshops held for new teachers. The key components of AFoL	Workshops continued for new teachers on clarity and learning focused relationships, workshops
	wall continues to provide a celebration of the student / teacher capabilities.	Embed practice and monitor and evaluate AFoL programme.	have been embedded into the school curriculum implementation plan as an expectation. AFOL practices reviewed and shared in	for existing teachers on self and peer assessment and active reflection. (Internal PD)
			syndicate meetings as part of a focus rotation.	AFoL is a continued focus as a way of teaching, not stand-alone subject. Linking to Key

				Competencies in
				classrooms.
				Developing learner agency
				through the development
				of AFoL and student voice.
				(CoL driver)
Goal 7:	Appraisal will again focus on AFoL	BoT chairperson will appraise	Employ an outside appraiser	
To review appraisal system	capabilities.	Principal and Principal will	for the Senior Management	
to ensure the focus is on		appraise Senior managers.	team.	
quality feedback, goal	Team leaders have been interviewed (end			
setting and review	2014) and their aspirations noted. In 2015	To sustain the PLD we will be	Review of AFoL, ensure this	
	2 TLs are enrolled on papers towards	making AFoL capabilities a focus	remains the most appropriate	
	their Masters in Educational Leadership,	this year for all staff.	appraisal programme.	
	one is doing the Speld training, 2 others			
	are being trained by EA on the AFoL	New staff will be inducted into	New staff will be inducted into	
	contract.	AFoL.	AFoL.	
	Principal is part way through his appraisal	Align the PTC with Tataiako.	Appraisal system updated,	Work with Kiwischools on
	process from an outside provider who		moved to individual Google	further developing the
	will take on the appraisal of the 2 DPs in		Site, ensure the ownership of	google sites for teachers to
	2015.		the appraisal documents by	control own attestation.
			each staff member, allowing	
			the staff member to maintain	PD on linking Tataiako to
			appraisal and attestation	new professional standards
			documentation if they move	and collectively working on
			schools. Moved to a group	what makes good sources
			model for the teaching as	of attestation evidence.
			inquiry part of the process,	
			with each team reviewing data	Continue with group model
			and selecting a relevant area	linked with ALL and ALiM
			to inquire into practice.	Two short and focused
				teacher inquiries linked to
				target students in literacy
				and maths in term 2 and 3

Goal 8: Develop a safe and well- resourced environment with a focus on sustainability and the natural environment	Alterations to the Senior playground should be completed by end Feb 2015. The Junior playground is also underway and that and the sandpits are due to be completed in this year. MLE new build expected to begin in April or May this year, completion date February/ March 2016.	Completion of Junior sandpit term one. MLE new build started February, completion date November 2016. Removal of all prefabs on Isobel road side to enable the levelling and weather proofing of school sports fields.	Ongoing review of academic achievement of students in the new MLE class block to ensure the changes to the learning environment are resulting in improved engagement and achievement of students. (this may be a year early to have adequate data to properly assess).	
	Review behaviour policy with staff.	Review behaviour policy with staff.	Removal of all prefabs on Isobel Road side, to enable the levelling and weather proofing of school sports fields. Develop and modernise rooms 1 and 2 and canteen. The Ministry to repair defects to rooms 9 and 10. Review behaviour policy with staff.	Levelling and weather proofing of school sports fields. Complete the vision from school master plan. Review policies in the annual cycle-examine behaviour policy and procedures with staff.
Goal 9: To develop effective communication between the school and its community	To continue with the Board Communication plan developed 2014/2015. Consultation with Community on Health Curriculum (60B Education Act). To cater for our growing Asian roll and fulfil their academic, and social needs to ensure they have a full part in Greenhithe	Review Communication plan for 2016 To cater for our growing Asian roll and fulfil their academic, and social needs to ensure they have a full part in Greenhithe school and community.	Consultation with Community on Health Curriculum (60B Education Act) BoT sub-committee established in late 2016 to review communication with parents on a range of issues, including use of apps, regarding donations and direct	Maori consultation will continue with two meetings per year and regular email communication regarding school events BoT continue to monitor communication schedule regarding donations and

Term 1 Parent Interviews (Meet the teacher) New Families Community Meeting Dyslexia Parent group meeting (week 7) BoT hosted parent night (Maths focus Marie Hirst) Parent Survey (inc. Health and questions on parent interview format following feedback to BoT) New Entrant parent meeting (week 8) Term 2 Maori Consultation Meeting (format and timing to be confirmed after talking to the families). BoT hosted parent night Dyslexia Parent group meeting. (week 8) Written report-mid year Parent Interviews (mid year report and target setting focus). Term 3 Open afternoon BoT hosted parent night Dyslexia Parent group meeting. (week 8) Term 4 Christmas on the Green		2018 Opportunities Meet the teacher Parent Interviews/Student led conferences Maori Consultation T2 open day New Entrant evenings PTA community events (eg Golf Day Written reports Production Fortnightly newsletter Newsflashes Updated website Individual class communications, e.g. seesaw Matariki celebrations SEN Parent meetings and groups.
Year 6 Graduation Evening (with parents and students) Written report - End of year. On-going communication	To introduce new Greenhithe school app to replace the Skoolbag app.	
Fortnightly newsletter Skoolbag app. Newsflashes when required SEN parent contact and update meetings OTJ Postcards as required after 1, 2 and 3		

	years at school.			National standard monitoring to continue in 2018, except year 1-3 data reported on mid or end of year report, not anniversary postcard
Goal 10				
Review school's	Continue to use Google docs throughout	Replace MUSAC with eTap and	Review eTap and ensure staff	
ICT/technology infrastructure	entire school.	train staff on new system.	able to enter and access data for their students.	
	Set up test group in Year 6 class with	Update policy		
	Chrome books	Purchase new hardware, update	Digital technology is to	Formally integrate digital
	Continue to Research BYOD policy,	server and infrastructure.	become part of the New	technology into the
	discussions with HP technology,	Reimage and modernise devices	Zealand Curriculum. We will	curriculum to support
	Kiwischools, Management and staff	to windows 10. We be looking to assess the effectiveness of the	establish a new position with a job description to design new	young people to develop skills, confidence and
	Look at infrastructure to furnish	chrome books as a learning tool	curriculum content, and	interest in digital
	New MLE block.	(if that is possible) which would	develop achievement	technologies.
		help guide our future direction in	objectives across the whole	
		that area, e.g. if we see that they	learner pathway.	Plan the implementation of
		are having significant positive	, ,	new digital literacies
		impacts we may target one	Purchase ICT/technology	curriculum component (In
		device per student in the future.	equipment for new block.	school CoL leader assigned
				to this role)
			Use of google sites for teacher	
			appraisal.	Develop infrastructure for
				coding, computational
				thinking opportunities.