



ORATIA DISTRICT SCHOOL

Strategic Plan 2010 - 2014

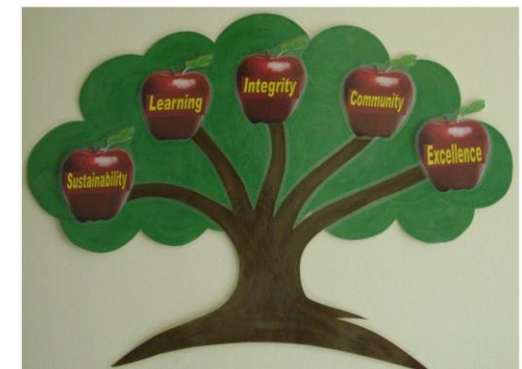
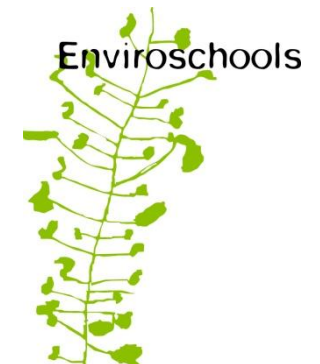
November 2009

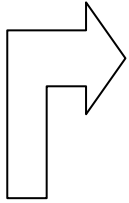
OUR VISION

'A community striving to succeed and acting with integrity'

At Oratia District School we value:

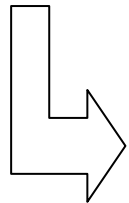
- **Sustainability** - the impact of what we do today lasts many years.
- **Learning** - high standards and expectations of learning and teaching.
- **Integrity** - thinking and acting responsibly.
- **Community** - a shared ownership of our school.
- **Excellence** - collectively striving to be the best that we can be.





Key Goal Area 1

Creating a learning **community** in an environment focussed on supporting excellence in student achievement. (KGA1)



Actions

- A. Develop and set up a professional development programme that aligns with the strategic goals and appraisal process.
- B. Develop the school's appraisal process so that there is professional support for teachers to reflect and effect change to practice.
- C. Identify drivers to attract and retain high calibre staff and design and deploy associated initiatives.
- D. Set achievement targets focussed on raising student achievement in numeracy and literacy for all boys and girls, including Maori and Pasifika.
- E. Develop processes for collection, collation, analysis and reporting of achievement data.
- F. Identify and organize a range of teaching resources to support teaching and learning across the curriculum in line with the strategic goals.
- G. Develop a kit for parents with ideas and access to resources on how to support their children's learning at home.
- H. Develop an intranet capability to facilitate easy access for parents for individual student achievement.
- I. Develop processes for collection, collation, analysis and reporting of consultation data.

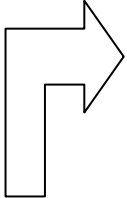
'The way we do things'

- We provide on-going release for in-class observations.
- Appraisal is on-going throughout the year.
- We regularly have quality learning circle discussions focussed on raising student achievement and document this.
- We share achievement data openly with the appropriate stakeholders and use it to plan the next learning steps.

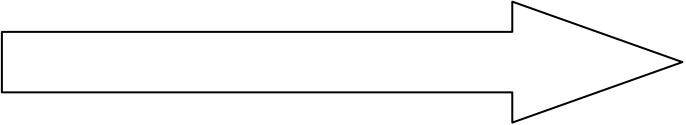


Outcomes/'future state'

1. At Oratia District School students regularly experience what academic, social and physical excellence looks and feels like. (A,B,C, D,F)
2. We employ quality teachers who are passionate about learning and teaching. (A, B, F)
3. Provide the necessary resources to allow children and staff to reach their potential. (F)
4. Ensure teachers are up to date and critically reflective with regard to curriculum knowledge, assessment practice, teaching strategies and ka hikitia. (A, B, C)
5. Classroom assessment practices provide comprehensive information that enables appropriate learning strategies to be used to address the needs of all students. (A, D, E)
6. All teachers analyse and use evidence and data to inform learning and teaching. (D, E)
7. Data collection is the responsibility of one key staff member. (D, E)
8. Focus on achieving high levels of competency in Literacy and Numeracy. (A, B, D)
9. Provide opportunities through Inquiry Learning for children to experience a balanced curriculum in line with the NZ Curriculum. (A, B, F)
10. Allow children to have a voice in taking ownership of their learning. (D, I)
11. Recognise and celebrate child, teacher and parent success. (D,G, H, I)
12. Enhance the partnership between school and home through two-way learning between parents and school. (C, D, H, I)
13. Be an employer of choice. (A, B, C, D, F)
14. Implement personnel and industrial policies which promote high levels of staff performance. (A, B, C, D, E, F, I)



- Actions**
- A. Identify and organize a range of teaching resources to support the development of sustainable practices and systems within our school.
 - B. Identify the drivers which foster and sustain community relationships with all our stakeholders and design and deploy associated initiatives and processes.
 - C. Embed the values of the school.
 - D. Develop processes for collection, collation, analysis and reporting of achievement data.
 - E. Develop processes for collection, collation, analysis and reporting of consultation data.



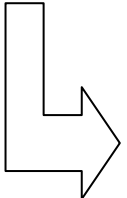
- 'The way we do things'**
- All staff and children use the language of the values project.
 - Feedback from families and other adults regarding student behaviour and attitudes is positive.
 - Staff and students have opportunities to develop leadership in areas of interest.
 - We celebrate our cultural diversity and heritage with events such as e.g. Ethnic and Māori Fortnight, ANZAC Day, Grandparents Day and Stark Brown Picnic.

Strategic Journey Map 2 / Action Plan



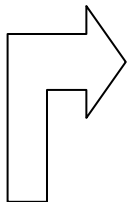
- Outcomes/'future state'**
1. Provide a safe physical and emotional environment for students and staff. (A, B, C, E)
 2. Expect children to develop personal responsibility for what they do and say. (A, B, C, D)
 3. Expectations and practices that reinforce our Code of Conduct and the things we value are evident in what staff and students say and do. (A, B, C, E)
 4. Foster sustainable practices. (A, B, C, E)
 5. The Oratia District School curriculum reflects New Zealand's cultural diversity and values the histories and traditions of all its people. (A, B, C, D, E)
 6. We acknowledge the principles of te Tiriti o Waitangi. (A, B, C, D, E)
 7. Consult regularly with parents, staff and children to keep them well informed. (B, C, D, E)
 8. Involve the local community in school events where and when appropriate. (A, C, E)
 9. Our community are confident of the professionalism of our staff. (A, B, C, D, E)

Key Goal Area 2
Empowering staff and students to think and **act with integrity** and personal responsibility. (KGA2)



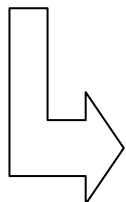


NAG 4
NAG 5

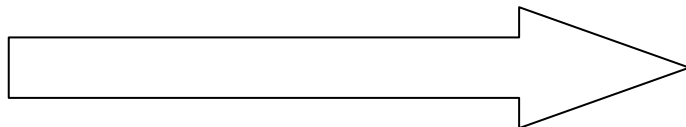


Key Goal Area 3

Ensuring the Oratia District School environment is developed and enhanced to enable our vision to be realized. (KGA4)



- Actions**
- A. Develop a professional learning plan which will support a culture of collegial learning.
 - B. Develop and implement an Inquiry Based Learning model which includes the learning and teaching of a variety of thinking skills.
 - C. Identify and deploy the resources required to grow music and technology in the school.
 - D. Develop a process to manage strategic review.
 - E. Develop Enviro Learning Areas within the school to support the integration of Environmental Education.
 - F. Identify school property development projects to upgrade school buildings and fund and implement selected priority projects.
 - G. Complete the building project – music, technology and classroom space.



- 'The way we do things'**
- Teachers are comfortable to observe other teachers in class.
 - Singing and performing arts is a feature of school assemblies.
 - We have a team of lead teachers who support others in implementing Inquiry Based Learning.
 - We regularly share and celebrate success and excellence.
 - Music and Technology are features of our school.
 - We welcome new staff and important visitors with a powhiri.

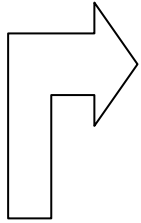
Strategic Journey Map 4 / Action Plan



- Outcomes/'future state'**
1. Use learning and teaching strategies that help extend the skills and raise achievement of all our students. (A, B, C, D, E, F, G)
 2. Our Inquiry Based Learning model is consistently implemented so that children can use the key skills independently. (C, D, E, G)
 3. Teaching spaces and resources support effective teaching and learning. (C, E, F, G)
 4. We have a regular programme of maintenance and upgrading. (A, B, C, E, F)
 5. The school is maintained to a high standard. (A, D, E, F, G)



NAG 2
NAG 2a
NAG 4
NAG 5



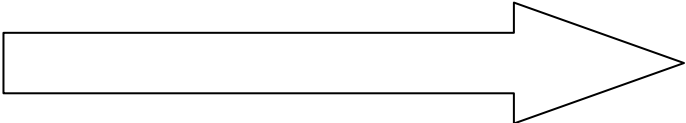
Actions

A. Review, refine, and use school reporting systems that provide honest and transparent student achievement data.

B. Plan and facilitate information sharing events such as learning and informative evenings.

C. Organize innovative technologies to facilitate easy flow of information to and from school and BOT to different stakeholders.

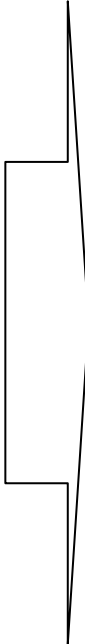
Key Goal Area 4
 Enable effective **communication** between all members of the school community to foster and acknowledge positive learning and teaching environments and **relationships**. (KGA3)



'The way we do things'

- Parents and members of our wider community have access to information about school events.
- We welcome and encourage parent support for children's learning.
- We value contributions from the wider community.

Strategic Journey Map 3 / Action Plan

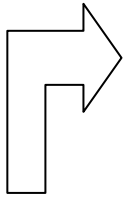


Outcomes/'future state'

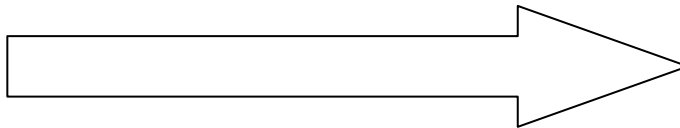
1. Effective flow of communication between the BOT, its school, community, MoE and ERO. (A, B, C)
2. Effective flow of communication between school management, its staff, students and parents. (A, B, C)
3. Effective flow of communication between school and all its stakeholders. (A, B, C)
4. School reports are easy to understand, and show progress measured against national achievement standards. (C)



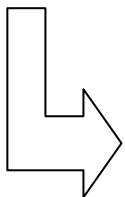
NAG 1
NAG 3
NAG 5



- Actions**
- A. Create opportunities for all staff to develop leadership and skill.
 - B. Encourage staff to explore innovation and develop a process to trial it at our school.
 - C. Develop sustainable programmes which encourage student leadership and voice.
 - D. Organize resources to support on-going renewal of learning technologies.



Key Goal Area 5
Empower each person to be self-aware and confident individuals who **make a difference** to themselves and others in their community. (KGA 5)



- 'The Way we do Things'**
- We have a biennial focus on science and technology and the arts.
 - Our teachers have opportunities to visit other schools to observe programmes in action.
 - Teachers share learning ideas and success at learning team staff meetings.

Strategic Journey Map 5 / Action Plan

- Outcomes/'Future State'**
1. Children have varied opportunities to be creative and problem solvers. (B, C, D)
 2. Our environment and ethos encourages teachers to try out new ideas and share successes with others. (A, B, C, D)
 3. We are open to innovative ideas that benefit our school. (A, B, D)
 4. Our ICT resources keep pace with the latest developments in technology. (B, D)
 5. Our school curriculum reflects the NZC and the aspirations of our community, including Maori and Pasifika. (C)
 6. We celebrate student and staff achievements. (A, B, C)