



Colwill School Massey Charter and Strategic Plan 2013 – 2018

*Colwill School Massey values and promotes Excellence in Education and
Learning for the Future
MOTTO: Learn to Live*



Introduction

Welcome to Colwill School Massey

Colwill School Massey is a state owned, full primary school with eight variable spaced or semi-open plan rooms and nine separate rooms. Our current roll is approx 240 students aged 5-13 years (New Entrants to Year 8). We are a multi-cultural school having students from diverse cultural backgrounds. We cater for our International students (maximum 10%) through an English Support class and mainstream programmes.

Colwill has always been fortunate in the high level of support we receive from parents and the Community, that support and engagement with the Colwill Community is expected to expand in the coming years with the introduction of the Colwill Community Hub.

The fact that the school has pupils from Year 0 through to Year 8 means that a caring “family” atmosphere is a constant feature.

Colwill is well-established and has a team of dedicated and committed teachers. Aptly so the school motto is: Live to Learn.

This charter and strategic plan identifies our core values and our educational priorities for further strengthening the educational outcomes of all of our students.

History

The purchase of the Colwill School site was first considered in 1973 when it could be seen that the overall growth of the area necessitated provision of a further school.

As the site located at the eastern end of Royal Road was not well positioned to cater for the housing east of the motorway, Colwill site was selected as being more central and in 1975 a submission recommending the purchase of this site was put to the Education Department.

Negotiations were eventually entered into in September 1976 with the Housing Corporation and Neil Housing, the major portion of the

site being acquired from the Housing Corporation with whom an agreement was reached in February 1977. The following month Neil housing signed an agreement and by April 1976 the settlement was approved by the Department.

In view of the roll growth at Royal Road School, Stage 1 site development was advertised for tender in August 1977. Construction of the school was listed on the 1977/78 Building programme. Stage 2 site works were carried out in 1979 and the school was available for occupation from the commencement of Term 2, 1979.

The Foundation School Committee had the task of choosing a name for the School. Parents voted for the name Colwill after John Henry Colwill who owned a large block of land in the area. In 1920 he subdivided the Colwill Road area into two and five acre blocks where the owners developed orchards and cropping, often on a part-time basis.

The founding Principal, Ian Gray, chose the School Motto. Foundation pupils who observed the birds in the swamp that is now the School playground chose the crest of a white-faced heron. In winter when swampy conditions return the birds are still seen feeding on the field.

In 2012 the school name was changed to Colwill School Massey to better identify its location and the Heron was replaced as school mascot by the cheeky Pukeko, another local bird frequenting both school grounds and surrounding area. Changes in the community both ethnically and socio-economically saw a change in direction for Colwill with a greater emphasis on Community engagement and a fun learning environment. Serving a school community of more than 40 different ethnicities has seen the establishment, at the beginning of 2013, of The Colwill Community Hub in the de-commissioned Dental Clinic which offers support to the parents of the children attending The Colwill Learning Hub that is Colwill School Massey.

2013 – 2018 Consultation Statement

Colwill School Massey plans to continue and build on these consultation processes.

Maori will be consulted annually by holding a face to face hui process

The International Community will be consulted regularly using a variety of consultation models which will be based on the Home/School Partnership Model

Student voice will be gathered and trends analysed through annual Year 8 exit interviews

Health consultation will take place bi-annually

New Zealand's Cultural Diversity and the Unique Position of Maori Culture

New Zealand Cultural Diversity:

All cultures within the school will be valued and accepted through active encouragement of a non-racist school culture and ethos. Staff will ensure that students from all cultures are treated with respect and dignity, and will actively work towards high standards of achievements irrespective of their cultural backgrounds. **The unique position of the Maori Culture:**

Colwill School Massey will endeavour to develop an awareness of Te Mana Aotearoa and provide the means of fostering better cultural understanding with the Treaty of Waitangi.

Colwill School Massey plans to continue fostering and building strong community partnerships with all Maori and Pasifika groups. This will be done through the continuation of the *Reading Together Programme* as the Best Evidence Synthesis (BES) cites that one of the most successful interventions for increasing student reading levels for at risk Maori and Pasifika students is through the development of a strong home – school partnership, also there will be the continued support of the Pasifika preschool within the school proper and a warm welcome to all.

The following steps will continue to be taken to incorporate Tikanga Maori into the school curriculum:

- Employment of a specialist with skills in teaching all things Maori
- The Colwill Kapa Haka/Pasifika group will perform publicly . The group will have representatives from all age groups across the school
- There will be fundraising events to support the Kapa Haka group and other cultural groups to travel and perform as required.
- Ka Hikitia – Managing for Success will continue to be used as a guiding document for staff in their planning and curriculum design until Ka Hikitia – Accelerating Success 2013 – 2017 is developed and released. There will be continued staff development on the implementation of the Ka Hikitia strategy. The strategy of Ka Hikitia will be woven through the different forms of professional development throughout the year.
- A diverse range of cultural groups will be operating and performing across the school on a regular basis.

The school will consider the provision of Te Reo Maori for full time students by:

- Fully considering any requests depending on personnel skills and qualifications at the time of the request, the overall school financial position and the availability of accommodation within the school

- Informing parents of alternative Te Reo Maori providers in the local area if appropriate

The school will take steps to consult with the Maori community by:

- Engaging in regular consultation via school based Hui and surveys.
- Engaging with Whanau in the Colwill Community Hub primarily and in the community when appropriate.

The Board is required to ensure that the school's curriculum is consistent with its Charter, the National Education Guidelines, National Administration Guidelines and the National Curriculum. Alongside the development of knowledge, key competencies will be a feature of programmes offered at Colwill School.

- **Taking Responsibility**
- **Relating to others**
- **Using languages, symbols and texts**
- **Managing self**
- **Participating and contributing**



BUSINESS AS USUAL

1. To ensure students achieve high levels of literacy and numeracy and success in all curriculum areas.
Fully implement and embed the Colwill Curriculum and ensure that resources are available to support this document.
2. Develop effective teaching through an integration of pedagogical teaching knowledge, the use of assessment information and through teacher's knowledge of how students learn particular curricula. (BES - Teacher Professional Learning and Development).
Develop the Senior and Middle managers
Provide a safe learning environment at Colwill School.
3. Encourage participation in physical activity and a pride in sporting achievements.
4. Develop career opportunities for Year 7 and 8
Develop entrepreneurial minds
Develop the ability for each child to access the support and resources required for them to maximise their potential.
Explore individual student's talents and further develop them **particularly students with special needs**, Nurture leadership, aspirations and ambitions.
5. Promote understanding of and sensitivity towards the cultural, spiritual and religious beliefs of others.
Actively develop strong connections with the Colwill wider community.

STRATEGIC PLAN 2013 - 2018

This Strategic Plan documents areas of improvement to be focused on over the next three to five years at Colwill School Massey.

1.0	STRATEGY	<u>Develop Academically powerful students</u>
1.1	Strategic Aim	<p>To increase the number of students achieving at or above the National Standards (Reading, Writing and Mathematics) through setting and reaching their learning goals and the school Annual Targets. 2013 - 2018</p> <p>To accelerate the progress for all students who are at risk of not achieving at the level of the National Standards for Reading, Writing and Mathematics. 2013 - 2018</p>
1.2	Strategic Aim	<p>Develop and refine assessment procedures to enhance student achievement. 2013</p> <p>Use a range of assessment and AtoL (Assessment to Learn) practices to enhance student achievement. 2013 - 2018</p>
1.3	Strategic Aim	<p>Create a school culture that develops individual learners. Provide a range of relevant learning contexts for all students . 2013 - 2018</p> <p>Instil a love of learning built through a range of relevant and authentic learning contexts and opportunities. 2013 - 2018</p> <p>Have each child recognise that learning occurs throughout their lives in a range of formal and informal situations. 2013 - 2018</p>
1.4	Strategic Aim	<p>Introduce students to the Sciences, nurture an enquiring mind. 2013</p>

1.5	Strategic Aim	Promote the contribution the Arts make to the evolving nature of our society and develop the skills and techniques to create a range of art forms as an expression of their cultural value. 2013
1.6	Strategic Aim	Develop a strong Information and Communication Technology strategy that enhances teaching and learning 2013 - 2016
2.0	STRATEGY	Develop an effective school culture living our visions and values
2.1	Strategic Aim	Undertake professional development in analysing and using data to inform decisions about classroom planning and teaching . 2013
2.2	Strategic Aim	To develop a strong and ongoing professional development programme. 2013-2018 Use school based professional development to strengthen teacher pedagogy and build teacher capacity. 2013 - 2018
2.3	Strategic Aim	Strengthen the school wide assessment cycle and reporting to parent process incorporating the National Standards . 2013 - 2018
2.4	Strategic Aim	Provide a safe place to learn and grow – physically, emotionally and spiritually. 2013

3.0 STRATEGY Develop students who are socially aware and socially active

3.1 Strategic Aim Develop an environmental awareness **2013 - 2018**

3.2 Strategic Aim Develop an ethic of daily exercise and healthy eating. **2013 - 2018**
Develop water safety skills. Have students fully equipped to survive in water. **2013 - 2018**

3.3 Strategic Aim Develop and implement a framework to manage behaviour. **2013 - 2014**

4.0 STRATEGY Develop Potential

4.1 Strategic Aim Give opportunities for children to work at their optimum capability/competence . **2013 - 2018**
Develop the skills and strategies to attempt every challenge with confidence. **2013 - 2018**
Develop student's talents, nurture their leadership. **2013**
Offer students the opportunity to learn another language, in particular their mother tongue. **2013**

5.0	STRATEGY	Develop Community & Board of Trustees
5.1	Strategic Aim	Promote a strong sense of pride in the school's cultural identity – Tikanga Colwill. 2013 Develop and maintain genuine relationships with a diverse range of people. 2013 Acknowledge the importance of family/Whanau . 2013 Promote a sense of pride in one’s own cultural identity . 2013 – 2018
5.3	Strategic Aim	Strengthen “Home School Partnership” programme that engages parents and communities in student’s learning. 2013 – 2018
5.4	Strategic Aim	Build a strong, co-operative, cohesive, engaged and transparent Board of Trustees through good Succession Planning. 2013 Improve the perception of the school that is held by the community and establish and maintain strong connections with the community through the Colwill Community Hub. 2013 - 2014

Colwill School Massey and its Board of Trustees recognises that its core business is to enhance and improve the educational outcomes for all our students. We need to strengthen our response to our Maori and Pasifika students, to those with special education needs, to the gifted and talented, to those from low socio-economic communities and to those from our refugee community.

Colwill School Massey also recognises there are significant benefits to be gained working more closely with the wider Community and have opened a Community Hub to better address the issue of failing community involvement at the school.

The benefits of this Hub are as follows:

- Increased communication between school, its Board and the Community
- Positive outcomes for students and the wider local community.
- Increased support of students through increased support of whanau. Strengthening of families and family- school bond.
- Support through the hub for adult literacy, English language for ESOL parents and the pursuit of adult education.
- Support in the job seeking field to enhance incomes and reduce poverty.
- To instil a sense of trust and ownership between school and community.
- To assist the Community in their need for legal support/advice in both the Family Court and elsewhere by holding fortnightly Free Legal Clinics.
- Free Health Clinics.
- Plunket and Mother's groups.
- A free, safe, walking distance meeting space for the whole community.

Support of the Community has been identified as a priority, our Refugee and Pasifika communities in particular are high needs groups and strengthening of the Community/School partnership through the use of the Hub will enhance that support.

ANNUAL PLAN 2013

1:0

Develop Academically Powerful Students

<u>WHAT</u>	<u>HOW</u>	<u>BUDGET</u>	<u>WHO</u>	<u>WHEN</u>	<u>EXPECTATION</u>	<u>MID-YEAR REVIEW</u>	<u>YEAR-END REVIEW</u>
Raising achievement in Reading and writing across the school	Vision Associates Literacy Professional Development SAPF	M.O.E. Funded \$6,000.00 teacher release	All Teaching Staff SAPF	2013 ongoing	Improved Teacher practices Accelerated progress for 'At Risk' students		
Lifting achievement in Mathematics for prioritised 'Well Below' students	Maths Specialist Teacher (training) Alim Teacher	\$8,000.00	Raewyn Pilbrow Eileen Ogden	2013 ongoing	Lifting the achievement level of the prioritised 'Well Below' students Improving the Teacher's capabilities and qualifications		
Arts, Drama, Dance and Music	North West Talent Quest Kapa Haka Pasifika Group Choir School Production	\$3,500.00 + \$5,000.00 Instrument purchase / repair	Rob Taylor Parent Specialists Noa Funaki Kate Phillips	2013	An appreciation of life beyond what is normally available to our students outside of school. Showcasing Talent Providing opportunities to all children across the school and developing performance capabilities.		

<u>WHAT</u>	<u>HOW</u>	<u>BUDGET</u>	<u>WHO</u>	<u>WHEN</u>	<u>EXPECTATION</u>	<u>MID-YEAR REVIEW</u>	<u>YEAR-END REVIEW</u>
Strengthen English Language Learning	webinar PD English Language Learning Progressions	MOE	Senior Management	2013	New knowledge shared via whole school, team meetings leading to improved outcomes for all students including ESOL students		
Raising Achievement	PD :Appraisal for Teachers for Senior Managers	\$103.50 + 2 release days + some release to begin implementing this in school TBA	Paula Were	2013 ongoing	Improved student achievement through improved teacher practices		
Curriculum focus on Science across the school	Minimum of two enquiry based science projects throughout the year with a view to an inter- school 'Science Fair' in 2014	E.O.T.C. \$2,000.00	All Teaching and Support Staff Parent help	2013 ongoing as per curriculum	Increased student awareness and interest in Science based programmes. Enhanced scientific knowledge base for students, parents and staff.		

<u>WHAT</u>	<u>HOW</u>	<u>BUDGET</u>	<u>WHO</u>	<u>WHEN</u>	<u>EXPECTATION</u>	<u>MID-YEAR REVIEW</u>	<u>YEAR-END REVIEW</u>
Strengthen English Language Teaching supporting ESOL students	Integration of ELA teacher aides into the classroom.	\$1,500.00	Debbie Howdle Maria Andrews	2013	Improved student confidence with our high needs ESOL students. Capacity for class teacher to work more effectively with ESOL students.		
ICT Computers into classrooms	To install 30 computers into classrooms Accelerate wi-fi in classrooms to accommodate handheld devices in 2014	\$3,000.00	Ed Tech. Jackie Oades	2013	Improved student access to digital technology		

2.0 Develop an effective school culture living our visions and values

<u>WHAT</u>	<u>HOW</u>	<u>BUDGET</u>	<u>WHO</u>	<u>WHEN</u>	<u>EXPECTATION</u>	<u>MID-YEAR REVIEW</u>	<u>YEAR-END REVIEW</u>
Effectively improve student assessment records	Assessments recorded on e.tap and hard copy log books efficiently and reliably	\$4,000.00 - \$6,000.00	Teaching Staff Admin Staff e.tap Staff	2013	Reliable access to and analysis of assessment data		

<u>WHAT</u>	<u>HOW</u>	<u>BUDGET</u>	<u>WHO</u>	<u>WHEN</u>	<u>EXPECTATION</u>	<u>MID-YEAR REVIEW</u>	<u>YEAR-END REVIEW</u>
Improvements and maintenance to School Property	Grounds and Gardens	\$8,000.00 - \$10,000.00	Caretaker	2013	Improved entrance to school, tidy welcoming appearance. Make safe boggy area outside office		
	Replace defunct heating system	5YA	Contractor	2013	Warm School fit for purpose		
	Repair Staffroom kitchen and associated flood damage.	MOE	Contractor	2013	A reasonable environment for staff breaks		
	Repairs to Room 11 and attached toilets – leaky building damage	MOE	Contractor	2013	A room that is able to be used once more		
	Pool pumps x 2 and monitor possible leak	5YA	Contractor	2013	Pool available for students to develop water safety skills		
Community Hub	\$4000.00 + Massey Matters	Fundraising Parents Massey Matters	2013	A Hub available for Community use. Parents to receive support in job seek, CV writing, access to computers etc.			
All staff to be trained in First Aid	All school Staff will be trained first Aiders with St. John's Certificates in First Aid	NIL	Staff St.John's Ambulance	Start of 2013	Children are able to receive first aid attention from any staff member at any place in the school.		

3.0 Develop students who are socially aware and socially active

<u>WHAT</u>	<u>HOW</u>	<u>BUDGET</u>	<u>WHO</u>	<u>WHEN</u>	<u>EXPECTATION</u>	<u>MID-YEAR REVIEW</u>	<u>YEAR-END REVIEW</u>
PB4L move from Tier 1 to Tier 2	Build Staff capabilities and capacity to manage problem behaviours	MOE funding	All Staff led by : Rob Taylor Lizzie Whitehouse	2013	Problem behaviours do not escalate and are managed effectively		
New signage around school for re-branding and PB4L	Matrix signs PB4L Pukeko signs to assist students remember expected behaviours	\$5,000.00	All Staff	2013	Students maintain expected behaviours in all areas of the school		

4.0

Develop Potential

<u>WHAT</u>	<u>HOW</u>	<u>BUDGET</u>	<u>WHO</u>	<u>WHEN</u>	<u>EXPECTATION</u>	<u>MID-YEAR REVIEW</u>	<u>YEAR-END REVIEW</u>
Focus on multi-lingual opportunities for students	One teacher to learn Mandarin language options to be offered to years 7 & 8	\$500.00	Madhavi Party Paula Were Liz Whenmouth	2013	More language options will be offered to students More students in years 7 & 8 will become familiar with other languages		
Encouraging students to learn their mother tongue	Students wishing to learn their mother tongue when it is no longer spoken at home will be supported to learn, mid year they may enter a competition to continue learning.	NIL trialled for free until mid term	Staff Specialist parents	2013	Students will be more cognisant of their culture and mother tongue		
Focus on daily physical fitness and health	Structured play for fitness, playground apparatus, Productive play. Daily fitness class for each class Quotes for replacement playground matting in 2014	\$5,000.00	Teaching Staff Duty Teacher Sasi	2013	Healthy fit students better able to focus in the classroom.		

<u>WHAT</u>	<u>HOW</u>	<u>BUDGET</u>	<u>WHO</u>	<u>WHEN</u>	<u>EXPECTATION</u>	<u>MID-YEAR REVIEW</u>	<u>YEAR-END REVIEW</u>
Improve English Language and Study Skills for Refugee children	Develop and maintain an 'After School' homework programme for all refugee children in the community	MOE funded	Debbie Howdle Maria Andrews	2013	Improve student confidence with high needs refugee students		
	Investigate growing the programme to include other identified 'At Risk' students	TBA	Deb and Maria and Staff	2013 - 2014	Improve student achievement including all 'At Risk' students and those with identified needs.		

5.0

Community and Board of Trustees

<u>WHAT</u>	<u>HOW</u>	<u>BUDGET</u>	<u>WHO</u>	<u>WHEN</u>	<u>EXPECTATION</u>	<u>MID-YEAR REVIEW</u>	<u>YEAR-END REVIEW</u>
Board of Trustee Elections	Select and minute date Engage Returning Officer Succession Planning	MOE \$1,700.00	gms (Alan Curtis) Rob Taylor Board Chairperson	29 th May 2013	A new Board of 5 parent elected and one Staff elected trustee will take office by 5 th June 2013		
Community access to ICT in the Hub	Computers and wireless router for Community use. Teach parents how to draw up a C.V.	Fundraising	Massey Matters Nicky Adams	2013	Improved access to job vacancies Education for Adults		

<u>WHAT</u>	<u>HOW</u>	<u>BUDGET</u>	<u>WHO</u>	<u>WHEN</u>	<u>EXPECTATION</u>	<u>MID-YEAR REVIEW</u>	<u>YEAR-END REVIEW</u>
Provide free services in the Hub via clinics	Contact Community stakeholders such as CAB, WEA, Plunket	FREE	Community Law Public Health Plunket WINZ Community Massey Matters	2013 ongoing	Improved access to information should help relieve stress in the whanau resulting in more confident relaxed children		
Improve communication with Pasifika and Refugee communities	Provide English language classes for ESOL parents	Gold coin donation	Nicky Adams	2013 ongoing	Parents feel more comfortable helping their children with homework and in discussions at school with teachers.		
Improve relationships with Community	Provide a gathering place for community and Staff/Board to meet, discuss issues, seek solutions or just chat over a coffee	\$4,000.00	Nicky Adams Rob Taylor Maggie Scelly Massey Matters	2013 ongoing	Parents/Community begin to take ownership of the Hub, volunteers to man the hub, Whanau keen to come to school and visit the Learning Hub . (School)		
Improve Communication with parents	The Board will maintain a 3 year work plan and annual timetable available to parents at their request	NIL	Board Chairperson	2013 ongoing	Parents will take more interest in BOT Meetings and BOT governance work.		



ANALYSIS OF VARIANCE AND TARGETS FOR 2013

