

BAYSWATER SCHOOL STRATEGIC PLAN 2024-2025

*Together, Navigating for Success
Te mahi tahi kia eke panuku*



Our kaupapa

To launch each child on a learning voyage, equipped with the dispositions and attitudes for success

Bayswater School acknowledges the principles of the Treaty of Waitangi. There are high expectations for the progress, achievement, attendance and behaviour of Māori students. Our programmes incorporate aspects of te ao Māori; tikanga Māori is valued and promoted. All students hear and use te reo Māori and have opportunities to participate in kapa haka, annual Matariki celebrations, kawanga whare, mihi whakatau and mātauranga Māori. The bicultural foundations of Aotearoa New Zealand are important to us.



Our Values

Hauora



Well-being

Manaakitanga



Respect

Kairangatira



Personal Excellence

Manawaroa



Resilience

This Strategic Plan reflects Community Consultation, Board Strategic Planning Day, whānau, staff and tamariki surveys, Devonport-Takapuna Kāhui Ako, MoE Planning and Reporting Hui, the National Education Learning Priorities (NELPs), the Board Primary Objectives, Education & Training Act 2020, ERO School Profile Report (July 2023), Te Mātaiaho, Ka Hikitia, Russell Bishop's Teaching to the North East: Relationship Based Learning pedagogy and Māori Achievement Collaborative kaupapa.



Strategic Goal 1 Evidence based high quality teaching and learning - Hei ākonga mai te taunakitanga me nga mahi papai

Outcomes

Our Local Curriculum (The Bayswater Way) has been collaboratively developed and delivered

Tamariki recognise and celebrate their personal progress and achievement

A clear and shared understanding of what a Bayswater leaver looks like

Consistent and effective processes for monitoring and evaluating ākonga progress and achievement

Initiatives	Who is Responsible	Resources Required	Actions	Success Measures
<p>Complete a statement of our Local Curriculum document and visuals that reflect our diverse and inclusive community</p>	<p>Marianne All staff</p>	<p>Release time</p>	<p>This is ongoing as the landscape changes. We will continue with developing our English and Mathematics programmes in line with the new expectations. Whānau meeting on “What does the new curriculum look like for my child?” The development of a clear assessment programme inline with the new curriculum. (This is reliant on changes being clearly defined by the Minister of Education) Community Consultation</p>	<p>80-100% ākonga leaving Bayswater will be at or above the expected curriculum level in Reading, Writing and Mathematics</p> <p>AREA (Attendance, Retention, Engagement and Achievement) data shows improvement for targeted groups</p>
<p>Embedded research based pedagogy such as:</p> <ul style="list-style-type: none"> ● Relationship Based Learning ● Structured Literacy ● Dramatic Inquiry 	<p>Marianne Claire</p>	<p>Research papers and readings</p> <p>Professional Development funding and meeting allocation</p>	<p>RBL and DI Although embedded at Bayswater School, with a number of new staff coming on board, we will leave these in for 2025. PLD will be provided by Marianne and Claire. Structured Literacy ongoing with MOE and Claire providing support to the Y1-3 teachers.</p>	<p>Processes for monitoring and evaluating progress provide accurate data.</p>

			The Y4-6 teachers to engage in their first year of MOE provided PLD.
AREA (Attendance, Retention, Engagement and Achievement) data is used to target resources	Marianne	n/a	Attendance data analysed termly and shared with the Board. Principal will follow-up with concerns. Other data is shared with the Board twice a year.
Kahui Ako roles designated to reflect outcomes	Marianne	n/a	The kahui Ako roles designated to English, Mathematics and data.
Fund Professional Learning and Development (PLD) as appropriate	Marianne	Board and regionally allocated funding.	Fund staff PLD as required including use of CRT days for their individual requirements. New team leader to attend leadership course with The Education Group. Participation in MAC hui. Book staff meetings with MAC facilitator. Leadership PLD - NZPF Principals conference (Apply for grant) Leadership PLGs for Principal and DP. Principal on NSPA executive and on the APPA Learning Support working group. NSPA hui is attended monthly by the Principal and the DP. Principal APPA and NZPF membership. Leadership attend NSPA PLD Day.
Upskilling of leadership through goal setting	Marianne		Rewrite job descriptions in co-operation with the leadership team and establish goals from this.
Regular planned moderation meetings	Claire		Ongoing from 2024 - preset dates set up for each term - writing and mathematics.

Strategic Goal 2 Be a model of inclusion and equity - Hei taurira mo te tāpiripiri me te mana taurite

Outcomes

Our Local Curriculum (The Bayswater Way) has been collaboratively developed and delivered

Tamariki want to come to school

The mana and hauora of our tamariki reflects the Bayswater values

Whānau are welcomed into the school and their voice is sought and valued

Equitable access for all ākonga

Māori Achieving Success as Māori (MASAM) - Māori learners successfully realise their cultural distinctiveness and potential. They participate and contribute to te ao Māori

The environment reflects our bicultural foundations and our diversity

The environment reflects our Green-Gold Enviroschool status

Initiatives	Who is Responsible	Resources Required	Actions 30/4	Success Measures
Evaluate the environment to ensure it reflects our Local Curriculum (The Bayswater Way)	Staff Board Whānau Tamariki	Outside expertise and knowledge - arts, Māori context, local area knowledge, design.	Learning Adventures programme focus on developing our identity and the	Community are consulted - whānau, staff and tamariki AREA (Attendance, Retention, Engagement and Achievement) data shows improvement for targeted groups
Shared values and understandings to be on display	Marianne Claire	Materials and cost of printing (Possibly PB4L funding)	Design ordered. Values posters on display around the school.	

MAC membership and participation in local hui and National Wananga	Marianne	PLD and Principal PLD	Māori allowance holder to attend where appropriate.	<p>Collaborative planning shows integration of elements of tamariki identity and culture</p> <p>Celebrations reflect all cultures within our school</p> <p>Increased attendance at Māori whānau hui</p> <p>Tamariki can describe strategies to manage conflict</p> <p>The school's signage and visuals/artworks reflect te Ao Māori</p>
Review pōwhiri protocols through Māori whānau hui	Marianne	Hui refreshments Our whānau Local experts	Ongoing discussions will occur.	
Pause, Breathe, Smile implemented daily across the school	Claire	Pause, Breathe, Smile trust	DP to monitor and maintain visibility.	
Positive Behaviour for Learning (PB4L) PLD and reinvigoration of our programme and documentation	Claire	PB4L funding from MOE Release time Signage	Values signage to be visible around the school. Cultural Day	
Behaviour is tracked and monitored	Marianne Claire	Time	Tracked through eTap and monitored in admin and syndicate meetings.	
Explore opportunities for further instruction in te reo Māori	Leadership Board	Time Principals of schools with bilingual class	Finalise the logistics and details for the opening of the bi-lingual class in 2026.	
Green-Gold Enviroschools status is revitalised	Staff Enviro lead teachers	Auckland Council Enviro support staff	A second teacher to be involved. Support though funding as needed.	