
BIRKDALE NORTHschool



SCHOOL CHARTER 2018-2020

Including our commitments, strategies and annual targets

26th February 2018

Approved by the Birkdale North School Board of Trustees

Kia Ora! Welcome! Bonjour!

Welcome to the updated 2018-2020 Birkdale North School Charter. We hope you like the new layout we've used to help students, parents, teachers and the wider community better understand the commitments we are making, and what we aim to achieve over the next three years to support our learners, our school and our community.

Our Vision - *Where we are going*

Tō Mātou Moemoeā Notre Vision

We prepare our learners for their future and immerse them in diversity, language and culture.

Our Mission - *How we operate*

Tā Mātou Mīhana Notre Mission

We provide a healthy, stimulating, forward focused learning environment, where students are curious, creative and confident, striving for excellence in their quest to learn.

Our Values - *Who we are*

Ō Mātou Uaratanga Nos Valeurs

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| Respect | I am respectful to myself, my whānau, my peers, my teachers and my community. |
| Integrity | I show integrity by trying my best in all learning I do |
| Perseverance | I show perseverance and resilience by never giving up and by taking risks in my learning. |
| Empathy | I show empathy by helping and supporting those around me. |

Cultural Responsiveness - Te Ao Māori

Manaakitanga L'Ouverture Culturelle

At Birkdale North School, we are committed to providing an environment where Te Tiriti o Waitangi is acknowledged and used to help guide the school's vision, mission, values, strategies and day to day activities. Te reo Māori (language) me tĪkanga Māori (culture) aspects are integral to achieving the best conditions for raising student achievement for Māori and all students in the school. We are committed to providing an environment where Te Tiriti o Waitangi provides the foundation for the way we work together with the Māori Community to reach their educational and cultural aspirations for their tamariki and whānau.

The partnership will reflect:

- A leadership team that values the partnership in the way we do daily activities, work and build relationships.
- Community involvement that encourages Māori participation in the decision making process at all levels.
- Teacher's who will include te reo & tĪkanga Māori into their classroom programmes.

Incorporating tĪkanga Māori into our school: This year our goal is to incorporate tĪkanga Māori (Māori culture and protocol) and te reo Māori into the school's curriculum, with opportunities to provide school-wide Kapa Haka to all students and to expose all students to te reo Māori, culture and protocol.



Our Strategy

Tā Mātou Rautaki Notre Stratégie

Our strategy is our commitment to maintaining what's great about our school while significantly improving many aspects. We have set goals and listed the activities and outcomes we expect to deliver over the next three years. Our annual plan is represented by the 2018 column. We have grouped our goals into the following three categories: Our Learners, Our School and Our Community, to provide focus on the three major components of our strategy.

<p style="text-align: center;">Our Learners Ā Mātou Ākonga Nos Étudiants</p>	<p style="text-align: center;">Our School Tō Mātou Kura Notre École</p>	<p style="text-align: center;">Our Community Tō Mātou Nohonga Tāngata Notre Communauté</p>
<p>1. Learning Deliver a responsive curriculum that meets the needs of all learners and drives achievement.</p> <p>2. Identity Embrace and celebrate the diversity, strengths and unique characteristics of each student's identity, language and culture and the identity, languages and cultures of others.</p> <p>3. Student Agency and Leadership Encourage students to share and lead their learning and take on roles of responsibility.</p> <p>4. Wellbeing Encourage, demonstrate and celebrate our school values, that supports students to develop resilience and a sense of personal and social responsibility.</p>	<p>1. Personnel Employ, retain and develop quality personnel who are passionate, hold high expectations and model the vision, mission and values of the school.</p> <p>2. Language Learning Maintain and enhance the special cultural and language character of our school.</p> <p>3. Leadership Strengthen leadership opportunities at all levels: Board of Trustees, Principal and Leadership Team, Teachers and students.</p> <p>4. Safety, Sustainability and Property Provide a safe, secure and sustainable learning environment and upgrade school buildings, grounds and facilities.</p> <p>5. Responsible Governance Modernise and improve policies and systems for effective communication.</p>	<p>1. Community Engagement Provide a range of different models for engaging and consulting with our school community to ensure that a representative group is sought to share their opinion. Consider programmes to support home learning.</p> <p>2. Pasifika and Māori Consultation To initiate and strengthen relationships with Pasifika and Māori whānau to increase their participation in the school.</p> <p>3. Transitions Support positive student transitions by strengthening the transition process and education pathways for students.</p> <p>4. Communication and Promotion Communicate effectively to students, parents and the community, and actively promote the school to new families</p>

Our Learners

Ā Mātou Ākongā Nos Etudiants

Goal	Activity	Measurable Outcome	2018	2019	2020
1. Learning Deliver a responsive curriculum that meets the needs of all learners and drives achievement	Student Achievement – to ensure that programmes provided for students meet their individual needs and provide adequate challenges to keep them engaged and motivated.	Reflect on the end of year data to inform progress and planning for this year. Review student progress against NZ Curriculum (NZC) Levels term by term and throughout the year. Continue PLD Writing with Vision Education. Implement ALiM strategies. Lead teacher on PD this year.	Under National Expectations Reading 83% Writing 75% Maths 88% Will review and implement curriculum levels from NZC	88% 80% 93%	93% 85% 97% Consolidate curriculum levels from NZC
	Target students (literacy/numeracy) to identify and track the progress of target students to accelerate their progress.	Identify these students. Track accelerated progress each term. Gather student voice.	To accelerate progress so students reach their NZC levels within the year		
	Māori / Pasifika achievement - to ensure planning is inclusive and explicit for Māori and Pasifika students.	Identify these students. Track accelerated progress each term. Review planning for students.	Māori: Reading 78% Writing 68% Maths 80% Pasifika: Reading 70% Writing 60% Maths 77%	82% 72% 85% 75% 65% 82%	86% 76% 90% 80% 70% 87%
	Inclusive Practice – to ensure that all barriers are removed enabling all students to access the curriculum equitably.	Students have an Individual Education Plan (IEP) Learning within NZC and Key Competencies. IEP Meetings. Pastoral Care Meetings with services maintained.	Students achieving at 80% of their IEP and within their capabilities		
2. Identity We embrace and celebrate the diversity, strengths and unique characteristics of each child's identity, language and culture, and the identity, languages and cultures of others.	Maintaining and improving our Ngā Muka Whānau unit, and Etoile du Nord bilingual unit teaching and learning programmes to maintain and extend bilingual learning outcomes.	Students in Ngā Muka are taught through NZC and Te Aho Arataki Marau mō te Ako i te Reo Māori. Curriculum Students are at Level 4.	Te Reo Explicit Teaching Level 4	Te Reo Consolidate Level 4	Te Reo Consolidate Level 3
		Students in Etoile du Nord are taught through NZC in French and English for their bilingual Pathway.	Achieve student achievement outcomes in both French and English		

	Te Reo - Introduce school-wide basic Te Reo Māori, implementing it into all classes by staff and teacher Professional Learning and Development (PLD).	Teacher's planning & practice.	All teachers will introduce Te Reo	All teachers will introduce Te Reo	All teachers will introduce Te Reo
	Teachers implement basic Te Reo and simple Mihi with support from Ngā Muka Kaiako and MOE PLD facilitator. Additional PLD for Teachers as required.	Percentage of students and teachers speaking basic Te Reo greetings and simple phrases and Mihi.	30%	50%	70%
	School-wide Kapa Haka	Waiata Kapa Haka	Implement 20%	40%	60%
3. Student Agency and Leadership Encourage students to share and lead their learning and take on roles of responsibility.	Students will develop goals throughout the year.	Students and teachers review their goals throughout each term and the year.	Introduce Goal setting	Set Goals	Set Goals
	Students will be involved in opportunities to design and lead their own learning in class.	Gather student voice and survey students.	Workshops with students	Ongoing	Ongoing
	Students can explain their next learning step.	Teacher planning, observations. Student voice.	Introduce	Consolidate	Consolidate
	Develop student leadership for school wide responsibilities.	Leadership team to organise opportunities for all levels of the school to participate.	Introduce	Consolidate	Consolidate
	To develop a homework/home learning policy to meet the learning needs of students across the school.	Collaborative discussion and design by students and teachers.	Introduce	Consolidate	Consolidate
4. Wellbeing Encourage, demonstrate, and celebrate our school values, that supports students with strategies to develop resilience and a sense of personal and social responsibility,	Teach and encourage our school values Respect, Integrity, Perseverance and Empathy. (PB4L)	Consistent teaching in classes	Ongoing and review Implement	Ongoing and review	Ongoing and review
		Implement PB4L Assemblies (once a week)			
		Implement PB4L Programme Tier 1 & 2	Implement	Tier 2	Consolidate
	Positive Behaviour for Learning (PB4L) North/West Cluster Group	Continue to meet with this group to review and consolidate ideas for our school development in PB4L.	Ongoing	Consolidate ideas	Review Consolidate
	Incredible Years Professional Development for teachers to continue.	One staff member this year with new staff to follow next year.	Attend in Term 3	Review New staff to attend	Review
	Track Major and Minor behaviours and track lateness of students.	Leadership team to track and deal with Major incidents	Ongoing	Ongoing	Ongoing
PB4L Posters to create and display on school buildings.	Build into re-visioning plan.	Review Implement	Ongoing	Ongoing	

Baseline Student Achievement Data for Strategy 1 - Learning. Percentage and number of students at or above standards

READING	2015	2016	2017	2018 TARGET
ALL	66.1% (118)	70.8% (140)	78.4% (139)	83%
Maori	58.2% (43)	57.8% (45)	74.4% (43)	78%
Pasifika	68.4% (19)	68.8% (16)	55.6% (18)	70%
Boys	63.5% (63)	67.6% (68)	73.1% (67)	80%
Girls	69.1% (55)	73.6% (72)	83.3% (72)	86%

WRITING	2015	2016	2017	2018 TARGET
ALL	65.3% (118)	58.6% (140)	70.5% (139)	75%
Maori	62.8% (43)	42.2% (45)	62.8% (43)	68%
Pasifika	68.5% (19)	56.3% (16)	44.4% (18)	60%
Boys	55.5% (63)	52.9% (68)	58.2% (67)	65%
Girls	76.3% (55)	63.9% (72)	81.9% (72)	85%

MATHS	2015	2016	2017	2018 TARGET
ALL	74.6% (118)	72.1% (140)	84.2% (140)	88%
Maori	65.2% (43)	60.0% (45)	76.7% (43)	80%
Pasifika	92.3% (13)	68.8% (16)	72.2% (18)	77%
Boys	71.5% (63)	66.2% (68)	83.9% (68)	88%
Girls	78.2% (55)	77.8% (72)	84.7% (72)	88%

Our School

Tō Mātou Kura Notre École

Goal	Activity	Measurable Outcome	2018	2019	2020
1. Personnel Employ, retain and develop quality personnel who are passionate, hold high expectations and model the vision, mission and values of the school.	Implement Employment process that is inclusive of the Board of Trustees and Leadership Team for new employees.	Review interview process and questions.	Implement and review		Ongoing Consolidate
	Create a positive culture that fosters and values teachers, nurtures their talents and challenges their practice.	Professional and social gatherings Opportunities to meet with the Board of Trustees Professional Learning meetings	Ongoing Ongoing Ongoing		Ongoing Ongoing Ongoing
	Future Focussed learning - to investigate and implement a range of practices that make use of digital technologies purposeful.	Professional Development	Implement	Consolidate	consolidate
2. Language Learning Maintain and enhance the special cultural and language character of our school.	Maintaining and improving our whānau class Ngā Muka through the development of policies, programs and practices to enhance learning outcomes and develop an innovative and effective curriculum for the Māori Whanau unit using the New Zealand curriculum and Marautanga; (Maori curriculum).	Kaiako explicitly teaches Te Reo at Level 3 and 4. Formal policies, programs and operating practices in place. A funding model that is balanced (not a deficit) that supports the policies for how the unit operates.	Kaiako consolidates and embeds effective teaching strategies to accelerate achievement. Sustainable funding model designed and implemented		Consolidate and improve
	Maintaining and improving our French Unit Étoile du Nord through the development of policies, programs, operating and practices to maintain French learning outcomes, and develop an effective curriculum based on NZC for the identities and cultures in our French unit.	Meeting achievement targets in French and English. Formal policies, programs and operating practices in place.	Formal policies and programs in place		Consolidate and improve
3. Leadership Strengthen leadership opportunities at all levels, Board of Trustees, Principal and Leadership Team, Teachers and students.	Review and update job descriptions (accountabilities and responsibilities) for Board of Trustees, the Principal, leadership, teachers and other staff	Conformance with job descriptions	Used to communicate and measure personal expectations and performance		
	Develop and implement an improved staff and leadership performance appraisal process.	Robust Appraisal system for staff	Processes piloted	Fully Implement	Review and improve
4. Safety, Sustainability and Property Provide a safe, secure and sustainable learning environment and upgrade school buildings, grounds and facilities.	Develop and implement a school safety and security program including policies, standards, training and proactive hazard management to prevent incidents and meet our compliance obligations.	Number of hazards identified and addressed. Number of safety incidents	Program designed and staff training	Implement program and begin measures	Consolidate and review
	Implement the 10 Year Property Plan as submitted to the	Repairs and improvements completed as per the 10 Year	Projects completed as per the plan		

	MoE for major building repairs.	Property Plan			
	Develop and implement a concept plan for the grounds and building to support the 10YPP and additional property enhancements, in consultation with the school community and the Parent Teacher Association (PTA).	Master plan developed and followed	Concept plan created / initial grants with PTA gained	Concept plan in place with grants and projects completed	Ongoing fundraising and projects
	Develop and implement a maintenance program including standards, activities, schedules and inspections.	Completed maintenance, inspections and safety checks.	Maintenance and inspections completed as per schedule		
	Develop an environmental stewardship and sustainability program that identifies opportunities for implementing these concepts into school property and links to student learning.	Program designed and implemented	Initial ideas identified and piloted	Formal program in place	Monitor and improve.
5. Responsible Governance Modernise and improve policies and systems for effective communication.	Develop and implement improved Board of Trustees policies, processes, systems and training to better support the school and parent needs.	Board governance policies and processes formally implemented and effective	Review and update high priority items	Formal program	Review and improve

Our Community

Tō Mātou Nohonga Tāngata Notre Communauté

Goal	Activity	Measurable Outcome	2018	2019	2020
1. Community Engagement Provide a range of different models to engage and consult with our school community that is representative of our whole community.	Consultation meetings specific learning workshops.	Timetabled dates throughout the year. Advertising and explicit communication through the school newsletters, invitations and face to face meet and greets. Develop a purpose for meeting with measurable outcomes monitored and noted from each meeting.	Ongoing and implement	Review and consolidate	Review and consolidate
2. Maori and Pasifika consultation Initiate and strengthen relationships with Pasifika and Māori whānau to increase their participation in the school.	Consultation hui/fono each term: Maori Hui Pasifika Fono	Kaiako with leadership team, BOT Rep and Community Maori Advisor, will support school-wide hui with Whānau. Leadership team to organise Pasifika Fono Develop a purpose for meeting with measurable outcomes monitored and noted from each meeting.	Implement	Consolidate	Review and improve
3. Transitions Support positive student transitions by strengthening the transition process and education pathways for students.	Develop strong relationships with the other agencies involved in the education pathway of our students including ECE, Intermediate schools, colleges, previous schools and International schools.	That our communication and consultation program is in place between agencies. Junior teachers together with the leadership team will promote BNS as a potential school for future enrolments at ECE.	Implement Mid - year End of Year	Consolidate Once a Term	Review and Improve Once a Term
	Implement transition programs for under fives, Y6 students attending Intermediates, International students on short term and long term stays and students transitioning into the French or Ngā Muka classes without adequate French or Māori capability.	Transition programs to implement Children Under 5 can visit the school once a week 2 to 3 times before starting school.	Develop and pilot initial ideas	Formal programs developed	Review and improve

4. Communication and Promotion Communicate effectively to students, parents and the community, and actively promote the school to new families	Undertake a school-wide re-visioning plan for Birkdale North School	Community consultation is sought Research into local history of our school. Updated brand effectively implemented	Initial re-branding activities completed	Updated brand fully implemented	Consolidate
	Implement a new website and promotional materials, and promote the school	Promotional program designed and in place, and schedule of activities is met	New website and high priority items	Full program implemented	Review and improve
	Review and update all internal and external communication processes and materials to match the new brand.	Defined communication standards implemented and all materials use consistent	Review and fix high priority items	Full program in place	Review and improve