



St Mark's School

STRATEGIC PLAN 2019

	ANGLICAN CHARACTER	TEACHING AND LEARNING	COMMUNITY
OUR TAMARIKI	Each student knows and understands the Gospel and students outwork their living faith.	Through Ako in the pursuit of Equity and Excellence to develop future thinkers and learners. Identify and grow every student's God given gifts and talents.	Students make a difference through service and leadership.
OUR RESOURCES AND FINANCES	Enhance stewardship of financial management and align with future goals of the school. School resources reflect and make visible the Anglican character.		
OUR KAIAKO	To provide opportunities to grow every kaiako's God given gifts and talents. For our kaiako to provide consistent opportunities for students to engage with our special character.	Teaching and learning is underpinned by best practice / educationally leading pedagogy.	To lead in our God given talents and strengths in the wider educational community. To actively partner with whānau to enhance outcomes for students.
OUR PROCESSES	To enhance visibility of reporting of special character to key stakeholders.	To ensure a robust and unique local curriculum.	Strengthen engagement and relationships with the community. To strengthen our resilience in response to changes in the education landscape.
OUR VALUES	Through Grace/Huatau we act with compassion and humility to achieve Excellence/Hiranga using the potential of our God given talents and gifts. This gives us the Courage/Māiatanga to act to bring about change as we show Faithfulness/Piriponotanga to God and others.		

Annual Plan - Tamariki

OUR TAMARIKI

Anglican Character

- *For each student to know and understand the Gospel and out work their living faith.*

Actions 2019:

- Encouragement of every student to know the school prayer off by heart and speak of its significance in the life of the school.
- Every student has the opportunity to pray during the school Friday church service to support their connectedness to the wider school community and be supported in their personal faith journey.
- Every student has the opportunity to outwork their growing sense of service to others and God through extra-curricular activities of outreach to those in need.
- Every student is engaged in Religious Education delivered by Rev. Ben Truman supporting a developmental view of faith development.
- That students feel connected to the Parish of Ōpawa and St Mark's.

Indicators of success:

- Involvement of every student in the above activities.
- Classroom activities supporting a range of abilities.
- Students understand their classroom activities in relation to the Five Marks of Anglican Mission.
- Enlivened worship through the inclusion of more students and the expression of their individual talents and skills.
- Students attend local parish services to strengthen their connectedness to those in the parish and in turn connect the parish to the students.

Teaching and Learning

To develop future focussed thinkers and learners through Ako in the pursuit of equity and excellence.

Identify and grow every student's God's given gifts and talents.

Actions 2019:

- Targeted students are successfully accessing all aspects of the curriculum.
- Targeted students are identified and have access to specific learning programs to support their needs.
- All students engage in learning programs that are challenging, inspiring and creative.
- All students engage in learning programs that enhance their gifts and talents.
- All students are learning to take agency over their learning - they understand what their next steps are and what needs to happen to reach these next steps.
- All student work is valued and displayed in the classroom, around the school and with whānau to connect all learning to significant others.
- Learning opportunities challenge thinking by connecting learning to real world problems.
- Students are able to self-select activities to grow agency and build on passions and interests.
- Students engage in specific Mathematics programs in 2019 to build skills and raise achievement and accelerate learning in this curriculum area.
- Every student is valued and nurtured which results in high levels of wellbeing and resilience.

Annual Plan – Tamariki

Indicators of success:

- The diversity of learning needs in students are reflected in the diversity of “work” students are engaged in.
- Students are able to articulate what they are learning and what their next steps are.
- Students communicate their learning to whānau with pride and knowledge.
- Students will have a working knowledge of the Habits of Mind and be able to describe how they influence their learning.
- Students are able to articulate their individual strengths and challenges.
- Students are observed as passionate and engaged learners.
- Each student is achieving their academic potential and show evidence of improved academic achievement over time.

Targets: As per Analysis of Variance

- In 2019 we expect to maintain and continue the gains in Writing by further reducing the number of “at risk students” by a further 1% or from 31 students to 28 students.
- It is our expectation that we can further reduce the number of “at risk” students in Mathematics from n=37 to n=30 (approximately 2.5%) with targeted programs and focussed individual programs supported by high quality professional development.
- In 2019 the aim is to sustain achievement and acceleration in Reading but seek to advance students not meeting expected curriculum levels within their curriculum level with confidence and success. The measure of this success will be calculated by numbers of students making progress within curriculum levels that are currently below their expected curriculum level.

Community

Students make a difference through active service and leadership within the school and community

Actions 2019: Students have opportunities to:

- Grow their leadership potential.
- Serve other people with the school and wider community including local rest homes, local preschools, environmental causes and when raising funds, seek to help those in need.
- Connect with the wider world to develop a sense of global citizenship.
- Be an up-stander in the playground seeking to love others with care and concern, but recognising when behaviour sits outside what is expected.
- Create inquiry and passion projects that seek to understand how they might connect with others to make a difference.

Indicators of success:

- All students are active in community projects and know they are part of a wider community, caring and serving others according to God’s word.
- All students, through the course of the year, engage in learning supporting care and concern for the environment.
- The school garden is producing food and learning opportunities for groups of students and individuals.
- Students seek the help of staff to address shared concerns and “safe telling” routines as per best practice to address bullying and anti-social behaviour.
- Creative and inspiring outcomes of inquiry are reflected in individual and group work in classrooms.

Annual Plan – Our Resources and Finances and Kaiako

OUR RESOURCES AND FINANCES

Enhance stewardship of financial management and ensure the alignment of resources to the future goals of the school.

Actions 2019:

- The Enrolment Scheme is applied to all applications.
- A Ten-Year Property Plan (10YPP) is completed, with direct targeting of funding for future large budget items e.g. painting the school.
- Financial management strategies seek to enhance the Special Anglican Character of the school.
- Financial management ensure all school facilities are at optimal function for school and outside use.
- A sound financial plan directs funding to items in the budget.

Indicators of success:

- The school roll is full - 245 students
- The 10YPP is in place with future directed funding planned.
- All maintenance of the campus is within budget levels and financial planning and targeted investment is planned for future projects supporting high quality teaching and learning.
- Financial planning and investment are linked to other supporting revenue streams and enhancement of the campus for the benefit of the whole community.
- Special projects - the school garden, environmental planting and the design process for a school café are fully funded.
- School badges, sports teams, co-curricular activities and the School Production are fully funded in 2019.

OUR KAIAKO

Anglican Character

To provide opportunities to grow every Kaiako's God given gifts and talents.

For our Kaiako to provide consistent opportunities for students to engage with our special character and Te Ao Māori.

Actions 2019:

- Kaiako are full participants in church services.
- All Kaiako understand and value the cultural narrative of St Mark's school.
- Kaiako support the development of Te Reo at our school.
- Kaiako nurture and uphold the uniqueness and value of every student developing the God given gifts and talents of our tamariki.
- Kaiako are encouraged to explore their own gifts and talents both in personal and collective professional capacities.

Indicators of success:

- Collaboration in teams seeks to enhance the capacity of every kaiako.
- The cultural narrative is recounted as part of team hui.
- Kapahaka and the development of Te Reo in the Junior and Senior schools reflect a commitment by all kaiako to use Te Reo in the classroom.
- All Kaiako use a Learning Focus document to locate the strengths and challenges of every student.
- Professional learning highlights growth in capacity for every kaiako.
- Kaiako wellbeing is a high priority.

Annual Plan – Kaiako

Teaching and Learning

Teaching and Learning is underpinned by best practice/educationally leading pedagogy.

Actions 2019:

- Kaiako are supported with the highest quality external and internal professional learning to enhance kaiako effectiveness in Mathematics.
- Kaiako are committed to excellence for all students across the curriculum
- The highest quality kaiako are employed and engaged.
- Kaiako are reflective in their practice and respond to the needs of all students.
- Kaiako apply best practice methods in collaborative teams.

Indicators of success:

- Professional learning in Mathematics changes practice for individual kaiako and teams.
- Kaiako are committed to collaborative practice and their weekly reflections and appraisal show evidence of this.
- Kaiako are committed to improving the quality of their practice evidenced by their partnerships with others in professional learning.
- All kaiako can individualise and articulate the needs and the unique value of every student in their class.
- Gains in Literacy and Writing are sustained through collaborative practice within our school and across schools within our Kahui Ako.
- All kaiako read evidence based research supporting changes in teaching and learning that enhance student outcomes.

Community

To lead in our God given talents and strengths in the wider educational community.

To actively partner with whānau to enhance outcomes for students.

Actions 2019:

- Connect widely with other schools in our Kahui Ako.
- Lead other schools in areas of strength.
- Partner with business to develop and lead other educational communities in the area of assessment and achievement, and to improve outcomes for kaiako and tamariki.

Indicators of success:

- Kaiako take leading roles in the Kahui Ako, Te Mana Rauo.
- St Mark's School Practice Analysis methodology is documented as part of professional learning.
- St Mark's School success and efficacy in Writing is shared and documented as excellence in teaching and learning practice with the wider educational community.
- Kaiako present to staff of other schools and wider as exemplars of best practice.
- Kaiako share partner with whānau through Seesaw to enhance the links between school and home.
- Kaiako individualise learning for students in home learning and through regular communication of progress.

Annual Plan – Our Processes

OUR PROCESSES

Anglican Character

To enhance the visibility of reporting special character to key stakeholders

Actions 2019:

- Enhance links between the school and the local parish.
- Enhance the visibility of Rev Ben Truman in school activities.
- Engage whānau in the opportunities to join the school in church services and wider community activities.

Indicators of success:

- A working group for the school centenary is formed and planning begins for celebrations in 2021.
- Each teaching team - Mokihī, Waka Puhara and Waka Hourua attend a Sunday Service at the local parish service in 2019.
- Rev. Ben is invited to camps, productions, and other special events.
- Extended whānau are encouraged to partner with the school in community and service programs to share the experience of bringing the Five Marks of Mission alive.
- Through communication and engagement, the whole school community begin to embed the values of the school on the sports field, music room and classroom as an expression of how we grow the faith journey of our tamariki.
- Connections and links are made with other Anglican schools in Christchurch - St Michael's sports day at St Mark's for example.

Teaching and Learning

To ensure a robust and unique local curriculum.

Actions 2019:

- To begin to articulate a well-balanced and evidence based local curriculum that builds on and enhances the New Zealand Curriculum using the Embedded Framework.
- To evaluate best practice in light of curriculum development.
- To evaluate the value of using an Overarching Concept to deliver the wider curriculum of the Sciences, STEAM, Music etc.
- To evaluate the place of co-curricular programs.

Indicators of success:

- The framework offers an overview of the content/knowledge and processes for thinking creatively.
- The whole school community have an opportunity to comment on at least one area of the curriculum in 2019.
- Pedagogy in Writing, Reading and Mathematics is shown to the community through "Cafés" and posting of lessons.
- Changing pedagogy in Mathematics encourage all kaiako to question what and how they are delivering this area of the curriculum. It is expected this will have implications for other areas of the curriculum.

Annual Plan – Our Processes and Our Values

Community

Strengthen engagement and relationships with the community.

To strengthen our resilience in response to changes in the educational landscape.

Actions in 2019:

- Technology is used to connect whānau and families to learning in the classroom.
- Whānau are connected across all aspects of school life.
- School communication is timely, accurate and across multiple platforms.

Indicators of success:

- Students “post” their learning directly to their whānau who can comment online and in time.
- Whānau are well informed about the progress of their child and are satisfied that programs are meeting their child’s potential.
- The newsletter and class communications shift to an app - Seesaw - directly to whānau via mobile devices.
- Whānau continue to volunteer and be involved in class programs.
- The school community is informed by the Board/s about changes in the educational landscape and the implications for St Mark’s School.
- Changes in the nature of the Board/s are communicated to the community in relation to succession planning, training and future governance models.

OUR VALUES

Through Grace/Huatau we act with compassion and humility to achieve Excellence/Hiranga using the potential of our God given talents and gifts. This gives us the Courage/Māiatanga to act to bring about change as we show Faithfulness/Piriapanotanga to God and others.

These values are enduring and are reflected in all aspects of school life:

Anglican Character

- In 2019 all students and whānau will be encouraged to learn our values and how they apply to restorative practice.

Teaching and Learning

- In 2019 all students will be encouraged to learn our values and how they apply to restorative practice and our anti-bullying processes.
- Planning for teaching and learning will have the values embedded to ensure there is visibility and application of them in the real world.

Community

- In 2019 how we treat others, how we love and care for everyone in our community and grow in our understanding of the Gospel message of hope will be reflected in communications and publications to embed the application of the values across the community.