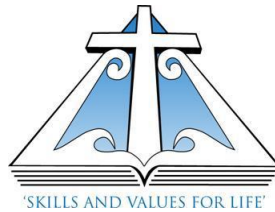


St Joseph's School, New Plymouth Annual Plan

2022

This document contains the annual goals of the St Joseph's Board of Trustees, New Plymouth.



St Joseph's School, New Plymouth: Annual Plan 2022

Strategic Goal: 1. To nurture our Catholic Special Character.		
<p>Strategy</p> <p>1. A continued focus on learning about the school's founders and history. Keeping the Charism of our school alive through our Call to Mission. (Christian Witness – Catholic School Community)</p>	<p>Specific Actions</p> <p>2022: Through our 2022 school-wide theme. 'We are the Living Water...let our TAPU flow!'. We will revisit the call of Church and Mission through our theme. A Gospel Verse and Whakatauki will also be chosen to relate to the theme.</p>	<p>Responsibility: Principal, DRS, Staff</p> <p>Resources: Sisters of Our Lady of the Missions (RNDM).</p> <p>Time Frame: Ongoing 2022.</p>
<p>Monitoring and Evaluation. Jul: Nov:</p>		
<p>Strategy</p> <p>2. Develop authentic practices of self review for the Special Catholic Character of the school. (Safeguarding and Strengthening Catholic Character - Stewardship)</p>	<p>Specific Actions</p> <p>Incorporate the Special Character Strategic Goals into the annual internal self-review cycle and timeline. Encourage authentic internal review of practices and progress with voice from our wider community, including whānau, Parish, staff and stakeholders.</p>	<p>Responsibility: Principal, Leadership Team, DRS, BOT</p> <p>Resources: PNCEO, The Catholic Education of School age Children, Catholic Special Character Review and Development Indicators. BOT Self Review Calendar.</p> <p>Time Frame: Term 2-setup – integrated into the three year review cycle.</p>
<p>Monitoring and Evaluation. Jul: Nov:</p>		
<p>Strategy</p> <p>3. Review and develop the RE Curriculum Delivery Plan, with alignment to Health Curriculum, Myself & Others module, REBD and <i>To Tātou Whakapono Our Faith</i>. (Growth in Knowledge – Religious Education)</p>	<p>Specific Actions</p> <p>Review the existing RE Curriculum Delivery Plan and update any necessary content and approaches to teaching alongside recommendations from the RE Curriculum Bridging Document, draft new RE Curriculum, '<i>To Tātou Whakapono Our Faith</i>', '<i>Framing Document - Human Sexuality Education: A guide for Catholic communities in Aotearoa New Zealand</i>' and NZCBC '<i>Catholic Education of School Aged Children</i>'.</p>	<p>Responsibility: DRS, Leadership Team, Teachers.</p> <p>Resources: Myself and Others, RE Curriculum, PNCEO Team, RE Curriculum Bridging DOC. Catholic Social Teaching Docs, The Catholic Education of School Age Children, Catholic Special Character Review and Development Indicators.</p> <p>Time Frame: Term 3 2022. (New strands added throughout the year).</p>
<p>Monitoring and Evaluation. Jul: Nov:</p>		

<p style="text-align: center;">Strategy</p> <p>4. Develop Religious Education formative assessment and evaluation practices including those relating to the affective domain.</p> <p>(Growth in Knowledge – Religious Education)</p>	<p style="text-align: center;">Specific Actions</p> <p>Use new SMS to develop recording, reporting and monitoring of RE curriculum. Develop opportunities for teaching staff to collaboratively evaluate RE teaching and learning.</p>	<p>Responsibility: Principal, DRS, Staff.</p> <p>Resources: PNCEO, HERO SMS, REBD</p> <p>Time Frame: Term 3 2022</p>
<p>Monitoring and Evaluation.</p> <p>Jul:</p> <p>Nov:</p>		

<p>Strategic Goal:</p> <p>Goal 2: To integrate the school Vision; the 8 Competencies (8 C's) and Gospel Values into the vocab and culture of the school. (NAG 1,2)</p>		
<p style="text-align: center;">Strategy</p> <p>1. Promote 8Cs, and Gospel Values throughout the teaching and learning programmes, and wider communication with communication.</p> <p>(Christian Witness – Catholic School Community)</p>	<p style="text-align: center;">Specific Actions</p> <p>2022 Theme to promote greater understanding of Gospel Values (Tika, Aroha, Pono). Promotion of Gospel Values and 8Cs through school liturgies, prayers and assemblies. Explicit use of language and examples of GVs and 8Cs in practice through school social media apps, newsletters and means of communication. Greater whānau connection with RE and Catholic Character.</p>	<p>Responsibility: Principal, DRS, Staff, Fiona – teaching and classroom component.</p> <p>Resources: Posters, Pie Charts, Charter, Digital Circus PLD.</p> <p>Time Frame: Ongoing.</p>
<p>Monitoring and Evaluation.</p> <p>Jul:</p> <p>Nov:</p>		

Strategic Goal:

Goal 3: To develop and implement teaching and learning programmes that give emphasis to the core learning areas of Literacy and Numeracy with opportunities for all students to achieve for success in all areas of the National Curriculum. (NAG 1, 2a, 8)

<p>Strategy</p> <p>1. Structured Literacy PLD and Implementation across the school.</p>	<p>Specific Actions</p> <ul style="list-style-type: none">• Focus collaborative teacher inquiry in the area of structured literacy guided through the PL series• Develop an understanding of the Principles and Elements of Structured Literacy• Develop an understanding and upskill teachers in the area of the science of learning to read with a connection of ‘how spelling supports reading’• Review how effectively we are teaching areas of Structured Literacy with a focus on Phonological Awareness, Alphabetic Principle and Reading Fluency• Enable teachers to be more responsive to the diagnostic needs of their students in literacy due to increased knowledge and appropriate assessment tools• Build a consistent and evidence-based approach to the teaching of spelling and reading fluency across all year levels and classrooms• Develop shared understandings of strategies that will assist teachers to better cater to the needs of neurodiverse learners in tier 1 classroom instruction	<p>Responsibility: Leadership Team</p> <p>Resources: Learning matters PLD Team, Our own professional learning and development.</p> <p>Time Frame: Term1-4 and ongoing in 2023.</p>
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Monitoring and Evaluation.

Jul:

Nov:

<p>Strategy</p> <p>4. In consultation with the whānau / parents of Māori and Pasifika students, develop and resource programmes to meet their educational needs. Continued involvement in the Taranaki Māori Achievement Cluster (MAC).</p>	<p>Specific Actions</p> <p>Continued strengthening of whānau group. Strengthen the Te Reo / Tikanga / Te Ao Māori Curriculum and resources in the school. -Meaningfully incorporate te reo Māori and tikanga Māori into the everyday life of the our school. Employment of a Kaiako (Phil Hoskin) to support students and staff in the further development of Te Reo and tikanga across the school. Review the Treaty Principles Opportunities and Witnessing Docs – look at further opportunities for development.</p>	<p>Responsibility: Leadership Team and staff.</p> <p>Resources: Damon Ritai (MAC), Ngati te Whiti, Min of Education. Julia R, Unity Wara, Leadership Team, Phil Hoskin.</p> <p>Time Frame: Term 1 then ongoing.</p>
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Monitoring and Evaluation.**Jul:****Nov:**

Strategy	Specific Actions	Responsibility: Leadership Team
5. For Literacy and Numeracy achievement for Māori and Pasifika students to mirror the national picture of achievement. (Pasifika Ed Plan / Kahikitia)	Review Māori and Pasifika student achievement and compare to school and national cohorts. Pasifika and Māori student achievement to be comparable- if not exceed the school cohort and national norms. Track these learners and their progress through the introduction of structured literacy across the school.	Resources: Pasifika Education Plan, Kahikitia Time Frame: Term 1-4

Monitoring and Evaluation.**Jul:****Nov:**

Strategy	Specific Actions	Responsibility: Mike Hayley, Bridie, DRS, Staff
6. Review and further develop the Physical Education and Health Curriculum Delivery Plan by giving emphasis and planning for Healthy Active Living principles to be incorporated into class programmes.	Review the existing Curriculum Delivery Plan after consultation with stake holders and sporting organisations associated with the school. CDP updated. Bridie to lead and engage with Sport Taranaki on Healthy Active Living principles at St Joseph's NP.	Resources: PE and Health Curriculum Documents. Time Frame: Term 1-4 .

Monitoring and Evaluation.**Jul:****Nov:**

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Strategic Goal:

Goal 4: To implement Strategic Planning and maintain an ongoing self review system and develop policies and procedural frameworks to promote high levels of staff performance. (NAG 2,3,7,8)

Strategy	Specific Actions	Responsibility: Leadership Team, Nadia B
1. Professional Growth Cycle: Introduce our professional growth cycle system (developed in 2020) to incorporate Support Staff as well.	Staff will use our new tools and templates as co-created in 2020, to include Support Staff as well as teaching staff in the Professional Growth cycle. Review after each step of the cycle in team and staff hui. Full review of the process at the end of the year.	Resources: School Templates, Ed Council Time Frame: From Term 1

Monitoring and Evaluation.**Jul:****Nov:**

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<p align="center">Strategy</p> <p>2. Create an opportunity for 2022 where we all contribute to a 'shared site' for our inquiry. Staff will collaboratively add to and reflect into a shared inquiry around Structured Literacy.</p>	<p align="center">Specific Actions</p> <p>The Inquiry will follow the school Teacher as Inquiry Model. Teachers will collaborate into a shared inquiry which is reflective of own research, PLD reflections and teaching and learning actions.</p>	<p>Responsibility: Leadership team and staff</p> <p>Resources: TAI Model and Shared Site.</p> <p>Time Frame: Term 1-4</p>
<p>Monitoring and Evaluation. Jul: Nov:</p>		
<p align="center">Strategy</p> <p>4. Continue to review and develop our Te Ao Māori Cultural Responsiveness / Proactivity in the school through planned and incidental opportunities.</p>	<p align="center">Specific Actions</p> <p>Clear outcomes are evident in the school charter that is reflective of our commitment to the Treaty of Waitangi including; Manaakitanga, Whānaungatanga, Ako and Mahi Tahi. To seek advice from Māori on how best to include tikanga Māori in values, practices and organisational culture. To continue to evidence that these goals are alive in the school and seek further opportunities for development. Ensure we have regular opportunities for Whānau to gather. Update witnessing and opportunities docs. To provide opportunities for teachers/kaiako and educators to build their teaching capability, knowledge and skills in te reo Māori and tikanga Māori, and support them to strengthen their teaching practices to integrate te reo Māori throughout implementation of the curriculum. Develop school wide Te Reo Progressions for student learning. Encourage correct pronunciation of te reo Māori and provide opportunities to learn and practise without judgement. Create an opportunity for a Marae visit for students.</p>	<p>Responsibility: Principal, BOT (TW/RTM). JR</p> <p>Resources: Damon Ritai, Staff, Whānau and Community, Cultural witnessing docs, Charter and other key documents.</p> <p>Time Frame: Term 1-4</p>
<p>Monitoring and Evaluation. Jul: Nov:</p>		
<p align="center">Strategy</p> <p>5. Review all Teaching and Support Staff Job Descriptions.</p>	<p align="center">Specific Actions</p> <p>Ensure correct references are made to key Docs eg Teachers Council Standards and Code, Relevant CA's, PNCEO Appointment Terms and conditions, and that the staff and those specific job descriptions have the chance to review their Job Descriptions.</p>	<p>Responsibility: Principal, Staff</p> <p>Resources: Ministry of Ed, STA, NZCEO – Template statements.</p> <p>Time Frame: Term 1 and 2 2022</p>

Monitoring and Evaluation.

Jul:

Nov:

Strategic Goal:

Goal 5: To effectively manage the financial and property resources of the school and provide a safe physical / emotional environment for the school community by complying with all general legislation (NAG 4,5,6)

Strategy 1. Review and communicate budget at quarterly intervals. Ensure budget priority is focussed on teaching and learning.	Specific Actions Review all expenditure monthly and review budget quarterly. Communicate changes to budget leaders.	Responsibility: Principal, BOT Finance Committee
		Resources: Ed Services Reports, 2021 Budget.
		Time Frame: Ongoing

Monitoring and Evaluation.

Jul:

Nov:

Strategy 2. Upgrade key components of the Scout Hall.	Specific Actions Install Heating and Cooling units in Scout Hall (PNCEO-10yr property plan). Upgrade pool changing sheds.	Responsibility: Wayne, BOT, Principal, Heemi Stevenson, Susan Zentveld-PNCEO
		Resources: EPMP Funding, FOSJ Support, Contractors.
		Time Frame: Term 1 -4

Monitoring and Evaluation.

Jul:

Nov:

<p style="text-align: center;">Strategy</p> <p>3. Work with the NPDC Let's Go Team to investigate the creation of a bike / scooter track on the St Joseph's field.</p>	<p style="text-align: center;">Specific Actions</p> <p>Work with NPDC Team, students and community to look at the possibility of a bike track being added to the school play and recreation options. Seek funding through NPDC and external funders as needed.</p>	<p>Responsibility: Principal, BOT</p> <p>Resources: Funding, FOSJ Support, Contractors.</p> <p>Time Frame: Term 1 -4 depending on timing.</p>
<p>Monitoring and Evaluation.</p> <p>Jul:</p> <p>Nov:</p>		