



GORDONTON SCHOOL – Strategic Plan 2012 – 2015

| ACTIVITY | SPECIFIC OUTCOME | HOW TO ACHIEVE | HOW WILL WE KNOW | BY WHOM | COMPLETION DATE |
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| 1. Curriculum. | | | | | |
| 1.1 Develop a Learner Centred School Environment | To have the best rural school in the country where all children receive skills and experiences that increase their knowledge and they achieve their personal best. | Have everyone – staff, children and parents all working towards our goal. | The data collected will clearly show that children at our school are learning and achieving their personal best. | Every adult and child associated with our school | Each Year |
| 1.2 Set academic targets to raise student achievement | Have all children reading to their potential and assist those who aren't and extend those who are. Have all children being able to communicate (written and oral) effectively and appropriately. Have all children working at their level or above in numeracy. | Have accurate data at the beginning and end of the targets, seek professional development for staff, teach new methods, new concept. Have everyone working toward our targets | Our targets will be achieved and children will have improved learning results | All staff, with budget support from the BOT and supported at home by all parents | Each Year |
| 1.3 Students to be achieving at or above the National Standards. | From data gleaned from the previous year set targets with regard the National Standards to raise student achievement. | Data from the previous year forms the school wide targets for the following year. Focussed teaching, students motivated to achieve, assistance and working alongside parents. | All students will be meeting the Standards | All staff, students and parents | Each Year |
| 1.4 Have a bi- yearly musical production | Every two years a school wide production takes place where all children are involved either on or off the stage | Set up a production team, select a show, rehearse it and present it. | Every two years a school wide production will occur. | The production team | September 2012 September 2014 |
| 1.5 Provide after school music and sports | An after school programme for team sport and individual music tuition will occur. | To have additional after school tuition in hockey, netball, keyboard and guitar. | After school team sports and individual music tuition will happen throughout the year. | Sports and Music coordinators Staff, parents or reputable music tutors. | By the end of Term 2 each year |

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| 1.6 Provide assistance for talented and gifted students | The academic, artistic and physical needs of our gifted and talented students are catered for within their classrooms or through withdrawal groups. | Employ an extra teacher to act as a tutor for a One Day School. Ensure that staff has received appropriate professional development. | The learning needs of our gifted and talented students are being met. | The Board The staff | March of each year |
| 1.7 Have a school wide speech contest | A school wide speech exhibition is held to demonstrate the oral ability of our children. | Have a similar school wide system for teachers to instruct their students in the same techniques and outcomes | An assembly is held each year where a child from each class gives a prepared speech to the school | The English sub committee | End of Term 3 each year. |
| 1.8 Run a talented children's assembly twice a year | Twice a year the artistic and dramatic ability of our students is formally recognised with an assembly which show cases their talent | Recognise that such children exist at our school and give them a chance to show their skills. | Twice a year an assembly that recognises the talents of our students will occur | Arts Curriculum Leader | June and November |
| 1.9 Liaise with the marae for a bi -yearly visit. | To have all children and parents recognise and be comfortable with the multi-cultural nature of our school and it's community | A Te Reo committee makes contact with Hukanui Marae and organise resources and marae etiquette for all | A bi-annual visit to Hukanui Marae will occur | Maori Curriculum Leader | May 2013 May 2015 |
| 1.10 Maintain programmes that help students with needs. | The learning needs – academic, social, physical and emotional are met by staff at our school. | Identify children who have learning needs, and provide training and funding to these needs are met | The learning needs of our children are being catered for. | The staff and Board | Every year |
| 1.11 Provide ICT to enhance learning | Providing appropriate ICT to further enhance student learning and achievement | Keep ourselves up to date – road shows, schools of excellence, conferences - with developments, evaluate these, and purchase those that improve student achievement. | Our students will be using technology to enhance their learning. | ICT Committee | Every Year |

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| 2. Documentation and self-review. | | | | | |
| 2.1 Review 2 curriculum areas annually | Two curriculum areas are reviewed – Positives, Negatives and Interesting with the goal of improving teaching and learning throughout our school | The curriculum areas that are being reviewed conduct the review – with recommendations coming to the full staff | A review cycle will exist and will be followed. | Curriculum leaders | Every year |
| 2.2 Ensure that all policies and procedures are reviewed at a board level over a 3 year period. | Through a thorough review process all policies and procedures are regularly reviewed as to their appropriateness for our school | The audit team ensure that the policies that need reviewing (following a regular cycle) are. | At our board meetings, polices are reviewed. Staff will review policies within the staff room. | The Board and Staff | Regularly at all times throughout the year |
| 2.3 Maintain the board Self-Review-Plan to ensure we review practices in a cyclical manner | To ensure that the school is functioning and fulfilling all legislative requirements. | Construct a self- review plan that covers the legislative requirements that a board must oversee. The plan will cover the time the board is governing the school | Each term another area of the audit plan will be covered and achieved. | The Board | 2013 |

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| 3. Employer responsibilities. | | | | | |
| 3.1 Ensure that we are a good employer and that Gordonton School is a great place to work. | All staff knows that they will be treated with respect and that they are appreciated for the work that they do. | All employees are aware of their conditions and as employers these conditions are readily met | Our staff will be contented and happy and want to continue working at our school | The Board and Senior Management | Throughout the year |
| 3.2 Lower the pupil to teacher ratio throughout our school. | Using Ministry of Education and locally raised funds lower the pupil to teacher ratio throughout the school. Employ more staff if possible/ necessary | Employ teachers to reduce the ratio using whatever resources that we have available | Extra teaching staff will be onsite and in front of our children. | The Board of Trustees | Each year |
| 3.3 Encourage staff cross-school visits. Making the best use of staff strengths | Staff will regularly visit other classes within and outside of our school to build their skill levels thus providing our children with improved learning. | Where there are staff strengths it is essential that we use them, to allow all staff to learn from each other | Cross class visits will become a regular practice at our school | All staff | Throughout the year as required |
| 3.4 Affirm our team approach | That our staff work together as one working for the collective good of all | Focus on the 'we' not the 'I.' Work in teams/syndicates, and committees to do the extras around the school. | Our staff will work collectively to assist each other throughout the school. | All staff | Throughout the year as required |
| 3.5 Establish a yearly professional development focus that has equity for all staff | All staff will have the same access to regular professional development. This includes teachers and support staff. | From our annual plans, and staff appraisals professional development needs are identified. Funds must be made available to ensure that this can occur | Ideally we would see 4 days of professional development per staff member per year | Senior Management and Board | December each year |

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| 4. Financial and property management. | | | | | |
| 4.1 Manage curriculum resources to keep them current. | Review our current curriculum resources and cull those that have become redundant, while renewing any that are required. | The curriculum committees regularly review their resources to buy and cull as required | Our school will have up to date resources that are regularly used | The curriculum committees | December each year |
| 4.2 Skate Track | Build a Skate track for the use of scooters, skateboards around the Lizard to cater for those skills lost with the astro-turf on our courts | Discuss the options with the MOE Budget for the track Obtain quotes | A track will be in existence | The Board + Derek Devoy (Property Advisor) | 2013 |
| 4.3 Continue to up grade classroom furniture | Replace existing desks and tables in all classrooms thereby improving the learning environment for all of our children | Purchase new classroom furniture as required. | All of the classrooms will have up to date furniture | The Board | Each Year |
| 4.4 Keep the school grounds well landscaped | Our external school environment will be the envy of other schools due to its well designed and functional landscape | A planned landscape design maintained by a caretaker and 'school' who have pride in their surroundings. | Our school will be regularly commented on by visitors | Environment Committee, all pupils and staff | Throughout the year |
| 4.5 Continue to develop the bush area | Include more plantings, a viewing platform, and identification labels | Use money set aside for grounds in the budget as well as from money generated from grants successfully applied for | Our bush area will continue to develop and improve | Environment Committee | Each Year |
| 4.6 Enlarge the staff room | With the increased number of staff working at our school enlarge the staff-room to accommodate this number | Accumulate funds from grants, and Ministry roll growth entitlements. Plan for the improvements, once decided upon, get quotes, and begin the staffroom upgrade. | We will have an improved and updated/graded staff room. | Staff and the Board of Trustees + Derek Devoy (Property Advisor) | 2013 |

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| 4.7 Increase the size of our school hall. | With the increase in our roll numbers the hall which was established on site in 1997 is too small especially when both parents and students are in the hall – end of year assembly. | Fund-raise for the money required for the improvement of the hall | The hall will be enlarged and will be able to accommodate the increased numbers. | The Board of Trustees + Derek Devoy (Property Advisor) | 2013 |
| 4.8 Using the new 5/10 YA | The Plan is updated and available early in 2013 | Planning completed in 2012 | The plan will be used as a guide to all property development at our school | The Board of Trustees + Derek Devoy (Property Advisor) | 2013 |
| 4.9 Upgrading of existing classrooms | The most needy of our Rooms – 7 and 8 are modernised to MOE standards | Using 5 YA money and advise from our property advisor begin the modernization process | Both Rooms will be completed and up to the MOE Standard | The Board of Trustees + Derek Devoy (Property Advisor) | 2013 |

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| 5. Health and safety. | | | | | |
| 5.1 Maintain a positive school identity that emphasises the caring nature of our clientele. | Determine the things that our school should be known for, fulfil these, maintain and monitor. | Having a belief in ourselves and having the knowledge of what constitutes a great school, go about striving to achieve these things. Always “Doing our bBt.” | We will be known throughout the district as a Quality School that provides the best education possible for Gordonton children | All staff and Board Members | Each Year |
| 5.2 Continue programmes to keep our children safe. | Provides programmes and a school environment that ensure that our children are safe and positive. | Peer mediation, Keeping Safe, Virtues, Dare, Pubertal Change, Self Esteem, Kia Kaha programmes will be taken | Our children will be safe and healthy | All staff and community members | Each year. |
| 5.3 Continue the ‘warm fuzzy’ events | Have events at our school that promote cooperation and competition for all using vertical groupings | Ensure that we have an event each term that promotes these virtues | Commonwealth/Olympic games, jump rope, triathlon, athletic and swimming sports | All staff especially the Physical Education Committee | On four occasions each year |
| 5.4 Continue with a house system to promote healthy competition | Four houses – Kauri, Kowhai, Pohutukawa, and Rimu are actively competing with each other each year for a shield | All staff members get in behind the houses and support each event | A cooperative and competitive house system exists | All staff and pupils | Each Year |
| 5.5 Train senior pupil mentors for new entrants on their arrival at our school | When a new pupil arrives at our school, they are paired up with a senior who mentors and looks out for them for the first few terms. | Each year a senior pupil meets with a new entrant on a weekly basis, to read and talk with them. | Weekly meetings occur | Year 1 and Year 7/8 teachers | March each year |

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| 6. Administration | | | | | |
| 6.1 Comply with all general legislative requirements. | To ensure that our school complies with all legislation | The ERO sends out each year a list of compliance areas. The board must ensure that the school is compliant | The ERO survey will be completed with no areas left incomplete | The Board of Trustees | Every Year |
| 6.2 Have a close working relationship between the staff and the board members | To ensure there is understanding of governance and management roles, and ensure that there is mutual respect and admiration for board and staff for their endeavour to provide the best learning for our students | Board of trustee training, mutual respect of the various jobs being done. Understanding that we are all working to improve student achievement. | Board, Staff functions will be well attended Appreciative morning teas Everyone will get along and appreciate the work that they do | The Board of Trustees and Staff | Every Year |
| 6.3 Develop an induction and on going training system for new board members | All board members after an election or cooption take part in training so they understand their governance role. If specific training is required this will be provided | Attend training provided by STA from June 2009 Send new members to training as required. | All members will receive training, and it will be recorded in the Board Register | The Board of Trustees | Every Year |
| 6.4 Visit schools of excellence on at least a bi yearly basis | Staff and interested board members to visit schools of excellence in particular curriculum areas | Discuss with School Support and Cluster schools which schools to visit. Arrange a visit and go | Every two years the staff will visit a school of excellence. | The Principal and Management team | 2013 2015 |

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7. Communication and relationships.

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| 7.2 Maintain our behaviour management plan so all children will be ambassadors for our school | To ensure that children behave at school and on school EOTC experiences and are great ambassadors for our school. | Every year review the behaviour management plan and make sure all students and parents understand it. | Our students will be well behaved both within and outside of out school. | Staff | Yearly |
| 7.3 Increase student pride in our school and increase the use of manners | To foster student pride in themselves, and their school | Ensure that self esteem is a unit for all students to be undertaken yearly. Promote school wide pride through red and gold cards | Gordonton students will be proud of themselves their school and their school environment | Everyone- staff, students and parents. | Yearly |
| 7.4 Offer parent tuition in selected curriculum areas | Parents will have the opportunity to up skill in particular curriculum areas | Consult and ask what areas parents would like assistance with. | Parents will be taking part in curriculum areas | Staff | Yearly |
| 7.5 Encourage more parental participation. | To have more parents involved with aspects of our school from fundraising to in-class help | Using a personal approach – shoulder tap ASK | Our PTA will have more than a small core of helpers | Everyone- staff, students and parents. | Yearly |
| 7.6 Show the district that our school provides the best education for their children | Our school is the first choice for all parents within the district, and we are attracting students from outside the district to our school | Ensure that our students are learning, being extended in a happy safe environment Be the best we can be | Our roll will continue to grow as we retain and attract new students | Everyone- staff, students and parents. | Yearly |
| 7.7 Advertise our achievements to the media | Being proud of our achievements we will feel compelled to advertise them widely | Have a promotional person on the staff who contacts the media when there is a story | Our school achievements are reported in the newspapers | Staff | Yearly |
| 7.8 Ensure parents are kept well informed regarding their child's progress | That parents are fully aware of the academic and social development of their children while at our school | Parent interviews, phone calls, reports to the board, achievements in the newsletter, pupil reports | Parents will know how well their children are progress at our school | Staff | Yearly |

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| 8. International Students | | | | | |
| 8.1 Ensure that our school complies with the Code of Practice | That our school is compliant with all aspects of the Code of Practice for International Students. | Keep ourselves up to date by regularly receiving up dates from the Code web page Action new requirements | We will pass the Code of Practice audit | International Tutor Principal | Yearly |
| 8.2 Do the best we can to help these students integrate into our school life | Our international students will be successfully and happily assimilated into Gordonton School | Buddy international students up with our students Allow them to communicate in their own language Encourage them to integrate | Our international students will assimilate into all aspects of Gordonton School life | Everyone associated with our school – teachers, parents, pupils | Yearly |
| 8.3 Retain the international flavour of our school | Celebrate the cultural diversity that exists at our school | Have a bi yearly international day where we celebrate the variety of cultures from Maori to Korean and Dutch at our school. | Every two years we will have an official day of international celebration. Each year we will acknowledge diversity | All staff | Bi-yearly |