



Northcote Primary School

School Charter and Strategic Plan

Mission Statement

TOGETHER

we

Grow - Learn - Succeed

~Mahi tahi~

~Ako~

~Whānaungatanga~

~Tino Rangatiratanga~

Vision Statement

At Northcote School we aspire to champion confident, connected and resilient learners, who stretch to achieve their highest potential

GENERAL DESCRIPTION OF THE SCHOOL

Northcote School is a decile 3 state, co-educational contributing primary school, graded U3. The school was built in 1960 with 12 classrooms, an attached administration area, library, hall, dental clinic and swimming pool. The dental clinic was replaced with a community service centre on the Northcote site in 2011, and caters for the surrounding schools. The school grounds cover 2.6 hectares (6.45 acres). The buildings back onto Tuckers Road and look over spacious playing fields and Redwood Park beyond.

The staff comprises a Principal, 2 Deputy Principals, 6 classroom teachers, a part time Special Education Needs Coordinator (SENCO), learning assistants, office administrators, and several classroom helpers. The grounds maintenance and cleaning are contracted out to a commercial company. Classroom teaching and learning is actively enhanced by a Learning Support programme which focuses on specific extension and remedial needs including Reading Recovery, Language Interventions and English Additional Language (EAL). A wide range of outside agencies / services also support learning and these include – Educational Psychologists, social Workers in Schools (SWiS), Mana Ake , Public Health Nurse, Dental Therapists, Speech Language Therapist, Advisors, Resource Teachers for Literacy (RTLit), Resource Teachers for Learning and Behaviour (RTLb) and Police Officers.

Northcote School is part of the Totaranui Kahui Ako, along with Cotswold Primary, Redwood Primary, Bishopdale Primary, Papanui Primary, Casebrook Intermediate and Papanui High School. We have strengthening links with our Early Childhood Services. Nearly all of our students move from Northcote School to Casebrook Intermediate and then onto Papanui High School.

Pastoral care is a strength of Northcote School. We actively seek to involve the community in the learning process, providing a number of opportunities for whānau to engage, including offering community consultations and the Reading Together programme. We have a breakfast club that runs every Monday, Tuesday and Wednesday, which is available to all students, whānau and community members. The school hall, classrooms and facilities are regularly used outside of school hours by clubs and community groups. Community hui are held on a regular basis to ensure that we are including whānau and student voice in our decision making.

We have a culturally diverse community, which is reflected in the makeup of Northcote School. Our students come from the following cultural backgrounds - New Zealand European 34%, Māori 41%, Pacific Island descent 11%, Asian 8% and other ethnic groups 6%. While in the past the population of the Northcote community has been quite transient, we are now seeing a more stable and settled population.

MAORI DIMENSIONS and RECOGNISING NEW ZEALAND'S CULTURAL DIVERSITY

“Māori enjoying and achieving education success as Māori”

Northcote School recognises the special place of Māori as the indigenous people of Aotearoa and that we have a shared obligation to protect Māori language and culture through engagement with whānau and the wider community. Northcote School acknowledges the Treaty of Waitangi and all iwi as tangata whenua, and acknowledges Ngāi Tahu as Mana Whenua. Our Māori Action Plan links to Ngāi Tahu's Te Rautaki Mātauranga (TRM) and Mātauraka Mahaanui's indicators of success/progressions. Additionally the principles of Te Marautanga o Aotearoa, Te Whāriki, and Ka Hikitia also underpin this plan.

Pasifika

Northcote School recognises the cultural importance of our Pasifika learners and their families. Recognising and celebrating Pasifika identity, Pasifika language and Pasifika culture are vital to the well-being and success of young learners in their school lives, as is working in partnership with aiga to ensure that learners are confident in their identity, language and culture. Northcote School will provide the opportunity for success for Pasifika learners using the indicators in the Pasifika Education Plan to inform teaching and learning and imbedding the Tapasā teacher competency framework to ensure teaching pedagogy at Northcote School is culturally responsive.

OUR SCHOOL VALUES

At Northcote School we have our CARE Values that underpin everything that we do....

C - We work together and do the right thing

A - We have a positive attitude towards everything and everyone

R - We respect other people, our school and ourselves

E - We try our best and challenge ourselves





Tōtaranui Community of Learning Strategy Planning

Goal 1: Wellbeing
Including Whanau and Community Involvement
 Tōtaranui CoL will support all learners on their journey of hauora. This includes embracing and developing reciprocal relationships that enhance learning and support wellbeing.
(based on Mason Durie's whare tapawhā)

Goal 2: Cultural Responsiveness
Through Engagement and Inclusion
 Tōtaranui CoL will provide an environment that respects the dignity of each learner's culture, language and identity. Relevant teaching and learning opportunities will allow all to feel connected whilst acknowledging the special place of Māori within Aotearoa.

Goal 3: Creativity and Innovation
 Tōtaranui CoL will develop skills and capabilities by maximising opportunities that the NZ Curriculum offers through broad authentic learning experiences which allow imagination and creativity to flourish.

	Strategic/Annual Priorities	Strategic/Annual Priorities	Strategic/Annual Priorities
Connect	2019		
	<ul style="list-style-type: none"> Connect with and support families using Mana Ake – Attendance – Anxiety – General Physical and Mental Health Proactively engage with Whanau 	<ul style="list-style-type: none"> Understand classroom practices using student voice and other methods that develop feeling of inclusion for all learners – particularly Māori Connect with local Iwi 	<ul style="list-style-type: none"> Develop pathways of digital learning Consider local curriculum design through a CoL lens to develop understanding and identify potential for alignment across the CoL

	Strategic/Annual Priorities	Strategic/Annual Priorities	Strategic/Annual Priorities
Collaborate	2019		
	<ul style="list-style-type: none"> Develop a learning support professional learning group to share practices Mana Ake will <ul style="list-style-type: none"> Attend individual school pastoral meetings Report on a regular basis to the CoL leaders 	<ul style="list-style-type: none"> Bring together teachers and share stories of practices and success (could be year based for relevance) Develop student leadership opportunities and knowledge across the CoL 	<ul style="list-style-type: none"> Have shared opportunities for teachers/students Enhance CoL across school collaboration and sharing of practice

	Strategic/Annual Priorities	Strategic/Annual Priorities	Strategic/Annual Priorities
Grow	2019		
	<ul style="list-style-type: none"> Develop systems that allow for appropriate sharing and tracking of well being information Have CoL-wide events to share and develop common aspirations 	<ul style="list-style-type: none"> Develop consistency and understanding of effective successful culturally responsive practices across the CoL Explore opportunities to engage with local community Progressive development of cultural competencies and knowledge in a local context (building on knowledge) 	<ul style="list-style-type: none"> Develop teacher expertise through targeted PLD Implement Curriculum Progressive Tools Have CoL-wide events to share and develop common aspirations

STRATEGIC AIMS

The strategic goals are the BOTs aims and directions for student progress and achievement for the next 3-5 years. These are based around needs identified from community consultations in 2018, Northcote School achievement data, ERO reports, Totaranui Kahui Ako / Community of Learning guiding principles etc.

All students are successfully accessing the New Zealand Curriculum as evidenced by their engagement in learning, progress and achievement in relation to appropriate benchmarks.

All students are achieving educational success with pride, through their unique identity, language and culture.

All whanau / families are actively empowered to support Northcote Students to achieve success and growth in their personal and academic learning, through effective engagement, communication and social learning.

Strategic Goal # 1

All students are successfully accessing the New Zealand Curriculum as evidenced by their engagement in learning and progress and achievement in relation to appropriate benchmarks.

This links with Kāhui Ako Strategic Goal Three



Baseline Data (Why the goal was chosen)	Annual Goals & Targets	Actions to Achieve (How will we know)	Lead By:	Time Frame					
				2019 - Term				Year	
				1	2	3	4	2020	2021
<p>The school has been working with the University of Canterbury Maths Advisory (UC+) for the past two year and PLD funding has been gained to continue this development. This also meets the overarching goal of the SAF Change and Improvement Plan. Last year there were a number of new staff at Northcote School so maintaining a Maths focus allows us to further embed the progress made in 2018.</p> <p>The ERO report highlighted concerns regarding the establishment of the conditions required to effectively accelerate children's learning and achievement.</p> <p>29 children were identified at being at risk of not achieving in the areas of Maths and Literacy and ICS applications were submitted (only 3 were accepted).</p>	<p>Goal One: Improve student outcomes in Mathematics throughout the school (NAG 1) with a specific focus on the Year 5 target group.</p>	<ul style="list-style-type: none"> Targeted PLD provided by UC+ (Elizabeth Johnson) throughout the school year. Classroom observations by UC+ Teacher Inquiry with a focus on targeted students (as per the Curriculum and Achievement Plan - CaAP), including our Māori and Pasifika learners. Implementation of the CaAP, with support from Kathryn Nielsen (SAF). Participation by the lead teacher and staff in ALIM initiative. Collation and reporting of data to staff and BOT mid-year and end-of-year. Targeted testing to identify next learning steps and teaching focus. Moderation of OTJs at mid-year and end-of-year. Development of new school curriculum 	SLT	✓	✓	✓	✓	✓	
			PLD Principal & SLT	✓	✓	✓	✓	✓	✓
			All	✓	✓			✓	
			Jenny	✓	✓	✓	✓		
			SLT		✓		✓	✓	✓
			All	✓	✓	✓	✓	✓	✓
			SLT		✓		✓	✓	✓
			Jenny / SLT	✓	✓	✓	✓	✓	✓

<p>2018 student achievement data indicates that Writing and Reading levels of achievement are low when compared to expected standards. Only 52% of students are achieving at or above expected standard for Reading, while the figure drops to 48%. This percentage is consistent with our Māori learners.</p> <p>29 children were identified at being at risk of not achieving in the areas of Maths and Literacy and ICS applications were submitted (only 3 were accepted).</p>	<p>Goal Two: Improve student outcomes in English/Literacy throughout the school, with a specific focus on the Junior School.</p>	<ul style="list-style-type: none"> • Introduction of the CAOS Framework, followed by Building Blocks into the Junior School (with support from RTLB) • Targeted Oral Language PLD provided by UC+ (Elizabeth Johnson) from Term Two. • Targeted testing of oral language skills to identify next learning steps. • Implementation of the CaAP, with support from Kathryn Nielsen (SAF). • Development of new school curriculum to reflect the diverse needs of our tamariki (being led by Kahui Ako within-school teacher) • Moderation of OTJs at mid-year and end-of-year. • Yolanda Soryl Phonics taught in Hubs 1 & 2 with all teaching staff trained in the implementation of the programme • Continued embedding of Reading Recovery and 5+ Reading Programmes. 	<p>All & RTLB</p> <p>PLD</p> <p>All</p> <p>All</p> <p>SLT and Jenny</p> <p>All</p> <p>Hub 1 & 2</p> <p>All</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>
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Budget & other Implications

PLD for both Mathematics and Oral Language has been obtained through the MOE PLD Application Process. Additional PLD will also be provided by RTLB. Where required there is a small amount of funding available within the school PLD budget (e.g. to attend Ngai Tahu Cultural Responsiveness courses).

Strategic Goal # 2

All students are achieving educational success with pride, through their unique identity, language and culture. **This links with Kāhui Ako Strategic Goal Two**



<p>Baseline Data (Why the goal was chosen)</p>	<p>Annual Goals & Targets</p>	<p>Actions to Achieve (How will we know)</p>	<p>Lead By:</p>	<p>Time Frame</p>					
<p>Māori and Pasifika levels of student achievement, while on par with other</p>	<p>Goal One: To further develop the cultural responsiveness of school staff with a focus</p>		<p>Tracey</p>	<p>2018 - Term</p>				<p>Year</p>	
				<p>1</p>	<p>2</p>	<p>3</p>	<p>4</p>	<p>2019</p>	<p>2020</p>

<p>students at Northcote, is still below the expected levels</p> <p>Reading EOY 2018 Māori - 53% at or above expectation (28/53) Pasifika - 53% at or above expectation (8/15)</p> <p>Writing Māori - 53% at or above expectation (28/53) Pasifika - 53% at or above expectation (8/15)</p> <p>Maths Māori - 65% at or above expectation Pasifika -64% at or above expectation</p>	<p>on delivering a culturally responsive curriculum to all Northcote School tamariki.</p>	<ul style="list-style-type: none"> Staff PLD provided by Tracey Wairau (MOE Māori Advisor) based around unpacking the Ka hao te rangatahi / Accelerating Success document. Updating and implementation of Māori & Pasifika Action Plan Continued implementation of assessment guidelines to ensure accurate OTJs and to identify next learning steps Organise continued Pasifika PD through Mark Tulia (MOE Pasifika Advisor) Tracking of targeted Māori and Pasifika students through the Teaching as Inquiry process. Māori Hui being held in T1 Wk 7 to discuss possibility of bilingual class and redevelopment of school buildings and curriculum. Hui will be repeated in T3 with update. Student voice around expectations and experiences while at Northcote School, along with Wellbeing survey 	<p>Ila and SLT All</p> <p>SLT / MOE / All All</p> <p>SLT / Ila</p> <p>SLT</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>
<p>Feedback from the 2018 Māori hui indicated that whānau wanted there to be opportunities for their tamariki to find success as Māori learners.</p>	<p>Goal Two: Further embed opportunities for Māori students to see themselves as Māori.</p>	<ul style="list-style-type: none"> Opportunity for all students to participate in kapa haka, including competitions (e.g. Kahui Ako Cultural Festival and North Canterbury Kapa haka Competition) Māori Language Week in term three. Termly whānau activity events to promote tuakana teina (old and young working together). Collaboration with Ngai Tahu around cultural narrative and the education brief for the redevelopment of Northcote School. Staff to attend Ngai Tahu cultural responsiveness courses Collaborating with Ngai Tahu to develop Māori names for hubs and dual naming of school Engagement with Leading Local Curriculum Change documents http://nzcurriculum.tki.org.nz/Reviewing-your-curriculum/Leading-Local-Curriculum-Guide-series 	<p>Ila</p> <p>Ila Jennifer</p> <p>SLT</p> <p>Principal</p> <p>Perry</p> <p>SLT / Jenny</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>

Budget & other Implications

PLD for both Mathematics and Oral Language has been obtained through the MOE PLD Application Process. Additional PLD will also be provided by RTLB. Where required there is a small amount of funding available within the school PLD budget (e.g. to attend Ngai Tahu Cultural Responsiveness courses). Continue to access support for Māori and Pasifika learners through the MOE.

Strategic Goal # 3

All whanau are actively empowered to support Northcote Students to achieve success and growth in their personal and academic learning, through effective engagement, communication and social learning.

This links with Kāhui Ako Strategic Goal One



Baseline Data (Why the goal was chosen)	Annual Goals & Targets	Actions to Achieve (How will we know)	Lead By:	Time Frame					
				2018 - Term				Year	
				1	2	3	4	2019	2020
Prior to 2018 whānau engagement with the school was minimal. A strong push to develop stronger ties was started in 2018 with community hui being held. These hui were very well received by the community with a strong desire to see these continued in 2019.	Goal One: Continue to enhance links with our school families, with a particular focus on our Māori and Pasifika target groups.	<ul style="list-style-type: none"> Hui for Māori and Pasifika families in Terms One and Three Continued implementation of the Māori and Pasifika Action Plans, with support from Tracey Wairau (MOE Māori Advisor) and Mark Tulia (Pasifika Advisor). Reestablishment of school PTA to provide opportunity for parents to support the school Continued promotion and implementation of school app as a communication tool with school families Introduction of After School Study Centre to support student learning and parent engagement. Engagement with Leading Local Curriculum Change documents http://nzcurriculum.tki.org.nz/Reviewing-your-curriculum/Leading-Local-Curriculum-Guide-series 	Ila / Principal Ila	1					
				✓	✓	✓	✓	✓	✓
			Justin / BOT	✓	✓	✓	✓	✓	✓
			Principal	✓	✓	✓	✓	✓	✓
			SLT / Jenny	✓	✓	✓	✓	✓	✓


<p>In 2018 the Totaranui Kahui Ako / Community of Learning</p>	<p>Goal Two: Strengthen partnerships between Northcote School and other schools and early educators who are part of the Totaranui Kahui Ako / community of Learning.</p>	<ul style="list-style-type: none"> • Attend and participate in Totaranui Kahui Ako events throughout the year (e.g. Kapa haka event in Term Two this year). • Make connections with contributing pre-schools, making termly visits and attending cluster meetings as required. • Provide opportunities for pre-schools to visit Northcote School for learning opportunities (e.g. visiting for an hour on a Friday morning once a month). • Continue to develop transition practices between contributing pre-schools, as well as with Casebrook Intermediate. • Participate in community open days (e.g. kapa haka performing at Papanui Baptist Church event in March) providing opportunities for community members to engage with the school. • Promote Northcote School through termly articles in the local newspaper 	<p>SLT / Jenny</p> <p>Principal / Jennifer</p> <p>Jennifer</p> <p>Jennifer / RTLB</p> <p>All</p> <p>Principal</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>
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Budget & other Implications

There will be small costs for some of the events (e.g. food for hui, entry into kapa haka competitions), however these will fit within the current budget structure. Release time will need to be provided for Jennifer to make regular visits to the contributing preschools. Time in staff meetings will need to be allocated for staff PLD.

The Board's Long Range View of Strategic Goals



	The Board's Long Range View of Strategic Goals		
This Year	Next Year - 2020	Year after - 2021	
<p>Strategic Goal No. 1 All students are successfully accessing the New Zealand Curriculum as evidenced by their engagement in learning and progress and achievement in relation to appropriate benchmarks. This links with Kāhui Ako Strategic Goal Three</p>	<ul style="list-style-type: none"> ● Introduction of bilingual classes ● Embed Power of Two teaching approach across the school (building on 2018 PLD focus on collaborative practice) ● Implementation of front end of updated school curriculum ● Completion of curriculum document, with curriculum areas updated. ● Continued development and review of T as I and appraisal processes ● Ongoing curriculum reviews (as stated in Annual Review Cycle) ● Continued implementation of CaAP ● Introduction robust practice around moderation of OTJs for key learning areas. ● Embedding of CAOS and Building Blocks frameworks ● Increased focus on development of student agency (in conjunction with the rebuild / redevelopment of the school buildings) ● Increased levels of student achievement in Maths, Writing and Reading (over 60% for Maths and Reading / over 50% for Writing). 	<ul style="list-style-type: none"> ● Embedding of bilingual classes ● Full implementation of the Northcote School Curriculum that is culturally responsive and reflects the strengths and needs of the Northcote School tamariki and wider community. ● Further embed systems and policies to ensure consistency in teaching and assessment across the school. ● Continue to develop collaborative teaching practices and student agency, with shift into new school buildings. ● Focus on development of student agency (in conjunction with the rebuild / redevelopment of the school buildings) ● Increased levels of student achievement in Maths, Writing and Reading (as guided by 2020 results). 	

Strategic Goal No. 2

All students are achieving educational success with pride, through their unique identity, language and culture. **This links with Kāhui Ako Strategic Goal Two**

- Introduction of bilingual classes as an option for our tamariki.
- Embedding a culturally responsive school curriculum
- Further development of links within Kahui Ako
- Ongoing PLD for staff around engagement of Māori and Pasifika learners
- All staff to have attended the Ngai Tahu Cultural Responsiveness course
- Inclusion of Māori lense in redevelopment of school

- Teaching to a culturally responsive school curriculum
- Further development of links within Kahui Ako, with a focus on creating a learning pathway for students.
- Ongoing PLD for staff

Strategic Goal No. 3

All whanau are actively empowered to support Northcote students to achieve success and growth in their personal and academic learning, through effective engagement, communication and social learning.

This links with Kāhui Ako Strategic Goal One

- Community hui to allow for whānau voice in Terms 1 & 3
- Dual naming of school (Māori & English name)
- Explore learning opportunities for whānau to support home learning
- Participate in and further develop Kahui Ako initiatives promoting hauora
- Opportunities through homework club to establish learning opportunities for parents / caregivers.
- Introduction of Parent Portal access using Linc-Ed (SMS) to allow for parents / caregivers to be able to access student learning and for students to share their learning

- Ongoing community hui to allow for whānau voice
- Participate in and further develop Kahui Ako initiatives promoting hauora
- Opportunities for parent / caregiver learning opportunities
- Embedding use of SMS for sharing student learning