

CHISNALLWOOD INTERMEDIATE SCHOOL

Our School – Our Place



**Takina ngā moka o te pae
Ka korara o parirau**

‘Challenge the margins of time and explore what is beyond’

Introduction

The Carving in the foyer is a journey in itself as it represents the people, the fauna and the flora and all the interactions between. It talks of families and friends; resources and conservation, wisdom, knowledge and technologies; support and guidance, and the young people who will inherit and gradually become the elders.

It encourages us to remove the barriers, to look for reasons why we can rather than why we cannot, to dream our dreams and to live our lives in the fullest and most meaningful way.

This carving is central to the Chisnallwood philosophy and the Chisnallwood curriculum.

It embraces National obligations as it blends local expectations and it places before us the responsibilities associated with educating our young people in a manner that will prepare them for the future and all that may unveil.

Linking directly to our Charter and our mission **“To provide a 21st Century learning environment that recognises individuals for who they are and encourages and allows them to reach their full potential”**, this Taonga has been gifted by the young people it represents.

Designed and carved by students of Chisnallwood, this remarkable image was created in twelve separate pieces and finally brought together as one to tell the story and to share the dream.

The inscription leaves us to challenge the margins of time and explore what is beyond.

It encourages us to stand proud and strong, to have self-belief and confidence, to learn from each other and ourselves and together to travel the pathways of life.

Within you will find those born of the questioning spirit, those who find excitement in walking where truth resides, where the journeys of the heart, mind and spirit become the journey of life.

Therein lies our opportunity

R.D. Paton
Principal



CHISNALLWOOD INTERMEDIATE SCHOOL

Board of Trustees

SCHOOL CHARTER

2016 - 2019

Mission Statement

The School Purpose is

“To provide a 21st Century learning environment that recognises individuals for who they are and encourages and allows them to reach their full potential”

Vision

The School Vision is

Takina Nga moka o te pae Ka Karara o parirau

“To Challenge the margins of time and explore what is beyond”

CHISNALLWOOD INTERMEDIATE SCHOOL

Board of Trustees

Our Commitment to the Chisnallwood Intermediate School Community

- To provide **Stewardship** that will allow trustees, principal, school staff, students and community members to achieve the school community's vision, values, goals and priorities.
- To support and allow for a culture of **Effective Leadership** that encourages success in achieving excellence and equity in student outcomes
- To support the school in developing **Educationally Powerful Connections and Relationships** enabling family, whanau and parents to have a primary and ongoing influence on the development, learning, well-being and self efficacy of children and young people.
- To ensure the school provides a **Responsive Curriculum, Effective teaching and Opportunity to learn** in accord with the spirit, vision, values, principle, key competencies and areas of learning as outlined in The New Zealand Curriculum and Te Marautangao Aotearoa.
- To enable the building of **Professional Capability and Collective Capacity** as a core function of effective leadership.
- To enable **Evaluation and Knowledge building for Improvement and Innovation through effective practise of Inquiry.**

CHISNALLWOOD INTERMEDIATE SCHOOL

Board of Trustees

OUR GOAL FOR OUR STUDENTS

Through our influence, example and efforts we aim to help our students to:

- **Enjoy school and learning**
- **Experience success**
- **Feel confident about taking risks and maximizing opportunities**
- **Develop individual strengths and talents**
- **Develop self esteem**
- **Feel supported and encouraged in an environment that is safe and stimulating**
- **Be prepared for a life that is full of change and challenge**

CHISNALLWOOD INTERMEDIATE SCHOOL

Board of Trustees

OUR SCHOOL VALUES

Chisnallwood Intermediate is a school where we value:

Respect

We show Respect for self and others in all we do.

Responsibility

We accept Responsibility for all learning, behaviour and actions

Resilience

We show Resilience and strength when faced with challenge

Relationships

We develop and show positive and healthy relationships and interactions with others

Chisnallwood Intermediate School

Board of Trustees Charter

OUR AIMS AND OBJECTIVES

Area	Title	Aims	Objectives
USE OF RESOURCES	Personnel	<p>To be a good employer by acting fairly in all employment matters, by staffing the school with the most appropriate staff, by developing mutual respect and trust and by supporting ongoing professional development and training.</p> <p>To promote and sustain high levels of staff performance which will be reflected in the quality of teaching programmes</p> <p>To ensure all policies and practices reflect equity and opportunity</p>	<p>In consultation with Staff, the Board will have policies and procedures that reflect its commitment to being a good employer. Plans and policies will be reviewed regularly as part of our strategic plan and revised as the need arises.</p>
	Finance	<p>To allocate funds in a transparent and open manner in a way that reflects priorities and needs of students and staff</p>	<p>The Board will prepare an annual budget to fund the school's curriculum, personnel, property and administration activities. The Board will monitor and control income and expenditure throughout the year and ensure accounting practice meets all audit expectations.</p>
	Property	<p>To provide a learning environment and facilities that are well maintained, attractive, safe and healthy.</p>	<p>The Board will comply with the conditions of any current asset management agreement and prepare and implement an annual plan of property maintenance and development, including provision for safety and hygiene. Property and asset management will be regularly assessed to meet changing needs.</p>
	Health and Safety	<p>To provide a safe physical and emotional environment for students.</p>	<p>The Board will ensure that the school community, parents and caregivers are regularly consulted and communicated with on matters relating to school performance, policies, procedures, children's learning and welfare.</p>

Chisnallwood Intermediate School

Board of Trustees Charter

OUR AIMS AND OBJECTIVES

Area	Title	Aims	Objectives
USE OF RESOURCES continued	Community Consultation and Involvement	<p>To regularly consult and consider the view of all parents/caregivers and by establishing a partnership with the school's community, be responsive to its educational need and wishes.</p>	<p>The Board will have a policy with objectives for achieving parent-community support and involvement. The policy will be reviewed and reported on regularly and revised as the need arises.</p>
	School Self-Review	<p>To provide an ongoing programme of self review so as to monitor, develop and improve the school's performance against the aims and objectives as set out in the school's charter. This programme to be based on a three year cycle with all reporting to the Board of Trustees an integral part of this.</p>	<p>The Board will have an annual time plan for the ongoing review of its policies and plans. Reports from reviews will form the basis for deciding priorities for school development and improvement.</p>
	New Zealand's cultural diversity and the unique position of Maori Culture	<p>Education Act: The Chisnallwood Board of Trustees will: Develop school policies and practices that reflect New Zealand's cultural diversity and the unique position of Maori culture; and will ensure all reasonable steps are taken to provide instruction in Tikanga Maori (Maori culture) and Te Reo Maori (Maori language) for full time students whose parents request it.</p>	<p>We will meet these aims through our school's belief that "through it's Maori language programme students will develop an awareness of New Zealand's unique heritage." This will provide them with a better cultural understanding of the spirit of partnership, participation and protection in the Treaty of Waitangi. The school's Maori Language programme will encompass all curriculum areas.</p>

Chisnallwood Intermediate School

Board of Trustees Charter

CODES OF CONDUCT

Effective governance and management is a successful blend of community involvement and professional competence.

BOARD OF TRUSTEES:

The Board of Trustees agrees to adhere to the following code of conduct.

1. Ensure that the needs of the children and their learning are given full consideration when planning, resourcing and implementing the school's curriculum
2. Ensure that all students are provided with an education which respects their individuality and challenges them to reach the highest standards of personal achievement.
3. Serve the school and their community to the best of their ability and be honest, reliable, trustworthy, loyal and fair.
4. Respect the integrity of staff, the Principal, parents and students.
5. Maintain the confidentiality and trust vested in them.
6. Ensure strict confidentiality of papers and information related to the Board's position as employer.
7. Ensure that individual trustees do not act independently of the Board and its decisions.
8. Accept that the Principal is the professional leader of the school who is responsible to the Board.

THE PRINCIPAL:

In carrying out their duties, the Principal will:

1. Ensure that the needs of the children and their learning are given full consideration in planning, resourcing and implementing the school's curriculum.
2. Show a commitment to the belief that each student is of equal value and is entitled to an education which respects their individuality and challenges them to reach the highest standards of person achievement.
3. Be loyal to the Charter and fully committed to achieving its purpose, aims and objectives.
4. Respect the integrity of staff, members of the Board of Trustees, parents and students and show a commitment to the continuing development of the staff's professional skills.
5. Work cooperatively with school staff, but take final responsibility for decisions within the Principal's authority as delegated by the Board.
6. Provide all information on a student to any person with legal rights to the information who requests it, and respect confidentiality by keeping information on students from people who have no right to it.
7. Not vote in Board of Trustees' decisions in relation to the Principal's employment.

Chisnallwood Intermediate School Board of Trustees Charter

CHARTER UNDERTAKING

In accordance with Section 64 of the Education Act, the Chisnallwood Intermediate School Board of Trustees undertakes to take all reasonable steps to achieve the purpose, aims and objectives in this Charter which have been approved by the Board following consultation with the community in terms of Section 61 and 63 of the Education Act and to take full account of the National Education Guidelines and all statutory obligations.

The Board of Trustees accepted this Charter as its undertaking to the Ministry of Education on _____.

This Charter was submitted to the Ministry of Education for the Minister's approval on _____.

Principal

Date

Chairperson, Board of Trustees

Date

For Minister of Education

Date

Chisnallwood Intermediate School

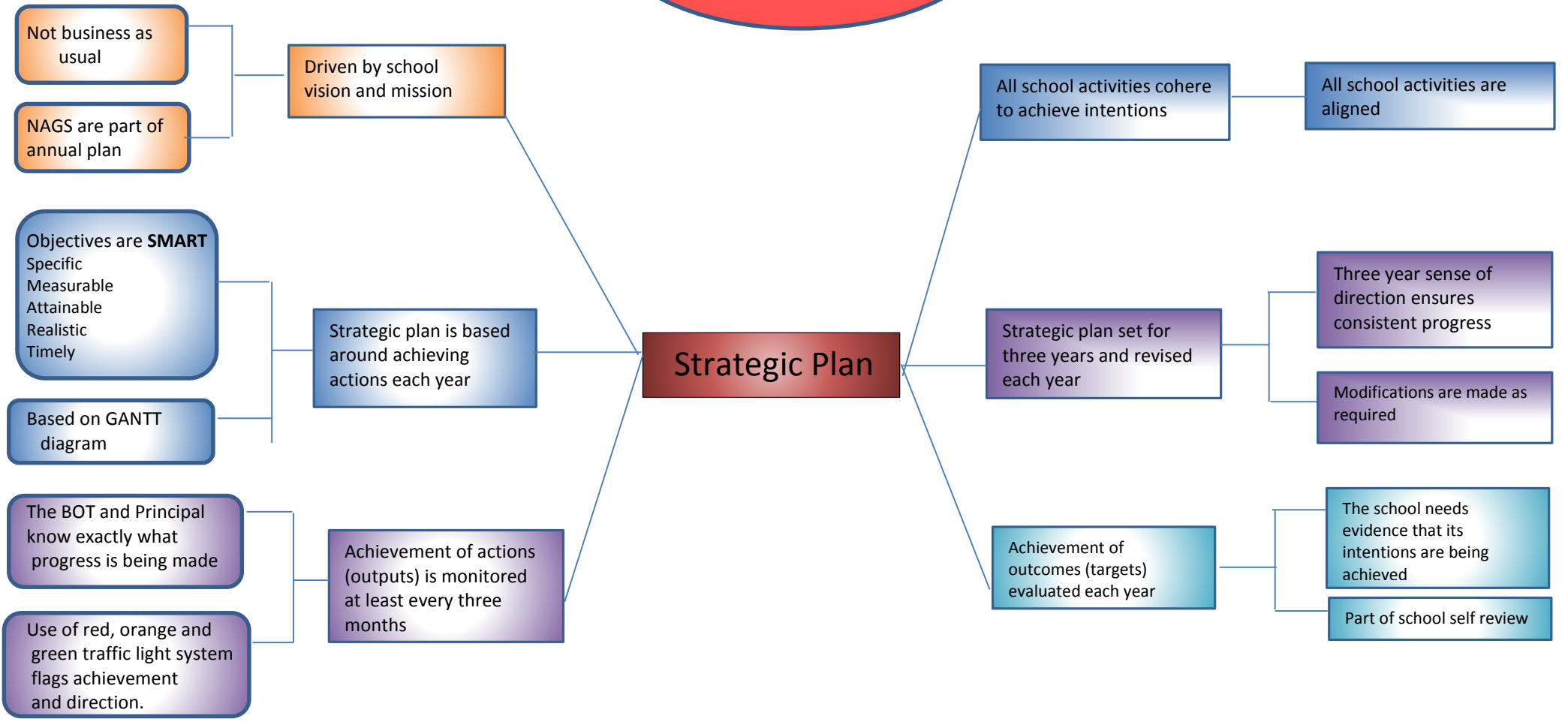


**STRATEGIC PLAN
2016 - 2019**

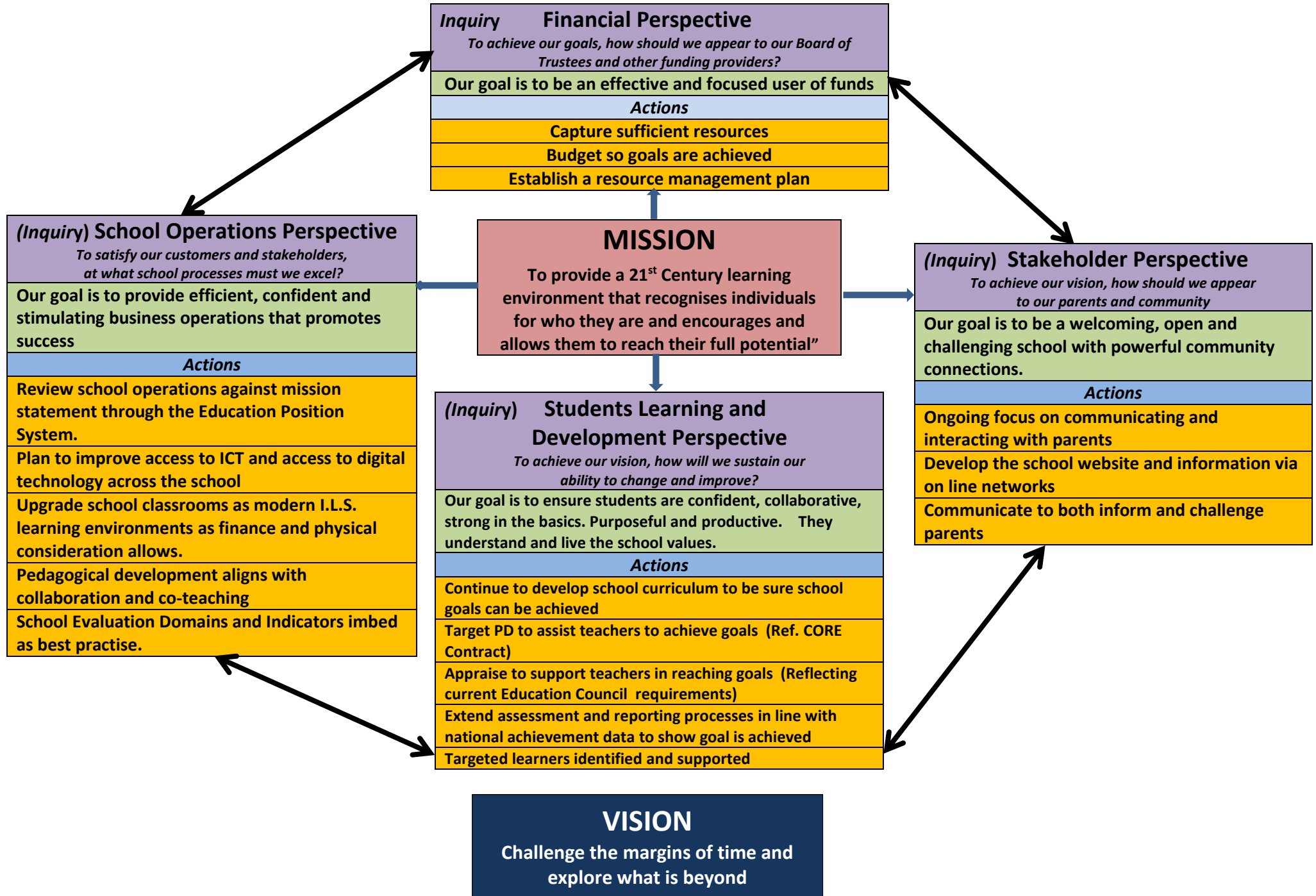
STRATEGIC PLAN 2016 – 2019

AN OVERVIEW

Features of Chisnallwood Intermediate Strategic planning



STRATEGIC PLAN 2016 – 2019



BIANNUAL REPORT TO BOARD OF TRUSTEES ON STRATEGIC PLAN

Number	Actions	Responsibilities and timelines	Timeline	Traffic light
1	School Operations			
1.1	Meet identified challenges	BOT and Principal	Through 2016-2019	
1.2	Plan to improve access and use of ICT across the school	Principal and ICT Management Group. E learning roles established	Ongoing through 2016-2019	
1.3	Further develop the school as a modern learning environment	Principal	Through 2016-2019	
2	Parents and Community			
2.1	Support staff in dealing with parents in demanding times	Principal and senior managers	Through 2016-2019	
2.2	Communicate to inform, reassure and challenge parents through a variety of media	Principal and senior managers	Through 2016-2019	
3	Finances			
3.1.	Capture sufficient resources	BOT and Principal		
3.2.	Budget to achieve goals	Finance committee		
3.3	Ensure resource management takes account of post-quake realities	BOT and Principal	Through 2016-2019	
4	Student learning			
4.1	Constantly review School Curriculum	Senior Managers	Ongoing through 2016-2019	
4.2.	Support teachers in reaching this goal through professional development and appraisal	Senior Managers	Ongoing in association with C.O.R.E. Ongoing through 2016-2019	
4.3.	Extend assessment and reporting	Senior Managers	End of 2016	

THREE YEAR PROGRAMME OF SELF REVIEW

	Major Area	2015	2016	2017	2018
1	Curriculum and Assessment - Curriculum Management - Student Assessment and reporting - Maths - English - The Arts - Science - Social Studies - Physical Education - Health - Careers - Information Technology - Technology	← Ongoing in _____ conjunction _____ Annually October ↓ December		with new	_____ Curriculum →
2	Personnel		February – May		
3	Governance, Management and Administration		April		
4	Assets a) Finance b) Property		May/June		
5	Health and Safety incl. Student support	February – May August/September		→	February – May June/July
6	Specialist Programmes International Maori Learning Support Gifted and Talented Pasifika	April – May	July	→	July
7	Extra Curricular E.O.T.C.	March			September
9	Independent School wide review (external reviewer)	← Ongoing in _____	relation to _____	all aspects of _____	self review →
10	Education Positioning System (CORE)	Ongoing 2015	Emphasis on Student Achievement, assessment and reporting.		August
11	Charter, Strategic Plan and Direction	Annually _____			→
12	Self review will relate directly to School Evaluations Indicators as determined in the 6 Domains.	Ongoing 2016-2019 _____			→

STRATEGIC GOALS 2016

STAKEHOLDER PERSPECTIVE

Strategic Goal: A welcoming, open and challenging school

- Parents will be valued and supported.
- Parents will be informed about the mission, vision and values of the school, and will work in partnership with teachers and students
- Parents will be challenged as part of the school vision statement

Initiatives through 2016

- Website will be updated to enhance communication.
- Staff will be supported in working with parents in difficult times. (ongoing)
- Communicate to inform, reassure and challenge parents through parent meetings, the school web site and newsletters.
- Further establish Chisnallwood's place in the Otakaro Cluster through collaborative practice with schools and community. (E.P.S./CORE)
- Stewardship strengthened through BOT elections and involvement.
- E.P.S. information used to enhance relationships and understanding.
- Increased hui to strengthen relationships and lift achievement.
- Increased Pasifika fono to recognise identity and lift achievement.

Measures (indicators and monitors of success)

- Parent surveys or discussions.
- Feedback through E.P.S.) Educational Positioning System in association with CORE Education. (ongoing from 2015)

Targets (desired level of performance and timelines)

- 2016 – 95% satisfaction
- 2017 – 95% satisfaction
- 2018– 95% satisfaction

STRATEGIC PLAN 2016

SCHOOL OPERATIONS

Strategic Goal: An efficient, confident and stimulating business operation that successfully meets challenges and promotes success.

Objectives (specific outcomes expressed in measurable terms (not activities))

- To ensure the board, senior managers and qualified personnel position the school to address post earthquake education reorganisation and renewal.
- To ensure that school is at the cutting edge of ICT development
- To ensure that school classrooms are upgraded and in line with I.L.S. considerations.

Initiatives (planned actions to achieve objectives)

- Continue to meet the demographic and reorganisation challenges arising from the earthquakes of 2011.
- Development of renewed ICT plan by the end of term one 2016 and implementation through 2016-2017.
- Incorporation of a programme of classroom revitalisation. (refer programme of refurbishment)

Measures (indicators and monitors of success)

- The challenges facing the school and its community continue to be successfully addressed.
- The creation of an ICT development plan and understanding of associated pedagogy.
- Focus on a programme of classroom upgrades and creation of I.L.S.'s where possible.
- Collaborative practise and associated pedagogy.

Targets (desired level of performance and timelines)

- School roll is stabilised and Chisnallwood Intermediate continues as a highly successful school.
- Surveys of staff, parents and students indicate high levels of satisfaction.
- Targets for classroom upgrades achieved. Ongoing through 2016.
- Chisnallwood repositions as a major education provider in the new schooling network.
- Chisnallwood remains a school of strength in the Otakaro Cluster.

STUDENT LEARNING AND DEVELOPMENT 2016

Ongoing from 2015

Strategic Goal: Students are confident. They work collaboratively, and are strong in literacy and numeracy. They are deep thinkers, purposeful and productive. They live the school values and are prepared for a digital future.

Objectives (specific outcomes expressed in measurable terms (not activities))

- To ensure the school Curriculum is designed to achieve this goal. (Ref. Curriculum Guidelines)
- To support teachers in providing students with opportunities to achieve this goal. (Ref. School Organisation, Leadership and Support)
- To accurately identify students' progress in achieving this goal. (Direction based on assessment data and individual needs)

Initiatives (planned actions to achieve objectives)

- Ongoing modification of school Curriculum.
- A targeted professional development plan aligned to staff appraisal will be prepared by the principal and senior management group, to ensure pedagogy is current and forward thinking.
- The senior management group will implement the staff appraisal system that supports teachers in achieving this goal.
- The school assessment and reporting system will be regularly reviewed to ensure it involves students, parents and teachers in understanding students' progress in achieving this goal – *(Curriculum group – parents involved – place of national standards – assessing and reporting against the school mission)*

Measures (indicators and monitors of success)

- The existence of an enabling and targeted school curriculum, a focused professional development plan, a supportive appraisal system and wide ranging student assessment and reporting processes. (ongoing)
- School-wide analysis of student assessment information to make sure the goals are achieved.
- All cultural identities acknowledged, valued and visible.

SCHOOL FINANCES 2016

Strategic Goal: Effective and focused use of funds

Objectives (specific outcomes expressed in measurable terms (not activities))

- To capture sufficient funds to achieve the school mission.
- To budget so goals can be achieved.
- Ensure resource management takes account of post-quake realities.
- Expenditure to reflect needs current and future.

Initiatives (planned actions to achieve objectives)

- The school will raise funds in addition to Crown funding to assist in achieving school goals.
- The board and senior managers will design a school budget that takes account of post-quake realities and that ensures funds are specifically targeted to achieve school goals.
- The board and principal will work with government agencies to ensure that ongoing post-quake recovery enables the school mission to be achieved.

Measures (indicators and monitors of success)

- The amount of resourcing, in addition to government funding, available to the school.
- A variance analysis of school budgeting and expenditure.
- Sufficient resourcing and support allows the school to continue to address earthquake and reorganisation problems and move forward constructively.

Targets (desired level of performance and timelines)

- The school successfully re-establishes itself in the international market.
- The school stays within budget in addressing school goals.
- Earthquake and reorganisation problems are resolved within realistic timelines.
- The school remains in a healthy fiscal position.