

MANGAWHAI BEACH SCHOOL STRATEGIC PLAN 2020 - 2025 (2023)

MISSION STATEMENT

'Our Children - Our Future'

VISION

"Engaged and diverse learners connected to our community and values"

VALUES

Creativity; Resilience; Excellence; Whakaute (respect) - **CREW**

WHAKATAUKI

He waka eke noa (We are all in this together)

MAORI DIMENSIONS AND CULTURAL DIVERSITY

To reflect and value the identity, language and culture of our Maori students. We acknowledge NZ's cultural diversity and the unique position of Māori culture and will provide enhanced levels of Tikanga and Te Reo Māori as appropriate and when requested (s155; s156 Education Act).

REVIEW OF STRATEGIC PLAN AND CONSULTATION

Full review of Strategic Plan completed in 2018. Ongoing yearly review through consultation with community, students, staff and Board of Trustees in Nov/Dec yearly.

ERO REPORT 2020

The most recent ERO report reflects the school's high standards and policy of continuous improvement.

For sustained improvement and future learner success, the school can draw on existing strengths in:

- leadership that actively supports equity and excellence for all learners
- a culture of high expectations, positive relationships and shared values
- educationally powerful connections with parents and whānau that foster increased student engagement in learning.

On the basis of the findings of this review, ERO's overall evaluation judgement of Mangawhai Beach School's performance in achieving valued outcomes for its students is:

Strong. Outcomes for students are consistently equitable and excellent. School processes, practices and activities effectively support culturally responsive education provision. The school effectively provides high quality key conditions for student learning. Coherent organisational conditions effectively enable sustained, equitable and excellent outcomes for students.



SCHOOL IMPROVEMENT GOALS

Link to NELP 4. Ensure every learner/ ākonga gains sound foundation skills, including language, literacy and numeracy

S.I.GOAL 3-5: Curriculum Goal - Reading, Writing and Mathematics

Curriculum Development – Reading – To have 50% of priority students operating at / above the MBS Achievement levels.

Curriculum Development - Writing - Moderation of writing in relation to the MBS Achievement levels to have 50% of priority students at or above the moderated standard.

Curriculum Development - Mathematics - To have 50% of priority students operating at / above the MBS Achievement levels in Mathematics.

Mangawhai Beach School Board of Trustees undertakes to take all reasonable steps to achieve the goals, strategies and objectives in this Strategic Plan (developed as part of regular community consultation and taking into account the National Education Guidelines and all statutory obligations).

STRATEGIC PLAN CONTENTS

- Strategic Plan Overview
- School Profile
- Strategic Plan Overview (2020 - 2025)(2023)
- 2023 Annual Plan (action plans for each of our seven local goals)
- 2023 Improvement Goals (action plans, reflection and analysis of variance)

We welcome and include all learners in our community and are committed to their engagement in all school activities and to their achievement. Mangawhai Beach School will lodge a copy of the Strategic Plan with the MOE each year.

DESCRIPTION OF MANGAWHAI BEACH SCHOOL



Mangawhai Beach School is a State Full Primary School established in 1885. Students begin at age 5, Year 1 and complete their schooling at age 13, Year 8. The school is situated on Northland's east coast, approximately 1 ½ hours drive north of Auckland's Harbour Bridge.

The work and support of the Board of Trustees has been praised by the Education Review Office in a recent review resulting in a well-resourced and well-maintained learning environment for both children and adults. The facilities consist of a swimming pool, two large astroturf areas, a community gymnasium, STEAM room, spacious playing fields and playgrounds and comprehensive ICT/Digital Literacy equipment and infrastructure.

A large number of students travel to school by bus. With our seaside flavour we provide a relaxed atmosphere with city convenience. The Board of Trustees provide additional funding over and above the Ministry allowance as part of their commitment to providing teacher assistants and the best learning opportunities to our students.

We have an active Kapa Haka group, sports teams and environmental groups. Students have the opportunity to perform choir and in a band at school assemblies and community events. Student leadership skills are encouraged, developed and utilized in all aspects of the school culture.

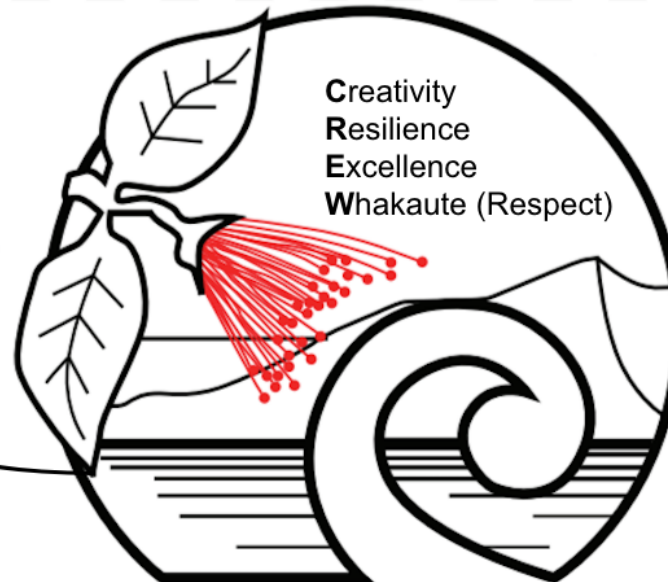
A strong community spirit exists within Mangawhai and both parents and the wider community are actively involved, interested and supportive of school life. Newsletters and social media platforms are packed with photos and notices which are published and communicated regularly. The Mangawhai Beach School Fundraisers (FoMBS) are a well-organised and enterprising group who raise impressive sums of money to support the school. Parents and school community members actively support working bees, attend sporting and cultural events and come together for social occasions. Staff and Board of Trustees provide a secure environment for children to learn and develop and are committed to excellence in education.



Our Vision: “Engaged and diverse learners connected to our community and values”

EFFECTIVE LEADERSHIP AND TEACHING

- ★ Collaborate to promote the shared vision
- ★ Facilitate professional inquiry and growth
- ★ Develop leadership



IMPROVED PERFORMANCE

- ★ Enable students to reach their potential
- ★ Empower students in the key competencies
- ★ Ensure skills for the future

INCREASED STAKEHOLDER ENGAGEMENT

- ★ Welcome and value the community
- ★ Keep whanau well informed
- ★ Consult community where appropriate





ENHANCED CULTURE AND CLIMATE

- ★ Live the MBS values
- ★ Hauora for all
- ★ Be an inclusive community
- ★ Model lifelong learning
- ★ Collaborative responsibility
- ★ Care for the environment.

Effective leadership and teaching + Enhanced culture and climate + Increased Stakeholder engagement + Improved performance

Vision: "Engaged and diverse learners connected to our community and values"

Effective leadership and teaching + Enhanced culture and climate + Increased Stakeholder engagement + Improved performance

EFFECTIVE LEADERSHIP AND TEACHING	ENHANCED CULTURE AND CLIMATE	INCREASED STAKEHOLDER ENGAGEMENT	IMPROVED PERFORMANCE
<p><i>Professional - Strategic - Effective - Accountable - Consistent - Skilled - Solutions</i></p>	<p><i>Values - Code of ethics - Code of conduct - Ecology - High expectations</i></p>	<p><i>Surveys - Meetings - Reporting - Communication - Relationships - Cultural - Planned</i></p>	<p><i>75% at/above - Positive behaviour - Life skills - Real life experiences - Opportunities</i></p>
<p><i>NELP 4;6</i></p>	<p><i>NELP 1; 3</i></p>	<p><i>NELP 2; 3; 8</i></p>	<p><i>NELP 3;5;7</i></p>
<p>To establish skillful leaders and teachers who understand the shared vision of the school, the pathway to achieving that shared vision, and the skills to carry it out.</p> <p>To increase the effectiveness of leadership self renewing behaviours which include self-reflection, inquiry, conversations, and focused action.</p> <p>Developing other leadership within the school.</p> <div style="text-align: center;">  <p>The pohutukawa represents strength leadership and steadfastness</p> <p>EXCELLENCE</p> <p>Rangatiratanga</p> </div>	<p>To live the MBS aspirations, values, and expectations that support social, emotional, spiritual, and physical safety of all.</p> <p>To ensure that all students, staff and families are engaged and respected.</p> <p>To ensure that students, families, and staff work together to live the shared school vision.</p> <p>Where staff model and nurture attitudes that emphasize the benefits gained from learning.</p> <p>Where each person contributes to the operations of the school and the care of the physical environment.</p> <div style="text-align: center;">  <p>The Koru represents personal growth and positive change</p> <p>RESPECT</p> <p>Manaakitanga</p> </div>	<p>To ensure that all stakeholders views are welcomed and valued.</p> <p>To ensure that all stakeholders are kept informed.</p> <p>Where appropriate, to ensure that stakeholders are included in the decision-making process.</p> <div style="text-align: center;">  <p>The ocean represents inclusiveness and stability</p> <p>CREATIVITY</p> <p>Whakawhanaungatanga</p> </div>	<p>To have all students reaching their potential.</p> <p>To have all cognitively able students at/above the MBS achievement levels.</p> <p>To ensure that all students are confident in their own abilities, resilient, able to manage themselves, relate well to others, and participate and contribute.</p> <p>To ensure that all students are 21st century thinkers.</p> <p>To be culturally competent.</p> <div style="text-align: center;">  <p>The sand dune represents change, aspiration and achievement</p> <p>RESILIENCE</p> <p>Manawaroa</p> </div>
<p>"A leader is someone who demonstrates what is possible"</p>	<p>"The standard you 'walk past' is the standard you aspire to."</p>	<p>"We have to continually gain stakeholders confidence - it is a relationship"</p>	<p>"Be so good that they can't ignore you."</p>

ANNUAL PLAN	Vision: Engaged and diverse learners connected to our community and values					
GOAL: Building Effective Leadership and Teaching Capacity	PROGRAMME: Leadership and teaching development					
Measurements	<ul style="list-style-type: none"> Evidence of professional development provided; Appraisal documentation; Mentorships/coaching established; Number of leaders taking on other job opportunities at a higher level; Clear pathway for acceleration of priority students. Leadership and teaching behaviours; PD actioned in classroom programmes. 					
INITIATIVE	ACTIONS/GOALS	T1	T2	T3	T4	RACI / RESOURCES
Embedding of Structured literacy	<ul style="list-style-type: none"> Embed good practice into MBS based on the Structured Literacy framework; Support the development of planning and delivery of a well rounded literacy programme; Embed Structured Literacy in Years 1-8; 0-3 LLL; 4-8 the code. Regular staff meetings to provide PD for structured literacy; Add to our preferred practice in literacy; Moderation twice yearly Writing our literacy local curriculum. 	X	X	X	X	Literacy Leader / COL teachers Senior management and teaching team Literacy Leader / COL teachers CoL teachers CoL Teachers Senior management in consultation with staff
Implementing Maori professional development	<ul style="list-style-type: none"> Regular instruction provided in Te Reo Regular instruction provided in Tikanga Support provided for teachers in the classroom One day Rōpū Reo class established 	X	X	X	X	Whaea Gabbie (Staff meetings) Aaron Kemp (Staff meetings) Whaea Gabbie (Friday) Whanau / Whaea Gabbie / Aaron / Board
Professional development in ICT support programmes	<ul style="list-style-type: none"> Senior team offered PD in google classroom Support for infrastructure across the school utilised 	X	X	X	X	Steve Voisey / Emma Grieve
Implementing a restructure of the leadership team	<ul style="list-style-type: none"> Provide support for the new leadership team leaders and year level leadership at MBS Ensure leadership tasks completed. Staff reporting to leaders are well supported All activities/events functioning successfully. Reviews are being completed. Ensure behaviour is well managed with ongoing support for behaviour in place 	X	X	X	X	PCC / Senior management Senior management Leadership team Reviewed by leadership team

	<ul style="list-style-type: none"> • Provide students who require acceleration are getting support • Review the RAPs data to see if fewer students are on RAPs. Positive behaviour = confident learners • Ensure budgets are maintained at predicted levels • Survey staff on Restructure 	X	X		X	<p>Reviewed by leadership team</p> <p>Board of Trustees</p> <p>Board of Trustees</p>
GOAL: Enhanced Culture and Climate	PROGRAMME: Communicating MBS culture and climate (the way we do it around here)					
Measurements	<ul style="list-style-type: none"> • Reduced behavioural issues; Less absenteeism; Positive staff and parents; Community speak highly of the school and teaching staff; Correct uniform being worn; No rubbish in the environment; Equipment well cared for and not needing replacement. 					
INITIATIVE	ACTIONS	T1	T2	T3	T4	RACI / RESOURCES
PB4L (Embedding) - Behaviour Policy Updates and reviews	<ul style="list-style-type: none"> • Professional development on PB4L - creating a supportive learning and physical environment; • Teaching of the lesson plans for behaviour and values; • Monitoring and evaluating school wide behaviour • Analysing school data (student id plan) • Understanding and responding to behaviour • Strengthening classroom practices • Interventions - Restorative practice / PACE / Pause, Breath, Smile, DNA • PB4L team established to support PB4L Leader 	X	X	X	X	<p>PB4L Leader - Release time / Unit</p> <p>Team leaders (staff meetings)</p> <p>PB4L Leader - Staff meetings</p> <p>Senior leadership / PB4L Leader</p> <p>Senior leadership / staff</p> <p>Senior Staff and PB4L Leader</p>
Pastoral Care Coordinator (restructure)	<ul style="list-style-type: none"> • Continue with pastoral care support personnel funded by the BoT. Release 0.2 per week • Support new team leaders with pastoral role • Continue to analyse HERO behavioural data • Support the Pause, Breathe, Smile initiative 	X		X		<p>Board of Trustees</p> <p>PCC</p> <p>PCC</p>
Providing new initiatives (ongoing)	<ul style="list-style-type: none"> • The principal, Board and senior management will support the staff to be a sustainable centre for excellence where the vision, values and strategic goals are well met; • Develop storage facilities • Repair and maintain playgrounds • Complete staffroom 	X	X	X	X	<p>School leadership</p> <p>BoT</p>

	<ul style="list-style-type: none"> Gym kitchen exploration Implementing new classroom build Complete covered astroturf area Employ a teacher for G&T Employ support for literacy and numeracy acceleration. 	X	X			
GOAL: Increased stakeholder engagement	PROGRAMME: Building communication partnerships					
Measurements	Survey data and information; Appraisal documentation (PMI); Engagement tools well utilised; Number of email issues addressed over the month					
INITIATIVE	ACTIONS	T1	T2	T3	T4	RACI / RESOURCES
Introduction to the refreshed curriculum	<ul style="list-style-type: none"> Strategic implementation of the Sexuality and Relationships curriculum in line with our local curriculum and community consultation; Provide targeted PD to support staff with the refreshed curriculum development when the new documentation arrives at MBS; Review current 'preferred practices' and adjust accordingly; Strategically implement the Local Histories curriculum teaching and learning format in line with our local curriculum 	X	X	X		Deputy Principal
		X	X	X	X	Senior management
		X	X	X	X	Leadership team
		X	X	X	X	Team Leaders
		X	X	X	X	Year level leaders
Engaging with the community (ongoing)	<ul style="list-style-type: none"> Each team to provide a community service to the local environment (twice a year); Invite parent help in the classroom and school Continue with family fun days; staff events and parent information evenings one per term. Ensure a focus on whanaungatanga and the development of cultural competencies via engagement with the community. Introduction and implementation of a Ropu Reo (Emersion) class on Wednesday (1-day per week) 	X	X	X	X	Team leaders (syndicate meetings)
		X	X	X	X	Ongoing
		X	X	X	X	Engagement team / budgets
		X	X	X	X	Whole School
			X	X	X	Senior management / Whanau and
GOAL: Improvement in performance	PROGRAMME: Focusing on results					
Measurements	<ul style="list-style-type: none"> Student achievement data within MBS improves; Awareness of students within the school improves; Student achievement data across the CoL improves. 					

INITIATIVE	ACTIONS	T1	T2	T3	T4	RACI / RESOURCES
ERO recommendations (new)	<ul style="list-style-type: none"> continuing to build a schoolwide shared language of learning. 		X		X	Curriculum Refresh
CoL (ongoing)	<ul style="list-style-type: none"> In school teachers communicating the goals and actions of the community to the staff, parents and students; Whole school support the teachers with ongoing actions; Refocus on Literacy - vocab and comprehension 	X	X	X	X	CoL Leaders
			X	X	X	CoL Leaders
			X	X	X	CoL Leaders

Five year development plan - Priorities

2018	2019	2020	2021	2022	2023
Student led inquiry		Write that Essay			Embedding Structured Literacy
PB4L					Restructure of PCC
New Initiatives					Leadership Restructure
Embedding the vision		ERO Recommendations			
Database		Cultural Awareness	Localised Curriculum	Cultural Awareness, Localised Curriculum	
Engaging with community					
Grow know your learner			Localised Curriculum	Localise Curriculum, Cultural Competencies	Refreshing the Curriculum
CoL			Last year - embed	Final Year	
	Digital Curriculum		Digital and Science	Digital and Science	
	Wellbeing		Focus on embedding WTE	Pastoral Care Coordinator, Pause, Breath, Smile	
Review 2023					
Structured Literacy					