



Te Aro School Charter 2016– 2018

**Kake Tonu, Te Aro
Ever Upwards, Te Aro**

Contents

Introductory Section:	Mission, Vision, Principles and the Te Aro Learner
Strategic Section:	3-5 year broad aims and goals
Annual Section:	Yearly aims, goals and targets for improving student outcomes

Strategic Goals 2016 - 2018

1. Excellence in Teaching and Learning
2. Highly Effective Teachers
3. An Engaged Community

Annual Goals 2016

- NAG 1: Curriculum
- NAG 2: Documentation and Review
- NAG 3: Personnel
- NAG 4: Property / Maintenance
- NAG 5: Health and Safety
- NAG 6: Administration
- NAG 7: Community Partnership

Mission Statement

Te Aro School provides a supportive, challenging learning environment for our students that encourages independence through positive, inclusive teaching and learning.

Our Vision

Te Aro students are curious, resourceful and resilient learners who engage respectfully with the world in which they live.

- **Curious** learners are learners who find out what they want to know.
- **Resourceful** learners know how to access, understand and use knowledge, skills and opportunities.
- **Resilient** learners are persistent in facing challenges.
- **The world in which our students live** is social, cultural, economic and environmental.

Our Principles

Te Aro School's curriculum practice is underpinned by and consistent with the New Zealand Curriculum (NZC) through performing the following actions:

High Expectations	Every student is supported to achieve to their personal best.
Learning to Learn	Students learn how they learn and what learning strategies work best for them. They will be able to identify their next steps in their learning.
Treaty of Waitangi	Our Maori students are valued as Maori, and all students share in developing knowledge of te reo Maori me ona tikanga.
Cultural Diversity	Teachers and students know about and respect each other's cultural identity, and our programmes reflect and celebrate the cultural diversity within Te Aro School and its community.
Inclusion	Students' identities and differences are affirmed in all our teaching and learning.
Coherence	Learning experiences and programmes make connections across the dimensions of the New Zealand Curriculum (NZC) – the values, learning areas, and key competencies.
Future Focus	Students learn how to be guardians of the environment and caring citizens, by understanding how their actions impact on the environment and other people.
Community Engagement	Learning experiences connect with children's wider lives, and engage the support of their families/whanau and the community.

Te Aro School Learners		
Values	Personal Attributes and Skills	Learning
<ul style="list-style-type: none"> ▪ Honesty and Trustworthiness ▪ Respectfulness and Courtesy ▪ Kindness, Caring and Empathy ▪ Humility ▪ Friendship 	<ul style="list-style-type: none"> ▪ Responsibility ▪ Independence and Initiative ▪ Confidence in self – “can do” attitude ▪ Open-mindedness ▪ Sense of humour ▪ Positiveness and resilience ▪ Self-managing ▪ Leadership and teamsmanship 	<ul style="list-style-type: none"> ▪ Knowing how they learn best ▪ Responsiveness to feedback ▪ Critical, curious and inquiring thinking and questioning ▪ Persistence and perseverance ▪ Facing challenges, tackling problems, and taking reasoned risks ▪ Finding and following interests
Curricular Knowledge and Skills	Social Skills	Cultural
<ul style="list-style-type: none"> ▪ Effective communicator ▪ Confident reader and writer ▪ Numerate ▪ ICT capable ▪ Expressive and responsive in music, performance, storytelling and art ▪ Knowledgeable of own and others’ cultures ▪ Capability with own and another language ▪ Skilfulness and participation in physical activity and sports 	<ul style="list-style-type: none"> ▪ Relating and communicating well with others ▪ Working cooperatively and collaboratively with others ▪ Being involved in school and community activities ▪ Show willingness to care for and support others ▪ Making and maintaining friendships ▪ Willingness to see and recognise others’ points of view 	<ul style="list-style-type: none"> ▪ Pride in own cultural identity and heritage ▪ Respectful and knowledgeable of others’ cultures, identities and practices

STRATEGIC GOALS 2016 - 2018

Strategic Goals		
Excellence in Teaching and Learning	Highly Effective Teachers	An Engaged Community
<ul style="list-style-type: none"> • <i>A holistic view is taken to educating the 'whole child'</i> • <i>Teachers have a sound knowledge and in-depth understanding of the New Zealand Curriculum</i> • <i>The Te Aro School curriculum continues to be developed and extended to integrate the key elements of environmental education; Asia awareness; and te reo and tikanga Maori</i> • <i>Quality assessment and analysis of data guides the development and design of learning programmes</i> • <i>In planning for teaching and learning there is a focus on the five key competencies identified in the New Zealand Curriculum</i> <ul style="list-style-type: none"> – <i>Thinking</i> – <i>Using Language, symbols and texts</i> – <i>Managing self</i> – <i>Relating to others</i> – <i>Participating and contributing</i> 	<ul style="list-style-type: none"> • <i>A collaborative work culture exists across the school</i> • <i>Professional learning and development is targeted to student needs, linked to individual teacher's goals and school priorities</i> • <i>Individual teacher's goals and/or leadership responsibilities are linked to the school direction as documented in the school's annual plan</i> 	<ul style="list-style-type: none"> • <i>Positive partnerships with parents and local community continue and are extended</i> • <i>Students demonstrate an appreciation and understanding of their local and wider community</i> • <i>Students are engaged and inspired to participate</i> • <i>Students know what others value about them as individuals</i> • <i>We celebrate and use inclusive education practices</i> • <i>We embrace and celebrate our cultural diversity</i> • <i>Opportunities are provided for the community to engage with the school in multiple ways</i> • <i>Parents understand their child's learning and achievement and how to support their child's learning</i> • <i>School activities and events are linked to the school's vision and values</i> • <i>Students, teachers and parents/whanau celebrate the successes of the school</i>

Strategic Framework 2016 - 2018 (Goals - Strategies - Actions)

Student Achievement / Curriculum Delivery (NAG 1)

Goal 1

Our student achievement will meet the high expectations of the school community through learning programmes based on clear goals, quality assessment and analysis of data which will result in improved outcomes for students.

Strategies	Actions	Implementation
Strengthen the gathering and use of student achievement data across the school.	<ul style="list-style-type: none"> ▪ Quality assessment and analysis of data guides the development and design of learning programmes. 	On-going
	<ul style="list-style-type: none"> ▪ The leadership team will continue to develop and implement a shared approach to data analysis and application of findings to teaching and learning programmes. Analysed data will be used as part of setting annual goals and targets. 	On-going goal for 2016
Teaching programmes will deliver authentic, varied, innovative and relevant learning experiences for all students.	<ul style="list-style-type: none"> ▪ In planning for teaching and learning there is a focus on the five key competencies identified in the New Zealand Curriculum (NZC). 	On-going
	<ul style="list-style-type: none"> ▪ The Te Aro School curriculum will continue to be developed and extended by the staff team as part of the professional learning and development being undertaken with Lester Flockton. 	On-going
	<ul style="list-style-type: none"> ▪ A shared vision will be developed around waste management. ▪ New waste management processes will be trialled and put in place across the school. ▪ Parent and community support will be sought for an environmental focus on waste. 	2016
	<ul style="list-style-type: none"> ▪ With support from Kristin, Alwyn, Kate and our mandarin language assistant (MLA) teachers will strengthen links between our Maori language and cultural learning and our Chinese language and cultural learning. 	2016
	<ul style="list-style-type: none"> ▪ A celebration of Pasifika cultural activities will be planned for 2016. 	2016
Build ICT/ e-learning capacity and capability across the school.	<ul style="list-style-type: none"> ▪ Teachers in syndicate and staff meetings will continue to share their ICT/e-learning skills, experiences and examples of good practice as part of building teacher capacity and to support integrating e-learning opportunities across the curriculum. 	On-going

Student Achievement / Curriculum Delivery (NAG 1)

Goal 1

Our student achievement will meet the high expectations of the school community through learning programmes based on clear goals, quality assessment and analysis of data which will result in improved outcomes for students.

Strategies	Actions	Implementation
Identify and respond to specific students' learning needs across the school.	<ul style="list-style-type: none"> ▪ Through professional learning and development opportunities teachers will continue to develop skills and techniques to differentiate classroom programmes to meet the diverse needs of students in their classes in particular for their English language learners. ▪ Teachers in syndicate and staff meetings will share examples of planning for differentiated learning opportunities. ▪ Teachers' planning will show how the needs of individuals and groups of students are being met. 	On-going
The teaching team will contribute to their syndicate annual action plans which support the school's annual plan.	<ul style="list-style-type: none"> ▪ The teaching team will continue to set syndicate and staff goals and agree success criteria and indicators. This will be documented as a syndicate action plan and linked to the school's annual plan. ▪ The teaching team will continue to contribute to regular planned reviews of their syndicate action plans for the school year ensuring that syndicate action plans and the school annual plan are living documents. 	On-going

Governance (NAG 2 & 6)

Strategic Goal 2

Our Board of Trustees will provide effective governance through inclusive and consultative decision-making based on policies, procedures and robust self-review of the key issues of student achievement and school practice and delivery.

Strategies	Actions	Implementation
Effective assessment and reporting practises will provide useful achievement information for children, teachers, parents and the Board of Trustees (BOT).	<ul style="list-style-type: none"> ▪ The Board will continue to receive and discuss reports prepared by the leadership team and teaching staff informing them of progress, trends and recommendations on student achievement. ▪ The Board will monitor that Maori and Pasifika students are engaged in their learning and demonstrating improved educational success. 	On-going 2016 – 2018
Continue to boost capability and profile of BOT members.	<ul style="list-style-type: none"> ▪ Newly elected Board members will be encouraged to attend NZSTA training and professional learning and development opportunities to help them build skills in effective governance. 	2016 – 2017
	<ul style="list-style-type: none"> ▪ The Board will prepare for the enforcement in April of the new Health and Safety at Work Act. 	February – June 2016
	<ul style="list-style-type: none"> ▪ The Board will prepare succession plans to ensure a smooth transition between the two boards. 	April – June 2016
	<ul style="list-style-type: none"> ▪ The Board will continue to communicate regularly with the school community via the school newsletter and on the school website. 	On-going
	<ul style="list-style-type: none"> ▪ Board members will be visible at school events including the February Meet and Greet; biennial art exhibition, Matariki, Chinese Mid-Autumn Moon festival, and the December leavers' assembly. 	On-going

Personnel (NAG 3)

Strategic Goal 3

Our commitment to high quality, innovative teaching will be guided through a robust professional development programme, an appraisal process and appropriate support to ensure the delivery of best practice.

Strategies	Actions	Implementation
Continue to strengthen our annual appraisal processes.	<ul style="list-style-type: none"> ▪ Teachers will use student achievement data analysis, professional learning and development foci and registered teachers' criteria for personal goal setting. ▪ In-class observations of teachers undertaken by the leadership team will be linked to the school's annual plan; school-wide professional learning and development (PLD) foci; to teachers' target students and to teachers' personal goals. ▪ In-class observations will also be undertaken to ensure the engagement of our ELL students. ▪ Using an action learning cycle, as part of professional learning and development with Mark Sweeney, teachers will explore and reflect on how we individually and collectively strengthen knowing our students well. 	2016
Continue to build and strengthen a model of distributive leadership across the school.	<ul style="list-style-type: none"> ▪ Build leadership skills and capabilities across the teaching team through on-going professional learning and development. 	On-going

Finance (NAG 4a)

Strategic Goal 4

Our financial management will prioritise funding for improving student learning outcomes and achieves our strategic goals and identified needs of the school, within budget allocations.

Strategies	Actions	Implementation
Encourage and support parents in being involved in raising additional funds to support the school.	<ul style="list-style-type: none"> ▪ The Board will actively encourage and support the parent/whanau Fun Committee (fundraising group). 	On-going
	<ul style="list-style-type: none"> ▪ The Board will actively seek support from parents/whanau for school fundraising initiatives. 	On-going
	<ul style="list-style-type: none"> ▪ An annual fundraising plan will be developed and shared with staff and school community. 	On-going

Property (NAG 4b)

Strategic Goal 5

Our property planning will be strategically managed to develop modern learning environments. Buildings and grounds will be maintained to provide the best and safest physical environment for our students, staff and the school community.

Strategies	Actions	Implementation
Manage the school's property assets.	<ul style="list-style-type: none"> ▪ The Board will manage project work identified in the 5YA and 10 year Property Plans including the replacement of North Block. ▪ In consultation with the students, staff and parents/whanau the Board will agree plans for developing the top playground play space. 	2016 - 2018
Work with the school community on shared environmental initiatives.	<ul style="list-style-type: none"> ▪ The Board will support opportunities for students and parents/whanau to contribute to school-wide environmental projects including gardening and managing school waste. 	On-going 2016 - 2018

School Culture (NAG 1 & 5)

Strategic Goal 6

Our school culture will foster high expectations in regard to learning, behaviour and respect for each other. We will embrace and celebrate cultural difference which will ready each child for life.

Strategies	Actions	Implementation
Identify and take advantage of opportunities to build strong student agency in the school and grow young leaders.	<ul style="list-style-type: none"> ▪ Students will have opportunities to contribute to the school's self-review processes. ▪ The teaching team will implement into planning and teaching new professional learning and development including the strengthening of (influencing) relationships to better engage with our targeted students, our Maori and Pasifika students, and new immigrant students. 	On-going
Promote an Asia-aware culture within the school	<ul style="list-style-type: none"> ▪ Teachers will support extended opportunities for students to make Mandarin language and culture more visible across the school's curriculum. ▪ The teaching team will continue to strengthen, with support from Kristin and our Mandarin language assistant, their Mandarin language acquisition during 2016. 	On-going
A collaborative culture across the school community will be fostered.	<ul style="list-style-type: none"> ▪ Syndicate and staff meetings will provide regular opportunities for staff to share their practices; and share their successes in teaching and learning. ▪ Syndicate and whole school assemblies will provide opportunities for celebrations of student learning. ▪ Positive partnerships will be fostered with parents so they can contribute to student learning. ▪ Parents understand their child's learning and achievement and how they can support their child's learning. 	Ongoing

Community Partnerships (NAG 7)

Strategic Goal 7

Our school will foster excellent relationships between children, families, staff, and the wider Te Aro community.

Strategies	Actions	Implementation
Take advantage of activities and events that are linked to the school's vision and values that bring the school and community together.	<ul style="list-style-type: none"> ▪ Te Aro School students and their parents/whanau will actively contribute to the Aro Valley March Fair and December Christmas tree sales. ▪ Parents and whanau will be encouraged to contribute to and support cultural events such as Race Relations Day, NZ Music Month, Matariki, Chinese moon festival and Diwali. 	March and December on-going
Develop, strengthen and extend relationships between the school, the students' parents/whanau and the local community.	<ul style="list-style-type: none"> ▪ Student learning and achievement will be enhanced through effective relationships with all parents and caregivers so that they can support their child's learning 	On-going
	<ul style="list-style-type: none"> ▪ The school will continue to host consultation hui with our Maori, Pasifika and Chinese whanau/families. 	On-going
	<ul style="list-style-type: none"> ▪ The Board and staff team will strengthen relationships between the school and our students' whanau, in particular our parents who are recent immigrants to NZ. 	On-going
	<ul style="list-style-type: none"> ▪ Students, teachers, parents/whanau and the Board will celebrate the successes of the school. 	On-going
	<ul style="list-style-type: none"> ▪ The Board and teachers will continue to seek parent/whanau feedback through face to face meetings and surveys. 	On-going
Positive partnerships with parents and local community will continue and be extended.	<ul style="list-style-type: none"> ▪ The Board and staff continue to actively encourage parents/whanau to work in the school as parent tutors, sports management/coaching, class helpers, gardening and where appropriate sharing their skills/expertise. ▪ With support from the Maori whanau the staff and Board will develop relationships with local iwi. 	On-going

<p>NAG 1 CURRICULUM</p> <ul style="list-style-type: none"> a) Planning and classroom programmes will continue to show evidence of differentiated learning opportunities for students. b) Teachers will implement the use of ICT tools and e-learning opportunities as part of teaching and learning programmes to engage students in their learning. c) In planning for teaching and learning there is a focus on the five key competencies identified in the NZC. d) The Te Aro School curriculum will continue to be developed and extended to integrate the key elements of environmental education; Asia awareness and te reo and tikanga Maori. e) A shared vision will be developed around waste management and new processes for managing waste will be adopted across the school. f) Links between te reo and tikanga Maori learning and Chinese language and cultural learning will be strengthened. g) A celebration of Pasifika cultural activities will be planned for during 2016. 	<p>NAG 2 DOCUMENTATION & REVIEW</p> <ul style="list-style-type: none"> a) The teaching team will contribute to the writing and reviewing on a regular basis of syndicate action plans and the school's annual plan. b) Quality assessment and analysis of data guides the development and design of teaching and learning programmes. c) Students will have opportunities to contribute to the school's self-review processes. 	<p>NAG 3 PERSONNEL</p> <ul style="list-style-type: none"> a) Teaching staff will participate in , contribute to and implement professional development in line with the school's strategic goals and priorities for the year. In 2016 some of this PLD will be with Mark Sweeney and Lester Flockton. b) In-class observations will be linked to school PLD foci and annual school goals. c) Syndicate and staff meeting will allow for planned opportunities for staff to continue to share and reflect on teaching practice, PLD and target students. d) A collaborative work culture will exist amongst the staff team and across the school community. e) Continue to build and strengthen a model of distributive leadership across the school.
<p>NAG 7 COMMUNITY PARTNERSHIP</p> <ul style="list-style-type: none"> a) Continue to develop and strengthen relationships between the school and our students' parents/whanau in particular our Maori, Pasifika, Chinese and new immigrant whanau. b) Actively encourage parents to work in the school e.g. parent tutors, sport management, class helpers, contributing their expertise to class inquiries/programmes. c) Develop relationships between the school and local iwi with support from the Maori whanau d) Students, teachers and parents/whanau celebrate the successes of the school. 	<p>Te Aro School</p> <p>Teachers' Annual Plan</p> <p>2016</p>	<p>NAG 4 PROPERTY / MAINTENANCE</p> <ul style="list-style-type: none"> a) Continue to make provision for student-initiated environmental projects including the management of waste
<p>NAG 6 ADMINISTRATION</p> <ul style="list-style-type: none"> a) Ensure termly student achievement data is entered on the SMS accurately and by agreed deadlines 	<p>NAG 5 HEALTH & SAFETY</p> <ul style="list-style-type: none"> a) Continue to promote an inclusive school climate that values, celebrates and learns from diversity. b) Develop and strengthen how we gain and act on student feedback so there is a strong element of student voice across the curriculum. 	<p>NAG 4 FINANCE</p> <ul style="list-style-type: none"> a) Actively encourage and support the parent fundraising group - Fun Committee.

<p>NAG 1 CURRICULUM</p> <p>a) Continue to support the leadership and teaching teams to develop and extend the Te Aro School curriculum ensuring the integration of the following key elements: Asia awareness; environmental education; and te reo and tikanga Maori.</p>	<p>NAG 2 DOCUMENTATION & REVIEW</p> <p>a) Support the leadership team strengthening relationships with the school's Maori, Pasifika and Chinese families/whanau. b) Students will have opportunities to contribute to the school's self-review processes c) The Board will continue, as part of their self-review programme, to review policies and procedures at their regular meetings. d) The Board will continue, as part of their self-review programme, to review how effectively the school engages Maori and Pasifika students in their learning and that they are demonstrating educational success.</p>	<p>NAG 3 PERSONNEL</p> <p>a) Continue to provide opportunities for professional learning and development in line with the school's strategic goals and priorities for the year. b) Newly elected Board members will avail themselves of NZSTA professional development opportunities. c) The Board will prepare succession plans to ensure a smooth transition between the two Boards this year.</p>
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<p>NAG 7 COMMUNITY PARTNERSHIP</p> <p>a) Continue to actively encourage parents to work in the school e.g. parent tutors, sport management, class helpers. b) Continue to actively encourage and support the parent <i>Fun Committee</i> (fundraising group). c) Communicate regularly with school community via the school newsletter and school website. d) Opportunities are provided for the community to engage with the school in multiple ways. e) BOT members will be visible and participate in school events. f) Students, teachers, parents/whanau and the Board celebrate the successes of the school.</p>	<p style="text-align: center;">Te Aro School BOT's Annual Plan 2016</p>	<p>NAG 4 PROPERTY / MAINTENANCE</p> <p>a) Continue to make provision for student-initiated environmental projects including vegetable and flower gardens, beehives, the planting of an orchard, and waste management b) The Board will implement 5YA and 10 YPP projects including the replacing North block (identified in the 10YPP plan) working closely with Octa and MOE property personnel. c) The Board will consult with staff, students and parents on plans to develop the top playground space.</p>
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<p>NAG 6 ADMINISTRATION</p> <p>a) The Board will continue to be guided by Schooldocs to ensure compliance and that policies and procedures are reviewed.</p>	<p>NAG 5 HEALTH & SAFETY</p> <p>a) The Board will be assured that all health and safety and building compliances are carried out to ensure the school environment and buildings are safe, secure and well maintained. b) The Board will prepare for the enforcement in April of the new Health and Safety at Work Act.</p>	<p>NAG 4 FINANCE</p> <p>a) The Board will actively encourage and support the parent <i>Fun Committee</i> fundraising group. b) The Board will fund professional development for agreed PLD priorities for the staff team.</p>
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