



# Strategic Plan

## 2021 - 2023

Values

TE ARA

Whānaungatanga  
(Belonging)

Mana (Respect)

Ako (Learning)

Manaakitanga  
(Friendship)

### Vision

At Brookby we embrace our unique, rural learning environment and promote a culture that inspires personal excellence  
We provide a wide range of challenges and opportunities for all our students and empower them with the knowledge and skills they need to be confident, connected, actively involved and lifelong learners

### Motto

"Learning to make a difference"

## Strategic Goal 1 Quality Teaching & Learning

### INITIATIVES

- 1, Ensure success for our Maori Learners
2. Accelerate learning for all
3. Develop GROWTH coaching as a 'way of being'

## Strategic Goal 2 School Culture and Environment

### INITIATIVES

- 1, Inspire the community to live the school vision and values
2. Provide a high quality, inclusive and engaging curriculum
3. Hauora - Continue to develop understandings of wellbeing

## Strategic Goal 3 Nurture a Learning Community

### INITIATIVES

- 1, Empower whānau to actively support learning
2. Strong home - school partnerships
3. Foster meaningful and respectful connections with our wider community



# Plan of action

Goals	2021				2022				2023			
	T1	T2	T3	T4	T1	T2	T3	T4	T1	T2	T3	T4
Quality Teaching and Learning	Ensure success for our Maori Learners				Accelerate learning for all				Develop GROWTH coaching as a 'way of being'			
									GROWTH Coaching embedded			
School Culture and Environment	Develop and implement school value system (PB4L)				Implement PB4L				Provide a high quality, inclusive and engaging curriculum			
					Curriculum refresh focus				Hauora - embedding practices across school			
									Hauora - Te ara, way of being			
Nurture a Learning Community	Empower whānau to actively support learning				Strong home - school partnerships				Foster meaningful and respectful connections with our wider community			



# Annual Plan 2022

Quality teaching and learning

Initiative	Action	Responsibility	Indicators of progress
<p><b>Ensure success for our Maori Learners</b></p>	<p>Working alongside Marian (Auckland Uni PLD facilitator) to grow Cultural Capabilities</p> <p>Fortnightly Te Reo/Tikanga Lessons with Marian Authentic implementation of Titiri o te Waitangi</p> <p>Each teacher to identify their Māori learners</p> <ul style="list-style-type: none"> <li>• their cultural backgrounds</li> <li>• Curriculum levels</li> <li>• Progress over time</li> </ul>	<p>All staff DP lead Term 1 to 4</p>	<p>Staff have identified Māori learners and identified needs and strengths (priority learners)</p> <p>Teachers integrating Te Reo/Tikanga practices learned through lessons with the Marian, in the classrooms as a norm</p> <p>Development of the MASM plan</p> <p>Learn and use Mihi authentically</p> <p>Developing cohesive overview of expectations across the school/curriculum to add to our BLPS</p>
<p><b>Accelerate learning for all</b></p>	<p>Development and implementation of support programmes to cater for the diverse needs of our students (Phonics Programme, TA support)</p> <p>2022 Target Areas - 90% of students achieving at or above curriculum expectations in Reading, Writing and Mathematics</p> <p>Use of digital technologies to enhance learning</p> <p>Focus on differentiation across the core subjects (Reading, Writing, Mathematics)</p>	<p>SENCO</p> <p>All staff</p> <p>Term 1 to 4</p>	<p>Accelerated progress made by learners in these groups</p> <p>90% achievement or above</p> <p>Students confident to use digital tools to support their own learning (student/teacher voice)</p> <p>Through the Professional Growth Cycle with expectations of planning showing differentiation and observations of lessons.</p>
<p><b>Develop GROWTH coaching as a 'way of being'</b></p>	<p>Use of Growth Model to inquire into teaching practice to improve learning outcomes (linked to Professional Growth Cycle)</p> <p>Facilitation and in class support by the Education Group to enhance understanding of effective observations related to the Professional Growth Cycle</p> <p>Training of Student Peer Coaches (students coaching students)</p>	<p>Wayne</p> <p>Wayne</p> <p>Wayne/James</p>	<p>Use of the coaching Matrix to evaluate progress</p> <p>Observations regular and ongoing Professional Growth Cycle implemented</p> <p>Student voice and student coaching matrix used to evaluate progress</p>



# Annual Plan 2022

## School culture and Environment

Initiative	Action	Responsibility	Indicators of progress
<p><b>Inspire the community to live the school vision and values</b></p>	<p>School-wide implementation of PB4L Staff PLD facilitated by Karen Williams</p> <p>Implementation new values - termly focus on each value</p> <p>Shared understanding of language through school wide Matrices</p>	<p>PB4L team (Mel, Melissa) + Wayne</p>	<p>Values explicitly taught - focussing on one per term</p> <p>Facilitator to provide feedback on effectiveness of Brookby PB4L programme</p> <p>Developing and implementing school wide and class matrix using PB4L language incorporating the values</p>
<p><b>Provide a high quality, inclusive and engaging curriculum</b></p>	<p>Further development of the play based programme for Years 0 - 4</p> <p>Further development of Year 7/8 ARC programme</p> <p>Development of PE and sports programmes</p> <p>Develop/communicate to community Digital Technology Curriculum</p> <p>Re-establish Enviro group</p>	<p>Sherie/Mel</p> <p>James/Deanne (BOT funding)</p> <p>James</p> <p>DP</p> <p>Sherie</p>	<p>Teachers, Student and community feedback</p> <p>Action plan in place, mid and end of year evaluation</p> <p>Evaluation of class programmes and sports provided</p> <p>Digital tech overview/expectations in place. Robust understanding of Digital Tech curriculum - implemented authentically across the class curriculum</p> <p>Enviro team proactive within the school</p>



# Annual Plan 2022

## School culture and Environment

Initiative	Action	Responsibility	Indicators of progress
<p>Hauora – Continue to develop understanding of Hauora and Wellbeing</p>	<p>Keep wellbeing at forefront of decisions – ie meetings/after school commitments</p> <p>Teachers and students using mindfulness as a regular practice to support overall wellbeing</p> <p>PB4L programmes/language supports wellbeing of students</p> <p>School wide Pause Breathe Smile training across whole staff</p>	<p>DP</p> <p>Teachers</p> <p>Melissa/Mel</p> <p>Bex</p>	<p>Teacher/student feedback on wellbeing (NZER wellbeing survey in Term 3)</p> <p>Students and staff can demonstrate, model, discuss the 5 dimensions of Te Whare Tapa Wha</p> <p>PB4L – recognising kindness/wellbeing of students through Brookby Te Ara tickets</p> <p>Staff/students using mindfulness regularly and authentically in the classroom to support</p>



# Annual Plan 2022

Nurture A Learning Community

Initiative	Action	Responsibility	Indicators of progress
<p><b>Empower whānau to actively support learning</b></p>	<p>Teachers will continue to develop moderation practice to clearly understand curriculum levels when completing OTJS</p> <p>Consolidate Brookby Learning Pathways so that students can articulate their goals and their next steps</p> <p>Student agency to support whānau understanding of BLP goals/next steps</p> <p>Embed student tracking system using BLPS</p>	<p>Wayne/DP</p>	<p>Teachers use a range of evidence to moderate and to decide on student OTJS</p> <p>Students able to use Brookby Learning Pathways to understand their goals and next learning steps.</p> <p>BLPS evident in teaching, planning and assessment documents</p>
<p><b>Strong Home-School partnership</b></p>	<p>Whānau/Staff confidently using Seesaw school-wide</p> <p>Provide opportunities for community to reconnect</p> <p>Embed of Tūranga Programme in the Junior school</p> <p>Build and maintain positive relationships with school and wider community; eg rest homes, local organisations, experts in our community</p>	<p>Wayne/DP</p>	<p>Families engaging in commenting on Seesaw posts</p> <p>Provide opportunities for Staff/student/parent hui to enable a clear understanding what their child is learning and their next learning steps</p> <p>Organise school community events to re-engage with the community after covid restrictions.</p>