

Te Kura o Spotswood Strategic and Annual Implementation Plan 2024 – 2025



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Spotswood Primary Strategic Plan 2024 – 2025



Vision Statement:

Me ako tātou – Learning for all

At Spotswood Primary everyone is a learner, ākonga, kaiako, kaiawhina and whānau. We want to ensure that everyone has the opportunity to grow their potential by upholding our school values, aroha, kōrero and ora. This will build a stronger community and positive future.

Summary of the information used to develop this plan:

- Community consultation at Maunga Musical and Moana/Awa Arts Exhibition
- Whānau hui Term 4 to refine Strategic Goals
- Attendance data
- Achievement data
- Te Mahau Ministry of Education requirements for implementing the refreshed curriculum
- Statement of Variance from 2023

Strategic Goals	Which Board Primary Objective does this strategic goal work towards meeting? <i>These are set out in Section 127 of the Education and Training Act 2020.</i>	Links to Education requirements	What do you expect to see?	How will we achieve or make progress towards our strategic goals?	How will you measure success?
1. Build te reo Māori tuition school-wide to at least 3 hours per week or Level 4b	All of section 127(1) applies	National Education Learning Priorities (NELPs) 1,2, 3, 4, 5 & 6 Ka Hikitia – Ka Hāpaitia NZSTA's guidance for giving effect to Te Tiriti o Waitangi Tau Mai te Reo Oranga Tamariki Action Plan	<p>Students and staff will use te reo Māori freely and frequently.</p> <p>Tikanga Māori will be firmly embedded in school practices.</p> <p>Māori culture will be affirmed and celebrated.</p>	<p>Te Ao Māori and Te Tiriti will be considered and upheld in all school practices.</p> <p>Senior leaders, will develop a reo me ngā tikanga strategy in conjunction with staff and whānau that aims to have all classes teaching at least 3 hours per week in reo Māori.</p> <p>Staff and students will use reo Māori consistently and genuinely in all communication.</p>	<p>At the end of a two-year period the school will be able to apply for Level 4b in Māori language funding.</p> <p>Regular school review will reflect, consider and determine actions to uphold Te Ao Māori and Te Tiriti.</p> <p>School-developed te reo Māori assessment will indicate progress of students.</p> <p>Professional growth cycles of teaching staff will reflect personal increase in the use of Māori.</p>

				<p>Tikanga Māori is reflected in all school protocols and expectations.</p> <p>Staff will participate in Te Reo Tuatahi professional development.</p> <p>All students will participate in kapa haka.</p> <p>Whānau hui are held regularly to gather feedback from our Māori and wider community. Whānau hui will also be used to inform parents/caregivers of teaching and learning practices, including Te Te Mātaiho The Refreshed Curriculum.</p> <p>Te Atiawa and Taranaki iwi values will be explored by staff and Board to determine how the values align with school goals and procedures. If required school procedures and practices will be reviewed and updated.</p>	<p>Student voice will affirm that they value learning tikanga and reo Māori.</p> <p>Whānau voice will demonstrate aspirations for all students to learn tikanga and reo Māori.</p> <p>Whānau hui will be hosted regularly and attended by growing numbers.</p> <p>It can be shown how school procedures and practices will align with Te Atiawa and Taranaki iwi values</p>
2. Improve student attendance	All of section 127(1) applies	<p>National Education Learning Priorities (NELPs) 1,2, 3, 4, 5 & 6</p> <p>Attendance and Engagement Strategy</p> <p>Oranga Tamariki Action Plan</p>	<p>Students will attend school regularly.</p> <p>School review processes identify and work towards minimising and overcoming barriers to learning for students.</p>	<p>School attendance procedures will identify students with concerns.</p> <p>An Attendance Action team of senior leaders, whānau and specialists will meet regularly to implement improvement plans for students.</p> <p>RRF funding will be used to appoint a part-time teacher pastoral care role to focus on</p>	<p>Overall student attendance will improve to 90% of students attending 90-100%.</p> <p>Whanau will engage with the school to identify barriers to attendance and work together to remove them.</p> <p>Attendance for Māori and Pacific students will improve.</p>

				removing barriers to attendance for whānau.	<p>The percentage of students with 0-70% attendance will decrease to 10% or less.</p> <p>Achievement for all students will improve.</p> <p>Whānau engagement for students who had low attendance will improve.</p>
3. Implement PB4L Restorative Practices school-wide	All of section 127(1) applies	National Education Learning Priorities (NELPs) 1,2 & 3 Restorative Practice	<p>Teaching staff will have a clear understanding of PB4L Restorative Practices</p> <p>PB4L Restorative Practices will be embedded in school practice</p>	Teaching staff will undertake PB4L Restorative Practice training	<p>PB4L Restorative Practices will be used throughout the school</p> <p>Akonga and whanau will understand PB4L Restorative Practices</p>

Spotswood Primary Annual Implementation Plan 2024



Strategic Goal 1: Build te reo Māori tuition to at least 3 hours per week or Level 4b
Regulation 9(1)(a)

Annual Target: By the end of the year all classes will have at least 2 hours of tuition per week in reo Māori
Regulation 9(1)(a)

What do we expect to see by the end of the year?

Regulation 9(1)(d)

- Target students will make accelerated progress in Te Reo Māori
- All students and staff will use te reo Māori freely and frequently
- Tikanga Māori will be firmly embedded in school practices
- Whānau and student voice will confirm that Māori culture is affirmed and celebrated

Actions Regulation 9(1)(b)	Who is responsible? Regulation 9(1)(c)	Resources Required Regulation 9(1)(c)	Timeframe	How success will be measured? Regulation 9(1)(d)
Students who are not meeting expectations for Te Reo Māori will be identified and strategies will be implemented to improve achievement. These strategies include the development of Raising Achievement Plans and accompanying Teaching Inquiries.	Teachers	No extra resources required to complete this action	Throughout the year	Students who are not meeting expectations in March will make accelerated progress by October
Senior leaders will facilitate the development of a reo Māori strategy aimed at having all classes teaching in reo Māori for at least 3 hours per week by the end of 2025.	Senior leaders	No extra resources required to complete this action	Completed in Term 1	A reo Māori strategy will be produced and progress will be reviewed regularly.
Te Ao Māori and Te Tiriti will be considered and upheld in all school practices	Senior Leadership Team and School Board	No extra resources required to complete this action	Throughout the year	Review processes for school procedures and policies will be updated to reflect the principles and aspirations of Te Tiriti
Te reo Māori will be taught and used regularly in the classroom and wider school	All staff	No extra resources required to complete this action	Throughout the year	Assessment results will confirm the progress of students
Teaching and support staff will undertake Te Reo Tuatahi professional learning	All staff	\$3,000 3075 Staff Development Course Costs	Throughout the year	Teaching and support staff will complete course requirements
All students will participate in kapa haka	Principal	\$10,000 3416 Kapa haka tutor	Throughout the year	All students will have the opportunity to participate in kapa haka
All students and staff will learn protocols and visit Okorotua Marae	All staff	\$3,000 3381 Trips and Activities Donation Scheme Funded	Completed in Term 1	All students and staff will participate in visits to Okorotua Marae

Whānau hui will be held to consult with parents/caregivers on aspirations for their tamariki with regard to te reo and tikanga Māori	Senior Leadership Team	\$500 to provide kai for hui 3370 School Events	At least 1 hui per term	Whānau attendance at hui will grow throughout the year Whānau aspirations will be considered in the local curriculum
Students will be surveyed to gather information on their attitudes, confidence and aspirations for learning te reo and tikanga Māori	Teachers	No extra resources required to complete this action	Survey conducted in Term 1 and Term 4	There will be an improvement in the attitude and confidence of students with regard to learning te reo and tikanga Māori Student aspirations will be considered in the local curriculum
Te Atiawa and Taranaki iwi values will be explored by staff and Board to determine how the values align with school goals and procedures. If required school procedures and practices will be reviewed and updated.	All staff and Board	No extra resources required to complete this action	Throughout the year	Te Atiawa and Taranaki iwi values will be considered in school practices and procedures.

Strategic Goal 2: Improve student attendance
Regulation 9(1)(a)

Annual Target: Overall student attendance will improve to 90% of students attending 90-100%.
Regulation 9(1)(a)

What do we expect to see by the end of the year?
Regulation 9(1)(d)

- Overall student attendance will improve to 90% of students attending 90-100%
- Attendance for Māori and Pacific students will improve
- The percentage of students with 0-70% attendance will decrease to 10% or less
- Achievement for all students will improve each term in comparison to 2023.

Actions Regulation 9(1)(b)	Who is responsible? Regulation 9(1)(c)	Resources Required Regulation 9(1)(c)	Timeframe	How success will be measured? Regulation 9(1)(d)
Parents/caregivers of students with more than 5 unjustified absences per term will be contacted for explanation	Principal	No extra resources required to complete this action	Throughout the year	The number of students with unjustified absences will decrease

Parents/caregivers of students with more than 10 unjustified absences will be referred to Attendance Services	All staff	No extra resources required to complete this action	Throughout the year	The number of referrals to Attendance Services will decrease
An Attendance Action Team of Senior Leaders and other agencies will be formed to monitor and improve student attendance, identify barriers to learning and implement strategies to minimise them.	Senior Leadership Team	No extra resources required to complete this action	Throughout the year	Attendance will improve for students who are at school 0-70% of the time
The Attendance Action Team will research and implement methods to improve school-wide attendance	Senior Leadership Team	\$1,000 to provide support and incentives for students 3392 Attendance Taskforce	Throughout the year	Overall student attendance will improve to 90% of students attending 90-100%
Consult with parents/caregivers at regular whānau hui on how they believe attendance can be improved.	Senior Leadership Team	\$500 to provide kai for hui 3370 School Events	At least 1 hui per term	Strategies to improve attendance, suggested by whānau, will be implemented where appropriate

Strategic Goal 3: Implement PB4L Restorative Practices school-wide
Regulation 9(1)(a)

Annual Target: Decrease the overall number of major behavioural incidents by 30%
Regulation 9(1)(a)

What do we expect to see by the end of the year?
Regulation 9(1)(d)

- Teaching staff will have a clear understanding of PB4L Restorative Practices
- PB4L Restorative Practices will be embedded in school practice

Actions Regulation 9(1)(b)	Who is responsible? Regulation 9(1)(c)	Resources Required Regulation 9(1)(c)	Timeframe	How success will be measured? Regulation 9(1)(d)
Teaching staff will undertake PB4L Restorative Practice professional development	Teaching Staff	\$3,000 for teacher release 3475 Relief Teachers - Courses	3 years	Teachers will be able to implement PB4L Restorative Practices
Add Restorative Practices to Behavioural Management Procedures	Senior Leader	No extra resources required to complete this action	By the end of the year	Restorative Practices will be included in Behavioural Management Procedures.
Teaching staff will host whānau hui to explain changes associated with PB4L Restorative Practice	Teaching staff	\$500 to provide kai for hui 3370 School Events	At least 1 hui per term	Whānau will be given the opportunity to learn about PB4L Restorative Practice