



**WAIPĀHĪHĪ-A-TIA**  
IMMERSED IN LEARNING

# Charter 2020 - 2022



## OUR MISSION

We will achieve our Vision by:  
Encouraging collaborative, energised learners  
with a unique sense of self and belonging.

## OUR CORE VALUES

Courage



Ownership



Respect



Empathy



WAIPĀHĪHĪ-A-TIA  
IMMERSED IN LEARNING

## OUR TEAMS

Whenua

Wai

Ahi

## OUR GOALS

To Grow  
Our Vision



To Respond  
With Purpose



To Lead  
Together





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## Our principles and core beliefs

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# THREE-YEAR DEVELOPMENT PLAN: 2019-2021

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## Roadmap

STRATEGIC GOALS	TO GROW	TO RESPOND	TO LEAD
<b>WHY</b>	<p><b>Embedding our vision throughout our community</b></p> <p><i>We believe that strong connections enable powerful learning. Living our vision and values throughout our community enhances engagement.</i></p>	<p><b>Learn, think and act with purpose</b></p> <p><i>We all learn at a different pace and in different ways. We adjust the learning design to meet the uniqueness of individuals, as learning for everyone must always have a purpose. Challenge and struggle is part of the process.</i></p>	<p><b>By walking the talk together</b></p> <p><i>We all see ourselves as learners with a growth mindset and aspire to be better today than we were yesterday.</i></p>

Major focus for the year / Minor focus	2020	2021	2022
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Building our Identity Knowledge & Culture	<b>Vision &amp; Value development understood across the wider learning community</b>	Vision & Value development understood across the wider learning community	Vision & Value development understood across the wider learning community
	Strengthen cultural understanding and connection with our wider community	Strengthen cultural understanding and connection with our wider community	<b>Strengthen cultural understanding and connection with our wider community</b>
	Strengthen team understanding of how individuals learn and grow	<b>Strengthen team understanding of how individuals learn and grow</b>	Strengthen team understanding of how individuals learn and grow

Enabling the strengths of our people	<b>Sustainable Leadership</b>	Sustainable Leadership	Sustainable Leadership
	Learning Pathways supported and invested in	<b>Learning Pathways supported and invested in</b>	Learning Pathways supported and invested in
	Budget and property priority in line with need	Budget and property priority in line with need	<b>Budget and property priority in line with need</b>

Develop sustained, engaged teaching and learning	<b>Identify and support teacher curriculum and assessment needs.</b>	Identify and support teacher curriculum and assessment needs.	Identify and support teacher curriculum and assessment needs.
	Connected curriculum	Connected curriculum	<b>Connected curriculum</b>
	Knowing our learners, the story behind the data and how it affects learning	<b>Knowing our learners, the story behind the data and how it affects learning</b>	Knowing our learners, the story behind the data and how it affects learning

Creating a Culture of Learning & Reflection	Cultural Responsiveness	<b>Cultural Responsiveness</b>	Cultural Responsiveness
	Appraisal	Appraisal	<b>Appraisal</b>
	<b>Developing Pedagogy</b>	Developing Pedagogy	Developing Pedagogy

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## 2020 Annual Plan

STRATEGIC GOALS	TO GROW	TO RESPOND	TO LEAD	
Key Initiative	Principle	People	Timing	Metric
Building our Identity Knowledge & Culture	Vision & Value development understood across the wider learning community	Responsibility - CORE Team Accountable - Tim Support - SLT Consult - All stakeholders Inform - Board	T1 T1-4 T3	<ul style="list-style-type: none"> <li>Vision principles evident in team charters and programme delivery</li> <li>Shared understanding of CORE value language and response</li> <li>Provide opportunities for community consultation &amp; understanding</li> </ul>
Enabling the strengths of our people	Sustainable Leadership	Responsibility - SLT Accountable - Board Support - Leadership Team Consult - Staff Inform - Board	T1-4 T4 T1-4	<ul style="list-style-type: none"> <li>Team Leader connection and support clearly evident</li> <li>Deliberate structure of teaching teams</li> <li>Development of Linked Teacher curriculum teams</li> </ul>
Develop sustained, engaged teaching and learning	Knowing and Responding to Staff Need	Responsibility - Wider leadership team Accountable - SLT Support - Staff Consult - Inform - Board	T1-4 T1-4 T1-4	<ul style="list-style-type: none"> <li>Differentiated Teachers Goals are evidenced through Appraisal process and Interlead reflections</li> <li>Reflective practice impacts on students outcomes</li> <li>Improved Moderation practice exemplified through more reliable data</li> </ul>
Creating a Culture of Learning & Reflection	Developing Pedagogy	Responsibility - SLT Accountable - Board Support - Staff Consult - Staff Inform - Board	T1-4 T1-4 T1-4	<ul style="list-style-type: none"> <li>Unit holder action plans developed, updated and reported on</li> <li>classroom practice reflects key elements from focussed PLD</li> <li>Improved practice impacts on students outcomes</li> </ul>

