



St Mary MacKillop Catholic School

2023 - 2025

Revised December 2022



<p>Our Vision</p>	<p>“Together we grow Christ centered children who are ready for the next step“</p>		
<p>Our Values</p>	<p><u><i>MacKillop Values:</i></u> While pursuing our vision we value: Excellence, Showing No Distinctions, Expression of Faith, Service</p>		
<p>Our Strategic Goals</p>	<p>Quality Teaching and Learning</p>	<p>Engaging School Curriculum</p>	<p>Faith Centred Community</p>
<p>Our Strategic Initiatives: For 2023-2025</p>	<ul style="list-style-type: none"> • Embed Maths Local Curriculum • Embed Literacy Local Curriculum • Continue to implement Professional Growth Cycle across the school • Increase Consistency in Data Collection, Analysis and application 	<ul style="list-style-type: none"> • Implement Capability Goal from Kahui Ako • Continue to develop our STMMK Local Curriculum • Implement Mitey school Programme • Create and Develop a Te Reo plan 	<ul style="list-style-type: none"> • Implement the New RE curriculum for Yr 1 and 2 • Strengthen Whanau engagement to increase involvement in student learning <ul style="list-style-type: none"> ○
<p>As demonstrated by 2023:</p>	<ul style="list-style-type: none"> • 85% of students at expected levels • Accelerated achievement for our Priority learners • Engaged teachers who critically reflect on their practice 	<ul style="list-style-type: none"> • All staff have strong Capability to use Digital Tools • Our ST MMK curriculum is an succinct document • Mitey school is in place • All teachers are Teaching Te reo in class 	<ul style="list-style-type: none"> • New RE curriculum is in place for year ½ , we are planning for 3/4 • Families are engaged in their children's learning on a regular basis • Parent meetings are established and part of what we do

St Mary MacKillop Catholic School

Mission:

“Together we grow Christ centred children who are ready for the next step”

Strategic Goal

Initiatives

Quality Teaching and Learning

1.0 Improve the quality of Literacy and Numeracy learning through effective teaching practice

- Embed Maths Local Curriculum
- Embed Literacy Local Curriculum
- Continue to implement Professional Growth Cycle across the school
- Increase Consistency in Data Collection, Analysis and application

Engaging School Curriculum

2.0 Provide a local curriculum that engages and motivates our students to learn

- implement Capability Goal from Kahui Ako
- Continue to develop our STMMK Local Curriculum
- Implement Mitey school Programme
- Create and Develop a Te Reo plan

Faith Centred Community

3.0 Nurture our Catholic Faith in a Learning Environment where whanau and Parish are involved

- Implement the New RE curriculum for Yr 1 and 2
- Strengthen Whanau engagement to increase involvement in student learning

St Mary MacKillop Catholic School

Vision Statement:

“Together we grow Christ centred children who are ready for the next step”

At St Mary MacKillop Catholic School we will:

- Provide connected and engaging learning for all
- Build self managing learners who can talk about their learning
- Work with parents as first teachers
- Model MacKillop Charism in all we do
- Celebrate and honour our children’s identity
- Build strong connections with Parish and wider community

MacKillop Values:

While pursuing our mission and vision we value:

- Excellence
- Showing No Distinctions
- Expression of Faith
- Service

Mission statement :

St Mary MacKillop Catholic School welcomes all learners in our community. We are committed to their engagement in all school activities and to their achievement. Our School Charter clearly sets out the board aims and actions to improve student achievement. The Charter is clear and concise, and allows parents, whanau and the community to easily understand and engage with the school’s vision and values. The Charter includes Strategic goals, annual aims and planned actions for: Maori students, Pasifika students and students with special education needs.

<p>OBJECTIVE 1</p> <p>LEARNERS AT THE CENTRE</p> <p>Learners with their whānau are at the centre of education</p>	<p>OBJECTIVE 2</p> <p>BARRIER FREE ACCESS</p> <p>Great education opportunities and outcomes are within reach for every learner</p>	<p>OBJECTIVE 3</p> <p>QUALITY TEACHING AND LEADERSHIP</p> <p>Quality teaching and leadership make the difference for learners and their whānau</p>	<p>OBJECTIVE 4</p> <p>FUTURE OF LEARNING AND WORK</p> <p>Learning that is relevant to the lives of New Zealanders today and throughout their lives</p>	<p>OBJECTIVE 5</p> <p>WORLD CLASS INCLUSIVE PUBLIC EDUCATION</p> <p>New Zealand education is trusted and sustainable</p>
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- Embed Maths Local Curriculum
- Embed Literacy Local Curriculum
- Increase Consistency in Data Collection, Analysis and application

- Implement the New RE curriculum for Yr 1 and 2
- Strengthen Whanau engagement to increase involvement in student learning

- Continue to implement Professional Growth Cycle across the school

- Implement Capability Goal from Kahui Ako
- Continue to develop our STMMK Local Curriculum
- Implement Mitey school Programme
- Create and Develop a Te Reo plan

- Strengthen Whanau engagement to increase involvement in student learning
- Continue to develop our STMMK Local Curriculum

Cultural Diversity and Maori Dimension

New Zealand Cultural Diversity

Samoan 60% Tongan 24% Cook Island 2% Filipino 2.5% Maori 4.2% Nuie 1 %
Other Asian 2% Indian 3% Fijian 1%

Staff members will ensure that students from all cultures are treated with respect and dignity and will actively work towards maximising the potential of each student irrespective of cultural backgrounds.

We have Pasifika representation on the BOT.

The Unique Position of the Maori Culture

School will endeavour to develop an awareness of Tikanga Maori and Te Reo Maori and provide the means of fostering better cultural understanding consistent with the Treaty of Waitangi. Delivering the Religious Education programme which provides a direct link to Maori Spirituality. Treaty of Waitangi included in professional standards. Basic Te Reo is taught in all classrooms and evident in room environments.

Cultural Diversity and Maori Dimension

- What reasonable steps will the school take to incorporate Tikanga Maori (Maori culture and protocol) into the school's curriculum?

Classrooms and school celebrations will reflect Maori culture through signage, waiata and greetings. Our connected curriculum will include components of Tikanga Maori as appropriate to the topic and the class level. Maori and Pasifika greetings are promoted. Celebrating through worship and prayer the cultural diversity within the school.

- What will the school do to provide instruction in Te Reo Maori (Maori Language) for full time students whose parents ask for it?

All such requests will be given full and careful consideration by the BOT with regard to personnel with the requisite skills and qualifications; the overall school financial position and the availability of accommodation within the school.

- What steps will be taken to discover the views and concerns of the school's Maori community?

The school will consult Maori through the school families, through maintaining an open door practice, and through formal written contact. Individual interviews with the caregivers of Maori students: highlighting how can we improve the education of their child.

What's Shaping Our School

- Children achieving
- Emotionally safe children
- Supported by the school
- Religious Education
- Safe school
- Culturally welcoming
- Involved with Parish

- Safe learning environment
- Staff that care
- Effective teachers who Value who they are
- Spiritual support
- innovative Learning
- Responsive Curriculum
- Emotional Intelligence

Community Wants

Pupils Need

Educational Changes

Current Realities

- Collaborative Learning
- Inclusive Education
- Ministry initiatives
- Religious Education requirements
- Community of school
- Local Curriculum
- Health and Wellbeing

- COVID
- English Language Learners
- Special needs
- Changing classrooms
- Nutrition - emotional, food etc
- Digital Age - Cyber safety
- Health and Wellbeing focus

Strategic Goal 1:

1.0 Improve the quality of Literacy and Numeracy learning through effective teaching practice

Measurement: 85% of students at expected levels

Strategy 1a

- Embed Maths Local Curriculum

3 year outcome:
To have a School wide consistent Maths programme

Rationale:

To give new teachers direction on expectations in learning. Build better transition through the school for our learners

Strategy 1b

- Embed Literacy Local Curriculum

3 year outcome:
To have a School wide consistent Literacy programme

Rationale:

Strategy 1c

- Continue to implement Professional Growth Cycle across the school

3 year outcome:
To have a school model for teachers to engage in Professional learning

Rationale:

The change in appraisal requirements has meant a need to change how we deliver PLD

Strategy 1d

- Increase Consistency in Data Collection, Analysis and application

3 year outcome:
• Accelerated achievement for our Priority learners

Rationale:

- 85% of students at expected levels

1

Strategic initiative Strategy 1a : Embed Maths Local Curriculum
3 year outcome: To have a School wide consistent Maths programme

Initiative	12 month milestone	Key actions
Embed Maths Local Curriculum	<ul style="list-style-type: none"> • Maths Rubric is the basis for classroom teaching • Teachers are using the Rubric to plan and reflect on their teaching 	<p><u>Action 2023:</u></p> <ul style="list-style-type: none"> - Teacher observations twice per year -using Rubric - Teacher observation sheet be reviewed to reflect using Rubric and local curriculum - Continue mathematics for years 5 to 8 only - Re Introduce assessment schedule from term 1 - Ensure maths progressions are being used - class observations, walk thrus, PGCs - Assist teachers with their planning ensuring overview, assessment, misconceptions, balanced maths diet used - Maths leader to attend Attend team meetings - Provide maths staff meetings based on identified needs - identify/create resources to teach times tables - Professional development for maths team - maths curriculum refresh - Inform and work with parents of curriculum refresh - Purchase resources - impact concrete resources - audit what is available - Survey teachers and akonga

1

Strategic initiative Strategy 1a : Embed Literacy Local Curriculum
3 year outcome: To have a School wide consistent Literacy programme

Initiative	12 month milestone	Key actions
Embed Literacy Local Curriculum	<ul style="list-style-type: none"> • Literacy Rubric is the basis for classroom teaching • Teachers are using the Rubric to plan and reflect on their teaching 	<ul style="list-style-type: none"> • Appoint new Literacy leader • Create new Literacy Team • Create plan with Del • Teacher observations twice per year -using Rubric • Teacher observation sheet be reviewed to reflect using Rubric and local curriculum • Re Introduce assessment schedule from term 1 • Ensure Literacy progressions are being used - class observations, walk thrus, PGCs • Provide Literacy staff meetings based on identified needs • Model and support teachers to help use of LA docs • Set School wide book expectations for use of LA docs • Staff PLD sessions for Writing and Reading progressions in Term 1, 2023.

1

Strategic initiative 1C: Continue to implement Professional Growth Cycle across the school**3-year success metric:**To have a school model for teachers to engage in Professional learning

Initiative	12 month milestone	Key actions
Continue to implement Professional Growth Cycle across the school	<ul style="list-style-type: none"> All teachers are signed off and endorsed for the year 	<p>Actions 2023:</p> <ul style="list-style-type: none"> Refresh groups for 2023 Start PGC earlier in 2023 - Term 1 Start collaborative inquiries earlier in 2023 - Term 1 Timetable Teachers observation of each other in action, engage in professional conversations Continue to create and give purpose to Curriculum groups Create time for each group to meet and plan ahead

1

Strategic initiative 1D: Increase Consistency in Data Collection, Analysis and application**3-year success metric:** Accelerated achievement for our Priority learners

Initiative	12 month milestone	Key actions
1D: Increase Consistency in Data Collection, Analysis and application	<ul style="list-style-type: none"> Accelerated achievement for our Target students 	<ul style="list-style-type: none"> Targets to be set for 2023 using 2022 data Team leader meetings to be used to ensure Assessment Set school targets to align with POD collaborative inquiries Improve & increase moderation across school in reading, writing and maths Implement School wide Collaborative inquiry using Spiral Model POD Inquiry processes and systems ensure student and teacher needs are being fostered to lift achievement Develop and agree upon shared vision and goals for acceleration Complete “Are we on track “ each term

Strategic Goal 2:

2.0 Provide a learning environment and curriculum that engages and motivates our students to learn

Measurement:

Implement the most suitable collaborative flexible learning environment for St Mary MacKillop

Strategy 2a

- Implement Capability Goal from Kahui Ako

3 year outcome:
We have increased our Capability of Students and Staff across our curriculum

Rationale:
We are following the Strategic direction of the Kahui AKo

Strategy 2b

- Continue to develop our STMMK Local Curriculum

3 year outcome:
We have a curriculum that is connected to us and what we our school is

Rationale:
We need to document and make a summary of all Curriculum Areas so we can be ready for change

Strategy 2c

- Implement Mitey school Programme

3 year outcome:
A schoolwide programme is embedded in our school

Rationale:
H and W of children will continue to be a focus for us

Strategy 2d

- Create and Develop a Te Reo plan

3 year outcome:
Teaching of Te Reo is consistent and porgressive throughout the school

Rationale:
This a directive from the Mlnistry and we need to continue to build our Capability

2

Strategy 2a: Implement Capability Goal from Kahui Ako

3-year success metric: We have increased our Capability of Students and Staff across our curriculum

Initiative	12 month milestone	Key actions
<p>Strategy 2a</p> <p>Implement Capability Goal from Kahui Ako</p>	<ul style="list-style-type: none"> • Our Digital Capability has increased across the school 	<ul style="list-style-type: none"> • Appoint WSTx 2 • Create an action plan for the implementation of digital literacy practices across the school. • Investigate and implement online safety practices are in place • Create an action plan - implement Kahui Ako Goal • Timetable _ Kahui AKO - visits

2

Strategy 2b: Continue to develop our STMMK Local Curriculum

3-year success metric: We have a curriculum that is connected to us and what we our school is

Initiative	12 month milestone	Key actions
<p>Strategy 2b:</p> <p>Continue to develop our STMMK Local Curriculum</p>	<ul style="list-style-type: none"> • Our STMMK curriculum delivery plan is finished 	<ul style="list-style-type: none"> • Create Maths action plan • Create Literacy action plan • Create Oracy action plan • Create Connected Curriculum plan • Create RE action plan - curriculum • Create Pacifica Education Action plan • Create Google site

2

Strategy 2c : Implement Mitey school Programme**3 year outcome:** The school has initiatives that help address the Health and Wellbeing of our school

Initiative	12 month milestone	Key actions
Strategy 2c : Implement Mitey school Programme	<ul style="list-style-type: none"> Mitey school is school wide by the end of 2023 	<ul style="list-style-type: none"> Create action plan for 2023 Mitey Schools Programme: Specific Focus and planning for each learning area (Integrated into other Initiatives: Connected Planning/ Curriculum) Maintain School leadership programme Sustaining/maintaining good progress/status of wellbeing that we have achieved so far Measure effectiveness through Parent and Student survey Timetable celebrations so we recognise each term focus

2

Strategy 2d: Create and Develop a Te Reo plan**3 year outcome:** Teaching of Te Reo is consistent and progressive throughout the school

Initiative	12 month milestone	Key actions
Strategy 2d: Create and Develop a Te Reo plan	<ul style="list-style-type: none"> Teaching of Te Reo is planned and catered for all across the school 	<ul style="list-style-type: none"> Create Maori Education Action plan Powhiri every term for new students and staff Purchasing a wide range of Maori resources eg: dictionaries, toys, korowai, displays etc. PD's from outside organisations to support us in Te Ao Maori Making connections with local Marae and have frequent visits Making connections with the local Kura Kaupapa in Mangere Full year of the Maori Marama Taka (calendar) eg: seasons, Gods, traditions during that time, waiata, myths and legends.

Strategic Goal 3:

Nurture our Catholic Faith in a Learning Environment where whanau and Parish are involved

Measurement:

School of choice for our Parish: We engage with our families through an online environment.

Strategy 3a

- Implement the New RE curriculum for Yr 1 and 2

3 year outcome:

- School wide New RE curriculum is in place for the whole school

Rationale:

We are following a staggered approach to roll out of New RE Curriculum

Strategy 3b

- Strengthen Whanau engagement to increase involvement in student learning

3 year outcome:

Parents are actively involved and engaged in their children's learning

Rationale:

Parents who are actively involved in their child's life , help the child to grow in self esteem and wanting to learn. Students are more focused on their studies and actively involved in school life.

3

Strategy 3a: Implement the New RE curriculum for Yr 1 and 2

3-year success metric: School wide New RE curriculum is in place for the whole school wide New RE curriculum is in place

Initiative	12 month milestone	Key actions
Strategy 3a: Strengthen Student engagement in their special character	<ul style="list-style-type: none"> • Sunday reading is used in Planning • Mass reflects creative planning and reverence 	<ul style="list-style-type: none"> • Develop an action plan for RE • Plan RE PD with DRS • Complete RE paper • Resource teachers with RE teacher planner • Resource C,D pod with Bibles • Survey Parents/Staff/Students about RE/Mass • Create more opportunities for student involvement in Wider community • Investigate Retreats - whole school • Investigate increasing our School involvement in the Parish Sacramental Programme

3

Strategy 3b: Strengthen Whanau engagement to increase involvement in student learning

3-year success metric: Parents are actively involved and engaged in their children's learning

Initiative	12 month milestone	Key actions
Strategy 3b Strengthen Whanau engagement to increase involvement in student learning	<ul style="list-style-type: none"> • Parents meetings/Hui/Fonos have taken place • All parents are accessing School information and learning online 	<ul style="list-style-type: none"> • Plan regularly engagement with Community and Students • Plan Events that engage our whanau and wider community • Plan cyber safety engagement for our parents to help them with online environment • Create opportunities for volunteers to engage in our school life- Music , te reo , Art • Review PODs using an online engagement tool • Continue to grow PTFA group