



Hillsborough Primary School



**HPS Charter -
Strategic Goals & Annual Plan**

Strategic Plan, 2023-2025

Our Vision - to Grow Learners and Develop Citizens

Our Mission Statement	<p>Growing Learners - we will shape and grow our students to think critically, connect, learn and participate, by providing opportunities to</p> <p>★ Investigate ★ Collaborate ★ Create ★ Communicate</p> <p>- our Learner Actions</p>
	<p>Developing Citizens - we will develop citizens by teaching students how to</p> <p>★ Show Kindness ★ Make Positive Choices ★ Challenge Themselves</p> <p>- our School Values</p>

Strategic Goal	
HPS Vision Principle #1	Learning to Learn
NELP Objective:	<p>Barrier Free Access; great education opportunities and outcomes are within reach for every learner</p> <p>Quality Teaching and Leadership; make the difference for learners and their whānau</p>
<i>How does it fit with the NZC Principles?</i>	◆ Learning to Learn ◆ High Expectations ◆ Future Focussed
<i>Links to Tataiako</i>	Wananga; We talk about my learning and how I'm doing
<i>Definition: What do we want?</i>	Our HPS local curriculum will grow empowered learners who strive for personal excellence and achieve success through learning how to learn.
Annual Goal	
HPS Vision Principle #1 - Learning to Learn	NELP Priorities: 2.4 Ensure every ākonga gains sound foundation skills, including literacy 3.6 Develop staff to strengthen teaching, leadership and learner support capability
2023 Annual Plan Focus for Learning to Learn:	<p>Objective: Raise student achievement in reading; as a result of 3 years disruption our literacy results have been markedly impacted. We will review our programmes, improve resourcing, enhance teacher capability and re-establish student voice in literacy goal setting.</p>
	<p>Expected Outcome: to have a 10% increase in our end of year achievement data - move from 68% to 78% achieving at or above in Reading across the school</p>

Actions to Meet Outcome:	Resourcing:	Indicators of Progress:
<ul style="list-style-type: none"> ● PLG focus of Reading with a collaborative inquiry including goal, strategies and resourcing. Lead and reviewed by syndicate leaders ● Review of current literacy programmes, with refinement, improvement and additional tools, using Term 1 data to identify specific needs ● Review the use of the Reading Ladders (student learning tools) as a means to learners' tracking and setting their next learning steps 	<ul style="list-style-type: none"> ● Facilitator to work with syndicate leaders on leading PLG's and forming collaborative inquiries ● SLT and teachers to review current reading programmes and refine based on identified needs from term 1 testing 	<ul style="list-style-type: none"> ● Collaborative inquiry updated termly with areas of improvement and next steps identified (syndicate leader to update and report to Senior Leaders) ● Revised/refined reading programming with consistent teaching approach across the syndicate that is in line with the literacy progressions ● A shift in mid year progress data ● A 10% shift in end of year assessment data ● Students using the Reading Ladders <ul style="list-style-type: none"> - Can talk about their current learning - Can identify where to next
Monitoring:		
Beginning of Term 2 Review	Beginning of Term 3 Review	End of Term 4 Review

Strategic Goal		
HPS Vision Principle #2	Effective Learning	
NELP Objective:	Quality Teaching and Leadership; Quality teaching and leadership make the difference for learners and their whānau	
<i>How does it fit with the NZC Principles?</i>	◆ High Expectations ◆ Coherence	
<i>Links to Tataiako</i>	Ako; we help each other learn and grow	
<i>Definition: What do we want?</i>	Our HPS local curriculum will promote effective teacher practice to ensure positive learning outcomes for all students	
Annual Goal		
HPS Vision Principle #2a - Effective Learning	NELP Priorities: 3.6 Develop staff to strengthen teaching, leadership and learner capability	
2023 Annual Plan Focus for Effective Learning:	Objective: to fully embed Making Learning Visible practices across the school	
	Expected Outcome: Making Learning Visible will be refined and embedded across the school to enable consistent practice to promote improved student agency and excellence in teaching and learning	
Actions to Meet Outcome:	Resourcing:	Indicators of Progress:
<ul style="list-style-type: none"> Term 2 - Observations to collect baseline data on our current MLV practice across the school Analysis and review of baseline data to identify needs and next steps across the school Development of an action plan based on the review 	<ul style="list-style-type: none"> Steve Saville - Cognition facilitator Staff meetings for PLD 	<ul style="list-style-type: none"> Review tool used beginning of Term 2 and again beginning of Term 4 - to identify needs and measure progress Consistent practice across the school Students having a greater understanding of the learning process and their learning journey Students and teachers using the learning and planning tools consistency to inform goal setting and teaching
Monitoring:		
Beginning of Term 2 Review	Beginning of Term 3 Review	End of Term 4 Review

Strategic Goal		
HPS Vision Principle #2	Effective Learning	
NELP Objective:	Quality Teaching and Leadership; Quality teaching and leadership make the difference for learners and their whānau	
<i>How does it fit with the NZC Principles?</i>	◆ High Expectations ◆ Coherence	
<i>Links to Tataiako</i>	Ako; we help each other learn and grow	
<i>Definition: What do we want?</i>	Our HPS local curriculum will promote effective teacher practice to ensure positive learning outcomes for all students	
Annual Goal		
HPS Vision Principle #2b - Effective Learning	NELP Priorities: 3.6 Develop staff to strengthen teaching, leadership and learner capability	
2023 Annual Plan Focus for Effective Learning:	Objective: to work alongside Sport Auckland to improve the wellbeing of tamariki at HPS through a quality programme of healthy eating and physical education	
	Expected Outcome: There will be a refreshed Health and Physical Education programme embedded across the school	
Actions to Meet Outcome:	Resourcing:	Indicators of Progress:
<ul style="list-style-type: none"> Baseline data is collected from Leadership, Teachers, Students and Whānau to form a picture of needs and next steps for Physical Education and Health programming for Hillsborough The HAL curriculum action, lead by a curriculum leader, works alongside Sport Auckland to plan for the areas identified Upskilling of staff as required <ul style="list-style-type: none"> Development of skills, knowledge of the curriculum document, use of equipment and tools Review of data and needs to inform future goals 	<ul style="list-style-type: none"> Sport Auckland facilitator/s Curriculum Leader + Curriculum Action Team Staff meetings for PLD 	<ul style="list-style-type: none"> Health and Physical Education programme developed for HPS Health programming embedded across the school Physical Education programming embedded across the school Improvement in teacher <ul style="list-style-type: none"> skill levels, Regularity of teaching physical education Perceived value of a balanced Health and PE programme
Monitoring:		

Beginning of Term 2 Review	Beginning of Term 3 Review	End of Term 4 Review

Strategic Goal		
HPS Vision Principle #3	Relationships for Learning	
NELP Objective:	<p>Learners at the Centre; learners with their whānau are at the centre of education</p> <p>Barrier Free Access; Great education opportunities and outcomes are within reach for every learner</p> <p>Quality Teaching and Leadership; make the difference for learners and their whānau</p>	
<i>How does it fit with the NZC Principles?</i>	◆ Inclusion ◆ Cultural Diversity ◆ Treaty of Waitangi	
<i>Links to Tataiako</i>	<p>Tangata Whenuatanga; we are unique and proud of who we are</p> <p>Whanaungatanga; we get opportunities to share our culture</p>	
<i>Definition: What do we want?</i>	Our HPS local curriculum will create a safe and supportive learning environment which acknowledges difference and ensures equity for all learners with respect to the Treaty of Waitangi	
Annual Goal		
HPS Vision Principle #3 - Relationships for Learning	<p>NELP Priorities: 1.1 Ensure HPS is a safe and inclusive place of learning</p> <p>2.3 Reduce barriers to education for all, incl for Maori and Pacific ākonga</p> <p>3.5 Meaningfully incorporate te reo Māori and tikanga Māori into the place of learning</p>	
2023 Annual Plan Focus for Relationships for Learning:	Objective: Review and develop our local curriculum with a culturally responsive approach.	
	Expected Outcome: an awareness and promotion of culturally responsive practice so that equitable outcomes are provided for all, including Maori.	
Actions to Meet Outcome:	Resourcing:	Indicators of Progress:
<ul style="list-style-type: none"> Each teacher will use the Hikairo Schema to identify their strengths, needs and next steps to create a culturally responsive classroom/environment <ul style="list-style-type: none"> Individual chats to identify specific needs - Terms end 1, beg T3 and mid T4 Clusters of needs identified and PLD provided Modeling of practice if appropriate, observations of practice or resourcing to support goals derived from needs analysis using the Hikairo Schema 	<ul style="list-style-type: none"> Facilitator - Rewa Paewai (Cognition Education) Curriculum Lead Teacher Staff meetings for PLD Release for observations, goal setting chats 	<ul style="list-style-type: none"> The Hikairo Schema is used by each teacher to identify strengths and needs and develop personal goals (which are linked into the Professional Growth Cycle) Increased use of Te Reo in the classroom/around the school A guide to HPS Tikanga is created to inform current staff and as a resource for new staff to the school Student voice survey with analysis and recommendations

<ul style="list-style-type: none"> Student voice gathered to ascertain levels of engagement and acknowledgment of cultural diversity <ul style="list-style-type: none"> End terms 1 and 4 		
Monitoring:		
Beginning of Term 2 Review	Beginning of Term 3 Review	End of Term 4 Review

Strategic Goal		
HPS Vision Principle #4	Learning Partnerships	
NELP Objective:	Learners at the Centre; Learners with their whānau are at the centre of education	
<i>How does it fit with the NZC Principles?</i>	◆ Community Engagement	
<i>Links to Tataiako</i>	Manaakitanga; we show kindness and build each other	
<i>Definition: What do we want?</i>	Our HPS local curriculum will build strong links and partnerships across the learning community	
Annual Goal		
HPS Vision Principle #4 - Learning Partnerships	NELP Priorities: 1.2 Have high aspirations for every ākonga, and support these by partnering with their whānau to design and deliver education that responds to their needs	
2023 Annual Plan Focus for Learning Partnerships:	Objective: to consult and collaborate with whānau to develop and enhance our HPS local curriculum	
	Expected Outcome: whānau will be actively encouraged to engage with the school to give feedback on learning outcomes, share in the learning process with their tamariki and learn about local curriculum	
Actions to Meet Outcome:	Resourcing:	Indicators of Progress:
<ol style="list-style-type: none"> 1. Whānau feedback on curriculum development around Health & PE initiative <ul style="list-style-type: none"> - Survey 2. Whānau engagement with student learning progress <ul style="list-style-type: none"> - School Start Chats - Learning Conversations 3. Whānau hui to share knowledge around our PE & Health, Initiative Reading focus and Culturally Responsive PLD <ul style="list-style-type: none"> - Workshops - Meetings 	<ul style="list-style-type: none"> ● Leadership team + facilitators and teachers ● Student, teacher, whānau meetings ● Hui set up as required - involving teachers, leadership as needed 	<ul style="list-style-type: none"> ● CAT team + facilitators have gathered information to inform PE & Health programme - HAL parent survey ● Twice yearly sharing of information <ul style="list-style-type: none"> - teacher-student-parent ● Hui to share knowledge around how reading is taught at school & how to help at home <ul style="list-style-type: none"> - Sharing information ● Hui to share knowledge around the development of a school wide Health and PE programme <ul style="list-style-type: none"> - Sharing information - Feedback from whānau ● Hui to share student voice, a summary of staff goals around Culturally Responsive practice <ul style="list-style-type: none"> - Sharing information

		- Gathering feedback from whānau
Monitoring:		
Beginning of Term 2 Review	Beginning of Term 3 Review	End of Term 4 Review