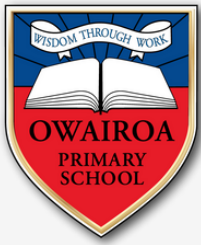


OWAIROA PRIMARY SCHOOL

# STRATEGIC PLAN INITIATIVES

2024 - 2025





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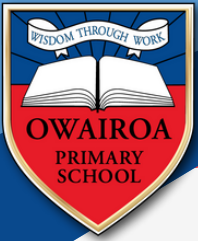
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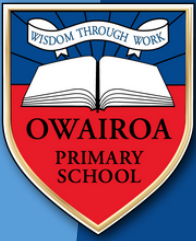
# Owairoa Primary School Mission Statement

Our mission is to provide pathways to access challenging, stimulating, quality education that creates self-motivated, lifelong learners equipped for a changing world.

# Owairoa Primary School Vision – Pathway to the Future

Our vision is to lead children along the pathway which prepares them for the future and challenges them to continually strive for new horizons.





## Description of the School

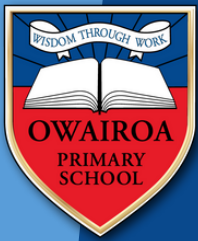
Owairoa Primary School caters for a diverse school community welcoming enrolments of students from Years 0-6. It is a co-educational, contributing state school located at 85s Nelson Street, Howick, Auckland. The school has an Equity index number of 394 for 2024.

Owairoa Primary was officially opened in 1962 and initially comprised of twelve classrooms. Due to extensive roll growth, multiple classrooms have been added over the years. Two of the three junior blocks have since been modernised with the third due to be completed in the first Semester of 2024. More recently the Ministry of Education has funded a two storey eighteen classroom teaching space, the "Alan McIntyre Centre", built near the Elliot Street access.

Owairoa Primary School facilities include a hall, library, swimming pool, astro turf and large sports field, four playgrounds including a fitness trail, sandpit, Chinese Garden and native bush walk. It also has an area designated for environmental studies which includes a fruit orchard, vegetable garden, worm farms, composting area and an area for Trees for Survival where students grow native seedlings to plant out annually in the community. The school also has specialist rooms for Science and Music. The school is well-equipped with modern teaching and learning resources including iPads in the Junior School and chromebooks for the Middle and Senior School classrooms.

Owairoa Primary is part of the 'Te Awa Bucklands Beach' Kahui Ako group which was established in 2020. The Kahui Ako consists of Macleans College, Bucklands Beach Intermediate, Bucklands Beach Primary School, Macleans Primary School, Mellons Bay Primary School and Pigeon Mountain Primary School.





# Special School Character

Our Mission, Vision and Values are at the forefront of all we do at Owairoa Primary School. Our values are integrated into the learning programmes and are covered across all year groups.

Owairoa Primary School has a strong 'family' ethos. It places a strong emphasis on student wellbeing and building partnership with families. This was a key strength identified in our latest Education Review (ERO) school review.

Our school has a supportive School Board (formerly Board of Trustees) who bring a wide variety of skills and knowledge to their roles. The Board's overarching vision for the school is to "lead children along pathways that prepare them for the future" and to "challenge them to continually strive for new horizons".

The Parent Teacher Association is very active and provides numerous opportunities for students throughout the year, including school discos, movie nights, special lunch days and events for the wider community such as the 2024 inaugural "Give It A Go Day".

In the Junior and Middle School, classes are comprised of students in the same year level whilst our Senior School has Year 5 and 6 composite classes. The school has numerous intervention programmes in action that cater for Tier 2 support (small group teaching for students that require additional literacy and numeracy support) and Tier 3 support (Reading Recovery which is one to one literacy support). The school programmes follow the National Curriculum guidelines. The school has a dedicated Special Needs Coordinator (SENCO). Outside agencies such as specialist education services are used when needed.

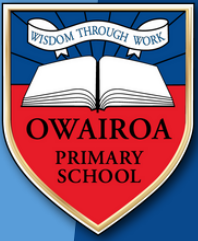
Our school has a very successful International Department which welcomes fee paying students from a range of countries to study at Owairoa Primary School. International Students are integrated well within the school community. They access quality pastoral care and education during their enrolment period. The school monitors and supports their wellbeing, progress and achievement and reports this to the School Board. Parents of International Students participate well in the school's 'Parent Class' programme which further supports their children's integration into the school.

Launchpad, a values based programme occurs weekly taken by a group of volunteers for students in Year 2-6.

A before and after school care programme is available to our students. The service operates on site daily from 7am to 6pm, and a holiday programme operates during each school holiday period.

Our school hosts a satellite class linked to Sommerville Special School.





# School Community

The Owairoa Primary School community encompasses those people who have an active interest and involvement in the activities, fundraising, decision-making and general life of the school. It includes all the teaching and support staff, current students, their parents and caregivers, former students and their families, as well as families who have preschoolers who are pre-enrolled to attend Owairoa Primary School.

A strong partnership is maintained between the school and its' community. There is a positive community spirit, with strong family support. It is not uncommon for several generations of family members to have attended the school.

Many ethnic groups are represented in the school community and Owairoa Primary School embraces this multiculturalism. Students are encouraged to learn about other cultures and to celebrate those cultures' traditions and practices through numerous activities and opportunities at school.

## Core Values and Beliefs

The 'School Values' of Respect (whakaute), Integrity (ngakau tapatahi), Self Esteem (whakaaro nui ako) and Excellence (hiranga) "(RISE)" are a living, integral part of life at Owairoa Primary School.

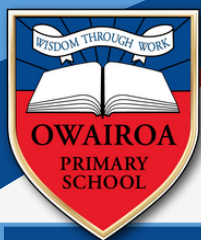
These sit alongside the 'Our Principals' and 'Key Competencies' of Managing Self, Participating and Contributing, Relating to Others, Thinking and Using Language, Symbols and Texts.

Staff at Owairoa Primary School model and encourage the school values for our students.

The table on the next page highlights what we believe is crucial to our school.







# School Values

## Owairoa Primary School Vision: **PATHWAY TO THE FUTURE**

Our vision is to guide children along the pathway which prepares them for the future and challenges them to continually strive for new horizons

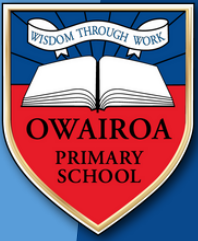
**Our Key Approaches: Team Work Innovation Ethical Behaviour Data and Research Analysis**

We Value	Our Principles	Our Key Competencies
<p><b>Respect/Whakaute</b> for ourselves, our property, our whānau, our peers, our bicultural heritage and our environment</p> <p><b>Integrity/Ngakau tapatahi</b> honesty, responsibility, accountability, ethical actions</p> <p><b>Self-esteem/Whakaaro nui ako</b> self confidence, decisiveness</p> <p><b>Excellence/Hirangai</b> behaviour, work, personal standards, aspirations</p> <p>We will <b>R I S E</b> to the challenge</p>	<p><b>High Expectations</b></p> <ul style="list-style-type: none"> <li>• Achieve personal excellence</li> </ul> <p><b>Treaty of Waitangi</b></p> <ul style="list-style-type: none"> <li>• Acknowledge Treaty principles</li> <li>• Acknowledge the bicultural foundations of New Zealand</li> <li>• Opportunity to acquire knowledge of Te Reo</li> </ul> <p><b>Cultural Diversity</b></p> <ul style="list-style-type: none"> <li>• New Zealand unique identity</li> <li>• Value the traditions and history of all people</li> </ul> <p><b>Inclusion</b></p> <ul style="list-style-type: none"> <li>• Inclusive curriculum which meets the individual needs of each student</li> </ul> <p><b>Learning to Learn</b></p> <ul style="list-style-type: none"> <li>• Learning through the Atol principles</li> </ul> <p><b>Community Engagement</b></p> <ul style="list-style-type: none"> <li>• Open doors</li> <li>• Connections and partnerships</li> <li>• Owairoa 'family' ethos</li> </ul> <p><b>Coherence</b></p> <ul style="list-style-type: none"> <li>• Broad education that opens up pathways to further learning</li> </ul> <p><b>Future Focus</b></p> <ul style="list-style-type: none"> <li>• Sustainability</li> <li>• Citizenship</li> <li>• Enterprise</li> </ul>	<p><b>Think</b></p> <ul style="list-style-type: none"> <li>• Be critical</li> <li>• Be creative</li> <li>• Be reflective</li> <li>• Be a problem solver</li> <li>• Be curious</li> </ul> <p><b>Communicate</b></p> <ul style="list-style-type: none"> <li>• Using language, symbols and texts</li> <li>• Process information</li> <li>• Express ideas</li> </ul> <p><b>Participate and Contribute</b></p> <ul style="list-style-type: none"> <li>• Work in a team</li> <li>• Get involved</li> <li>• Create opportunities</li> <li>• Make connections with others</li> </ul> <p><b>Manage Myself</b></p> <ul style="list-style-type: none"> <li>• Be self-motivated</li> <li>• Be organised</li> <li>• Persevere</li> <li>• Be resilient</li> <li>• Have a can do attitude</li> <li>• Do my personal best</li> </ul> <p><b>Relate to Others</b></p> <ul style="list-style-type: none"> <li>• Respect others</li> <li>• Show empathy</li> <li>• Listen actively</li> <li>• Celebrate diversity</li> </ul>

**Our Effective Learning Beliefs:** We believe effective learning happens when:

- Learners are challenged and supported
- Learning is relevant, personalised and co-constructed
- There is a learning focused culture
- Whanau play a key role in the learning community





# Honouring Te Tiriti o Waitangi: Tikanga Maori – embedded into our school Culture

In accordance with the Education and Training Act 2020, Owairoa Primary School will commit to meeting Treaty of Waitangi responsibilities by working in partnership with our Maori school community to reach the educational and cultural aspirations of Maori students and their whanau.

This commitment includes working towards achieving the statement of National Education and Learning Priorities (NELP) that are set out in the Government's priorities for education, that will ensure the success and wellbeing of all learners.

This partnership involves a focused commitment from the School Board, Senior Management and staff.

## Owairoa Primary School Board Members will:

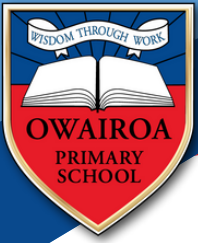
- ensure school governance is underpinned by Te Tiriti o Waitangi and relevant student rights
- ensure the physical and emotional safety of students and staff
- ensure that Owairoa Primary School is inclusive and caters for students with differing needs and give effect to Te Tiriti o Waitangi

## Owairoa Primary School Staff will:

- work towards ensuring our plans, policies and local curriculum reflect the local tikanga, matauranga Māori and te ao Māori (emphasising the importance of local histories and practices)
- develop strategic initiatives which promote meaningful integration of Te Reo and Tikanga Māori in our learning
- take all reasonable steps to make instruction available in tikanga and te reo Māori;
- achieve equitable outcomes for Māori students
- understanding basic Tikanga Māori and having high expectations of Māori students







# Cultural Diversity

Owairoa Primary School is culturally diverse, reflecting our community. Current ethnic compositions at Owairoa School (Feb 2024) include: 6% Māori, 6% Pasifika, 20% European, 53% Asian, 15% Other ethnicities. New Zealand's cultural diversity will be reflected at Owairoa Primary School from the students, School Board, Staff and Senior Management.

## For Owairoa Primary School students this will mean:

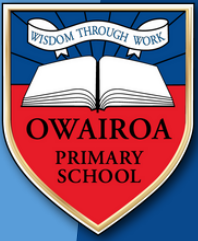
- accepting, valuing and actively engaging with all cultures in our student community
- experiencing Te Reo and Tikanga Māori in class lessons
- having the opportunity to participate in Kapa Haka or Pasifika groups over the school year

## For Owairoa Primary School Board Members this will mean:

- ensuring inclusive learning practices foster a positive cultural understanding
- employing teachers and teacher aides to support our ELL and International Students
- encouraging consultation, engagement and practices to identify community expectations

## For Owairoa Primary School Staff this will mean:

- valuing, acknowledging and celebrating all cultures by actively encouraging and providing an inclusive school culture and ethos
- our ELL programmes encompassing new language acquisition in a thematic based programme that is related to classroom learning
- encouraging parent consultation and engagement of our diverse cultural groups
- reporting on Māori and Pasifika student achievement regularly to the School Board and parents
- consulting with our Māori and Pasifika communities
- providing Professional Development in identified areas to meet teachers' needs
- different cultural perspectives are included in school programmes by celebrating language, customs and culture, through activities over the year



# Equal Employment Opportunities

Our Equal Employment Opportunities policy ensures that all employees and applicants for employment are treated according to their skills, qualifications, abilities, and aptitudes, without bias or discrimination.

Owairoa Primary School maintains and complies with our school's Equal Employment Opportunities policy.

To achieve this, the School Board annually monitors compliance and:

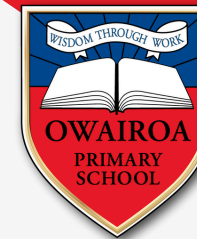
- appoints a member to be the EEO officer – this role may be taken by the Principal
- performs and reports on an annual EEO questionnaire
- shows commitment to equal opportunities in all aspects of employment including recruitment, training, promotion, and conditions of service
- recognises the value of attracting people from all possible sources of talent
- selects the person most suited to the position in terms of skills, experience, qualifications, and aptitude
- recognises the value of diversity in staffing (for example, ethnicity, age, gender, disability, hours of work, etc.) and the employment requirements of diverse individuals/groups
- ensures that employment and personnel practices are fair and free of any bias

## Consultation Programme

Our Owairoa Primary School Community was consulted in relation to:

- Parent Consultation Survey
- Health Education Curriculum
- Māori Community Hui
- Pasifika Community Hui
- Policy Reviews (School Docs Annual Cycle)
- Wellbeing Surveys (students)
- Year 6 Surveys (students)





# Strategic Goals Overview

The Owairoa Primary School Strategic Goals have been developed from school reflection, community and teacher consultation, developing our local School Curriculum and using student data to inform our direction. This has also been the basis for our continued direction in creating opportunities for PLD and a sharpened focus for the school.

## STRATEGIC GOALS

## INTENDED OUTCOMES

### GOAL ONE: Responsive Curriculum

To raise levels of achievement for all students through effective teaching and learning

Students will progress and achieve at high levels across all aspects of their learning journey while at Owairoa School

### GOAL TWO: Professional Capability

Through staff Professional Development, implement a responsive curriculum that provides inclusive and balanced educational programmes

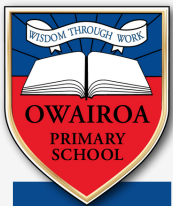
Through targeted PLD, teachers will develop more skills, understanding and confidence to deliver learning opportunities that will further enhance learning outcomes and success for students.

### GOAL THREE: Community Connections

To strengthen school-community relationships to support learning pathways for students

Strong links are developed and sustained between the school and community with an emphasis of understanding and proactive partnerships to improve student outcomes

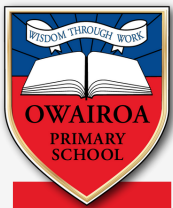




# Strategic Goal One: Responsive Curriculum

To raise levels of achievement for all students through effective teaching and learning

	2024	2025
1.1	<b>Literacy Learning Progress</b> To develop and support learning progression knowledge, to raise student literacy levels	<b>Literacy Learning Progress</b> Effectively integrate structured literacy to raise student outcomes in reading
1.2	<b>ESOL Learners</b> To develop students' oral language as it underpins students' development across the curriculum	<b>ESOL Learners</b> Provide opportunities for ESOL learners that engage them in their learning across all curriculum areas
1.3	<b>Better Start Literacy Approach (BSLA)</b> Develop and Implement a structured literacy programme (BSLA) in Year 1 and Year 2 to improve literacy learning outcomes for our Junior students. Key teachers in Year 1 trial the BSLA programme in classrooms to provide feedback for implementation in 2025	<b>Better Start Literacy Approach (BSLA)</b> Develop and implement a structured literacy programme (BSLA) in Year 4, 5 and 6 to improve literacy outcomes for our students
1.4	<b>Culturally Responsive Curriculum</b> Continue to implement a culturally responsive local curriculum that provides equal opportunities for all students	<b>Culturally Responsive Curriculum</b> Continue to implement a culturally responsive local curriculum that provides equal opportunities for all students
	<b>Outcome:</b> Students will progress and achieve at high levels across all aspects of their learning journey while at Owairoa School	<b>National Education Learning Priorities:</b> 1, 2, 3, 4, 5, 6,



# Strategic Goal Two: Professional Capability

Through staff Professional Development, implement a responsive curriculum that provides inclusive and balanced educational programmes

2024

2025

2.1

## Professional Growth Cycle

Teaching staff to improve individual knowledge and skills through effective professional growth cycle inquiries

## Professional Growth Cycle

Teaching staff to improve individual knowledge and skills through effective professional growth cycle inquiries

2.2

## Assessment for Learning Pedagogy

Develop a shared understanding of Assessment for Learning practices to weave through all teaching and learning programmes

## Assessment for Learning (AFL) Pedagogy

Further strengthen AFL pedagogy with an emphasis on providing feedback, to enhance student progression and achievement

2.3

## Teacher Professional Development

Professional Development aligns to school priorities and targeted areas in Literacy

## Teacher Professional Development

Professional Development aligns to school priorities and targeted areas and focuses on our 2024 Analysis of Variance data

2.4

## NZ Curriculum Refresh

Design and implement Te Mataiaho Curriculum Refresh expectations (Literacy and Communication) that are reflected in our Owairoa local curriculum

## NZ Curriculum Refresh

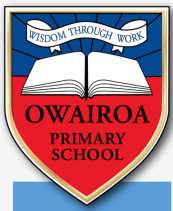
Design and implement Te Mataiaho Curriculum Refresh expectations (Mathematics and Statistics) that is reflected in our Owairoa local curriculum

### Outcome:

Through targeted PLD, teachers will develop more skills, understanding and confidence to deliver learning opportunities that will further enhance learning outcomes and success for students.

### National Education Learning Priorities:

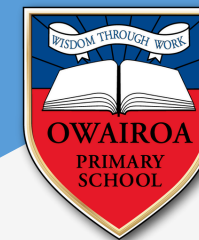
1, 2, 3, 4, 5, 6,



# Strategic Goal Three: Community Connections

To strengthen school-community relationships to support learning pathways for students

	2024	2025
3.1	<b>Whānau Engagement (Mitey)</b> Create a shared understanding of the Mitey programme with the school community	<b>Whanau Engagement (Wellbeing)</b> To engage with the community to further develop and strengthen wellbeing and school values
3.2	<b>Curriculum Updates</b> To keep the school community informed of curriculum change (Literacy and Communication)	<b>Curriculum Updates</b> To keep the school community informed of curriculum updates in Literacy and Mathematics
3.3	<b>Community Engagement</b> Ensure our parent community has opportunities to share with the school their cultural identity and aspirations for their child's learning journey	<b>Attendance</b> Attendance at Owairoa aligns to Ministry expectations
3.4	<b>School Values (RISE)</b> Develop a shared understanding of the School Values (RISE), with our school community	<b>Community Engagement</b> Expand opportunities for our parent community to share with the school their cultural identity and aspirations for their child's learning journeys
	<b>Outcome:</b> Strong links are developed and sustained between the school and community with an emphasis of understanding and proactive partnerships to improve student outcomes	<b>National Education Learning Priorities:</b> 2, 3, 4, 6, 7



# Strategic Road Map

This map shows when the Strategic Goals will be prioritised and implemented

		2024				2025			
		Term 1	Term 2	Term 3	Term 4	Term 1	Term 2	Term 3	Term 4
<b>Goal One: Responsive Curriculum</b>  To raise levels of achievement for all students through effective teaching and learning	1.1		Literacy Learning Progress						
	1.2	ESOL Learners							
	1.3	Better Start Literacy Approach ( B S L A )							
	1.4			Culturally Responsive Curriculum					
<b>Goal Two: Professional Capability</b>  Through staff Professional Development, implement a responsive curriculum that provides inclusive and balanced education programmes	2.1	Professional Growth Cycle							
	2.2	Assessment for Learning Pedagogy				Assessment for Learning Pedagogy			
	2.3	Teacher Professional Development							
	2.4			NZ Curriculum Refresh					
<b>Goal Three: Community Connections</b>  To strengthen school-community relationships to support learning pathways for students	3.1				Whanāu Engagement (Wellbeing)				
	3.2			Curriculum Update		Curriculum Update		Curriculum Update	
	3.3	Community Engagement				Attendance			
	3.4	School Values ( R I S E )				Community Engagement			