

Learners at the Centre

Learners with their whānau are at the centre of education

1a - Develop and deliver learning programmes that are engaging and relevant to ākonga and are inclusive and respectful of students' backgrounds, cultures and prior learning

1b - Support identity, language and culture of all learners and whanau to strengthen belonging, engagement and achievement

1c - Create an inclusive school culture where identity and diversity is valued

1d - Improving educational outcomes for all students

1e - Partner with family and whanau to build and realize their child's aspirations

1f - Develop a learning environment and infrastructure that supports our learning goals

Equitable Access to Learning

Great education opportunities and outcomes are within reach for every learner

2a - Support Māori ākonga to enjoy and achieve educational success as Māori

2b - Ensuring and supporting Pasifika students to have equitable access to thrive and succeed as Pasifika students

2c - Ensure all learners/ākonga have ongoing opportunities to develop key foundational skills in Literacy and Numeracy

2d - All students have access to learning and resources regardless of financial status

Quality Teaching & Leadership

Quality teaching and leadership make the difference for learners and their whānu

3a - Support teachers/kaiako to become culturally responsive practitioners

3b - Support kaiako to build their confidence and understanding of Te Reo Māori and tikanga

3c - Identify gaps in teaching capability and invest in opportunities for strengthening teaching, leadership and learning support

Future of Learning and Work

Learning that is relevant to the lives of New Zealanders today and throughout their lives

4a - Continue to grow and adapt Vocational Pathways programmes and initiatives to support the diverse needs and interests of all students

4b - Build collaborative partnerships with community groups and industry to improve educational outcomes and opportunities

4c - Build student capacity to confidently take on opportunities outside of the school in the present and future

The Waitākere Way

Caring - We all care for each other

Learning - We are all here to learn

Respect - We treat everyone with respect

GOAL - Learners at the Centre

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1 a) Engaging relevant learning programmes (N1,N2)

Strategic Priorities	Projects	Action
1a - Develop and deliver learning programmes that are engaging and relevant to ākonga and are inclusive and respectful of students’ backgrounds, cultures and prior learning	●Include Mātauranga Māori as a core component of Year 9-11 curricula	<ul style="list-style-type: none">Teacher Only Day focus Term 23/4Introduction of cross curricula mapping tool of values
	●Grow kaiako understanding of the histories of mana whenua	<ul style="list-style-type: none">Begin first year of 3 Year partnership with Te Kawerau a makiCollaboration in Kahui Ako o WaitākereLocal Curriculum developmentInclusion into Social Studies programmes at Years 9,10,11
	●Implementation of NCEA Levels 1 -3	<ul style="list-style-type: none">Accord Day /TOD professional development for course and unit development

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1 b) Supporting Identity, Language and Culture

Strategic Priorities	Projects	Action
1b - Support identity, language and culture of all learners and whanau to strengthen belonging, engagement and achievement	<ul style="list-style-type: none">Actively use tikanga and Te Reo Māori across the whole school so ākonga can actively participate in te ao Māori, Aotearoa and the wider world	<ul style="list-style-type: none">Increased inclusion of karakia, haka, whakatauki and Te Reo Māori in class and assembliesInclude Tikanga a Kura programme in Year 9 curriculum (through SOS)Weekly school whakataukiWeekly Te Reo words of the weekRenaming Tutor Classes according whakapapa - Māori and other local touchstones
	<ul style="list-style-type: none">Continue to embrace Pasifika values and languages	<ul style="list-style-type: none">Staff PLD each term
	<ul style="list-style-type: none">Continue to build culture identity and a sense of belonging for our minority groups	<ul style="list-style-type: none">National days celebrated, flags flownLanguage of the weekArts and Culture Week

GOAL - Learners at the Centre

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1 c) Creating an inclusive School Culture

Strategic Priorities	Projects	Action
1c - Create an inclusive school culture where identity and diversity is valued	<ul style="list-style-type: none">• Create a school culture of understanding and respect of kaupapa Māori, including Te Reo me ōno tikanga, across the school	<ul style="list-style-type: none">• Use of common Te Reo Māori phrases across the school• Staff PLD on dealing with racist or non-inclusive language
	<ul style="list-style-type: none">• To further raise the level of attendance,	<ul style="list-style-type: none">• Developing new partnership through WAAC, replacing Waipareira.
	<ul style="list-style-type: none">• Rebuild, post covid the profile of the house systems	<ul style="list-style-type: none">• House Points at assembly• Athletics day 2023

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1 d) Identity, Language and Culture

Strategic Priorities	Projects	Action
1d - Improving educational outcomes for all students	<ul style="list-style-type: none">• Raise NCEA achievement, equitably for all groups incl priority learners	<ul style="list-style-type: none">• Year 11 Māori mentoring group with Dingle Foundation• Wednesday Study-in-the-whare• Nu'u Toa study hub, Mates and Sisters United.• Forecasting, tracking and student self-monitoring• Continue to embed the Numeracy tracking system with the change of Numeracy and Maths leadership and staffing.• Achievement check-point in Term 2 for Curriculum Area review of progress per subject
	<ul style="list-style-type: none">• Raise University Entrance pass rates	<ul style="list-style-type: none">• Mid- year check point with Curriculum Leaders to audit Standards and assessment and to look at alternative Standards.• Study line programme for self-awareness and understanding of UE• A UE Writing/ Reading Standards added to all English 202 courses in 2023

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1 e) Building Partnerships with iwi whanau and families

Strategic Priorities	Projects	Action
1e - Partner with family and whanau to build and realize their child's aspirations	• Develop relationships with Mana whenua	<ul style="list-style-type: none">• Begin first year of 3 Year partnership with Te Kawerau ā maki
	• Increase the collection of whanau/caregiver voice for inclusion in decision making in matters pertaining to their rangatahi	<ul style="list-style-type: none">• Termly Hui and fono to seek voice and guidance• Inclusion of Māori Board members in hui and wider school events
	• Support parents and whanau to be able to support their own rangatahi	<ul style="list-style-type: none">• NCEA workshops with whānau / aiga.• Talonoa programme• Increased focus for Māori whanau on the website, newsletter and social media
	• Homestay programme to build stronger/ better relationships with community	Recruit and train homestay households to support international students

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1 f) Environment and Infrastructure

Strategic Priorities	Projects	Action
1f - Develop a learning environment and infrastructure that supports our learning goals	<ul style="list-style-type: none">On-going development and implementation of the site plan/building development	Movement to Stage 1 and 2 of the building project by MoE
	<ul style="list-style-type: none">Provision of devices for e-learning	Purchase and distribution of 100 more devices in 2023

GOAL -Equitable Access to Learning

Great education opportunities and outcomes are within reach for every learner

2 a) Māori Achievement

Strategic Priorities	Projects	Action
2a - Support Māori ākonga to enjoy and achieve educational success as Māori	<ul style="list-style-type: none">Continue to develop and embed Māori Medium Immersion education (Rūmaki development)	<ul style="list-style-type: none">Solidify the Year 9-11 programmeTeacher development of Rumaki immersion pedagogies.Increase the profile of the Rumaki across the schoolIncrease number of Te Reo Māori teaching staff
	<ul style="list-style-type: none">Continue to build strong pastoral connection and processes to support kaupapa of the rumaki	<ul style="list-style-type: none">Increased contact time and interaction with pastoral and senior leadership team
	<ul style="list-style-type: none">Develop a Māori Education Plan to identify targets and strategies to further engage those ākonga Māori in the wider school in learning	<ul style="list-style-type: none">Produce MEP for further consultation by the end of Term1
	<ul style="list-style-type: none">Continue to develop specialised groups to support meeting the needs of particular Māori students.	<ul style="list-style-type: none">Year 11 Career Navigator groupWahine ToaWednesday studyPūhoro Māori STEM

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2 b) Pasifika Achievement

Strategic Priorities	Projects	Action
2b -Ensuring and supporting Pasifika students to have equitable access to thrive and succeed as Pasifika students	<ul style="list-style-type: none">Nu’u Toa mentoring and tutoring programme for students and families	<ul style="list-style-type: none">Wednesday study hubFamily hardship supportFamily tertiary visit (Open Day)
	<ul style="list-style-type: none">Talanoa Ako for parents/caregiver support	10 workshops (fono) with parents
	<ul style="list-style-type: none">Tu’u Malohi to support students and parents	11 workshops for parents and students

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2 c) Raising Levels of Literacy and Numeracy

Strategic Priorities	Projects	Action
2c - Ensure all learners/ākonga have ongoing opportunities to develop key foundational skills in Literacy and Numeracy	<ul style="list-style-type: none">• Raise student writing capabilities in Years 9 and 10	<ul style="list-style-type: none">• Train new teachers in using Writers' Toolbox (WT).• Increase device availability• WT coach support in English, Humanities and Science• Create a cross-curricular student writing matrix and end-of-year-10 writer's profile.• Support CL's to encourage a blended approach to teaching writing,
	<ul style="list-style-type: none">• Pilot and implementation of NCEA Literacy and numeracy	<ul style="list-style-type: none">• Pilot both numeracy and literacy Standards in 2023 with Years 10 and 11• Learning webinars• Whole staff PLD on literacy skills• Responding to student data and feedback• Embed CAAs into units of work across the curriculum

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2 d) Removing Financial Barriers to Learning

Strategic Priorities	Projects	Action
2d - All students have access to learning and resources regardless of financial status	<ul style="list-style-type: none">• Increase equitable access to computers for student learning	<ul style="list-style-type: none">• Survey of student device ownership• Increased chromebook provision to curriculum areas
	<ul style="list-style-type: none">• Develop a system for identifying students and families in financial need	<ul style="list-style-type: none">• Tracking system via Google docs of financially assisted families.•

GOAL - Quality Teaching & Leadership

Quality teaching and leadership make the difference for learners and their whānau

3 a) Supporting culturally responsive teaching

Strategic Priorities	Projects	Action
3a - Support teachers/kaiako to become culturally responsive practitioners	<ul style="list-style-type: none"> Continue to develop relationship based pedagogy with all teachers (North-East corner, High expectations - High level of care) Continue to support teachers /kaiako to implement strategies that enable an inclusive learning environment Increase the spread of impact coaching across curriculum areas 	<ul style="list-style-type: none"> Continue to build the capacity of teachers to become Impact Coaches and then to train other Impact Coaches
	<ul style="list-style-type: none"> Continue to support teachers /kaiako to implement strategies that enable an inclusive learning environment 	<ul style="list-style-type: none"> Introduce new teachers to RbL - how to teach to the NE - and to the observation tool
	Targeted professional learning for new teachers on Restorative Practice.,	<ul style="list-style-type: none"> Term 1 new teacher PLD programme on school restorative processes and expectations
	Build capacity to lead RBL / NE meetings	<ul style="list-style-type: none"> Work with outside providers and across the Kahui Ako

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3 b) Kaiako Te Reo Māori and Tikanga

Strategic Priorities	Projects	Action
3b - Support kaiako to build their confidence and understanding of Te Reo Māori and tikanga	<ul style="list-style-type: none">• Raise all teachers capacity to utilize mātauranga Māori as a form of engagement in the classroom	<ul style="list-style-type: none">• PPTA Takatu Te Reo Māori programme• Te Ahu o te Reo Māori with Takatū

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3 c) Building Capability in Leadership

Strategic Priorities	Projects	Action
3c - Identify gaps in teaching capability and invest in opportunities for strengthening teaching, leadership and learning support.	<ul style="list-style-type: none"> Develop a programme of Middle Leader Professional development 	<ul style="list-style-type: none"> Survey of needs Programme of termly Middle Manager PLD OTL PLD for Middle Leaders
	<ul style="list-style-type: none"> Renewed focus on beginning teacher, teacher aide and support staff on RBL and Restorative Practice 	<ul style="list-style-type: none"> Inclusion of teacher aides and support staff in teacher PLD
	<ul style="list-style-type: none"> Raise all teachers' capacity to explicitly teach writing 	<ul style="list-style-type: none"> Ongoing professional development with the WTB support facilitators
	<ul style="list-style-type: none"> Increasing opportunities for Senior Leader professional growth and PLD 	<ul style="list-style-type: none"> SLT to have opportunity for inclusion in Victoria University programme Attendance at ASDAPA PLD
	<ul style="list-style-type: none"> Embed Restorative Practice 	<ul style="list-style-type: none"> Induction day for new teachers to the school before school starts do the first RJ PD Revisit RJ PD with Middle leaders

GOAL - Future of Learning and Work

Learning that is relevant to the lives of New Zealanders today and throughout their lives

4 a) Vocational Pathway Programmes

Strategic Priorities	Projects	Action
4a - Continue to grow and adapt Vocational Pathways programmes and initiatives to support the diverse needs and interests of all students	<ul style="list-style-type: none">• Build staffing capacity and sustainability within the vocational pathways department	<ul style="list-style-type: none">• Employ new leadership into Gateway and VCP.• Explore Building Academy extension with UNITEC and KBHS• Employ a support teacher for the Engineering Academy• Complete an analysis of vocational provision identifying who is being served and areas for expansion

GOAL - Future of Learning and Work

Learning that is relevant to the lives of New Zealanders today and throughout their lives

4 b) Building Relationships with Business and Industry

Strategic Priorities	Projects	Action
4b - Build collaborative partnerships with community groups and industry to improve educational outcomes and opportunities	<ul style="list-style-type: none">Expand involvement with Graeme Dingle Foundation Career Navigator	<ul style="list-style-type: none">Addition of Year 11 Mentoring group
	<ul style="list-style-type: none">Build strong partnerships with local industry	<ul style="list-style-type: none">Implement welding initiative with D&HInclusion of Densu and Deloittes in school programmes

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4 c) Building Student Capacity

Strategic Priorities	Projects	Action
4c - Build student capacity to confidently take on opportunities outside of the school in the present and future	<ul style="list-style-type: none">Implement a study planning programme with Year 13	<ul style="list-style-type: none">Term 1 NCEA / UE seminarsPlanning workshops during study
	<ul style="list-style-type: none">Develop a WaitākereCollege Graduate profile	<ul style="list-style-type: none">Feedback from students and parents
	<ul style="list-style-type: none">Redevelop Kiwi buddies programme to improve global citizenship of our domestic students	<ul style="list-style-type: none">Recruit and train domestic students in the role of assisting newcomers to NZ to develop their language skills and adapt to life in NZModel to domestic students the opportunities that exist for students to live and work in other cultures