



Porirua College 2017 Annual School Development Plan



Annual Goals	Targets	Actions	Lead Staff
<p>Strategic Aim 1 <i>Learning and Teaching:</i> to improve the learning outcomes of all students</p> <p>1. Develop strategic leadership</p>	<p>A. SLT, HoFs and PLs able to develop and carry out effective goals and to confidently have challenging conversations to grow staff - evaluation of development plans and appraisal goals</p>	<ul style="list-style-type: none"> ● Chris Rowan to run training days with HoF/PL group - leadership, goal setting, difficult conversations ● Chris Rowan to meet throughout the year with SLT/HoFs and PLs individually ● Planning - school annual plan to align with Faculty development plans and appraisal goals ● SLT to meet regularly with HoFs and PLs, evaluating progress on development plans/appraisal goals 	<p>RMA JP CWO</p>
	<p>B. Appraisal used meaningfully to develop leadership and teaching - survey staff</p>	<ul style="list-style-type: none"> ● Appraisal system to be simplified into google doc ● Clear lines of responsibility with all key areas of work appraised by relevant leader ● Meaningful goals to be set with appraisees in Feb ● Meetings to evaluate goal progress at least termly 	<p>CWO</p>
	<p>C. Self review cycle of Faculties introduced - reports to BoT</p>	<ul style="list-style-type: none"> ● Faculty review cycle and format agreed with HoFs ● SLT carry out reviews of three faculties during 2017 	<p>RMA JP CWO</p>
	<p>D. Board of Trustees governance role more meaningful - resource committee ensures no deficit beyond restructure costs</p>	<ul style="list-style-type: none"> ● Resource committee meet monthly to review budget ● Co-opt financial expert onto the committee 	<p>Aroha RMA</p>
<p>Evaluation: 27/3 Chris Rowan has run a training day and met with all PLs & HoFs. Other days are booked in. Faculty Development Plans are written and SLT have met with HoFs to discuss them. Appraisal goals have been set and follow up meetings are taking place before the end of term. Reviews this year will be of Personalised Learning (RMA Term 3), PE (JP), Science (CWO). Resource Ctte has had first meeting and financial expert is starting.</p> <p>10/7 SLT just met with Chris Rowan as a group and planned appraisal. Chris has also met with HoFs and PLs individually this term. JP to get dates in for term three and Monday first week of holidays for SLT. Regular coaching meetings with HoFs and PLs have been introduced by SLT. RMA meeting with CWO and JP. Next step is middle leaders to go away from all meetings with a concrete actions. Appraisal ongoing meetings are happening, but with some variation. SLT to push this going forward - asking to see documentation at next meetings. Faculty Reviews Term 3 - dates to be arranged first week back. Resource Ctte meeting and expert co-opted.</p>			

Strategic Aim 1 <i>Learning and Teaching:</i> to improve the learning outcomes of all students 2. Create a strategic plan based on school wide review	E. Curriculum Review - overall curriculum structure, integrated curriculum options, timetable structure, curriculum within faculties, course structures	<ul style="list-style-type: none"> Curriculum Committee plan a holistic strategy for review Review carried out in PLD time and presented to BoT PLD inquiries to review curriculum and plan innovative approaches for 2018 to meet student interests & needs HoFs work with faculties to review their curriculum 	RMA CWO JP HoFs
	F. Pastoral Review - structure, systems (incl. PB4L), attendance and resource allocation	<ul style="list-style-type: none"> Pastoral Committee plan a holistic strategy for review Review carried out and presented to BoT Revisit what restorative practice means for us 	JP SB VH
Evaluation: 27/3 Curriculum Ctte has planned first two stages of the review and the first one has just finished with Faculties reviewing their curriculum and sharing findings with the staff. Pastoral Ctte are planning and beginning their review. 10/7 Curriculum and Pastoral Reviews proceeding to plan. ToD on restorative practice week 1 Term 3.			
Strategic Aim 1 <i>Learning and Teaching:</i> to improve the learning outcomes of all students 3. Raise school wide achievement	G. NCEA (roll based) <ol style="list-style-type: none"> Level 1 - 70% Level 2 - 73% Level 3 - 54% UE - 23% 	<ul style="list-style-type: none"> Goal setting and learning conferences with all students throughout the year Use data to analyse achievement and offer support where required e.g. callback sessions, homework club, mentoring Attendance - review reasons for low attendance through pastoral review. Intervene with key low attenders on an individual basis using RAAYS process, look at bus access to school, Te Ahi Kaa transition programme for students struggling to settle into school Improving learning and teaching - powerful learner and activator of learning matrices 	RMA RMA/ PLs JP/ RMA RMA
	H. Junior School <ol style="list-style-type: none"> Engagement and attendance improved through the year - 'Me and My Schools' and attendance data comparison to 2016 Literacy developed as a school wide issue with some agreed shared practice Understanding of effective pedagogical practice through matrix and agreed support for this e.g. teacher aides All teachers will identify target group of students to accelerate achievement 	<ul style="list-style-type: none"> As above Assess to curriculum levels with regular feedback to students and parents AsTTle and PAT testing of students beginning and end of year CoL Teacher within and across school roles Personalised Learning space with group withdrawals Literacy school wide working party Small groups of target students to be identified by each teacher to accelerate achievement as part of appraisal goals 	JP HoFs CWO

	<p>I. Māori Students (roll based)</p> <p>a. Level 1 - 60%</p> <p>b. Level 2 - 66%</p> <p>c. Level 3 - 45%</p> <p>d. UE - 23%</p>	<ul style="list-style-type: none"> As above Noho marae with all Year 9 form classes Ākonga Māori students committee in curriculum review to create a 2018 curriculum more focused around the needs and interests of Māori students 	<p>CWO CWO RMA</p>
<p>Evaluation: 27/3 Goal setting has been done and follow up conferences are being carried out. Matrices will be developed in the next stage of the curriculum review. New target of accelerating achievement of juniors has been introduced following ERO advice, to be monitored through appraisal goals. In senior school, low numbers of credits have been completed so far and it is hard to make any real judgements. However, pass rates for Māori are much lower at Level 2 which is in line with low Māori achievement at Level 1 last year. We are now identifying names of students for follow up support.</p> <p>10/7 Results are being tracked at SLT level. They are beginning to be tracked in houses with varying success. To be a focus in house meetings and PL/SLT. Revisiting academic conferencing on staff meeting first day back Term 3. Bus access to school has been turned down. Te Ahi Kaa had good success with some students, VCA doing review. It will happen again next year with more of a transition plan for each student. RAAYS has been caught up with, after having been slightly behind. Matrices will need to be done in 2018 as reviews are taking a long time to do properly. Matrices also need time to be negotiated and agreed. Junior school - PLN withdrawals taking place and teachers identified small groups on appraisals. We are reinforcing assessing at curriculum levels, but this is a slow shift as the pace of change generally can become overwhelming. Literacy school wide party to be discussed in Term 4. Ākonga Māori Ctte have a draft plan to be brought to SLT in Term 3. Vic Uni Māori Pasifika outreach programme has been in working with students, organised by GWA.</p>			
<p>Strategic Aim 2 <i>Pastoral Care</i> <i>Engagement: to build a positive, respectful learning environment</i></p> <p>4. Develop community links to increase roll</p>	<p>J. Positive relationships with primary and intermediate schools - roll over 520 in 2018</p>	<ul style="list-style-type: none"> CoL involvement - sharing good practice Open Day, enrolments and Year 8 Transition days Alumni Committee to organise jubilee celebrations, publicity and build an alumni database that we can call on for support and funding 	<p>RMA JP Henry Samia</p>
<p>Evaluation: 27/3 RMA has been attending CoL meetings and is leading a working party on roles and data. Henry Samia is leading an alumni committee to organise the jubilee celebrations.</p> <p>10/7 Open Day is taking place Term 3 Week 3. Alumni Ctte meeting regularly and plans for jubilee are well advanced. Leaders are now appointed to the CoL and we are looking into the appointment of across and within school roles.</p>			
<p>Strategic Aim 2 <i>Pastoral Care</i> <i>Engagement: to build a positive, respectful learning environment</i></p> <p>5. Improve attendance rates, particularly of Māori students</p>	<p>K. Improve attendance of Māori students to within 10% of Pasifika students</p>	<ul style="list-style-type: none"> Focus on attendance of Māori students, at Years 9, 11 and 12 particularly through checking data every three weeks and identifying students for individual interventions - Māori Student Committee Learning coaches tracking class attendance and liaising with home, supported by pastoral leaders, SLT and TRA, using RAAYS process where necessary Pastoral review to explore reasons for low Māori attendance, in discussion with Whānau Advisory group and Māori community 	<p>CWO/ RHA JP PLs</p>

<p>Evaluation: 27/3 LC's have an appraisal goal re their role which they are negotiating with PLs. PLs have already started RAAYS referrals. Māori Students Ctte is meeting, led by CWO. Significantly lower attendance by Māori students is already evident. We are identifying individual names for follow up.</p> <p>10/7 PLs and LCs are tracking attendance and contacting home. TRA and RAAYS are being used. Ākonga Māori group are looking at this. We do not have short term solutions and are still exploring long term ones, with our community. To be discussed at next WAG meeting.</p>			
<p>Strategic Aim 3 <i>Property and finances:</i> to manage the College's resources effectively and efficiently</p> <p>6. Improve school environment to engage students</p>	<p>L. Property: warm school, Wairere developed as a cultural space, operative soccer fields, better basketball courts and outside spaces for students to interact</p>	<ul style="list-style-type: none"> ● Finalise 10YPP ● Heating fixed for this winter ● Wairere physically developed as a cultural space ● Soccer fields back in use, hopefully by winter ● Basketball courts new backboards and hoops ● Picnic tables for all houses ● Road to gym redone and landscaping planned for front of school ● Computer block demolished 	<p>JP JP CWO/ RHA RMA RMA JP JP</p>
<p>Evaluation: 27/3 10YPP LB is meeting with MoE to finalise. Report has been done re heating. We have applied for grants to survey the soccer fields and to work on the basketball courts. Picnic tables are largely in place.</p> <p>10/7 10YPP finalised but still to be signed off. Heating tenders are closed and only tender is being worked on. Wairere will not be developed this year as we need to consult on longer term plans. Soccer field applications are in to evaluate costs for hoped remediation by winter 2018. Basketball courts finance applications in and results being awaited. Picnic tables are in for all houses. No movement on gym road or computer block yet. Currently appointing new property manager role to oversee this area.</p>			
<p>Strategic Aim 3 <i>Property and finances:</i> to manage the College's resources effectively and efficiently</p> <p>7. Keep within budget</p>	<p>M. Finances: all faculties and the school to be within budget in 2017.</p>	<ul style="list-style-type: none"> ● Board resource and finance committee monthly meetings to oversee school budget ● SLT regular meetings with HoFs, which examine budget ● SLT to support HoFs to develop strategic development plans that utilise resources effectively ● LB to give regular budget printouts to HoFs and SLT 	<p>SLT SLT LB</p>
<p>Evaluation: 27/3 Resource Ctte has met and looked at 2016 Balance Sheet. The BoT is being presented with a budget with no planned deficit for 2017. SLT have discussed keeping within budget restrictions with HoFs. LB will give a print out to HoFs and SLT next week.</p> <p>10/7 Resource Ctte with an expert meeting regularly. Expert meeting regularly with new Finance Officer/ Office Manager. SLT looking at budgets with HoFs. Printouts are regularly given out. Currently budget on track, with some concern around Sports budget, which is being addressed.</p>			

Attendance Data

March



NCEA Achievement Data

March

