

## Summary

Appleby School clearly sets out the board's strategic focus and actions to improve student achievement. The plan is clear and concise, and allows parents, whānau and the community to easily understand and engage with the school's vision and values. The School Trustees worked together at the end of 2023 to develop the 2024-2025 Strategic Plan.

Parent feedback was a critical input for our strategic planning work, along with other key inputs:

- The National Education Learning Priorities (NELPs);
- Appleby student feedback;
- Appleby staff feedback;
- The national refresh of the NZ Curriculum;
- Membership of our local Kahui Ako / Community of Learning.

## Obligations to the Ministry of Education

The school acknowledges its obligations to the Government and the Ministry of Education under legislation and guidelines that include the National Education Goals, National Administration Guidelines and Educational Priorities.

## Implementation of the Statement of National Education and Learning Priorities in schools and kura

The Statement of National Education and Learning Priorities (the NELP) is a set of priorities designed to guide those who govern schools and kura to focus their day-to-day work on things that will have a significant positive impact for children and young people. The priorities can be used alongside local priorities, and in conjunction with delivering a rich local curriculum, to help every learner/ākonga to progress and achieve their aspirations.

## Where we are currently at:

**NELP 1; Learners at the Centre** - Appleby puts kids first. We have worked hard since COVID to ensure our school is safe and inclusive. We have responded to the need to reduce bullying and other negative behaviours by engaging with PB4L. We have had positive results by accepting that students behave like they do for a reason, and we have to adapt our approach to better meet their needs. Having high aspirations for every ākonga is the big theme for our kura in 2024.

**NELP 2; Barrier Free Access** - We have worked hard to provide equity to all our ākonga. We have had huge success in providing quality learning for all students. We have prioritised our target kids by providing breakfast, travel to school, small group support, designated learning support and whānau communication and interaction. We have focussed on providing literacy and numeracy support to ensure these kids are not left behind.

**NELP 3, Quality Teaching and Leadership** - Te Reo Māori and tikanga Māori features as an everyday part of school life. Karakia is used to start every school hui and event, karakia kai is heard at every kai event, waiata is used to support special events, and whakatau is used to welcome visitors and new whānau. Staff have participated in te Reo lessons throughout the year. In 2023 we completed professional development in maths through 'The Learner First', and in well being and behaviour adaptation through 'PB4L'.

## Reading, Writing and Maths Summary - Teacher Judgements, Dec 2023

Reading - Whole School			Writing - Whole School			Maths - Whole School		
Working Above	Working At	Working Towards	Working Above	Working At	Working Towards	Working Above	Working At	Working Towards
22%	49%	29%	12%	46%	42%	13%	65%	22%

In analysing this data we acknowledge the Covid impact and its continuing effect on student achievement. We are satisfied with the work we are doing to boost achievement in reading through structured literacy. We are satisfied with our progress in providing quality maths learning through our PD this year. We can clearly see the need to improve performance in writing.

## How will our targets and actions give effect to Te Tiriti o Waitangi

We are committed to making sure that all students who whakapapa Māori have equal opportunities as Māori to learn in Māori contexts. We expect to use Māori language, to celebrate Māori stories with Māori subjects, and to learn in explicitly Māori ways. We do not want any Māori student to be disadvantaged because they are Māori at our kura.

<p><b>Strategic Goal</b> Implement and embed structured literacy across the school for all learners.</p>				
<p><b>Annual Target</b> To improve the quality of Year 4 boys writing.</p>				
<p><b>What do we expect by the end of 2024?</b> We expect that all 11 students will have made significant progress in writing. We expect that all 13 boys will be working consistently at the expected level as measured by Te Mataiaho. By the end of the year these students will be...</p> <ul style="list-style-type: none"> <li>• using a range of strategies to create written texts with a variety of sentence structures, text structures, and forms of punctuation (e.g., for dialogue).</li> <li>• use writing as a tool to think about, record, and communicate experiences, ideas, and information.</li> <li>• use a creative process to craft stories in multiple ways using written language, oral language, the visual mode, or a combination of these.</li> </ul>				
Actions	Who is Responsible?	Resources	Timeframes	How will we measure success?
Buy Sheena Cameron 'The Writing Book'	Justin Neal	\$75	By the start of Term 1 2024	The book is used by all staff.
Designate a staff meeting each term to discuss ways to motivate, plan, deliver and assess writing.	Justin Neal	Time at staff meeting	All year	Improvements made in student motivation, teacher planning, delivery and assessment of writing.
Writing samples collected each term and analysed and moderated.	Justin Neal	Time at staff meeting	All year	Improvements made in teacher expectations and understandings.
Observe writing in all classes.	Justin Neal	Arrange for release so that all teachers have an opportunity to observe each other.	Twice in 2024	Teacher practice is more consistent and sharing ideas becomes common.
Moderate writing with at least one other school within the Kahui Ako.	Justin Neal	Time to meet after school with staff from another school.	Once in 2024.	Our understanding of what quality writing looks like will improve.

<b>Strategic Goal</b> Implement and embed structured literacy across the school for all learners.				
<b>Annual Target</b> To improve reading in all students in Years 2 and 3 who were not achieving to the expected level in Dec 2023				
<b>What do we expect by the end of 2024?</b>				
<ul style="list-style-type: none"> <li>By the end of 2024, all students in Years 2 and 3 will be reading to the expected level.</li> </ul>				
Actions	Who is Responsible?	Resources	Timeframes	How will we measure success?
Sacha and Greta participate in Better Start Literacy in 2024	Justin	BSLA, Release for two teacher per teacher	2024	All course requirements are fulfilled. There is improvement in reading.
Greta is supported in her transition to full time teacher.	Justin	CRT, coaching	2024	Greta will give feedback on her transition in Dec 2024.
Oral language assessments are undertaken at the beginning of the programme	BSLA team	BSLA	First 10 weeks of the programme	Student understanding of word and letter sounds is improved.
Explicit teaching is used in the junior school, and developed throughout the school	BSLA team	BSLA	2024	Observations of teachers during literacy will show evidence of explicit teaching.
Each student will have next learning steps recorded and used	BSLA team	BSLA	2024, first steps recorded after 10 weeks	Each student knows what his or her next steps are when ask

<b>Strategic Goal</b> Students make continual and consistent positive behaviour choices.				
<b>Annual Target</b> To decrease the amount of major incidents occurring at school				
<b>What do we expect by the end of 2024?</b> <ul style="list-style-type: none"> <li>• By the end of 2024, we will have an 8 % reduction each term from the baseline taken in term 1, resulting in 25% less major incidents in term 4 than we did in term 1</li> <li>• Baseline data for 2024 <ul style="list-style-type: none"> <li>○ To be collected during term 1 2024</li> </ul> </li> </ul>				
<b>Actions</b>	<b>Who is Responsible?</b>	<b>Resources</b>	<b>Timeframes</b>	<b>How will we measure success?</b>
Develop our tier 2 approach to PB4L	PB4L team	PB4L PD, team meetings, staff	2024	We will have less small incidents which will reduce the amount of major incidents
Organise a term by term organization to behaviour management	PB4L team	PB4L PD, team meetings, staff	2024	School hui, signage and messaging will have themes
Consistently reward positive behaviour	Whole staff	Lanyards and bread tags	2024	We will celebrate achievements twice a term
Increase staff visibility in the playground	Whole staff	Wear the lanyards	2024	Checklist for duty to include funny hat or vest.
Increase consistency in recording incidents	Whole staff	Staff meetings	Set up in term 1	All staff members will be reminded each week

<p><b>Strategic Goal</b> Student learning improves through improved attendance</p>				
<p><b>Annual Target</b></p> <ul style="list-style-type: none"> <li>70% or more of ākonga will attend school regularly in 2024 (more than 90%, an average of 9 days a fortnight)</li> <li>6% of ākonga who are moderately absent (attending more than 70% up to 80%, missing two to three days a fortnight)</li> <li>5% of ākonga who are chronically absent (attending 70 % or less, missing three or more days a fortnight)</li> </ul>				
<p><b>What do we expect by the end of 2024?</b></p> <ul style="list-style-type: none"> <li>Parents, caregivers and whānau will be more supportive of getting their tamariki to attend school.</li> <li>School will prioritise attendance and outline clear expectations to whānau.</li> </ul>				
Actions	Who is Responsible?	Resources	Timeframes	How will we measure success?
Set clear expectations of attendance for whānau	Justin Neal	Attendance service	All 2024	Using eTap attendance measures
Set clear expectations of attendance recording for class teachers and office staff	Justin Neal	School Docs Policy Guidelines	All 2024	Staff meetings and discussion, teacher voice
Bring attendance data to staff meetings to discuss 'chronic' non attenders, possible factors and how we can improve.	Justin Neal	eTap Attendance Data	All 2024	Using eTap attendance measures
Bring attendance data to BOT meetings to discuss 'chronic' non attenders, possible factors and how we can improve.	Justin Neal	eTap Attendance Data	All 2024	Using eTap attendance measures



# Appleby School - 2024 Implementation Plan