

Our Vision:

At Oteha Valley School we have pride in ourselves, our community, our cultures, beliefs and values. Our students are encouraged to become:

Powerful Learners
Risk Takers
Innovators
Decision Makers
Explorers

Students at Oteha Valley School will be encouraged to value:

- Respect
- Integrity
- Resilience
- Perseverance
- Potential



Breathing Life into Learning

Principles of the NZC

- High Expectations
- Treaty of Waitangi
- Cultural Diversity
- Inclusion
- Learning to Learn
- Community Engagement
- Coherence
- Future Focus

Our Beliefs about Teaching and Learning:

We believe students learn best when teachers

- Create a supportive environment
- Encourage reflective thought and action
- Enhance the relevance of new learning
- Facilitate shared learning
- Make connections to prior learning and experience
- Provide sufficient opportunities to learn

Things we Value:

- RESPECT** *We demonstrate respect for ourselves and others at all times.*
- INTEGRITY** *We show integrity by being honest and responsible.*
- RESILIENCE** *We are resilient when we use skills to try new things and overcome challenges.*
- PERSEVERANCE** *We persevere to complete tasks, even when they are difficult.*
- POTENTIAL** *We aim high to be the very best we can.*

Principles:

High Expectations: Students are encouraged to reach their potential with teachers catering to individual needs

Treaty of Waitangi: The Oteha Valley School community shows respect to the principles of the Treaty of Waitangi through awareness and understanding of its significance to NZ

Cultural Diversity: Oteha Valley School celebrates our multicultural society by respecting the diversity of cultures within our school

Inclusion: Oteha Valley School values learners in an inclusive and supportive environment to foster all learning needs

Learning to Learn: Students at Oteha Valley School are encouraged to set goals, be responsible for their own learning and self assess e.g. smiley face, portfolio goal setting

Community Engagement: Oteha Valley School students explore a range of activities both within and outside the school environment. e.g. EOTC trips, topic-Market days, gala, camp, family picnics

Coherence: Oteha Valley School learners experience a rich and varied curriculum that provides pathways into future learning

Future Focus: Oteha Valley School students take pride in sustaining their community, their cultural beliefs, values and environment. e.g. Kapa Haka group, Cultural group, Gardening Club

Cultural Diversity and Māori Dimension

OVS will reflect...

New Zealand's Cultural Diversity	The Unique Position of Māori Culture
<i>All cultures will be acknowledged and valued. Teachers will actively promote respect and understanding of diverse cultures. Teachers will undergo professional development in Te Reo and Tikanga Maori, Ka Hikitia and Pasifika Education Plan.</i>	<i>OVS will aim to develop an understanding and awareness of Tikanga Māori and Te Reo Māori through Teacher PD and our Inquiry model. This will include fostering knowledge of the Treaty of Waitangi.</i>
What reasonable steps will we take to incorporate Tikanga Māori into the school's curriculum?	What will our school do to provide instruction in Te Reo Māori for full time students if parents request it?
<ul style="list-style-type: none"> • <i>Culturally diverse contexts will be planned for and included in a range of curriculum areas as appropriate</i> • <i>National Anthem will be sung in Māori and English at formal school assemblies</i> • <i>A school wide Māori curriculum plan will be developed to show a progression of Te Reo throughout the school</i> • <i>Students will learn Marae protocol and visit a marae</i> 	<ul style="list-style-type: none"> • <i>All requests will be considered by the BOT, taking into account skills and qualifications of staff, the school's financial position and the feasibility of offering this.</i>
What steps will we take to discover the views and concerns of our Māori Community?	How will we acknowledge and allow for Māori Success as Māori?
<ul style="list-style-type: none"> • <i>Act on ideas discussed at Maori consultation meeting in 2012</i> • <i>Attempt to involve parents and whanau in planning where appropriate.</i> • <i>Communicate with parents about children's progress and achievement</i> 	<ul style="list-style-type: none"> • <i>Māori students will be identified by teachers- this is important in our school with so few Māori students, many of who may not appear to be Māori</i> • <i>We will work towards developing a shared understanding of what success as Māori means in our school</i> • <i>We will actively promote Kapa Haka for all our students</i> • <i>We will continue to look for opportunities to celebrate the successes of our Māori students.</i>

Strategic Thinking and Planning:

What do learners at Oteha Valley School need to know and do to be active learners and participants in tomorrow's world?

Student Learning and Achievement:

Goals that Focus on Improving Student Achievement:

- *Increase opportunities for students to have hands-on use of appropriate technology to supplement their learning and challenge their thinking.*
- *Develop our students into independent learners.*
- *Provide more opportunities for students to compete in extracurricular activities e.g. music art, sport, languages.*
- *Provide more opportunities for students to compete in intra and inter school sports competitions.*
- *Continue to provide an enriching literacy and numeracy programmes that meet the needs of all students.*
- *Provide more opportunities within classroom programmes and withdrawal programmes to extend and enrich our more able students.*
- *Provide a range of opportunities for students to participate in PE and EOTC activities, throughout the year.*
- *Ensure that our Maori students have opportunities to develop, learn and achieve as Maori in our school.*

Developing a Quality Learning Community:

Goals that Focus on Developing a Learning Community

- *Review Curriculum statements to ensure they are in line with our vision and goals and current priorities.*
- *Improve teacher knowledge, confidence and competence with latest technology*
- *Improve teacher knowledge and confidence in Te Reo and Tikanga Maori.*
- *Ensure that our Learning Management System (LMS) is meeting needs of teachers, students and parents and it is being utilised fully.*
- *Review our reporting system to ensure parents get the information about their child they need*
- *Communicate our vision to all our stakeholders so it is 'alive'*
- *Implement and develop Coaching model for all staff*
- *Further develop our PLC to continue our focus on student achievement as a priority*

School Organisation and Structure

Goals that Focus on the Processes, Systems and Structure:

- *Seek alternative revenue sources*
- *Resolve water tightness in Pods 1, 2 and 3, the admin area and hall.*
- *Carry out maintenance on the field so it can be used for longer periods during the year.*
- *Look for ways to improve the safety of children as they walk to and from our school*
- *Develop a sun safe environment with a range of outdoor areas for students to learn in, play and socialise.*
- *Provide a range of physical education facilities to enhance our PE programmes and challenge students in their play*
- *Provide adequate facilities to meet increased demand of growing staff*
- *Provide more all-weather surface areas so students can play outside in winter months.*
- *Develop an attractive school environment that reflects our vision and encourages students to learn about and participate in our natural environment*

From Goals to Strategies:

GOAL :To Improve Student Achievement				
OBJECTIVES <i>The 'What'</i>	STRATEGIES <i>The 'How'</i>	PERSONNEL <i>The 'Who'</i>	TIMELINE <i>The 'When'</i>	REVIEW/REPORTING <i>Where have we got to and what will we do next?</i>
<ul style="list-style-type: none"> Increase opportunities for students to have hands-on use of appropriate technology to supplement their learning and challenge their thinking. 	<ul style="list-style-type: none"> Develop a purchasing plan with support from Melissa Grant- NEAL facilitator Update status of existing hardware Get rid of hardware not working Rationalise existing hardware that works across all rooms to ensure all classes have some functioning hardware Explore ways that technology can enhance students' engagement and achievement across the curriculum 	<p>Principal, DP, NEAL facilitator</p> <p>Teachers and e-learning facilitator</p>	<p>End of Term 1 2013</p>	
<ul style="list-style-type: none"> Develop our students into independent learners 	<ul style="list-style-type: none"> Use coaching questions with students to help them solve problems, achieve goals Reinforce skills of learning-teach children how to learn rather than fill them with knowledge Teachers allow locus of control to shift to children Student voice is encouraged as part of learning process 	<p>Classroom teachers,</p> <p>All staff, students, parents</p> <p>Teachers</p> <p>Teachers</p>	<p>February - December 2013</p>	

	<ul style="list-style-type: none"> • Use ICT and e-learning strategies to personalise learning and cater for a wide range of abilities • Acknowledge and reinforce independence through praise and awards • Educate parents through newsletters, teachers' blogs, website 	E-Learning facilitator and teachers		
<ul style="list-style-type: none"> • Provide more opportunities for students to participate in extracurricular activities e.g. music art, sport, languages 	<ul style="list-style-type: none"> • Offer extra curricular activities out of school time e.g. Spanish, Bubble Dome, Music, School Sports teams • Explore options for other activities in the future-add these as the roll grows 	Outside providers and/or staff with particular strengths	February 2013 and ongoing-when space allows	
<ul style="list-style-type: none"> • Provide more opportunities for students to compete in intra and inter school sports competitions. 	<ul style="list-style-type: none"> • Continue school-wide involvement in Kiwisport Cluster • Develop House system to cater for more sports competitions • Provide more sports equipment for children to use e.g. correct netball hoops, more basketball hoops, and more hard court areas. • Encourage participation in Cluster Field Days 	<p>North Harbour Sports Providers</p> <p>Teacher in Charge, in consultation with all teachers</p> <p>PTA and external sources</p> <p>Teacher in charge of sports</p>	Ongoing	
<ul style="list-style-type: none"> • Continue to provide an enriching literacy and numeracy programmes 	<ul style="list-style-type: none"> • Continue to give timetable priority to literacy and numeracy 	DP, AP and Learning Leaders		

that meet the needs of all students.	<ul style="list-style-type: none"> • Use 2012 NS data to set targets for 2013 to improve achievement across the school • Purchase reading resources to cater for identified needs • Purchase additional maths equipment and resources as required • Identify new Maths Lead Teacher – continue to provide opportunities for her to attend Maths Lead Teacher Days 	<p>English Lead Teacher/s</p> <p>Maths Lead Teacher</p>		
<ul style="list-style-type: none"> • Provide more opportunities within classroom programmes and withdrawal programmes to extend and enrich our more able students. 	<ul style="list-style-type: none"> • Identify more able students • Identify teachers' strengths • Tap into community specialists to get help • Explore external funding sources to pay for this • Provide a range of extension activities at lunch times • Find ways we can release teachers so that it doesn't cost for relievers 	<p>DP and individual teachers</p> <p>DP</p> <p>Board and Principal</p> <p>Teachers and outside providers</p> <p>Principal and SL Team</p>	Ongoing	
<ul style="list-style-type: none"> • Provide a range of opportunities for students to participate in PE and EOTC activities, throughout the year. 	<ul style="list-style-type: none"> • Continue Kiwisport cluster • Continue participation in Northern Bays Cluster sports events • Implement and review new EOTC programmes 	<p>Teacher in Charge of Sport</p> <p>EOTC Lead Teacher</p>	Ongoing	
<ul style="list-style-type: none"> • Ensure that our Maori students have opportunities to develop, learn and achieve as Maori in our school. 	<ul style="list-style-type: none"> • Identify Maori students in each class • Ensure that there is a shared understanding about what success as 	<p>All teachers</p> <p>Principal, DP and Maori Curriculum Leader, teachers</p>	<p>February 2013</p> <p>Ongoing</p>	

	<p>Maori means and looks like at Oteha Valley School</p> <ul style="list-style-type: none"> • Continue to promote Kapa Haka for all students • Provide authentic opportunities for Kapa Haka to perform • Ensure students experience a powhiri on a marae and understand the relevant protocols associated with it 	Maori Curriculum leader and support teachers	<p>As appropriate</p> <p>March 2013</p>	
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Goal: To Improve Student Achievement

Objectives	2013 Actions	2014 Actions	2015 Actions	Self Review/Reporting
<ul style="list-style-type: none"> • Increase opportunities for students to have hands-on use of appropriate technology to supplement their learning and challenge their thinking. 	<p>Complete audit of resources/equipment</p> <p>Visit schools using tablets to see best way of using them</p> <p>Purchase 12 i-pads- trial them in two classrooms- Review</p> <p>Explore leasing of some ICT equipment so that all students can benefit</p> <p>Complete survey of teacher capability/confidence and competence using ICT</p> <p>Complete ICT Strategic plan</p> <p>Look at e-learning framework and see how it can improve teaching and learning and student engagement</p> <p>Get UFB installed</p>	<p>Complete second phase of ICT Strategic plan</p> <p>Ongoing PD for teachers</p> <p>Encourage teachers sharing ways of using ICT in their rooms with teachers in our school and other schools</p> <p>Develop e-learning framework</p> <p>Review progress so far and compare to needs analysis</p>	<p>Complete phase 3 of ICT Strategic plan</p> <p>Ongoing teacher PD as required</p>	

<ul style="list-style-type: none"> Develop our students into independent learners 	<p>Year 6 teachers visit Northcross/AJHS to see expectations of Year 7 students</p> <p>Focus on developing opportunities for authentic student voice across all levels of the school</p> <p>Give House Captains/Vice Captains opportunity to attend NYLD</p> <p>Continue to develop our Inquiry model</p> <p>Use i-smart goals for students</p>	<p>Develop shared understanding of expectations at each level of the curriculum</p> <p>Continue to develop i-smart goals</p> <p>Review our progress</p>	<p>Action plan to meet identified needs</p>	
<ul style="list-style-type: none"> Provide more opportunities for students to participate in extracurricular activities e.g. music art, sport, languages 	<p>Students have opportunities to participate in more extra curricular activities e.g. ukulele and recorder ensemble, Spanish and Bubble Dome</p> <p>Participate in Cluster Arts Festival</p>	<p>Offer additional activities as roll grows and needs dictate</p>	<p>Offer additional activities as roll grows and needs dictate</p>	<p>Feedback from parents and students</p>
<ul style="list-style-type: none"> Provide more opportunities for students to compete in intra and inter sports competitions. 	<p>New sports options explored</p> <p>Send representatives from our school to compete at sports events with other schools. E.g. swimming, winter field day, Kiwisport days, athletics</p>	<p>Continue with Kiwisport cluster activities</p> <p>Students able to attend more sports days</p>	<p>Continue with Kiwisport cluster activities</p> <p>Students able to attend more sports days</p>	<p>Number of sports competitions increases</p>
<ul style="list-style-type: none"> Continue to provide an enriching literacy and numeracy programmes that meet the needs of all students. 	<p>Year 6 teachers observe Maths teaching at Year 7 level</p> <p>Continue observation and feedback cycle in Maths</p> <p>Analyse English and Maths data at end of year to</p>	<p>Continue PD in Literacy and Numeracy</p> <p>Continue with cross grouping if it is working- look to extend this into Year 3/4</p> <p>Continue to offer NSW exams</p>		<p>Achievement in Maths and English improves</p>

	<p>establish new goals Ensure that we have adequate resources to assist teachers in catering for all needs Continue to offer opportunities for children to sit ICAS</p>	<p>Explore Duffy Financial Literacy programme for our Year 5/6 children</p>		
<ul style="list-style-type: none"> Provide more opportunities within classroom programmes and withdrawal programmes to extend and enrich our more able students 	<p>Make links with AJHS and Northcross Int for selected Year 6 students to utilise Science Labs, technology programmes Participate in Northern Bays GATE programme Identify teacher strengths Seek help from parents, community to help extend and enrich students</p>	<p>Continue liaison with AJHS and Northcross Review GATE programme-revise Invite parents and community members in to assist Apply for funding from external sources to fund some enrichment programmes</p>	<p>Implement revised GATE Continue liaison with AJHS and Northcross</p>	<p>Increased number and variety of enrichment programmes Feedback from parents and students</p>
<ul style="list-style-type: none"> Provide a range of opportunities for children to participate in PE and EOTC activities, throughout the year 	<p>Purchase new basketball and netball hoops that are correct size Visit Camp Adair to ensure suitability Implement new EOTC programme Review programme at end of year</p>	<p>Apply for funding to upgrade fields so they can be utilised by our children and outside sports clubs</p>	<p>Implement revised EOTC Continue to apply for funding</p>	<p>Positive feedback from teachers, parents and students More all weather surfaces for students to play on</p>
<ul style="list-style-type: none"> Ensure that our Maori students have opportunities to develop, learn and achieve as Maori in our school. 	<p>Continue Maori Curriculum team Continue with Teacher PD Implement Maori Curriculum statement Inclusion of Marae visit as part of EOTC Ensure Maori parents have opportunities to contribute ideas</p>	<p>Continue with Teacher PD Implement Maori Curriculum statement Consult with our Maori parents Review Maori Curriculum statement Look for external support for Kapa Haka/Te Reo if required</p>	<p>Continue with Teacher PD Implement Maori Curriculum statement Consult with our Maori parents</p>	<p>There is consistent understanding about what Maori success as Maori means in our school. Maori achievement continues to be at or above National Standards in Reading, Writing and Maths</p>

From Goals to Strategies:

GOAL :To Develop a Professional Learning Community in our School				
OBJECTIVES <i>The 'What'</i>	STRATEGIES <i>The 'How'</i>	PERSONNEL <i>The 'Who'</i>	TIMELINE <i>The 'When'</i>	REVIEW/REPORTING <i>Where have we got to and what will we do next?</i>
<ul style="list-style-type: none"> Review Curriculum statements to ensure they are in line with our vision and goals and current priorities. 	Develop a timeline to review all curriculum areas Ensure teachers are using these in their planning	Principal and DP Learning leaders	March 2013 Ongoing	
<ul style="list-style-type: none"> Improve teacher knowledge, confidence and competence with latest technology 	Employ expertise of NEAL Facilitator Work with MOE e-learning facilitator Set schoolwide e-learning goal for teachers as part of appraisal	NEAL Facilitator MOE facilitator DP	TOD- January Ongoing	
<ul style="list-style-type: none"> Improve teacher knowledge and confidence in Te Reo and Tikanga Maori 	Continue Maori Curriculum Team Provide opportunities for team to lead PD in staff meetings Identify teachers with strengths to support others	Maori curriculum team Principal Teachers	Ongoing	
<ul style="list-style-type: none"> Ensure that our LMS and SMS are meeting needs of teachers, students and parents and it is being utilised fully. 	Introduce new SMS/LMS 'Assembly' Provide PD for admin, Management and teachers Educate parents through newsletters, blogs, websites	<i>Assembly</i> Trainers Teachers	Ongoing	
<ul style="list-style-type: none"> Upgrade Server 	Work with Vector, Chorus, New Era IT and Melissa Grant	Principal	February – December 2013	

	to get UFB to school and our system in the cloud			
<ul style="list-style-type: none"> Review our reporting system to ensure parents get the information about their child they need 	<ul style="list-style-type: none"> Review mid-year reporting system Find out how other schools carry out mid-year reporting requirements Make changes to our format PD for teachers Educate parents 	DP	Once <i>Assembly</i> is installed and running smoothly	
<ul style="list-style-type: none"> Communicate our vision and values to all our stakeholders so they are 'alive' 	<ul style="list-style-type: none"> Display our vision and values in the Foyer, classrooms and around the school Develop model to introduce values to students and parents Continue to incorporate our vision and values in classroom discussion Align our vision with certificates at assembly Visual displays 'Walk the talk' 	<ul style="list-style-type: none"> All staff Students Parents and wider community 	2013 - 2014	
<ul style="list-style-type: none"> Implement Coaching model as part of Performance Management System 	<ul style="list-style-type: none"> Teacher PD on GROWTH Coaching model Allocate coaches for all teachers Allocate time throughout the terms when coaching can occur Revise performance management to include coaching and appraisal Ensure coaches are not same person as appraiser Provide ongoing support for coaches Review 	<ul style="list-style-type: none"> Jan Hill (The Education Group) SL Team Principal Principal, DP and Jan Hill SL team and teachers 	<ul style="list-style-type: none"> TOD- January 2013 February 2013 and ongoing November 2013 	

From Goals to Action:

Goal: To Develop a Professional Learning Community				
Objectives	2013 Actions	2014 Actions	2015 Actions	Self Review/Reporting
<ul style="list-style-type: none"> To review Curriculum statements to ensure they are in line with our vision and goals and current priorities. 	<ul style="list-style-type: none"> Complete Arts Curriculum Statement in line with Maths and English Continue Maori Curriculum development 	<ul style="list-style-type: none"> Establish new curriculum teams- Science and Social Sciences Review English, Maths and Maori curriculum 	<ul style="list-style-type: none"> Establish Social Sciences, Health and PE Curriculum teams Review Arts curriculum 	All curriculum statements are reviewed and rewritten under our four critical questions
<ul style="list-style-type: none"> To enhance teachers' knowledge, confidence and competence using new technology 	<ul style="list-style-type: none"> Engage services of NEAL consultants Develop ICT and e-learning strategic plan Work with MOE funded e-learning facilitator Develop purchasing plan for new ICT equipment and hardware Ensure teachers competent with technology are given opportunities to work with other teachers to build competence and confidence 	<ul style="list-style-type: none"> Implement ICT and e-learning strategic plans Ongoing PD for teachers – in school and out of school as appropriate Ensure teachers have opportunities to share their knowledge to support each other 	<ul style="list-style-type: none"> Continue implementing e-learning and ICT strategic plans Relevant PD for teachers as required 	Teacher survey
<ul style="list-style-type: none"> To enhance teachers' knowledge, confidence and competence in Te Reo and Tikanga 	<ul style="list-style-type: none"> Continue Maori Curriculum Team Provide opportunities for them to meet Set aside staff meeting times for Te Reo and Tikanga All teachers experience Marae visit 	<ul style="list-style-type: none"> Continue Te Reo and Tikanga PD as determined by staff needs analysis Implement Maori curriculum 	<ul style="list-style-type: none"> Review Maori curriculum Continue Te Reo and Tikanga PD as determined by staff needs analysis 	Teachers use Maori greetings and common phrases as part of daily classroom programmes Teachers attempt to use correct pronunciation for all Maori words
<ul style="list-style-type: none"> Ensure that our LMS and SMS are meeting needs 	<ul style="list-style-type: none"> PD for teachers and admin staff on new LMS 	<ul style="list-style-type: none"> Review <i>Assembly</i> use Ongoing PD as required 	<ul style="list-style-type: none"> Monitor parents access of <i>Assembly</i> 	Parents and students access our LMS remotely to get up to

of teachers, students and parents and it is being utilised fully.	<ul style="list-style-type: none"> and SMS- <i>Assembly</i> Introduce <i>Assembly</i> to parent community 	<ul style="list-style-type: none"> Monitor teachers use of <i>Assembly</i> 		date information on their child's progress and achievement
<ul style="list-style-type: none"> Upgrade server 	<ul style="list-style-type: none"> Get UFB installed Get mail and docs into the cloud 	<ul style="list-style-type: none"> 		Use of digital technology is an ongoing part of daily classroom programmes
<ul style="list-style-type: none"> Review our reporting system to ensure parents get the information about their child they need 	<ul style="list-style-type: none"> Make changes to mid-year reporting once new LMS/SMS installed 	<ul style="list-style-type: none"> Establish e-portfolios as part of teachers' pd Review new changes to mid-year reporting 	<ul style="list-style-type: none"> Introduce e-portfolios for students Monitor teachers' use of e-portfolios 	Parents have up to date, clear and accurate information about children's achievement and progress
<ul style="list-style-type: none"> Communicate our vision to all our stakeholders so it is 'alive' 	<ul style="list-style-type: none"> Revisit Vision with all teachers Introduce Values- get teacher input on how to implement these Agree on symbols for Values Get Values posters made and have these on display Develop information on website about Vision and Values 	<ul style="list-style-type: none"> Revisit Values with teachers Develop a plan to ensure Vision and Values are embedded in classes Continue to promote these on promotional material and the way we act and behave 	<ul style="list-style-type: none"> Continue to ensure this is ongoing 	All staff, parents and students can articulate our vision, values and goals and they are evident when you walk into the school Our school entranceway and foyer reflects what we believe in and aim to achieve
<ul style="list-style-type: none"> Implement Coaching model as part of Performance Management System 	<ul style="list-style-type: none"> Implement phase 2 of Coaching PD for all teachers on TOD and ongoing as required Develop a coaching culture in the school where teachers are empowered to find solutions to issues they identify Identify other schools where coaching has been implemented successfully 	<ul style="list-style-type: none"> Review coaching PD for teachers as required Introduce coaching for identified support staff 	<ul style="list-style-type: none"> Coaching is embedded New teachers are successfully introduced to coaching model 	Coaching is an integral part of our Performance Management system Teacher feedback is positive and there is demonstrated evidence of achievement of professional goals and the 8 skills of coaching

From Goals to Strategies:

GOAL : To develop systems, processes and structures				
OBJECTIVES	STRATEGIES	PERSONNEL	TIMELINE	REVIEW/REPORTING
<i>The 'What'</i>	<i>The 'How'</i>	<i>The 'Who'</i>	<i>The 'When'</i>	<i>Where have we got to and what will we do next?</i>
<ul style="list-style-type: none"> Seek alternative revenue sources 	<ul style="list-style-type: none"> Become a signatory to the Code of Practice for International Students Develop procedures and protocols for International Students Appoint someone responsible for applying for grants Identify areas we can apply for grants for 	<ul style="list-style-type: none"> Principal Principal, DP, Board Board Senior Leadership team and Board 	<ul style="list-style-type: none"> By April 2013 March 2013 July 2013 May 2013 	
<ul style="list-style-type: none"> Resolve water tightness in Pods 1, 2 and 3, the admin area and hall. 	<ul style="list-style-type: none"> Work with MOE, Arrow and Prendos to ensure this happens as quickly as possible and with minimal disruption to classroom programmes 	<ul style="list-style-type: none"> Principal 	<ul style="list-style-type: none"> January 2013 	
<ul style="list-style-type: none"> Carry out maintenance on the field so it can be used for longer periods during the year 	<ul style="list-style-type: none"> Look at options for fixing this Approach local sports clubs for support e.g. cricket clubs, soccer clubs, rugby clubs 	<ul style="list-style-type: none"> Property sub committee 	<ul style="list-style-type: none"> March 2013 	
<ul style="list-style-type: none"> Look for ways to improve the safety of children as they walk to and from our school 	<ul style="list-style-type: none"> Continue to promote Travelwise throughout the school Contact Council regarding 	<ul style="list-style-type: none"> Teacher with responsibility for Travelwise Person delegated by Board 	<ul style="list-style-type: none"> Ongoing June 2013 	

	safe crossing options for our children			
<ul style="list-style-type: none"> Develop a sun safe environment with a range of outdoor areas for children to learn in, play and socialise. 	<ul style="list-style-type: none"> Develop a sun safe plan Seek support from organisations such as Health Promoting Schools, Cancer Society, Corporate funding Apply for grants for shade 	Board and interested staff, community members, PTA	Ongoing	
<ul style="list-style-type: none"> Provide a range of physical education facilities to enhance our PE programmes and challenge students in their play 	<ul style="list-style-type: none"> Complete an audit of existing resources Look at other schools to see what resources and facilities are popular Devise a long term plan for purchase of these 	Teacher in Charge of PE		
<ul style="list-style-type: none"> Provide adequate facilities to meet increased demand of growing staff 	<ul style="list-style-type: none"> Design plan for dedicated staff toilets 	Architect	2013 with construction by end of 2014	
<ul style="list-style-type: none"> Provide more all-weather surface areas so students can play outside in winter months. 	<ul style="list-style-type: none"> Develop site plan for next classroom block Develop long term plan for all weather surfaces 	Property Committee	August 2013 October 2013	
<ul style="list-style-type: none"> Develop an attractive school environment that reflects our vision and encourages students to learn about and participate in our natural environment 	<ul style="list-style-type: none"> Establish School Environment committee Design plan for grounds improvement- employ professional help Visit other schools to get ideas Develop area next to Middle playground to include attractive and functional seating and paths Explore possibility of carving, murals to improve attractiveness of school 	Teacher in Charge DP DP	February 2013 April 2013 Ongoing	

	environment			
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From Goals to Action:

Goal: To Develop systems, processes and structure				
Objectives	2013 Actions	2014 Actions	2015 Actions	Self Review/Reporting
<ul style="list-style-type: none"> Seek alternative revenue sources 	<ul style="list-style-type: none"> Apply to become a Signatory to Code of Practice for International Students Have first group of short stay International Students Develop procedures and protocols for this Establish links with Northcross as part of Northern Bays International Students pathway Appoint Board member, PTA member or employ external person to be responsible for applying for grants 	<ul style="list-style-type: none"> Continue to build links with Northcross and Long Bay Develop relationship with agents to bring in International students Develop annual 'plan' for groups of short stay International students Develop marketing plan for attracting long term International Students Appoint International Student director/Liaison person Continue applying for grants Apply to Confucius Institute for funding for Mandarin Language Assistant (MLA) 	<ul style="list-style-type: none"> Continue to build links with Northcross and Long Bay Continue to develop relationship with agents to bring in International students Continue applying for grants Implement marketing plan- develop website and resources Employ people to translate promotional material into different languages MLA working in the school 	<p>Increased revenue from International Students We adhere to the conditions of the Code of Practice Positive feedback from International Students Increase in number of International students wanting to study at our school</p>
<ul style="list-style-type: none"> Resolve water tightness in Pods 1, 2 and 3, the admin area and hall. 	<ul style="list-style-type: none"> Hall and Admin Block, library and staffroom have weather tightness issues resolved 	<ul style="list-style-type: none"> Pods 1,2 and 3 have water tightness issues resolved 		<p>All pods reclad, admin, library, staffroom and hall water tightness issues resolved</p>
<ul style="list-style-type: none"> Carry out maintenance on the field so it can be used for longer periods during the year 	<ul style="list-style-type: none"> Identify issues field-drainage, unsafe surface. Develop a plan to fix these 	<ul style="list-style-type: none"> Seek support of local sports clubs to fix up issues with field Add repairs/remediation of fields on to 5YA plan 	<ul style="list-style-type: none"> Carry out work on fields and develop ongoing maintenance plan to ensure fields remain in good condition 	<p>Field is able to be used for longer periods of time Surface is suitable for sports clubs to use out of school time</p>

		for 2014		
<ul style="list-style-type: none"> Look for ways to improve the safety of students as they walk to and from our school 	<ul style="list-style-type: none"> Identify main areas of concern Arrange meeting with City Council to discuss concerns Continue with Travelwise programme 	<ul style="list-style-type: none"> Continue to work with Council to resolve these issues Continue with Travelwise programme- instigate a Walking bus 	<ul style="list-style-type: none"> Monitor safety of students coming to and leaving school 	Pedestrian Crossing in place on Oteha Valley Rd
<ul style="list-style-type: none"> Develop a sun safe environment with a range of outdoor areas for students to learn in, play and socialise 	<ul style="list-style-type: none"> Identify areas where shade could be added Apply for funding 	<ul style="list-style-type: none"> Monitor shade areas Complete shade programme 		Increase in shade areas
<ul style="list-style-type: none"> Provide a range of physical education facilities to enhance our PE programmes and challenge students in their play 	<ul style="list-style-type: none"> Establish list of equipment and facilities that we need Apply for funding for assets Budget for other items in PE and sports budget 	<ul style="list-style-type: none"> Promote school wide participation in Shore to Shore Fun Run Continue to apply for funds Be aware of new resources/equipment 	<ul style="list-style-type: none"> Promote school wide participation in Shore to Shore Fun Run Continue to apply for funds 	Increase in number and range of sports facilities and resources
<ul style="list-style-type: none"> Provide adequate facilities to meet increased demand of growing staff 		<ul style="list-style-type: none"> Commission architect to look at best way to accommodate designated staff toilet Include this in 5YA Complete 5YA funding application 	<ul style="list-style-type: none"> Get work completed 	There are designated staff toilets and happy staff
<ul style="list-style-type: none"> Provide more all-weather surface areas so students can play outside in winter months 	<ul style="list-style-type: none"> Begin planning for new classroom block and all weather surface Apply for funding 	<ul style="list-style-type: none"> Get all weather surface installed 		Students can play outside during winter months
<ul style="list-style-type: none"> Develop an attractive school environment that reflects our vision and encourages students to learn about and participate in our natural environment 	<ul style="list-style-type: none"> Become an Enviro School Apply for grants for materials such as wood, gardening equipment Get landscape plan for school done by architect/landscaper 	<ul style="list-style-type: none"> Apply for grants for materials such as wood, gardening equipment Phase 3 of beautification implemented 	<ul style="list-style-type: none"> 	School has attractive gardens, murals, sculptures

