

2023 Annual Plan

“Learning together with strength of character and gentleness of heart”

Learners are at the centre of all that we do

As facilitators of learning, we commit to ensuring our programmes of learning are inclusive, authentic, culturally-connected, responsive, engaging and aspirational.

In 2023, we will be focusing on the 3Cs - Connection, Collaboration and Curriculum

Goal 1 - Teachers will improve consistency and collaboration in how we work together

Initiative 2 - Shared understanding on what collaboration is and how it may look at St Brigid’s

Action	Who	Resource	Further Information
<p>1.2.1 Building a collaborative team</p> <ul style="list-style-type: none"> Coaching and mentoring Professional Development (PD) and regular release to progress work on the Annual Plan as well as team initiatives (Leadership Team - Principal, DP, 4 Team Leaders) Team Leaders apply their PD by sharing & using new knowledge/strategies to build capacity in Teams. Induct new staff successfully so that they feel part of the St Brigid’s community quickly. Staff and team meeting time focusing on collaborative practices Professional Development in the TALL programme 	<p>Principal DP Team Leaders WSLs TALL identified staff</p>	<p>Education Consultant Laura Snowden</p>	<p>PD with Laura - 8 hours (Principal, DP & Team Leaders meeting and individual coaching session for DP and team leaders using hours from 2022)</p> <p>Meetings scheduled on collaboration</p> <p>4 staff members to access ELL Professional Development in the TALL (Team Approach to Language Learners) programme with a view to extend this knowledge to all staff</p>
<p>MEASURES 1.2.1 Staff Survey - include wellbeing and collaboration</p>			

<p>1.2.2 Develop effective ways for teams to collaborate to improve outcomes for learners</p> <ul style="list-style-type: none"> ● Pre and post data ● Time bound initiatives ● Analysis and reflection ● Next steps <p>Sub Actions:</p> <ul style="list-style-type: none"> ● Use Kāhui Ako expertise (ASL & WSL) to support collaboration ● Identify initiative, develop template and measures ● Measure success of initiative 	<p>Team Leaders Principal Fiona WSLs</p>	<p>Gather pre-assessment data</p> <p>Begin collaborative teaching</p>	<p>Each to to identify their initiative</p> <p>Ensure sound pedagogy across the school</p> <p>Develop a plan and template & measures</p>
<p>MEASURES: 1.2.2 Team reflection and self reflection - pre and post</p>			<p>Student data - looking at impact</p>

Goal 2- To understand and consistently model the St Brigid's School vision

Initiative 1 -Develop links with Iwi, particularly mana whenua, to ensure that our vision is sound

Action	Who	Resource	Further Information
<p>2.1.1 Protection - valuing and validating local knowledge</p> <ul style="list-style-type: none"> ● Meeting with local iwi and/or creating a histories ● Once iwi are identified then protocols can be aligned in both action and documents for St Brigid's school ● WSL continue to attend Kāhui Ako meeting and contribute to the action 	<p>Principal WSLs</p>	<p>Kāhui Ako KA WSL and TOA in the Kura Ahurea programme</p>	<p>Continuing to look at the obligations of the Treaty and developing teacher confidence and commitment.</p> <p>Opportunities to use the lens of Science/ Maturanga Māori to further develop connection</p>
<p>MEASURES - 2.1.1 Finding out who we contact and establishing a connection with mana whenua</p>			<p>Evidence in team meetings</p>
<p>2.1.2 Participation - providing opportunity to acquire knowledge of Te Ao and Te Reo Māori</p> <ul style="list-style-type: none"> ● Staff Professional Development (PD) - implement professional learning into classroom programme ● Involvement in the Kura Ahurea programme with the Kāhui Ako 	<p>Principal WSLs</p>	<p>\$350 - Te Reo Māori club resource MOE funded Staff PD</p> <p>KA WSL and TOA</p>	<p>PD modules continue</p> <p>Te Reo & tikanga being taught in classrooms</p>

MEASURES - 2.1.2 Data from the student wellbeing survey (te reo questions) will increase to a 3.5 average
Staff survey - confidence and use of Te Reo in the classroom

Pulse check - info gathered at Team Meetings

Initiative 3 - Build connections within our Parish Church of St Francis of Assisi Ohariu

2.3
Forming and fostering relationships with groups within our new Church that enhance our Catholic Character

- Continuing to support and encourage links with Challenge2000
- Build social and educational connections with St Benedict's School
- Create and support students to have opportunities to participate in the life of the Church (e.g. Baptism, weekly Mass, Liturgical Year celebrations and Sacramental programme)
- Using the Church regularly as a gathering place

Principal
DP
DRS

St Brigid's to invite St Benedict's Staff for a social gathering in March with discussion around further engagement of staff and students
Annual School Mass scheduled for August

MEASURES - 2.3 More interaction and visibility within the Parish community

Goal 3 - Embed the St Brigid's curriculum that provides students with rich learning opportunities

Initiative 1 - Continue to design, embed and review our localised curriculum

Action	Who	Resource	Further Information
<p>3.1.1 Continue to develop and implement the St Brigid's Structured Literacy Approach in the Year 1 and 2 area of the school to strengthen literacy capability from the time children start school, whilst developing a broader document that encompasses the range of practices that make up our literacy teaching - St Brigid's Literacy Programme</p> <ul style="list-style-type: none"> • Angela to continue to attend BSL PD • Angela to train other Year 1 and 2 teachers and support staff in BSL • Extend this literacy practice to Rua Team (Years 3 & 4) • Update local curriculum and supporting resources to incorporate BSL 	<p>Angela Tahi Team</p> <p>Lorna Rua Team</p>	<p>Release time - this will be included as part of Team Leaders weekly release Grant for further literacy resources</p>	<p>Year 1 & 2 teachers to be using BSL in their classroom</p>
<p>MEASURES 3.1.1 Capture the elements of Better Start Literacy programme in an implementation document "St Brigid's</p>			<p>Continue to monitor student progress through</p>

Literacy Programme” (SBLP) that links to our local curriculum Capture the effectiveness of the programme through student data			class assessments
3.1.2 Maths PD / Assessment for Learning Curriculum Focus <ul style="list-style-type: none"> • Embed curriculum capabilities in Mathematics and Statistics by continuing to share and develop consistent practice in the teaching of Mathematics • Gather the best data that shows student progress and achievement to ensure the best outcomes for our learners • Continue to explore and utilise the LPF and PaCT which will give teachers added professional knowledge and consistency when making judgements about learners’ abilities • Teachers will have a better understanding of formative assessment and further embed assessment for learning practice with students 	DP Principal	MOE 80 hours PLD Grant - Lee Smith Cognition Education Network Meetings - Janet and Monika attend	This will be our 2nd year of our work with Cognition. We have a change of facilitator in 2023. Our PD will consist of Staff meetings, team planning meetings, coaching and mentoring, observations.
MEASURES: 3.1.2 Observations of classroom practice, the gathering of kaiako, ākonga and whānau voice, analysis of student achievement data			

Initiative 3 - Working within the Kāhui Ako ‘Ngā kura o te manuanga Tarikākā’ to enhance learning for all

3.3 Working within the Kāhui Ako - “Ngā kura o te maunga Tarikākā” to enhance learning for all <ul style="list-style-type: none"> • Actively participate in Principal, DP/WSL, Teacher group meetings and learning • Engage in an initiative or project that will strengthen the achievement challenges at St Brigid’s. 	Principal DP WSLs	Kāhui Ako funding Network meetings Hubs of Interest meetings Principal meetings	
MEASURES: 3.3 Staff Attendance at meetings, discussions and feedback, see evidence of new initiatives			

2023 Student Achievement Goals

In 2023, the school will continue to gather information ensuring quality learning continues. We will also focus and act on students whose performance is below expectations ensuring they are learning to their full potential.

Identified focus groups for Reading, Writing and Mathematics:
2023 Year 3 cohort, Māori and Pasifika students, and funded ELL students across the school

Specific Teaching & Learning Outcomes

- Greater use and implementation of collaborative practices among staff and students
- Teacher reflective practice will continue to be strengthened in the PGC
- Explore and strengthen teacher capabilities in the LPFs and PaCT
- Using eTAP, Beagle and PATs to accurately track students' progress and achievement
- Continue with real-time reporting using Seesaw
- Embed the structured literacy approach in Years 1&2 and introduce to target students in Years 3&4
- Engagement with Kura Ahurea and the Kāhui Ako to improve and develop our culturally responsive pedagogy