



2023 Strategic Plan

Including: Strategic Plan 2023-2025

And

Annual Plan 2023

About our school

Roto-o-Rangi School is situated south-west of Cambridge. It is a rural, contributing primary school catering for students in Years 1 to 6 from the Kairangi/Roto-o-Rangi districts as well as students travelling from Leamington. The school is a strong focal point for its local community and, as such, the school stays true to its rural roots and ecologically sustainable future.

The school's positive culture is strongly influenced by high quality teaching and the explicit promotion of values set in consultation with the community. Relationships between teachers and students are respectful and affirming. Parents participate actively in students' learning and assist with many opportunities for education outside the classroom through sports teams, student leadership groups, music tuition, school camps and connections to the local environment. A purposeful family-like atmosphere supports learning and achievement.

The school motto of Aim High / Tuumanko Teitei is a driving force of the school and is reflected in the high achievement levels of students across the school. Our school continues to offer more traditional methods of instruction based on research and proven methods. Where newer teaching practices compliment and improve this approach, they are adopted into the school curriculum.

Challenges with managing some student behaviour from students arriving in the district over the last couple of years has required the school to engage with PB4L to help address these issues. This process should strengthen the systems already in place and support those children and families with challenging behaviours.

Culturally Responsive practice is central to all teaching, learning and interactions at the school. The school has been working on this process for a number of years which has led to closer relationships with mana whenua and our Maaori community.

Roto-o-Rangi School is a member of the Te Oko Horoi Kaahui Ako. Our Kaahui Ako resubmitted our revised achievement challenge at the end of 2019. During 2019, Te Oko Horoi strengthened its agreement with Waikato Tainui by engaging closely with mana whenua. Our School and Te Oko Horoi will continue to work with Waikato-Tainui and Mana Whenua throughout 2020 to help realise the goals and aspirations of Ko te Mana Maatauranga, the Waikato Tainui Education Plan.

Through Te Oko Horoi we are able to access external consultants to develop capability in teaching and leadership, as well as support leadership and collaborative coaching. Inquiry groups allow our lead teachers to engage in robust discussions with other leaders from our Kaahui Ako, whilst teaching staff are able to connect with other teachers in the Kaahui Ako to grow their teaching practices. Inquiry and coaching with the WST drive the learning practices of the staff.

Cultural Perspective

Roto-o-Rangi School's curriculum will recognise the unique position of Maaori within our community and New Zealand society. It will provide students with experiences and understandings in Tainui tikanga, te reo, local and national histories. We will undertake all reasonable steps to provide instruction in te reo Maaori should a parent request this, including providing information about the nearest bi-lingual/ruumaki classes.

Staff will implement culturally responsive teaching practices that support Maaori students to realise their potential and talents. Then, through assessment information and analysis, the Board of Trustees will understand the achievement of Maaori within the school and the effectiveness of these teaching practices.

The school will provide a welcoming atmosphere and physical environment for all parents and children by reflecting our cultures, but with emphasis on the bicultural nature of Aotearoa. We will also reflect our connection to Ngaati Koriki Kahukura and Ngaati Haua iwi, Maungatautari marae, the Tainui iwi and the Kingitanga as we support students to achieve the priorities of the Tainui Education plan.

The school will follow culturally responsive teaching practices and programmes so that Maaori students can learn as Maaori. Our aim is to all the school participating in Maaori Language Learning at Level 4, with half the school at Level 4b (at least 3hrs per week learning te reo and tikanga Maaori)

Values

Roto-o-Rangi School is committed to fostering and developing the following :-

- ~ Respect/Whakakoha: Admire the good qualities of yourself and all people.
- ~ Resilience/Manahau: Taking on a challenge and recover from any setbacks.
- ~ Responsibility/Takohanga: Take on a job and do it well.

Belonging Turangawaewae

STRATEGIC GOAL 1

Growing inclusive relationships

When We Are Successful...

Students and staff feel that they belong – within family, ethnically, socially, emotionally, educationally.

Strategic Initiatives:

- Grow Culturally Responsive Practices
- Incorporate the House system into learning programmes.
- Develop a localised curriculum that reflects the school's location and environment.
- Grow closer engagement with families.

Innovation Rerekeetanga

STRATEGIC GOAL 2

Building future focussed learners

When We Are Successful...

Students are prepared for their future with the skills to manage their individual path ahead.
Staff are at the fore front of good educational practice, to give the children a quality education

Strategic Initiatives:

- Explore and implement new school wide curriculum programmes to improve learning in Literacy and numeracy
- Upskill in Learner Agency
- Develop a School-wide pedagogy of – creative and critical thinking, trial and improvement, exploration of new ideas.

Collaboration Mahi tahi

STRATEGIC GOAL 3

Growing collaboration to be stronger learners

When We Are Successful...

Students and Staff will work well within a team, and independently, to achieve our goals.
The School work together for the greater good.

Strategic Initiatives:

- Upskill in collaboration skills
- Using technology to work collaboratively in curriculum areas and School-wide planning
- Change teaching practices to a Collaborative Learning curriculum.



OUR VALUES

- ★ Respect
- ★ Resilience
- ★ Responsibility

3 Year Road Map

Strategic Goals	Year 1 - 2023				Year 2 - 2024				Year 3 - 2025				Outcome.
	T1	T2	T3	T4	T1	T2	T3	T4	T1	T2	T3	T4	
Growing Inclusive Relationships	Attain Level 4b Maaori Medium Immersion through expand te Reo use to phrases and sentences in more than 1 class												Students and Staff using more than substitution in te Reo.
	Continue paepae time and increase Te Reo focus on phrases and sentences												
	Grow Kapahaka												Kahahaka roopu confident and strong increasing student engagement and sense of Belonging
	Students involved in Te Ohu Kaiarahi o te Kapua Iti and supporting in classes												
	CHS tutors		Participate in Kapahaka festival		Perform at Assembly		Lead Whakatu		Participate in Kapahaka festival		Participate in Kapahaka festival		Curriculum plan created specific to our community and increasing student engagement.
	Develop and implement a localised Curriculum												
	Engage with mana whenua		Develop local Curriculum document			Embed localised curriculum							
	Improve students' relationships and behaviours												Improved behaviour, improved engagement, improved achievement.
	Fully implement PB4L SW prog.			Begin PB4L Tier 2 and 3 prog.									
	Building Future Focussed Learners	Develop Learner Agency – knowing own learning, controlling own learning and supporting others in their learning											
Focus on LI, SC, and feedback													
Improve Literacy achievement												Improved literacy results. 90% of students At expect.	
				Implement Liz Kane – Structured Literacy				Review and embed Liz Kane Structured Literacy					
				Improve Maths achievement								100% students At or Above expectation in Science & Technology	
				Rhian Johnson Maths approach PLD and implementation									
				STEM focus within Localised curriculum									
Growing Collaboration to become stronger learners	Design and Implement Collaborative learning												Students using devices more effectively collaborate in their learning
				Explore Collaborative learning		Implement Collaborative learning		Implement Collaborative learning					
													Curriculum design to have students work on tasks together -

ANNUAL PLAN 2023

STRATEGIC GOAL: Grow inclusive relationships					
INITIATIVE	ACTIONS	ACCOUNTABLE /RESPONSIBLE	TIME & COST	MEASURES	OUTCOME
Improve student relationships and behaviours	PB4L programme - signage completed, expectations completed, instructional time in classes regarding expectations.	Wayne	\$8000 (MOE funded) \$600 NZCER Wellbeing@School	Sampling of students NZCER Survey to compare against 2022 data	All students feel safe in the school and proactively support each other.
	Termly House competitions: 1 sport (T1 – Swim; T2 - Gymnastics; T3 - X Country; T4 – Aths) 1 academic (T1 – Maths; T2 – Read; T3 – Speech; T4 – IT)	Liezel	2 x 2hrs/term	Pride in supporting their House to do the activities	Improved relationships between students
	Weekly organised lunchtime sports by House House Buddies Learning Buddies – Learning buddy in same House House gardens.	Liezel	1hr / week	Large numbers of students engaged in the activity. Older students more respectfully supporting. Students seek out students for support	Improved relationships between students
Attain Level 4b Te Reo	by using te reo phrases and sentences and local stories in paepae time and class time Increased use of te reo and tikanga in classes	Wayne Teachers	20mins – 1hr/4 days a week	Planning and assessments reflect increased use of te reo. Hearing knowledge and use	Authentic te reo and tikanga growth
Grow Kapahaka	Kapahaka – tutors paid to run the group weekly. Leading to performances at Kapahaka Festival, Prizegiving assembly and marae visits.	Wayne	1hr/wk \$4,000	Kapahaka confidently perform at public events (Festival and assembly)	Students are proud to be in kapahaka and their self confidence grows
Design local curriculum	Engage with mana whenua around the local curriculum; what is important for our tamariki to know	SLT	1 day then 3hrs Term 2 and 3 \$200 koha	Curriculum plan that includes hapu and local input.	A curriculum which is relevant to our area and our students
	Revise current school curriculum in combination with culturally responsive practice to design a curriculum which reflects our location, our history, strategic goals and values.	Wayne	3 days	A new curriculum plan. Students more engaged with the learning	New curriculum for Roto-o-Rangi School that is relevant and engaging more students with enthusiasm.
	Engage with Whaanau hui re: new curriculum	Wayne	2 x 3hrs each 6 months \$500 catering	Whaanau add to the curriculum	Increased whaanau and student engagement
	Explore Histories curriculum and how local stories fits into it.	Mandy Teachers	5hrs through Kahui Ako	Te reo curriculum developed which includes histories component	All staff and students know local and national stories.
Closer engagement with families and whaanau	Term activities inviting all whaanau into school e.g. Whole school camp Term 1, Movie night – Term 2, Matariki hangi in Term 3, Sports evening – Term 4	All	4 x 6hrs \$500 towards refreshments	At least 50% of parents involved in activities. Non PTA parents involved in organising events.	Families feeling more involved in the school
	Termly whaanau hui – venues to be varied and changed	Wayne/WST	2hrs / term \$160 - kai	50%+ of whaanau attending meetings	Whaanau more involved in and contributing to school

STRATEGIC GOAL: building future focussed learners					
INITIATIVE	ACTIONS	ACCOUNTABLE / RESPONSIBLE	TIME & COST	MEASURES	OUTCOME
Curriculum PLD	Learning about and adopting Liz Kane programme across the whole school Adopting The Writer's Toolbox for sentence structure in writing	All staff Tessa and Emma L1 Liesel and Mandy L2	MOE PLD PLD coach 2 x through Kahui 3 x ½ day release	Better Start Literacy Learning format used daily in classroom Improving the Sentence structure section of writing matrix. Improve writing structure	Improved achievement results compared to last 10yrs Higher levels of achievement in writing.
	Embedding School-wide phonemic spelling programme	WST All	30mins/wk 1hr/wk	Phonemic spelling tests. Writing samples show greater accuracy with unknown words,	Reading unknown words more accurately; spelling accuracy improves.
	Maths pedagogy	Emma	1 TOD with Rhian 2 x staff meetings	Enhanced maths pedagogy/ teaching practices across all classes	Improved maths knowledge of all students
Learner Agency	Learner Agency Skills matrix re-visited	Wayne	5-6 staff meetings 10-15hrs reading	LA Matrix	Teachers increasing their LA skills
	New staff PLD in LA (<i>tied in with CRP work</i>). <i>Internal staff meetings</i>	Wayne	5hrs	Using Success Criteria, curriculum matrices, feedback in lessons	St. understand their learning and engage
	Class programmes utilising Learning Intentions, Success Criteria, self assessment and feedback	ALL	Daily	Observation of students using in class. Rongohia te Hau survey results show most students use these	Students understand their learning and engage more.
	Poutama Pounamu to use Rongohia te Hau survey and analyse data.	Wayne	3hrs	Baseline data of where we fit in the CRP matrix	Establish goals for improving CRPs
	Using responsive practices – based around Learner Agency practices	Wayne	1/2 TOD + regular staff meetings (40hrs PLD MOE)	Rongohia Te hau survey shows Maori students equally engaged as non-Maori	Improved engagement of Maori students, with a sense of belonging -

STRATEGIC GOAL: Growing collaboration to be stronger learners					
INITIATIVE	ACTIONS	ACCOUNTABLE / RESPONSIBLE	TIME & COST	MEASURES	OUTCOME
Using technology to work collaboratively	Develop a Self evaluation form on Google Apps capabilities	Wayne	1hr	Completed the self evaluation form	Data to develop PLD plan for Google Apps
	Plan online based Google Apps internal PLD	Wayne	10 hrs	Plan developed for individual teachers.	Each teacher improves Google Apps knowledge
	Implement online based PLD for Google Apps	Wayne	0.5hrs/wk	Self evaluation forms show improvement in knowledge of google apps from initial completion of questionnaire	Teachers are regularly using Google apps in teaching and students in their learning
Collaborative Curriculum	Explore Collaborative Curriculum approach to see if it fits with current curriculum approaches	Wayne / Emma	6 hrs		Evaluation of the approach and adopted to achieve Mahi Tahī goal

Target 1 The Roto-o-Rangi School attendance rates match the MOE goals for attendance in 2023.

Baseline Data

2022 Attendance data:

	Regular Attendance		Moderate Absences		Chronic Absences	
	Attendance 90%+		Attendance 70-80%		Attending 70% or less	
Roto 2022	39	36.6%	11	11.8%	11	11.8%
MOE Goals 2024		70%		6%		5%

Comparison Data

Target 2 Maaori achievement data to be comparable to NZ European data in Literacy Data in 2022

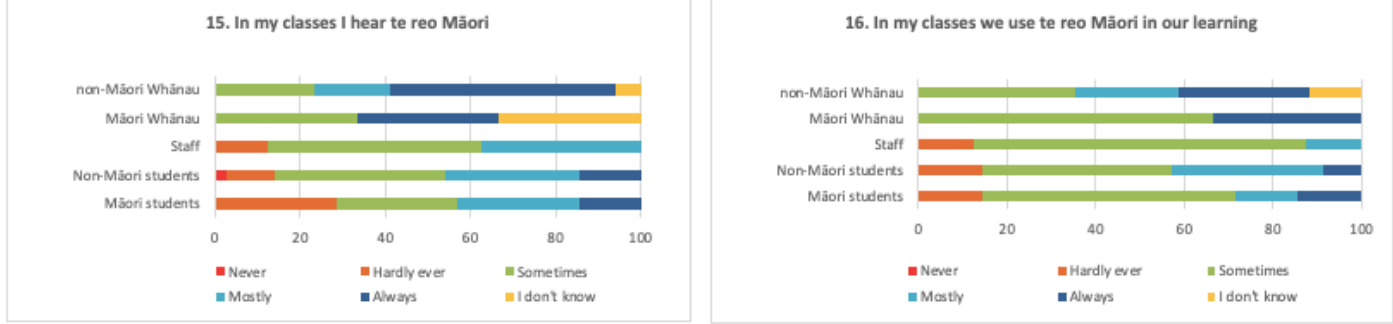
Baseline Data

READING EOY22					
Ethnic	Above	At	Below	Well Below	Grand Total
NZ European	61.2%	16.3%	10.2%	12.2%	100.0%
NZ Maori	46.2%		15.4%	38.5%	100.0%

Comparison Data

Target 3 To have 95% of students hearing and using te reo in our kura and feeling they belong in our kura.

Baseline Data



Previous Data from NZCER Wellbeing at School survey:

- I Feel I Belong at School: 16 Strongly Agree, 10 Agree, 5 Disagree, 0 Strongly disagree.
- Teachers Always Treat Us with Respect: 16 Strongly Agree, 14 Agree, 1 Disagree, 0 Strongly Disagree
- Teachers Always Take Action When Someone is Hit or Bullied: 16 Strongly Agree, 14 Agree, 1 Disagree, 0 Strongly Disagree
- My Parents, Family and Whaanau Always Feel Welcome at the School: 17 Strongly Agree, 8 Agree, 4 Disagree, 1 Strongly Disagree