



Freemans Bay School is a U6 contributing Primary School. We are a multicultural primary school situated in Freemans Bay, close to Auckland's central business district and Ponsonby Road. Many of our students come from the greater Ponsonby area and the central city, however a number commute from all parts of Auckland. Although we are an inner-city school, we have chosen to develop a wonderful green space. Our grounds are expansive and there is plenty of space for play and activity. We ended 2017 with just over 500 students and a staff of 60.

Our school has two learning pathways for our students; our Māori pathway, Whānau Ata, which delivers Marautanga o Aotearoa in Te Reo Māori and our English pathway which delivers the New Zealand Curriculum. A commitment to Ako and Te Tiriti o Waitangi is reflected in our school culture.

The school has stable and effective leadership for several years. Sandra Jenkins has been the principal since 2007.

Over the past three years we have been in the Ministry of Education "New Schools Build" project and this has seen the school rebuilt. We are committed to ILE environments and our teachers collaborate in teams of two or three within these spaces. These future focused spaces provide an opportunity to give traction to our vision of Engage, Empower, Enrich.

We have just started our journey with the Kāhui Ako o Waitematā, a collaborative network of schools seeking to learn from and with each other as we create seamless pathways for students from Primary through to Secondary education and beyond. The Kāhui Ako o Waitematā is unique in that these Auckland inner city schools have a commitment to dual curriculum pathways; both Māori through Marautanga o Aotearoa and our English pathway which delivers the New Zealand Curriculum.

Supporting your Work Environment

We have a variety of learning spaces designed to accommodate up to twenty-six classes in learning hubs of two or three. The learning spaces include small and large gathering spaces, quiet zones, kitchens, maker spaces and art areas. We have a new multi-purpose hall which can seat 750 and is a wonderful space for cultural and sporting activities. Our "Not so Quiet" library, is a hive of activity and houses our teacher resource library.

We have a wonderful staff lounge, where people can relax and recharge. We have a range of meeting rooms that can be utilised as spaces for teacher release and when undertaking school project work. Like our students and teachers, the Leadership team also work in an open, shared space. Our school is well resourced, and you will be supplied with the devices and resources you need to do your work efficiently and effectively. Freemans Bay School is well set up to support future-oriented learning and teaching.

Supporting Teaching and Learning

Each of our teachers belongs to one of five whānau and these are divided into smaller teams of two or three teachers. Each whānau has a team leader. Each whānau have dedicated Learning Assistants (LA) who make up our LA team. The teams meet regularly to collaborate on planning classroom programmes, review and reflect on the impact of teaching and learning and to organise school events and team/whānau social occasions.

Freemans Bay School has developed effective support structures, including:

- A staffed school library and teacher resource centre that supports teachers with teaching and learning
- A dedicated ELearning/Digital Technology leader to support staff and learners in developing future focused learning
- A dedicated Kāhikitea leader to support staff and learners to increase their understanding of Te Reo Māori and Tikanga
- A dedicated ESOL leader to support staff and learners in developing programmes to support our students who speak languages other than English at home
- A PE leader who support and increase teacher and learner capacity in physical education
- A music specialist where students get rich music experiences while allowing teachers time for CRT
- Learning support facilities - we have specialist staff with the knowledge and willingness to help teachers with GATE, ESOL or those with learning or behaviour needs
- Curriculum support facilities - support is given in planning, assessment and reporting and with supporting teacher inquiry or any challenges that arise

Supporting Professional Learning

We value professional learning and growth at Freemans Bay School and support you with your own learning through inquiry, reflection and study. All permanently appointed teachers on our staff are encouraged to advance their qualifications and develop their careers. Our Board has therefore agreed to pay 100% of the cost of all tertiary papers that lead towards an education diploma or a degree. In addition to this financial assistance, our Board allows one day's study/exam leave per paper.

We are also a Microsoft Showcase School and there are opportunities for teachers to attend workshops at our school related to using Microsoft products for teaching and learning. Teachers are supported to become Microsoft Innovator Educator Experts and this in turn has rewards such as being part of a global learning team and attending overseas leadership conferences. Some of our teachers have presented at ULearn workshops and this is also encouraged.

Of course, other professional development opportunities are available. Our Board sets aside a considerable sum for this purpose each year, and that development can take place in school or teams to meet individual teacher needs identified during coaching or professional learning sessions.

Supporting your Career

Everyone at Freemans Bay School is committed to making this a top-quality school. We have a commitment to the success of our learners and in developing staff career pathways.

This is important for every staff member. A staff member, who has worked in a school that is seen to be successful, has better career opportunities for the future. If one's school is recognised as a leader, the teachers in that school are also likely to be recognised as leaders. While we hope our staff members will stay, we also hope that if they do leave, they will go on to career advancement.

We are committed to providing opportunities to grow your capacity and hopefully to provide you with a challenging and motivating environment to grow your leadership skills and attributes. We have a history of growing Team Leaders, Deputy Principals and Principals at Freemans Bay School.

In 2016 to 2018 our leadership team has worked with Education Group as a two-year commitment of becoming accredited coaches using the Growth Coaching International structure and we started rolling out a coaching programme in 2018 so all of our teachers began to benefit from this investment. More coaching opportunities are available in 2019.

Freemans Bay School has many visits from academics and educators from across New Zealand and the world. We are part of the Global Schools Alliance and are a Microsoft Showcase School. These visits provide our staff with opportunities to showcase their teaching as well as sharing dialogue with educators from different parts of the globe.

Supporting your Wellbeing in our Work Environment

The wellbeing of our staff is very important to us. We invest in the health and wellbeing of our staff to encourage staff to pursue their own active sporting and wellbeing interest; whether it be a gym membership or class, Pilates, sports gear or a yoga classes. We budget up to of \$100, on a FTTE pro rata basis, each year for expenses related to wellbeing as a tangible contribution to our staff.

HIB, Hep B and flu vaccines are fully funded. Three sessions of counselling costs can also be applied for under our Employee Assistance Programme.

We take supporting your health and wellbeing seriously and we want you to have great work life balance.

Supporting your need to have Fun!

Although we work hard and have a focus on the education of our learners, we also like to still have a sense of fun. We like to build in some social activities to relax and unwind and get to know our fellow staff outside school.

These are some of the fun things we do together each year:

- Enjoy an end of year, subsidised Christmas lunch and drinks at a quality venue
- Whānau and team social dinners, coffees and other occasions
- Take part in staff-initiated activities such as Zumba, Yoga, cycling or walking groups
- Enjoy regular Friday after school “Happy Hour”

The list is not definitive – we welcome your ideas for fun. We have a staff of around 60 people in total so there is plenty of scope for enjoying some social time together.

Supporting You!

We have given you an overview of systems and structures that we have at Freemans Bay School. Ultimately, we want to support you to grow. These systems will support you to be able to work to the best of your ability and grow as an educator and leader.

We have a supportive culture which reflects our school vision of “Engage, Empower, Enrich” so that our learners and our staff will thrive.

Freemans Bay School Vision Statement

Freemans Bay School Vision Statement:

Create a stimulating, inclusive learning environment which empowers, engages and enriches learners to prepare them for their future world.

<p>Empower learners to be collaborative, critical thinkers and problem-solvers. (Learning how to learn)</p>	<p>Engage learners through active involvement and powerful learning partnership</p>	<p>Enrich learners through personalising learning, inquiry and a wide curriculum.</p>
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For Teachers this means that they will:

<p>Empower learners to be collaborative, critical thinkers and problem-solvers. (Learning how to learn)</p>	<p>Engage learners through active involvement and powerful learning partnership.</p>	<p>Enrich learners through personalising learning, inquiry and a wide curriculum.</p>
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For students this means that:

<p>Empower them by providing them with opportunities to develop the skills needed to collaborate with others, think critically and problem solve.</p>	<p>Engage them in their learning - actively involving them, their whānau and the community in the learning process.</p>	<p>Enrich their learning by personalising their learning, encouraging inquiry and exposing students to a wide curriculum that will spark their passions and interests. Learning is relevant, purposeful and students are excited about learning.</p>
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<ul style="list-style-type: none"> • Habits of Mind • Making meaning – the changing nature of knowledge • Digital Literacy and Digital Fluency • Digital Citizenship • Project based/ Inquiry learning • Play-based learning • Higher Order Thinking • Teachers as learners • Mentoring • Live locally, learn globally - Make connections (locally, nationally, and internationally) for learning 	<ul style="list-style-type: none"> • Warm, caring and interested engagement from teacher • Knowing the learner (Understanding of the student - where they 'come from' and what drives them) • Positive and collaborative relationships around learning, progressing achievement and wellbeing • High expectations of all learners • Commitment to bicultural partnership • Sensitivity to and respect for other cultures • Inclusive curriculum • Parental involvement and open communication around learning and progress 	<ul style="list-style-type: none"> • Personalised and differentiated learning • Assessment for Learning <ul style="list-style-type: none"> ○ Building partnerships for learning ○ Clarity about what is to be learnt ○ Promoting further learning ○ Assessment ○ Active Reflection ○ Shared Clarity about next learning steps • Student Agency and Student voice • Digital tools across the curriculum • Real World Challenges • Wide curriculum – learning about all areas of the New Zealand Curriculum / Mārautanga • Collaborative learning • Learning with specialist teachers
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| | | <ul style="list-style-type: none">• Learn and use te reo and tikanga Māori |
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