

Freemans Bay School Strategic Plan 2020 / Strategic Outcomes 2020 – 2022

Cultural Responsiveness	2020	2021	2022
<p>Goal 1 Enrich student learning with the provision of te reo Māori and exploration of the compelling history of Tāmaki-Makaurau</p>	<p>Develop and implement tikanga and te reo expectations so that practice is consistent across the school.</p> <p>Inquiries into the stories of our place/local history and the history of our school so that staff and students have a knowledge and appreciation of what has come before and why things are as they are now.</p>	<p>Develop te reo progressions and differentiated PL for staff so that teachers are clear about what to teach and how, and our students are challenged.</p> <p>Staff engaging with new National Framework (History) and expectations for delivery so that they can confidently integrate this new content into our curriculum in 2022.</p>	<p>Implement progressions and differentiated professional learning for staff so that teachers are confident teaching te reo and the language is preserved.</p> <p>Implementation of new content into our FBS curriculum so that our staff and students gain a deep and balanced knowledge and appreciation of Aotearoa's rich history.</p>
<p>Goal 2 Increase engagement of all whānau by developing and implementing a strategy to ensure that all cultures at FBS feel welcomed and valued</p>		<p>Develop an Engagement Strategy to guide how we engage, consult and communicate with our families/whānau so that we connect in an appropriate, authentic and meaningful way for the benefit of our students.</p>	<p>Implement the Engagement Strategy so that we have a planned and appropriate approach.</p>

Supporting the sustainability of self, others and the environment	2020	2021	2022
<p>Goal 3 Empower learner's wellbeing by strengthening positive student behaviours</p>	<p><u>Values Based Education</u> Review school values with staff and community so that we have determined to what extent they reflect our community's values.</p> <p>Review and strengthen behaviour management strategies so that our students have appropriate, timely and consistent support with behaviours.</p>	<p>Full community consultation around school values so that our values reflect the diversity of our students and families.</p> <p>Implement a restorative practice response to behaviour management so that a consistent and sustainable approach is used across the school by staff and students.</p>	<p>Launching school values and developing action plan for visibility and promotion so that the values are embedded and are seen in practice.</p> <p>Embed a restorative practice response to behaviour management so that there is an increase in positive, respectful relationships.</p>
Goal 4			

<p>Enrich our tamariki and community's learning and wellbeing by increasing the range (and accessibility) of extra-curricular activities on offer to both students and the wider community</p>	<p>Increase extra-curricular activities by 20% from 2019 and strengthen communication around the opportunities for extra-curricular so that there are increased opportunities and students and families can make informed decisions about joining up.</p>	<p>Increase extra-curricular activities by a further 20% so that there are a multitude and vast range of opportunities for our students.</p>	<p>Utilise the hall for our community to engage in extra-curricular activities so that there is an increase in our community's learning and wellbeing</p>
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Productive Partnerships	2020	2021	2022
<p>Goal 5 Empower our staff, whānau and wider community by implementing suitable co-governance structures that reflect our commitment to te tiriti o Waitangi</p>	<p>Investigate co-governance models so that we have knowledge of possibilities to support a decision on a model that fits our school.</p>	<p>Finalise a FBS co-governance model after consultation with community so that we can then seek approval from the Ministry.</p>	<p>Implementation of a co-governance structure at FBS so that there is equitable status for both Learning Pathways and full co-governance status for Māori.</p>
<p>Goal 6 Engage our staff and whānau to deliver equitable and excellent outcomes for all learners (aligned with Achievement Targets)</p>	<p>Implement collaborative inquiries in teams focused on accelerating our target student's achievement in literacy and maths so that the achievement for our cohort learners increases to 75% within or beyond expectation in literacy and 60% in maths.</p>	<p>Refine our collaborative inquiries in teams focused on accelerating our target student's achievement in literacy and maths so that the achievement for our cohort learners increases to 78% within or beyond expectation in literacy and 70% in maths.</p>	<p>Embed a collaborative inquiry approach in teams focused on accelerating our target student's achievement in literacy and maths so that the achievement for our cohort learners increases to 80% within or beyond expectations in literacy and 80% in maths.</p>
<p>Goal 7 Engage staff in the achievement targets of Te Kāhui Ako o Waitemata</p>	<p>Increase leadership capacity to lead change through coaching so that we are making progress towards the Kāhui Ako Targets.</p>	<p>Relaunch our Kāhui Ako Achievement Targets and share updated action plans with FBS staff and community so that we all have an understanding of how this initiative benefits our students.</p>	<p>Kāhui Ako Achievement Targets are at the heart of our FBS Charter so that there is alignment and cohesion.</p>

Life-long Learning	2020	2021	2022
<p>Goal 8 Empower our staff and tamariki by developing and implementing</p>	<p>All teaching staff are trained in coaching and are being coached on their</p>	<p>A framework of coaching is developed and implemented so that all staff</p>	<p>Key staff are trained in Peer Coaching (students coaching students) and</p>

a strategy for “coaching as a way of being” to improve student outcomes	professional growth goals so that coaching skills are strengthened in an authentic, meaningful way.	(including support staff) are actively involved in a coaching partnership to grow others.	peer coaching is introduced so that students are also learning and practicing the skills of coaching to support their peers.
Goal 9 Enrich learner experiences by offering a localised curriculum and effective pedagogies	Strengthening teacher practice of integrating digital learning so that the Digital Curriculum / Hangarau Matihiko is embedded.	Design a new localised curriculum so that there is a consistent approach to learning programmes across the school.	Implement the new curriculum so that our learning programmes are relevant to students and community.

Great Buildings and Facilities	2020	2021	2022
Goal 10 Enrich the physical environment by delivering fit-for purpose buildings and structures that enable educational excellence	Design completed and incorporates review of stage 1 build and latest research on effective MLE principles so that there is robust planning and the Board have agency over design.	Executing the build in an efficient and timely way so that it is ready for the expected roll growth.	Managing defects and completion of build so that it is of the highest standard and functioning to its potential.
Goal 11 Enrich the facilities to enable further activities and community engagement	Explore possibilities of increasing extra-curricular space as part of the Stage 2 build so that we are maximising the resourcing.	Incorporating extra-curricular space into the execution of the Stage 2 build.	Utilising the space to enable activities and allow for community engagement.
Goal 12 Develop a mindset to empower tamariki and staff to focus on minimising FBS’s environmental impact	Enviro Schools teams formed and strengthening practices in the school through student inquiry so that there is team of students and staff driving the initiatives collaboratively.	Enviro School principles are a focus for the development of our FBS curriculum so that they are at the forefront of our learning programmes.	Enviro Schools principles are visible in our actions and initiatives and sustained so that we are a leading school with a Green Gold status.