

St Matthew's School, Marton

Strategic Plan

2020 - 2022



Principal's Endorsement	Tumua Palaaia
Board of Trustees' Endorsement	Matina Sefilino
Submission date to Ministry of Education	March 2020 - Update sent March 2021

St Matthew's School

Providing a Christ-centred Education

Founded in 1915 by the Sisters of Mercy, St Matthew's is proudly Catholic and aims to provide education for the whole child in an environment of faith in the Catholic Tradition.



*Our Special Catholic Character-we are a
Mercy School
Learning about the Sisters of Mercy.*

Our Motto 'Christ-centred education' enables our school community to encounter the living Christ; through intimate learning experiences that deepen knowledge and understanding of how to live a Christ-centred life.



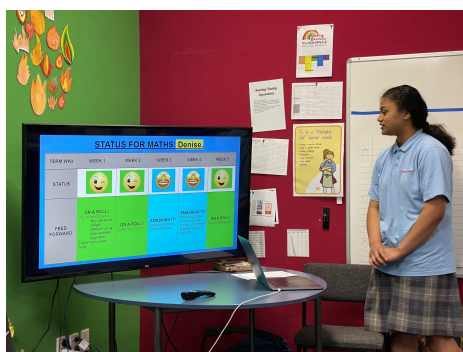
We visited The Cathedral of Te Wairua Tapu, Palmerston North in March 2021. The visit started with an indepth look at the history of the Cathedral and internal designs. This was followed by a visit to Te Rau Aroha Diocesan Centre, Chrism Mass with the wider Palmerston North Diocesan community, and ended with a lovely lunch provided by the Diocese.

St Matthew's School

Providing a Christ-centred Education

We have a dynamic learning culture with motivated and engaged collaborative learners who are empowered through their faith which teaches perseverance and excellence, mutual respect, shared responsibility and resilience. Our students and school community are guided by compassionate, knowledgeable teachers who through their vocation and experiences are culturally responsive, inclusive and have a pedagogy that embraces diverse needs and abilities.

Teacher andragogy allows for our team of educators to be collaborative professionals who are agile. We are blessed!



Students presented their blended learning journeys to a group of Catholic Principals from the Palmerston North Diocese, 2020. We welcomed our visitors with Mihi Whakatau.



Holy Week Liturgies led by the students, 2021.

By providing place-based and faith-based learning opportunities, we continue to nurture and support the development of students' personal and interpersonal knowledge and understanding, participation, experiences and collaborative skills; to enable all to interact and contribute as effective members of any community.



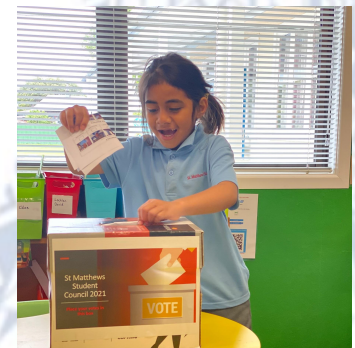
Marton Lion's Annual Speech Competition 2020, which we had not participated in for a number of years.



A Merry Night in Marton 2020. Whole school singing Christmas Carols led by Music Specialist Zettie de Bruyn.



We aspire to enable students to participate in decision-making. Our Student Council prefects are directly linked to each of our school values. They have leadership expectations, roles and responsibilities.



Our AMAZING learners

Our roll currently comprises of 34 of the most friendly and amazing students you will ever meet:

5 Mana Whenua, 2 male, 3 female

- There is also 1 NZ European female student with Mana Whenua as ethnicity 2.

9 of NZ European descent, 4 male and 5 female

- 2 of our NZ European students know that they are also of Asian descent - Burma, Myanmar.

20 of Samoan descent, 6 male and 14 female

- There is also 1 Mana Whenua student with Samoan as ethnicity 2.
- 12 of our 20 Samoan students identify as having Chinese descent. So far most of these students are able to trace their ancestry back at least 1 generation.
- 13 of our 20 students were born in Samoa.

Connections:

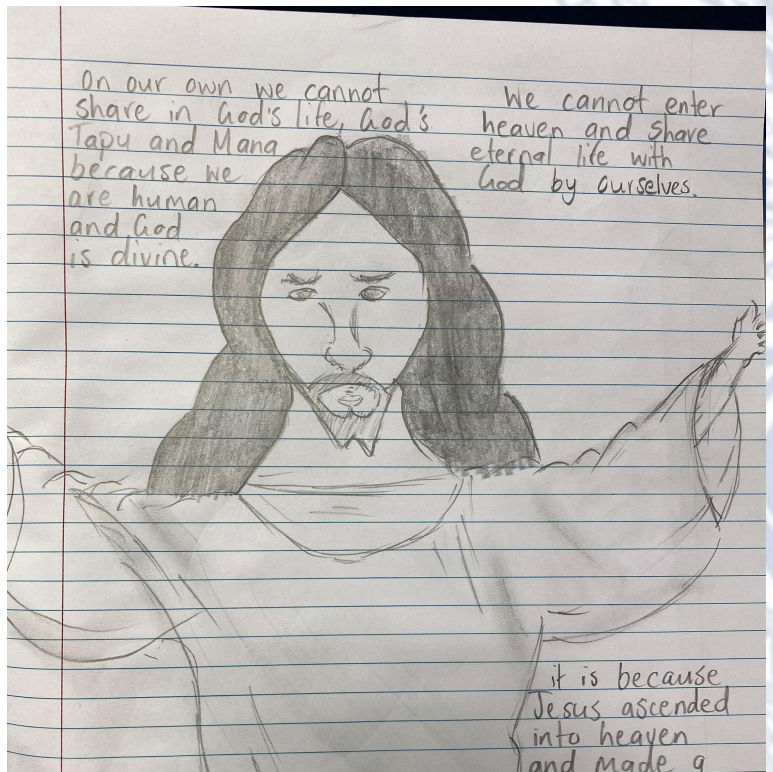
- One NZ European female student is the fourth generation in her maternal whakapapa, to attend St Matthew's School spanning 100 years!
- Two families are the second generation in their paternal whakapapa to attend St Matthew's School.



Senior class "Lumana'i" happily participated in the TRY-a-TRI Marton schools event hosted by Rangitikei College, March 2021.



Our school cross symbolises the Risen Lord Jesus Christ, our greatest teacher of whom our faith and values stem from. The points of the cross move in four directions infinitely, symbolising God's infinite love for all of creation.



We are called to love and care for each other as tuakana-teina, brothers and sisters in Christ and as an 'aiga (family) regardless of age, ability or culture. We are called to be stewards-kaitiaki of God's creation regardless of age, ability or culture. We will do this through a well-integrated curriculum founded on the teachings of Christ, our school's values which are in line with Catholic Diocese of Palmerston North, the NZ Curriculum and Ministry of Education guidelines.



Our Vision 2020-2022

Vision Gospel Reading - Matthew 7:24-25

“Everyone then who hears these words of mine and does them will be like a wise person who built their house on the rock. And the rain fell, and the floods came, and the winds blew and beat on that house, but it did not fall, because it had been founded on the rock.”

VISION

St Matthew's School, Marton is an equitable learning environment where our warrior learners can cultivate a 'rock solid' foundation of Faith, Excellence and Resilience; to navigate through their changing lives, so that they will transform the world.

Our Gospel Values

(With Te Reo and Gagana Samoa translations)

Hospitality that welcomes all people *(Matt 5:46-48)*

* Manaakitanga * Talia Lelei

Respect through what we say and do *(Matt 7:12,15:11)*

* Te Tapu o te tangata * Fa'aaloalo

Excellence is how we shine *(Matt 5:14-16)*

* Panekiretanga * Silisili ona Lelei

Service in Leadership *(Matt 20:26-28)*

* Awhinatanga * Auaunaga

Social Justice through **Compassion** in action *(Matt 25:35-36,40)*

* Tika * Faasinomaga Tonu

Māori Dimensions

Through the Palmerston North Diocese, National Centre of Religious Education and the NZ Curriculum, knowledge and understanding of our staff, and our participation in the South Rangitikei Kāhui Ako; we are continuing to develop and share our understanding of what it means to be a committed Te Tiriti partner.

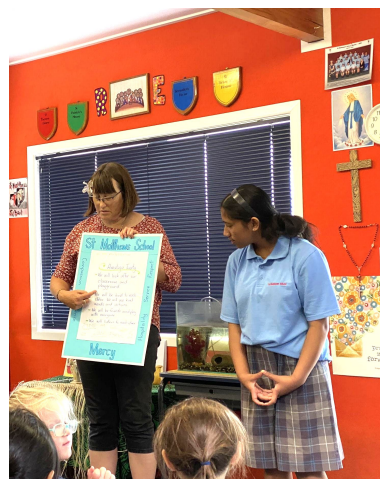
We recognise that Te Reo me nga tikanga is for ALL, not just for Maori.

Our students know the process for Mihi Whakatau Our students participated in Kapa haka with Bulls School in 2020 and will join with James Cook School in Term 2, 2021.

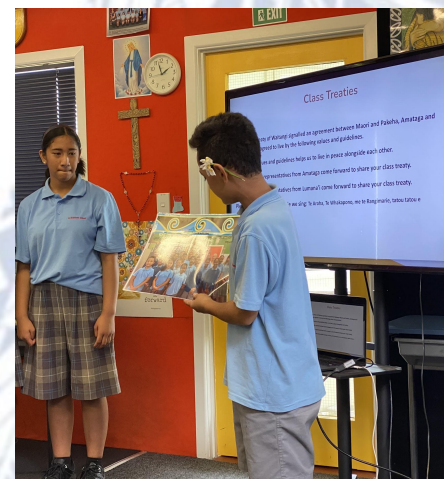
Our families and students celebrate and embrace our diversity which enriches the lived experiences of all who encounter us.



Learning about te 'kakahu' gifted to us by a former student, 2020. The students also learned new waiata.



Explanation of our class treaties during our Tiriti o Waitangi learning celebration, 2021.



Our Diversity

Student voice (March 2020) joyfully tells us that at our school, students:

- accept you for who you are regardless of your race
- participate in cultural activities
- find it easy to learn because we have teachers who are good at explaining, who know how to teach us
- experience and amazing culture! It's cool there's lots of Samoan, Maori and Pakeha
- teach the ones who can't speak Samoan well
- learn from each other
- welcome people when they come
- always learn from teachers and they learn from us
- listen to each other
- explore new things, always learning something new from each other
- help the little kids when they're struggling
- there is no bullying
- collaborate
- show compassion and respect
- always find a way and a solution
- always together to look out for each other, always support each other

There is a strong connection and continuation of lived values practiced in the home and into the school setting, and vice versa. Cultural practices like fa'aSamoa e.g. fa'aaloalo (respect), teu le va (relationships) and our Catholic faith underpin the attitudes and values of our students.



VISION

St Matthew's Marton Vision 2020-22 (Matt 7:24-27)

St Matthew's School, Marton is an equitable learning environment where our warrior learners can cultivate a 'rock solid' foundation of Faith, Excellence and Resilience to navigate through their changing lives, so that they will transform the world.

GOALS

OUR FAITH

Seek to communicate Christ and help form Christ in the lives of others.

OUR LEARNING

Growth in Faith, Excellence and Resilience

OUR COMMUNITY

Growth in community visibility and presence

OUR SYSTEMS

Engaging in effective processes that enhance teaching and learning.

STRATEGY

GROWTH IN KNOWLEDGE DIMENSION

Providing essential knowledge and understanding of Christ-centred education

BUILDING TEACHER AND LEARNER EFFICACY

Developing our local curriculum through place-based and faith-based learning

PROVIDING OPPORTUNITIES FOR OUR DIVERSITY TO SHINE

Developing & Strengthening Cultural Revitalisation

STRENGTHENING SYSTEMS FOR CONTINUOUS IMPROVEMENTS

Improving our processes and procedures

Focus 2021



Started 2020



On hold in 2021



STRATEGIC INITIATIVES

➡ Understand the current condition of our teaching and learner practice through our Catholic Special Character Review.

✓ Strengthen Parish and School relationship through participation in Mass and Sunday School (Children's Liturgy) and First Sacraments.

● School-led Sunday Mass once a term

➡ Collaboratively create programmes with authentic links/foundations to our faith

➡ Assist staff to grow in their knowledge and understanding of Jesus Christ, his teachings and the Catholic Church and to ensure RE is effectively managed and professionally delivered.

➡ Learn about and visit places of faith e.g. Cathedral in Palmerston North

➡ Assess effectiveness of our current curriculum through assessment data. (PACT)

✓ Implement at least x2 placed-based learning experiences

● Pilot learning through play initiative

➡ Garden to table initiative implemented

➡ At least one placed based learning experience a term

✓ Include Science, The Arts and Learning Languages as per student voice

✓ Te Reo and Gagana Samoa taught as a subject and integrated within meaningful contexts

✓ Provide hospitality service within our Parish and community

➡ Participate in the Catholic School's cultural festival and the Matariki festival

✓ Connect with our local community by leveraging our current cultural diversity and resources.

➡ Grow our school roll

● Celebrate All Pasifika Language weeks

✓ Hold a Cultural Performance night/event.

✓ Processes: Outline key processes and prioritise process improvements to support current and future teaching and learning

➡ People: Define clear roles and responsibilities for our Teachers and Support Staff.

● Transport for our Community with a School shuttle

✓ Allocate resources from funds/grants applications

➡ Developing school systems that are responsive to our students

● Quality community consultation using Yavu (Min.Pacific Pples)

OUTCOMES

Students and Teachers show faith dev through their words and actions.

Well-formed citizens who live Christ-centred lives.

Able to confidently communicate Christ to the world.

70% of Students Reading at/above expected year level.

70% of Students Writing at/above expected level.

70% Achieving at/above expected level in Mathematics.

Strengthened partnership with local iwi.

Students are connected/deeper identity to Aotearoa/Marton and the Rangitikei.

Increased School Roll.

Increased online presence Facebook and Website.

Strengthened pride and valuing of own culture, Te Reo Maori me nga tikanga and other languages/cultures and diversity.

Nurtured, well-rounded citizens of Aotearoa.

Completed, well-tracked and analysed Assessment data for 2020-2022.

ETap data is up to date.

Long-term and weekly planning is visible and reflects students' interests.

Regular support from local businesses/grants.

Excellent systems in place.

ST MATTHEW'S SCHOOL, MARTON

Annual Action Plan – 2021

STRATEGIC GOAL 1: OUR FAITH

We will integrate GROWTH IN KNOWLEDGE

in all aspects of teaching and learning so that

St Matthew's School will be a community that seeks to communicate Christ and help form Christ in the lives of others.

<u>STRATEGIC GOAL 1:</u> OUR FAITH	Strategic Initiatives 2021
Understand the current condition of our teaching and learner practice through our Catholic Special Character Review.	<ul style="list-style-type: none">* Ensure all staff know and have a shared understanding of the Recommended Improvement Plan 2020-2023 in relation to our Special Catholic Character.* Use the resources to plan for learning, assessment and evaluation.* Engage in teacher reflection and evaluation for continuous progress.* Monitor and collaborate with staff, students, whanau/aiga, Parish Priest, Parishioners and the PN Diocese.
GROWTH IN KNOWLEDGE To assist staff to grow in their knowledge and understanding of Jesus Christ, his teachings and the Catholic Church and to ensure RE is effectively managed and professionally delivered.	GROWTH IN KNOWLEDGE <ul style="list-style-type: none">* Gather resources and create resources for the 'Living Life to the Full' programme.* Provide staff with PLD for the 'Living Life to the Full' programme to ensure the Health Curriculum is taught from a Catholic perspective.* Inform and consult with whanau/aiga regarding the 'Living life to the full' programme.* Provide PLD for all Religious Education strands and modules.* Encourage peer observations and self-evaluation.
GROWTH IN KNOWLEDGE Collaboratively create programmes with authentic links/foundations to our faith	GROWTH IN KNOWLEDGE <ul style="list-style-type: none">* Create a Religious Education year plan which shows authentic links to other curriculum areas.* Explore S.T.R.E.A.M Science, Technology, Religious Education, Engineering, Accounting and Maths.* Integrate Religious Education across the curriculum - Literacy, STREAM, music, dance, Te Reo me nga tikanga, Gagana Samoa, visual arts.

ST MATTHEW'S SCHOOL, MARTON

Annual Action Plan – 2021

STRATEGIC GOAL 2 : OUR LEARNING

**We will continue to Grow in Faith, Excellence and Resilience through
BUILDING TEACHER AND LEARNER EFFICACY.**

STRATEGIC GOAL 2 : OUR LEARNING

Strategic Initiatives 2021

- Learn about and visit places of faith and place-based learning e.g. Cathedral in Palmerston North.

* Visit and learn about The Cathedral of the Holy Spirit and Te Rau Aroha Diocesan Centre, Palmerston North and participate in the Chrism Mass.

* Learn about the Via dolorosa - way of the Cross and pray the Stations of the Cross at St Francis Xavier Parish..

* Visit the churches in the Rangitikei region that make up our combined Sunday Mass and learn about their histories.

* Visit and learn about local/regional places of student's interests/inquiry and localised curriculum.

* Connect all learning to our school's Gospel Mercy Values.

- Assess effectiveness of our current curriculum through assessment data. (PACT).

* Engage in PaCT PLD with new teachers, provided by the Kahui Ako Across Schools Teachers and Kahui Ako workshops.

* Use PaCT for Writing and Reading with small groups and reporting two times this year.

* Allocate sufficient teacher meeting time to PaCT.

* Inform students and whanau about the effectiveness of PaCT in teaching, learning, reporting and planning for acceleration.

- Garden to table

* Continue to grow our Garden to table initiative by integrating it as part of who we are and what we do - kaitiaki of God's creation.

* Use the vegetables we grow to make tasty, easy-to-make recipes to share with whanau/aiga.

* Integrate with S.T.R.E.A.M.

ST MATTHEW'S SCHOOL, MARTON

Annual Action Plan – 2021

STRATEGIC GOAL 3 : OUR COMMUNITY

**We will continue to DEVELOP AND STRENGTHEN CULTURAL REVITALISATION
by PROVIDING OPPORTUNITIES FOR OUR DIVERSITY TO SHINE.
This will lead to further GROWTH IN COMMUNITY VISIBILITY AND PRESENCE.**

STRATEGIC GOAL 3: OUR COMMUNITY

Strategic Initiatives 2021

- | | |
|---|---|
| <ul style="list-style-type: none">Te Reo and Gagana Samoa taught as a subject and integrated within meaningful contexts | <ul style="list-style-type: none">* Utilise online resources for teaching and learning of Te Reo me nga tikanga.* Provide authentic opportunities for our students to be enriched through Kapa haka.* Teach Gagana Samoa and Te Reo me nga Tikanga through The Arts, STEAM and Religious Education Curriculum.* Celebrate and learn about Samoa and Aotearoa through migration stories and family experiences. |
| <ul style="list-style-type: none">Grow our roll | <ul style="list-style-type: none">* Participate in community-organised events and activities throughout the year.* Utilise forms of media to share and celebrate our learning and Special Catholic Character.* Organise Open Days to showcase 'who we are' and our excellent learning programmes.* Provide Information Packs for local Early Childhood Centres and connect with community groups.* Invite school visits and participation in school-led events and activities.* Revitalise our physical environment. |
| <ul style="list-style-type: none">Participate in the Catholic School's cultural festival and the Matariki festival. | <ul style="list-style-type: none">* Connect and collaborate with the Catholic schools in the Palmerston North Diocese. |

ST MATTHEW'S SCHOOL, MARTON

Annual Action Plan – 2021

STRATEGIC GOAL 4 :

Continue to STRENGTHEN SYSTEMS FOR CONTINUOUS IMPROVEMENTS

by ENGAGING IN EFFECTIVE PROCESSES FOR TEACHING AND LEARNING.

STRATEGIC GOAL 4: OUR SYSTEMS

Strategic Initiatives 2021

- | | |
|--|---|
| <ul style="list-style-type: none">● People: Define clear roles and responsibilities for our teachers support staff and non-teaching staff. | <ul style="list-style-type: none">* Provide and communicate clear role descriptions.* Utilise NZCEO, NZSTA, NZEI, MoE, Teaching Council and School Docs to ensure documentation, processes and procedures are in-line with requirements.* Create and continue to build and nurture an environment for kaupapa wananga to flourish based on manaakitanga, kaitiakitanga, ahurutanga, koha and aroha.* Engage teachers in a well-designed Professional Growth Cycle. |
| <ul style="list-style-type: none">● Develop school systems that are responsive to our students. | <ul style="list-style-type: none">* Regularly review, evaluate, adapt or adjust pedagogy and systems in collaboration with staff and School Trustees.* Seek student voice and agency in decision-making and take actions to implement student agency.* Seek input from stakeholders, review current situations and make changes where needed.* Review and update school policies when needed. |

ST MATTHEW'S SCHOOL, MARTON

3-Year Action Plan – 2020-2022

<p><u>STRATEGIC GOAL 1: OUR FAITH</u></p> <p>Integrate the four dimensions in all aspects of teaching and learning.</p> <p>For St Matthew's School to be a community that seeks to communicate Christ and help form Christ in the lives of others.</p>			
OUR FAITH	Strategic Initiatives 2020	Strategic Initiatives 2021	Strategic Initiatives 2022
Understand the current condition of our teaching and learner practice through our Catholic Special Character Review.	<ul style="list-style-type: none"> * Collaborate with the Diocesan team to map out the strategic direction. * Collect and request PN Diocese resources to support the implementation of planning for learning, assessment and evaluation. * Partner with the School Trustees to ensure we achieve the Palmerston North Diocese Recommended Improvement Plan 2020-2023 in relation to our Special Catholic Character. 	<ul style="list-style-type: none"> * Ensure all staff know and have a shared understanding of the Recommended Improvement Plan 2020-2023 in relation to our Special Catholic Character. * Use the resources to plan for learning, assessment and evaluation. * Engage in teacher reflection and evaluation for continuous progress. * Monitor and collaborate with staff, students, whanau/aiga, Parish Priest, Parishioners and the PN Diocese. 	<ul style="list-style-type: none"> * Continue to review and evaluate the achievement of goals and their effect on student and teacher faith formation. * Modify/adapt resources to suit learning, assessment and as a result of teacher reflection and evaluation. * Consult with whanau/aiga, students, teachers and key stakeholders regarding the fulfilment of the Improvement Plan so far.
<p>GROWTH IN KNOWLEDGE</p> <p>To assist staff to grow in their knowledge and understanding of Jesus Christ, his teachings and the Catholic Church and to ensure RE is effectively managed and professionally delivered.</p>	<p>GROWTH IN KNOWLEDGE</p> <ul style="list-style-type: none"> * Provide Teacher Spiritual formation and Professional Faith Development Goals. * Provide and lead PLD for Religious Education Strands and Liturgical Year Modules. 	<p>GROWTH IN KNOWLEDGE</p> <ul style="list-style-type: none"> * Gather resources and create resources for the 'Living Life to the Full' programme. * Provide staff with PLD for the 'Living Life to the Full' programme to ensure the Health Curriculum is taught from a Catholic perspective. * Inform and consult with whanau/aiga regarding the 'Living life to the full' programme. 	<p>GROWTH IN KNOWLEDGE</p> <ul style="list-style-type: none"> * Teach the 'Living Life to the Full' Health Curriculum programme from a Catholic perspective. * Continue to provide on-going PLD and follow-up sessions to enable teachers to reflect and evaluate next steps for the 'Living Life to the Full' programme. * Consult with students, staff and whanau/aiga regarding the teaching and learning of the 'Living Life to the Full' programme.

ST MATTHEW'S SCHOOL, MARTON

2-Year Action Plan – 2021-2022

STRATEGIC GOAL 2 : OUR LEARNING

We will continue to Grow in Faith, Excellence and Resilience through

BUILDING TEACHER AND LEARNER EFFICACY

OUR LEARNING	Strategic Initiatives 2021	Strategic Initiatives 2022
<ul style="list-style-type: none"> Learn about and visit places of faith and place-based learning e.g. Cathedral in Palmerston North. 	<ul style="list-style-type: none"> * Visit and learn about The Cathedral of the Holy Spirit and Te Rau Aroha Diocesan Centre, Palmerston North and participate in the Chrism Mass. * Learn about the Via dolorosa - way of the Cross and pray the Stations of the Cross at St Francis Xavier Parish.. * Visit the churches in the Rangitikei region that make up our combined Sunday Mass and learn about their histories. * Visit and learn about local/regional places of student's interests/inquiry and localised curriculum. * Connect all learning to our school's Gospel Mercy Values. 	<ul style="list-style-type: none"> * Visit and learn about places of inquiry through the planned histories curriculum.
<ul style="list-style-type: none"> Assess effectiveness of our current curriculum through assessment data. (PACT). 	<ul style="list-style-type: none"> * Engage in PaCT PLD with new teachers, provided by the Kahui Ako Across Schools Teachers and Kahui Ako workshops. * Use PaCT for Writing and Reading with small groups and reporting two times this year. * Allocate sufficient teacher meeting time to PaCT. * Inform students and whanau about the effectiveness of PaCT in teaching, learning, reporting and planning for acceleration. 	<ul style="list-style-type: none"> * Review the effectiveness of teaching and learning using PaCT. * Engage in PaCT PLD within and across schools. * Use PaCT for Writing, Reading and Maths school-wide. * Allocate sufficient teaching meeting time to further unpacking PaCT and the LPF. * Provide PaCT learning opportunities and feedback from parents and stakeholders.
<ul style="list-style-type: none"> Garden to table 	<ul style="list-style-type: none"> * Continue to grow our Garden to table initiative by integrating it as part of who we are and what we do - kaitiaki of God's creation. * Use the vegetables we grow to make tasty, easy-to-make recipes to share with whanau/aiga. * Invite whanau/aiga to share vege/fruit growing techniques and recipes. * Integrate with S.T.R.E.A.M. 	<ul style="list-style-type: none"> * Explore the Enviro Schools initiative. * Explore becoming a Garden to table school. * Build our community of whanau/aiga expertise in gardening and cooking/baking/food preparations/cultural and traditional use of vegetables and fruit.

ST MATTHEW'S SCHOOL, MARTON

2-Year Action Plan – 2021-2022

STRATEGIC GOAL 3 : OUR COMMUNITY

We will continue to DEVELOP AND STRENGTHEN
CULTURAL REVITALISATION
by PROVIDING OPPORTUNITIES FOR OUR DIVERSITY
TO SHINE.

This will lead to further GROWTH IN COMMUNITY
VISIBILITY AND PRESENCE.

OUR COMMUNITY	Strategic Initiatives 2021	Strategic Initiatives 2022
<ul style="list-style-type: none"> Te Reo and Gagana Samoa taught as a subject and integrated within meaningful contexts 	<ul style="list-style-type: none"> Utilise online resources for teaching and learning of Te Reo me nga tikanga. Provide authentic opportunities for our students to be enriched through Kapa haka. Teach Gagana Samoa and Te Reo me nga Tikanga through The Arts, STEAM and Religious Education Curriculum. Celebrate and learn about Samoa and Aotearoa through migration stories and family experiences. Continue to Invite and utilise whanau/aiga as experts and bearers of knowledge. 	<ul style="list-style-type: none"> Build relationships with local and regional Maori and Pasifika academics to partner with our school with the intention to 'inspire' aspirations. Develop rich resources to use. Initiate a local Pasifika / Maori cultural celebration of dance, arts, food. Continue to create and nurture a motivated, passionate roopu of whanau/aiga.
<ul style="list-style-type: none"> Grow our roll 	<ul style="list-style-type: none"> Participate in community-organised events and activities throughout the year. Utilise forms of media to share and celebrate our learning and Special Catholic Character. Organise Open Days to showcase 'who we are' and our excellent learning programmes. Provide Information Packs for local Early Childhood Centres and connect with community groups. Invite school visits and participation in school-led events and activities. Revitalise our physical environment. 	<ul style="list-style-type: none"> Build our values-based learning, academic, community outreach, diversity and sports portfolios. Partner with the Palmerston North Diocese Property Management and MoE to ensure our buildings are sound and ready for further roll growth.
<ul style="list-style-type: none"> Participate in the Catholic School's cultural festival and the Matariki festival. 	<ul style="list-style-type: none"> Connect and collaborate with the Catholic schools in the Palmerston North Diocese. 	<ul style="list-style-type: none"> Initiate activities and events that celebrate and acknowledge the blessings of diversity.

ST MATTHEW'S SCHOOL, MARTON

2-Year Action Plan – 2021

<u>STRATEGIC GOAL 4 :</u> Continue to STRENGTHEN SYSTEMS FOR CONTINUOUS IMPROVEMENTS by ENGAGING IN EFFECTIVE PROCESSES FOR TEACHING AND LEARNING.		
OUR SYSTEMS	Strategic Initiatives 2021	Strategic Initiatives 2022
<ul style="list-style-type: none">People: Define clear roles and responsibilities for our teachers support staff and non-teaching staff.	<ul style="list-style-type: none">* Provide and communicate clear role descriptions.* Utilise NZCEO, NZSTA, NZEI, MoE, Teaching Council and School Docs to ensure documentation, processes and procedures are in-line with requirements.* Create and continue to build and nurture an environment for kaupapa wananga to flourish based on manaakitanga, kaitiakitanga, ahurutanga, koha and aroha.* Engage teachers in a well-designed Professional Growth Cycle.	<ul style="list-style-type: none">* Review and clearly communicate role descriptions.* Continue to utilise NZCEO, NZSTA, NZEI, MoE, Teaching Council and School Docs to ensure documentation, processes and procedures are in-line with requirements.* Seek staff, student and community consultation on wellbeing and kaupapa wananga. Evaluate and adjust where needed.* Refine the Professional Growth Cycle if needed.
<ul style="list-style-type: none">Develop school systems that are responsive to our students.	<ul style="list-style-type: none">* Regularly review, evaluate, adapt or adjust pedagogy and systems in collaboration with staff and School Trustees.* Seek student voice and agency in decision-making and take actions to implement student agency.* Seek input from stakeholders, review current situations and make changes where needed.* Review and update school policies when needed.	<ul style="list-style-type: none">* Regularly review, evaluate, adapt or adjust pedagogy and systems in collaboration with staff and School Trustees.* Collaborate with students, whanau/aiga about our school's processes, procedures and policies when required/timely.