

2023 Strategic Plan Annual Plan & Targets

Board Ratification: 01 March 2023



2023 STRATEGIC PLAN

Our Vision: Whāia te ara tika | Pursue the right path

STRATEGIC GOALS

1. LEARN Rich and responsive Curriculum maximise success for all ākonga NELP 2: Priority 3, 4 (N2P3, 4)	2. LEAD Professional capability and evaluative inquiry build collective capacity NELP 3: Priority 5, 6 (N3P5, 6)	3. CONNECT Learning-focussed relationships empower positive community connections NELP 1: Priority 1, 2 (N1P1, 2)
 1a. Curriculum Marautanga Literacy: Reading Pānui, Writing Tuhituhi, Oral Language Reo ā-waha & Mathematics Pāngarau High quality relationships and high quality teaching & learning every day for all ākonga 	 2a. Professional Practice Teaching and leadership capability Staff cultural competence Education for Sustainability E4S Digital literacy (fluency) Health/PE and Sports Te Mātaiaho and Aotearoa/NZ Histories (ANZH) 	 3a. Educationally Powerful Connections 'Power of 3' engagement Positive and productive relationships
 1b. Curriculum Marautanga Te Puna Wairua (TPW) Reo Rua Unit Local curriculum and assessment plan 1c. Curriculum Marautanga Talamuka-'a-Tonga (TmT) Tongan Bilingual Class Local Curriculum and assessment plan 1d. Assessment Aromatawai Assessment for Learning (AfL) Formative and inclusive practice Ākonga efficacy and agency (voice) Summative Practice Valid and reliable data informs decision-making 1e. Ākonga Learning Support (LS) 	 2b. Professional Practice Te Puna Wairua (TPW) Reo Rua Unit Teaching and leadership capability (80:20 delivery) 2c. Professional Practice Talamuka-'a-Tonga (TmT) Tongan Bilingual Class Teaching and leadership capability (50:50 delivery) 	 3b. Learning-focussed environment 10YPP/5YA improvement plans TPS new build Master Plan Sustainable digital infrastructure
- School wide targeted LS interventions Our Values: Mana	akitanga 🐺 Kaitiakitanga	Rangatiratanga

TĀMAKI PRIMARY SCHOOL 2023 ANNUAL PLAN Whāia te ara tika | Pursue the right path

GOAL 1: LEARN	Rich and responsive Curriculum maximise success for all ākonga			
N2P3, 4	Actions	Success Measures	Resourcing	
 1a. Curriculum Marautanga Literacy: Reading Pānui, Writing Tuhituhi, Oral Language Reo ā-waha High quality relationships and high quality teaching & learning in literacy increased Curriculum Marautanga Mathematics Pāngarau High quality relationships and high quality teaching & learning in mathematics 	 Implement 2nd year iteration of literacy PLD to strengthen ākonga efficacy and agency and kaiako collaborative planning, teaching, peer observation and practice evaluation conversations supported by Instructional Mentoring/ Coaching ICM Strengthen oral language teaching capability Establish TLF Maths Collaborative School Cluster to build maths teaching capability; build teacher and ākonga agency and efficacy; distribute maths leadership to 	 Accessible, visible and effective (AVE) delivery of culturally contextualised lessons for all ākonga (Deliberate Acts of Teaching DATs, use of accelerative practices), flexible & inclusive grouping Positive shift in ākonga progress and achievement; increasing ākonga joy, critical thinking, rich dialogue, co-op problem solving & voice capture Coherent expansion of foundation vocabulary & use of rich literacy texts; digital devices leverage literacy modes Our PLC is informed by relevant research and aligned with targeted PLD; Kaiako actively 	Principal, DP (SLT)Internal and external MoETeam Leaders TLs, TPW Pouako Matua All teachers/kaiako Learning Assistants LAsPLD funded hoursKaiako release TL releaseVision Education with Dr Davis, Doreen Jukes Core Education Alicia Ngaropo-Tuia Jrs, Jannie Van HeesInternal and external MoE	
learning in mathematics increased Supported by Te Mātaiaho NZC Refresh - English & Mathematics Drafts (progressions) Links to ERO 6 Domains (D) and Evaluation Indicators (EI)	 efficacy; distribute maths leadership to support Team collaboration Appoint Manaiakalani Kāhui Ako (MKA) Within School Teacher (WST) to inform and support school wide improvement in literacy and/or mathematics Strengthen learning-focussed relationships through *culturally conscious and culturally responsive practice to increase efficacy and agency 	 engage in weekly targeted PLD aligned to Team Hui evaluation as part our Professional Growth Cycle (PGC); TPS Values woven into our PLC/PLD Middle Leaders observe and trial use of ICM feedback & feedforward strategies School wide planning, teaching, assessment, evaluation and reporting aligns with Teaching As Inquiry TAI; increased use of noticing & responding tactics Development of balanced Maths 	WST SM Pr, Leaders The Learner First (TLF) Maths Cluster (7 Schools) with Rob Proffitt- White Just In Time Maths (JITM) with Bruce	
	 Develop shared pedagogical approaches and indicators of effective practice, weaving in TPS Values Explore Te Mātaiaho Curriculum refresh and English and mathematics Drafts 	 programmes for all ākonga; indicators of effectiveness/5 dimensions of powerful maths identified; implementation of core TLF strategies (rich tasks; knowledge building; procedural fluency); Kaiako engage in TLF Termly PLD days and TLF year level core strategy PLD Zooms; Teams' Local Curriculum back-mapping Critical thinking applied to exploration of Understand Know Do (UKD) and Progressions in the English and Maths Drafts; trialed UKD aspects in kaiako/Team planning 	Taplin in TPW Pr, Ts	

GOAL 1: LEARN	Rich and responsive Curriculum maximise success for all ākonga			
N2P3, 4	Actions	Success Measures	Resourcing	
 1b. Curriculum Marautanga Te Puna Wairua (TPW) Reo Rua Unit Local curriculum and assessment strengthened (80:20 delivery) 	 Develop TPW ākonga reo ā waha (oral language output) Build on pānui and pāngarau teaching and assessment capability (1a) 	 Expansion of reo ā waha fluency in Tau 6-8 Utilisation of a range of rich culturally contextualised pānui texts Implementation of bilingual pānui texts in Tau 1-5 support mahi kainga Utilisation of aromatawai ā waha (oral language assessment tool) Positive shift and acceleration in ākonga progress and achievement in pānui and pāngarau (1a) Increasing ākonga efficacy and agency (tuakana-teina) (1a) 	Pouako Matua, SLTInternal and externalVision Educationexternalwith Dr Davis,MoE PLDDoreen JukesfundedCore EducationhourswithPouakoAlicia Ngaropo-TuiaMatuareleaseTLF Maths Clusterwith Rob Proffitt-Reo AppWhiteTLF ClusteJITM with BruceresourcesTaplinTaplin	
 1c. Curriculum Talamuka-'a-Tonga (TmT) Tongan Bilingual Class Local curriculum and assessment strengthened (50:50 delivery) 	 Develop TmT student oral language output Build on reading and maths teaching and assessment capability (1a) 	 Expansion of Tongan vocabulary in Y3-8 Utilisation of a range of rich culturally contextualised Tongan bilingual literacy texts Positive shift and acceleration in student progress and achievement in literacy and maths (1a) Increasing student efficacy and agency in Tongan bilingual delivery (1a) 	SLT FTU TmT Team Leader TL release LT MoE PEIF MoE PEIF Learning \$25K Assistant LA	

GOAL 1: LEARN	Rich and responsive Curriculum maximise success for all ākonga			
N2P3, 4	Actions	Success Measures	Resourcing	
1d. Assessment Aromatawai	 Strengthen AfL capability 	- Fidelity to the principles of formative practice	SLT	
Assessment for Learning (AfL)		in teaching, planning and assessment:	TLs, WST	MoE PLD
- Formative practice in	 Strengthen learning-focussed 	alignment of learning intentions LI with co-	Vision Ed	Provider
Reading, Writing and	conversations, weaving in TPS Values	constructed success criteria SC, ākonga	Rob Proffitt-White	
Mathematics and		evaluation; feedback FB and futurised	TLF	
professional curriculum	 Strengthen kaiako conversations that focus 	learning actions	Bruce Taplin JITM	
judgments strengthened	on high expectations teaching	 Increasing ākonga voice/choice in 		
 Ākonga efficacy and 		personalised learning design	All teachers/kaiako	
agency (voice and decision-		 Increasing ākonga articulation of learning 		
making) strengthened		against goals		
		 Daily purposeful use of kaiako modelling 		
		books and incorporate ākonga learning notes		
		(AVE) to support ākonga engagement		

 Summative Practice Appropriate achievement data informs decisions about ākonga learning Supported by Te Mātaiaho NZC Refresh - English & Mathematics Draft (progressions) Links to ERO 6 Domains (D) and Evaluation Indicators (EI) 	 Strengthen school-wide data use in decisions for implementing and monitoring targeted actions for all ākonga Review the TPS Assessment Map (tools) 	 Flexible and inclusive grouping Transfer of PLD and accelerative practices in lessons Increased exemplification of TPS Values in language of learning/citations Summative data informs kaiako next teaching and learning actions & personalised goal setting for ākonga Increasing reflective and evaluative inquiry in Team and Leadership Hui (Team, classroom, group and individual data conversations focus on accelerative practice for ākonga) Progress measured at key points to inform learning conversations and regular reporting Assessment tools are culturally relevant, timely, purposeful 		
 1e. Ākonga Learning Support School wide Learning Support (LS) targets interventions for ākonga needing learning support 	 Implement targeted intervention programmes to support culturally and linguistically diverse learners Review and develop targeted learning support for English Language Learners (ELL) in literacy Further develop DP and Learning Assistant (LA) Kaiāwhina reflective practice conversations 	 Live, current Learning Support Register Targeted and flexible Kaiāwhina intervention programmes Increasing responsive planning, teaching and monitoring of individual ākonga learning and/or behaviour needs Increasing Kaiāwhina transfer of PLD and utilising accelerative practice Evaluation of impact of LS interventions informs identification and allocation of targeted programmes 	DP Learning Support Lead (LSL) Teachers LAs MoE Learning Support RTLB Speech Language SWiS PHN	MoE ESOL Grant MoE specialist funding RTLB funding

TĀMAKI PRIMARY SCHOOL 2023 ACHIEVEMENT TARGETS

Target 1	Increase the achievement of all ākonga in literacy reading pānui (increase rates of acceleration for those identified ākonga not at expectation)
Target 2	Increase the achievement of all ākonga in literacy writing tuhituhi (increase rates of acceleration for those identified ākonga not at expectation)
Target 3	Increase the achievement of all ākonga in mathematics pāngarau (increase rates of acceleration for those identified ākonga not at expectation)



TĀMAKI PRIMARY SCHOOL 2023 ANNUAL PLAN Whāia te ara tika | Pursue the right path

GOAL 2: LEAD	Professional capability and evaluative inquiry build collective capacity			
(N3P5, 6)	Actions	Success Measures	Resourcing	
 2a. Professional Practice Teaching strengths utilised and leadership capability increased (**Digital Literacy; Education for Sustainability (E4S) Travelwise, Wastewise; Heath/PE and Sports) **See Ako Leaders' Action Plans Te Ao Māori and Te Reo Māori teaching capability increased Staff cultural competence strengthened Rich and responsive curriculum explored and planned for ākonga, weaving in TPS Values Links to NZC Refresh – Aotearoa/NZ Hītori Links to ERO 6 Domains (D) and Evaluation Indicators (EI) 	 Increase collaborative practice and culture of inquiry Develop innovative leadership practice to align with the strategic direction of the School and weave TPS Values in activity Develop understanding of Te Ao Māori and weave presence in local curriculum Normalise Te Ao Māori tikanga, kawa and Te Reo Māori in every day school life Increase presence of ngā mahi a rēhia (NMaR) (performing arts) Foreground cultural diversity and promote ākonga cultural capital 	 Personalised engagement in kaiako and Tumuaki PGC; transfer of targeted PLD from PLC to practice Instructional Coaching and Mentoring (ICM) strategies re-modelled and trialed by Team Leaders; development of localised observation framework and ICM questions Distribution of ako leadership aligns with school priorities; development of Ako Leaders' Action Plans informs reporting Strong promotion and embedding of TPS Values in every day practice Increasing exemplification of STP1 giving practical effect to Te Tiriti o Waitangi (TToW); Te Ao Māori woven across local curriculum; localised TPS karakia and pepeha; NMaR kaiako lessons; implementation of two Kapa Haka groups; recognition of ākonga strengths and aspirations, School Leaders' voice present in decision-making Transfer of Tamsin Hanly PLD in visual arts/ngā toi ataata and student inquiry learning/pakirehua; Nga toi ataata gallery T3 Engagement in Te ahu o te reo Māori Takatū (Principal Level 4; DP Level 1; TPW Level 6) 	SLT Team Leaders (TL) Ako Leaders (ALs) MoE PLD Providers Lead Coach/ Mentor (Pr); DP, TLs School Wide NMaR Kaiako Māori Tamsin Hanly CPR PLD 3 rd year of MoE PLD funded Takatū course	\$7K MoE PLD funding Leadership Units PBS PLD free via Southerm Cross \$500 to School per kaiako completion c Takatū 2023 FTUs
Education for Sustainability (E4S) (with links to TPS localised Student Inquiry Model) - Wastewise (WW) initiatives implemented - Travelwise (TW) initiatives implemented	 Develop sustainable school wide waste reduction practice, underpinned by TPS Values Re-invigorate the TPS Auckland Transport School Safety Action Plan Weave presence of Te Ao Māori in E4S local curriculum 	 Green Team established; School wide coloured bins and systems implemented; School wide waste reduced; Composting systems developed; Trees 4 Survival Sanctuary sustained, saplings survive and planted on the reserve by ākonga Travelwise (including Bikewise) Team established; TW ākonga-led initiatives, Walking School Bus reviewed; Action Plan 	JG Trees 4 Survival ASd Auckland Transport Walking School Bus Volunteers Tamsin Hanly PLD MoE ANZH resourcing	1 FTU School cycle track Local bike track Tamsin Hanly 6 Texts: Te

 Digital literacy (fluency) High quality teaching and learning of digital literacy across the curriculum increased 	 Review 1:1 device care and online safety practice Weave literacy modes across local curriculum 	 redrafted with programme of TW promotions scheduled Te Ao Māori and local Hītori explored in student inquiry learning Refreshed Ākonga Device Care and safety tracking guidelines established TPS Ākonga Device Allocation Register updated; School infrastructure stabilised Allocation of 1:1 devices leverage ākonga literacy learning 2nd tranche of iPads and Chromebooks purchased & utilised by all ākonga 	DP AS SLT Ts	Ao, Hītori & Ngā toi ataata 1 FTU Relevant Apps Fusion Tech Support
Health/PE and Sports - TPS Health/PE and Sports curriculum reviewed	 Promote ākonga water safety skills Re-invigorate engagement in PE and sports lessons and Sport Cluster interschool events Explore ākonga hauora/self-regulation practice Review H/PE and Sports local curriculum delivery 	 Increased & utilised by all actinga Increased ākonga attendance in T1 swimming lessons Weekly PE/Sports lessons and fitness teaching; bikewise lessons Break-time PE systems and ākonga leadership established Audit, replenishment & utilisation of PE/sports equipment All kaiako trained in <i>Pause Breathe Smile</i> and ākonga hauora/self-regulation practices trialed in classrooms HPE/Sports Community Survey informs annual review and 2023 Strategic Plan refresh 	Sport Auckland; Healthy Active Learning Swim School TLs, Ts Pause Breathe Smile training PLD Pr, DP, Ts	1 FTU Kiwi Sport MoE funding Donations Grants PBS free
 2b. Professional Practice Te Puna Wairua (TPW) Reo Rua Unit Teaching and leadership practice increases ākonga engagement in the delivery of Te Reo Māori Tau 1 to 8 	 Implement 3rd year iteration of targeted reo matatini and aromatawai PLD guided by Ka Hikitia 2020 Develop a TPW Reo Matatini (literacy) acquisition Plan Develop a TPW aromatawai framework (Assessment for Learning 1d) 	 Localised TPW reo matatini kaupapa (literacy acquisition) Ākonga reo matatini fluency increasing Effective planning and assessment enable sustainable delivery (80:20) Review and utilisation of a range of relevant resources support effective kaiako practice Targeted allocation of FTU Targeted Tau 6-8 support from second Kaiako Māori 	TPW Pou Matua/ Pouako Matua WL Whānau Hui SLT Vision Ed support TLF support MoE PLD Provider Core Ed	Takatū PLD MoE PLD hours Leadership FTU
 2c. Professional Practice Talamuka-'a-Tonga (TmT) Tongan Bilingual Class Teaching and leadership practice increases engagement in Tongan learning 	 Implement the 2nd year iteration of the PEIF teacher plan and delivery milestones, guided by The Pacific Education Plan 2020 Develop a sustainable Tongan language bilingual class plan 	 Effective teacher planning and assessment enable localised bilingual delivery (50:50) Review and utilisation of a range of relevant resources support effective teacher practice Targeted allocation of FTU Targeted LA support for students' cultural heritage (performing arts) 	Team Leader LT, SLT PEIF FT LA support	Leadership FTU MoE PEIF Grant



TĀMAKI PRIMARY SCHOOL 2023 ANNUAL PLAN Whāia te ara tika | Pursue the right path

GOAL 3: CONNECT	Learning-focussed relationships empower positive community connections			
N1P1, 2	Actions	Success Measures	Resour	cing
 3a. Educationally Powerful Connections Äkonga, parent/whānau and school 'power of 3' engagement strengthened (leading into 2023 Strategic Plan Refresh) Positive and productive relationships with ākonga and whānau partnerships enhanced Links to NZC Refresh – Aotearoa/NZ Hītori (social sciences, Hītori o te rohe) Links to ERO 6 Domains (D) and Evaluation Indicators (El) 	 Celebrate cultural diversity and foreground inclusive practice Promote ākonga hauora building on sense of belonging and positive school wide culture, with TPS Vision and Values embedded Maximise opportunities for all students to promote and sustain their personal histories / cultural narratives Partner with mana whenua / local iwi to build working relationship Refresh strategies to support Y8 transition pathways to secondary school 	 Improved ākonga daily attendance 90% and reduced unjustified absences; Increasing attendance at Kaiako & kaiāwhina Hui, Whānau Kōrero (Ākonga-led Conferences), Ako Connect Days (class visits), Whānau House Games, Cultural Heritage Weeks and Whānau Hui and Fono; Parents/ whānau partner on EOTC activities Whānau House traditions embody TPS Values & affirm ākonga way of being; refreshed TPS PC4L Matrix; Refreshed Tiers of ākonga acknowledgements framework Feedback from Whānau Hui and Fono informs self-review, including local curriculum review; Ākonga and whānau aspirations reflected in local curriculum; Ākonga progress and achievement reporting is clear for ākonga and whānau Hītori o te rohe explored in local curriculum; ngā tohu o te rohe PLD; Significance of TPS logo enhanced; development of student pepeha and localised TPS pepeha Partnership with College(s), term plan/prep, promo events, info Hui 	Staff Leaders WL, Pr Mana whenua rep / local iwi Kaiako support Y8 College transition support	Home School Partnership Board PEIF Staff Hikoi - ngā tohu o rohe
 3b. Learning-focussed environment The 2022/2023 10YPP/5YA improvement plans implemented Sustainable digital infrastructure 	 Refresh ākonga learning environments Progress the TPS Master Plan for the new School build Progress the N4L partnership into next phase of TPS infrastructure support 	 Regular liaison progresses plans; Block 1 refurbishments; flexible and hauora- enhancing learning spaces, 2023 design brief iteration informed by kaimahi, ākonga, parent/whānau Board and review aligns with our pedagogy cultural narrative (NB unique tuakiri/identity retained) N4L Relationship Manager liaison completes 	Board, SLT, Watershed MoE Delivery Manager; MoE Property Advisor EA Facilitator Ākonga, whānau voice N4L RM Marnie	Internal PLD External support MoE Prop funding HSP Watershed Contract
Links to ERO 6 Domains (D) and Evaluation Indicators (EI)		design phase; N4L SNUP Phase planning design implemented	N4L RM Marnie Fusion IT provider	