



# Rewa Rewa School

Charter & Strategic Plan  
2022 - 2024



# Our Vision

Learning for Life  
Together





## REWA REWA SCHOOL STRATEGIC PLAN 2022 – 2024

**Our Vision:** Learning for Life Together

**Our Values:** R.I.D.E. Respect Integrity Diversity Empathy

Our Strategic Goals	Our Annual Initiatives	Our 3 Year Success Outcomes
<p><b>Goal 1 Learners</b> Empower lifelong learners</p> <p>NELP Objective 1 Priority 1 NELP Objective 1 Priority 2 NELP Objective 2 Priority 3 NELP Objective 2 Priority 4</p>	<p><i>Learners will:</i></p> <ol style="list-style-type: none"> <li>1. Confidently apply the <b>Active Learner Skills</b> to support their academic success and engagement as learners.</li> <li>2. Actively demonstrate their R.I.D.E. values and Key Competencies to develop life- long competencies that enable them to contribute to their community.</li> <li>3. Build a strong sense of self, belonging and identity to confidently communicate and collaborate with others.</li> <li>4. Develop lifelong strategies to support positive wellbeing.</li> </ol>	<p><i>Our learners are able to:</i></p> <p>Articulate and take responsibility for their own learning. Apply the skills and attitudes of successful Active Learners. Collaborate, reflect and learn from their mistakes. Reflect on their own achievement and ongoing success. Be innovative and curious learners. Successfully contribute to the communities in which they belong. Competently demonstrate their citizenship and R.I.D.E. values. Demonstrate G.E.M. skills that will build their wellbeing and resilience.</p>
<p><b>Goal 2 Personnel</b> Build a collaborative, skilled and innovative teaching team</p> <p>NELP Objective 3 Priority 5 NELP Objective 3 Priority 6 NELP Objective 4 Priority 7</p>	<p><i>Our teachers will:</i></p> <ol style="list-style-type: none"> <li>1. Undertake professional learning to grow our individual and collective capacity to become skilled Active Learners and mentors.</li> <li>2. Be active role models who teach our R.I.D.E values and Key Competencies and demonstrate these within our school community.</li> <li>3. Support our diverse groups of learners to achieve to their potential, and have a strong belief in themselves.</li> <li>4. Develop their teaching capacity through a quality Professional Growth Cycle (2022) programme.</li> </ol>	<p><i>Our teachers are able to:</i></p> <p>Promote learning opportunities that support all learners to achieve ongoing success. Teach curriculum initiatives such as DMIC maths, Learning through Play, The Resilience Programme that build school-wide learner agency and wellbeing skills. Promote a positive, inclusive learning community for our diverse learners. Develop a localised curriculum and our cultural capability. Provide opportunities for our learners to grow in confidence as they build the skills of negotiation communication, leadership and compassion. Undertake regular reflective practice to support building the success and talents of each student.</p>
<p><b>Goal 3 Community</b> Strengthen genuine partnerships with our whānau and community</p> <p>NELP Objective 1 Priority 1 NELP Objective 1 Priority 2</p>	<p><i>Together we will:</i></p> <ol style="list-style-type: none"> <li>1. Strengthen connections and partnerships with our parents and their whānau.</li> <li>2. Develop active engagement and commitment from those within our community.</li> <li>3. Foster a strong ‘Sense of Belonging’ by enhancing the connections between ourselves and our wider community.</li> </ol>	<p><i>Our community is able to:</i></p> <p>Actively engage in home and school partnerships that will support all children to be successful lifelong learners. Promote a supportive, equitable and inclusive sense of belonging for all of our families. Effectively collaborate to support the wellbeing of those within our school and community.</p>



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Our Strategic Goals	Our Annual Initiatives	Our 3 Year Success Outcomes
<p><b>Goal 4a Finance</b> Effectively manage fiscal responsibilities to maximize resources for the benefit of our learners.</p>	<p><i>Our board will:</i></p> <ol style="list-style-type: none"> <li>1. Set the annual budget to ensure effective allocation and use of funds.</li> <li>2. Meet all financial reporting requirements.</li> <li>3. Review policies according to Policy Review Schedule.</li> <li>4. Actively fundraise to support school, property and environmental developments.</li> <li>5. Resource initiatives and programmes to optimise the promotion of teaching and learning opportunities.</li> </ol>	<p><i>Our fiscal responsibilities will ensure that:</i></p> <ol style="list-style-type: none"> <li>1. Financial expenditure is well managed by the Board and Management to achieve optimum results.</li> <li>2. Audit reports are completed within timeframes each year'</li> <li>3. Financial policies are reviewed using the schooldocs 3 year review schedule in consultation with the community.</li> <li>4. Ministry financial deadlines are met within timeframes.</li> <li>5. The school invests in developments that enhance the educational, physical and wellbeing needs of our students.</li> </ol>
<p><b>Goal 4b Property</b> Create an attractive, modern school environment that enables effective teaching and learning to be accessed by all learners.</p>	<p><i>Our board will:</i></p> <ol style="list-style-type: none"> <li>1. Identify property upgrades that are required to support social, physical and learning needs.</li> <li>2. Undertake legislative and 5 YA requirements to keep interior and exterior property well maintained and safe.</li> <li>3. Support new initiatives designed to improve our school property and environment.</li> <li>4. Provide an attractive, purpose built school environment.</li> <li>5. Apply for grants to upgrade and /or enhance the playground and school environment.</li> </ol>	<p><i>Our property management will be effective in that:</i></p> <ol style="list-style-type: none"> <li>1. All property is well maintained, developed and modernised.</li> <li>2. 5 YA property plan is robust ensuring that property and the infrastructure to support this, meet all requirements.</li> <li>3. The budget enables both annual maintenance and long term property developments to be undertaken.</li> <li>4. Property policies are reviewed using schooldocs annual and 3 year review schedule, in consultation with the community.</li> <li>5. Successful grant applications fund initiatives such as effective shade; landscaped gardens; art work and development of the top field.</li> </ol>
<p><b>Goal 5 Health &amp; Safety</b> Provide a physically safe, high quality environment that supports the emotional, social and physical needs of our learners.</p>	<p><i>Our board will</i></p> <ol style="list-style-type: none"> <li>1. Use Schooldocs to manage our Health &amp; Safety policy review cycle and conduct community consultations.</li> <li>2. Ensure Health &amp; Safety legislative requirements are undertaken including recording /acting upon identified hazards.</li> <li>3. Ensure that Biennial Health Programmes due to be taught are undertaken i.e. Sexuality and EOTC programmes i.e. 2023.</li> <li>4. Educational programmes support the health and wellbeing of our students.</li> </ol>	<p><i>Our Health and Safety practices will include:</i></p> <ol style="list-style-type: none"> <li>1. Health &amp; Safety policies annually reviewed by the community using the 3 year review schedule.</li> <li>2. Legislative requirements are competently undertaken and within reasonable timeframes.</li> <li>3. Bi-annual programmes are undertaken in consultation with the community. Use the 2021 community Health Consultation to guide our actions in 2022.</li> <li>4. An emotionally secure environment that promotes a sense of wellbeing and citizenship.</li> <li>5. The wellbeing and health and safety of our students, teachers, board members and community is monitored and supported.</li> </ol>



## REWA REWA SCHOOL 2022 - 2024 STRATEGIC PLAN

<b>NAG 1 Our Learners Goal 1</b> Empower lifelong learners.	<b>3 Year Success Outcome:</b> <i>Our learners will competently demonstrate <b>Active Learner Skills, Competencies and Qualities</b> that will support them to be successful lifelong learners. When they leave our school as year 6 graduates they will be able to:</i> <ol style="list-style-type: none"> <li>1. Articulate and take responsibility for their own learning.</li> <li>2. Apply the skills and attitudes of successful learners.</li> <li>3. Collaborate, reflect and learn from their mistakes.</li> <li>4. Monitor their own achievement and success at an appropriate level.</li> <li>5. Successfully contribute to the communities in which they belong.</li> <li>6. Competently demonstrate their citizenship and R.I.D.E values</li> </ol>				
<b>Initiatives 2022-2024</b> <i>All learners will:</i>	<b>Annual Plan Key Actions 2022</b>	<b>Responsibility</b>	<b>Timing / Budget</b>	<b>Effective Practice Outcomes</b>	<b>Evidence of Outcomes</b>
1.1 Confidently apply the <b>Active Learner Skills</b> to support their academic success and engagement as learners.	Each year all yr 1 – 6 students will build their kete of <b>Active Learner Skills</b> that will support them to be successful to the best of their ability. 10 of the 20 Active Learner skills will be actively taught and promoted in 2022 (even year).  The 2022 <b>Active Leaner skills</b> (see separate doc) aim to encourage all students to be: <ul style="list-style-type: none"> <li>• Actively involved in their learning journey</li> <li>• Reflective and know what they need to improve on</li> <li>• Curious, creative problem solvers and seekers</li> <li>• Confident and articulate contributors</li> </ul>	Teachers Students	Terms 1– 4 2022  <b>Budget</b> OPS Curriculum	<b>Active Learner Skills</b> 80%* of yr 1 – 6 students can: Articulate what it means to be an Active Learner. Identify what they need to do next to develop their 10 Active Learner Skills. Individual engagement data will be tracked each year including Māori and Pasifika students. *New students to the school may need more time to achieve his measure.	Students can articulate each term’s <b>Active Learner Skills</b> . Students can demonstrate their <b>Active Learner Skills</b> in action. Students can verbalise their ongoing progress as <b>Active Learner Skills</b> over time to themselves, their peers and their whanau. Class teachers will track Māori and Pasifika student progress.
1.2 Actively demonstrate their R.I.D.E. values & Key Competencies to develop life- long competencies that enable them to contribute to their community.	All students will actively participate in regular lessons that develop their <b>R.I.D.E.</b> values so that they can then apply these in their everyday life. <b>Respect</b> Kind words and actions <b>Integrity</b> Managing themselves– making good choices, learning from their mistakes, being resilient – coping with change <b>Diversity</b> Sense of Belonging and Identity <b>Empathy</b> Helping others – showing empathy, compassionate Key Competencies developed (See NZC)	Students Teachers  Principal Parents	Terms 1 – 4 2022  <b>Budget</b> OPS Curriculum	<b>R.I.D.E. Values</b> 80% of yr 1 – 6 learners can articulate what the R.I.D.E. values are Each term at least 90% of our students have not received a Reflection Sheet for a RIDE values infringement	Students can confidently describe the <b>R.I.D.E values</b> . Students regularly self- reflect on the <b>R.I.D.E. values</b> . Individual and whole school <b>R.I.D.E.</b> recognition in classrooms and assemblies. Reflection sheet data. Key Competencies are demonstrated by students.
1.3 Build a strong sense of self, belonging and identity to confidently communicate and collaborate with others.	In 2022 our main foci areas to develop will be: Exploring our Sense of Belonging and Identity through localised curriculum which includes cultural capability. Develop our resilience and wellbeing skills though GEM (TRP programme) Collaboration: DMIC maths, Learning through Play  All students will: Participate in learning to develop their knowledge of their own wellbeing and what makes them feel happy and supported. Develop strategies to effectively respond to everyday challenges to their wellbeing status. Explore their own identity and sense of belonging.	Students Teachers Principal DIMC maths Learning through Play Concept Kura Ahurea Cultural Capability facilitators	Terms 1 – 4 2022  <b>Budget</b> OPS Curriculum	<b>Active Learner Qualities</b> 100% of students can articulate how they feel. More than 70% of students can use effective strategies that improve their response when feeling challenged.	Classroom programme initiatives in 2022 include: DMIC maths Play Based Learning Cultural Capability PLD The Resilience Programme WCC Zero Waste programme Professional Development. Staff meeting minutes. Data to measure wellbeing will be gathered (TRP).
1.4 Develop lifelong strategies to support positive wellbeing.	Through The Resilience Project develop G.E.M. skills that will build wellbeing and resilience. Weekly lessons are undertaken with personal journals used to record student ideas.	Students Teachers TRP leaders	Terms 1 – 4 MOE PLD	70% of yr 1 – 6 students can show how they can use gratitude, empathy and mindfulness .	Weekly lessons in TRP Student Journals Teacher planning

## REWA REWA SCHOOL 2022 - 2024 STRATEGIC PLAN

<b>NAG 3 Personnel Goal 2</b> Build a collaborative and innovative teaching team.	<b>3 Year Success Outcome:</b> Through an inquiry approach teachers trial and promote learning opportunities that support our learners to achieve ongoing success within a collaborative Innovative Learning Environment (ILE).				
<b>Initiatives 2022-2024</b> <i>All teachers will:</i>	<b>Annual Plan Key Actions 2022</b>	<b>Responsibility</b>	<b>Timing / Budget</b>	<b>Effective Practice Outcomes</b>	<b>Evidence of Outcomes</b>
2.1 Undertake professional learning to grow our collective capacity to become skilled Active Learners and mentors.	<p>20 Active Learner skills (ALS) will be taught and reported on using a two year cycle. Over 6 years, this cycle will be repeated 3 times, with higher expectation levels as each student moves to their next year level. Teachers will:</p> <ul style="list-style-type: none"> <li>Introduce 10 / 20 <b>Active Learner Skills</b> to all students in 2022 to build learner agency and key competencies. All students will learn how to monitor their own progress/next steps as part of this process.</li> <li>Build parent knowledge of the <b>Active Learner Skills</b> – investigate trialling how learners could apply these skills in a different context i.e. at home.</li> <li>Review mid / end of year to plan for 2023 actions.</li> </ul>	<p>Lead Teacher Teachers</p> <p>Principal</p> <p>Parents</p>	<p>Terms 1 – 4 2022 implementation</p> <p><b>Budget</b> OPS PD &amp; Curriculum</p>	<p>All* students will receive mid year and end of year reports against the Active Learner Skills.</p> <p>Yr 3 – 6 will include student voice against the ALS.</p> <p>*Students with special learning needs will receive a modified report.</p>	<p>Students actively demonstrate their <b>Active Learner Skills</b> achievements. Student voice.</p> <p>Teacher planning.</p> <p>In-house Professional Development undertaken.</p> <p>Reporting to the board.</p> <p>Reporting to parents.</p> <p>Parent engagement.</p>
2.2 Be active role models who teach our R.I.D.E values & Key Competencies and demonstrate these within our school community.	<ul style="list-style-type: none"> <li>Actively teach the R.I.D.E values &amp; Key Competencies each term to all students.</li> <li>Student leaders (Peer Mediators and Student Leaders) to actively role model our <b>R.I.D.E. values</b>.</li> <li>Teachers and adults to actively role model the R.I.D.E values.</li> <li>Display the R.I.D.E posters (result of parent, teacher and student consultation 2020) in classrooms, our environment and school brochures / newsletters.</li> <li>Celebrate R.I.D.E. values being demonstrated by individuals, groups and whole school throughout the year.</li> <li>Regularly monitor our progress at staff meetings, review data and reset achievement milestones as required.</li> <li>New student and family arrivals to be introduced to our R.I.D.E. values.</li> <li><i>End of each term:</i> Set the goals for the next term including the next R.I.D.E. values to be actively taught and promoted.</li> </ul>	<p>Principal Teachers</p>	<p>Across Tm 1 – 4 2022</p> <p>Implement Monitor Review Celebrate</p> <p><b>Budget</b> OPS PD &amp; Curriculum</p>		<p>Students can demonstrate and articulate their <b>R.I.D.E. values</b> with growing confidence.</p> <p>The GEM skills (TRP programme) will actively support our R.I.D.E. values.</p> <p>Teacher planning, teaching and assessment.</p> <p>School-wide data gathered and analysed by Peer Mediators and presented to teachers.</p> <p>Reporting to the board.</p> <p>Classroom visuals school-wide.</p> <p>Active teaching of the R.I.D.E. values.</p> <p>Shared teacher planning.</p>



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<b>Initiatives 2022-2024</b> <i>All teachers will:</i>	<b>Annual Plan Key Actions 2022</b>	<b>Responsibility</b>	<b>Timing / Budget</b>	<b>Effective Practice Outcomes</b>	<b>Evidence of Outcomes</b>
<p>2.3 Support our diverse groups of learners to achieve to their potential, and have a strong belief in themselves.</p> <p style="color: blue;">Strengthen teacher capabilities through inquiry to develop <b>Active Learner Qualities*</b> in our learners.</p> <p style="color: blue;">*Curiosity Persistence Innovation Adaptability Social and Cultural awareness</p>	<p>All teachers will attend 2022 professional development to upskill and put into practice innovative classroom practice to enhance student outcomes. Key 2022 initiative: <b>Active Learner Skills</b> (ongoing) <b>Digital Curriculum</b> Stage 2 DDDO upskill and implement <b>DMIC Maths*</b> (Collaborative talk moves) <b>Learning through Play*</b> (Longworth) PD stops tm 1 <b>The Resilience Project</b> (Wellbeing) 2022 initiative <b>Better Start Literacy NE</b> – yr 1 2022 initiative <b>Localised Maori knowledge through Cultural Capabilities PLD* (Identity and Sense of Belonging)</b> <b>Assessment Practices</b> – PACT reading 2022 initiative</p> <p>In-house / external Professional Development will support the development of <b>Cultural Awareness</b> and <b>Adaptability</b>, in particular to support students through future Covid responses, in classroom programme initiatives.</p> <p>Grow our capabilities in Assessment i.e. PACT tool to be introduced to teachers in 2022.</p>	<p><b>Lead 2022 facilitators:</b></p> <p>Principal DP Junior Team Leader</p> <p>DMIC facilitator LTP facilitator TRP team Kura Ahurea 2022 Cultural Capability facilitator/s</p> <p>Teachers</p>	<p>Tm 1 – 4 2022</p> <p><b>Budget OPS</b> PD &amp; Curriculum Community Grants MOE PLD funding*</p>	<p>Planning and teaching indicates new initiatives are integrated into classroom practice.</p> <p>Active involvement in collaborative discussions.</p> <p>Minutes from on-going staff / team / PD workshops.</p> <p>As part of their Professional Growth and Development each teacher will participate in coaching and collaborative reflective discussions.</p> <p>Data gathered to measure our learners' wellbeing status (TRP online survey via partnership with Melbourne University)</p>	<p>Planning and teaching indicates new pedagogical practice is supporting all learners especially ESOL, Māori (10ths Trust PLD) and Pasifika students.</p> <p>Teachers actively participate in professional discussions and decisions that support inclusive and cultural practice.</p> <p>Minutes from meetings.</p> <p>Reflective practice of the impact of new practice on student outcomes for our diverse learners is evidenced and shared.</p> <p>Lead teachers undertake in-house professional development with their colleagues.</p> <p>Assessment and Reporting to parents reviewed.</p>
2.4 Develop their teaching capacity through a quality Professional Growth Cycle (2022) programme.	<p>All teachers will participate in a cycle of inquiry for their Performance Management cycle which will grow their own capacity to make an impact on student outcomes. As part of this professional growth teachers will reflect on their journey as a practitioner through a our new Coaching programme.</p>	<p>Principal Teachers Outside resources such as experts, workshops</p>	<p>Tm 1- 4 2022</p> <p>In-house PLD</p>	<p>Through regular reflection and collaborative, professional discussion teachers will grow in confidence as they explore better ways to teach.</p>	<p>Regular coaching sessions. Meeting agendas. Confidence shown by teachers as they examine their practice and make changes.</p>



## REWA REWA SCHOOL 2022 - 2024 STRATEGIC PLAN

<b>NAG 3 Personnel Goal 3</b> Strengthen genuine partnerships with our whānau and community.	<b>3 Year Success Outcome:</b> Whānau will actively engage in 'Home and School' partnerships that support children to be successful learners and that promote active participation to help our school community thrive. Our shared R.I.D.E values will strengthen the concepts of manaakitanga (kindness), whanaungatanga (sense of family), ako (learning) and mahi tahi (welfare) to enhance these relationships and connections.																
Initiatives 2022-2024	Annual Plan Key Actions 2022	Responsibility	Timing / Budget	Effective Practice Outcomes	Evidence of Outcomes												
<p>3.1 Strengthen connections and partnerships with our parents and their whānau.</p>	<p>Teachers to read 'Building Genuine Learning Partnerships with parents' (ERO National Report, 2018) to identify how our teachers can work more successfully with parents to support their children as lifelong learners. Considerations:</p> <ul style="list-style-type: none"> <li>• Just-in-time whanau meetings for parents to share children's progress and next steps</li> <li>• Build strategies for parents to support their children</li> <li>• Opportunities for parent / teacher input and knowledge to be shared</li> <li>• Invite parents to see learning in action</li> <li>• Share timely assessment including SMS data, teacher observations</li> <li>• Value and include input from each student as a learner. Understand the importance that engagement and enjoyment play towards success as learners.</li> </ul> <p>Upskill parents through workshops and newsletters in the innovative educational practices that we are using to localise our curriculum:</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">Active Learner Skills</td> <td style="width: 30%;">yr 1 - 6</td> </tr> <tr> <td>DMIC maths</td> <td>yr 2 - 6</td> </tr> <tr> <td>Learning through Play</td> <td>yr 1 - 6</td> </tr> <tr> <td>Digital Technology</td> <td>yr 1 - 6</td> </tr> <tr> <td>Localised Māori tikanga*</td> <td>yr 1 - 6</td> </tr> <tr> <td>The Resilience Programme</td> <td>yr 1 - 6</td> </tr> </table> <p>Newsletters to keep parents in touch with latest educational trends and thinking.</p> <p>*Involve parents in the first year of our participation in the Kura Ahurea which develops a responsive curriculum based on local iwi protocols and stories.</p>	Active Learner Skills	yr 1 - 6	DMIC maths	yr 2 - 6	Learning through Play	yr 1 - 6	Digital Technology	yr 1 - 6	Localised Māori tikanga*	yr 1 - 6	The Resilience Programme	yr 1 - 6	<p>Principal Deputy Principal Teachers Parents Learners' voice Ethnic groups' voice Māori/Pasifika voice BoT</p> <p>Principal Middle Management Teachers</p> <p>Outside facilitators Kura Ahurea 2022 Cultural Capability facilitator + 10ths Trust</p> <p>Lead Teachers</p> <p>Lead Teachers Principal <i>Involvement:</i> Teachers Parents Students</p>	<p>Tm 1 – 4 2022</p> <p>Tm 1 – 4 2022</p> <p><b>OPS Budget</b> PD budget MOE PLD contracts Curriculum budget Staffing</p>	<p>Draft <b>Learning Partnerships Framework</b> developed by principal and staff ready for implementation later in 2022.</p>	<p>Meetings minutes</p> <p>Refer to ERO / MOE / latest readings and guidelines to guide our framework.</p> <p>Community hui and Open Days to be timetabled / planned during the year. Try to involve students at these meetings so that parents attend.</p>
Active Learner Skills	yr 1 - 6																
DMIC maths	yr 2 - 6																
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NAG 3 Personnel Goal 3 Strengthen genuine partnerships with our whānau and community.	<b>3 Year Success Outcome:</b> Whānau will actively engage in 'Home and School' partnerships that support children to be successful learners and that promote active participation to help our school community thrive. Our shared R.I.D.E values will strengthen the concepts of manaakitanga (kindness), whanaungatanga (sense of family), ako (learning) and mahi tahi (welfare) to enhance these relationships and connections.				
Initiatives 2022-2024	Annual Plan Key Actions 2022	Responsibility	Timing / Budget	Effective Practice Outcomes	Evidence of Outcomes
3.3 Foster a strong 'Sense of Belonging' by enhancing the connections between ourselves and our wider community.	<p>Develop 'Sense of Belonging' within our school community by <b>Building Learning Partnerships</b></p> <p>Develop our community engagement by fostering and growing a 'Sense of Belonging' (Whanaungatanga).</p> <p><b>Step 1</b> Use Tm 1 Meet the Teacher whanau survey to:</p> <ol style="list-style-type: none"> <li>1) Identify the different groups we have within our community including Māori &amp; Pasifika; ESOL; special learning needs; community supporters; IT support.</li> <li>2) Identify the needs / skills within each of these groups e.g. English language support, developing friendships, wellbeing, parents of autistic children, new parents to our school.</li> <li>3) Identify possible leaders / kaumatua within these groups and our own staff.</li> </ol> <p><b>Step 2</b></p> <ol style="list-style-type: none"> <li>1) Use this information to decide on the type of support networks that each group within our community would like e.g. phone contact only; support contact person; weekly coffee club, regular meetings.</li> <li>2) For groups who would like to meet, delegate these to specific staff / community members to facilitate 1 – 2 meetings per term.</li> </ol> <p><b>Strengthen a 'Sense of Belonging' within our school:</b> Continue to develop ways to support our whanau:</p> <ul style="list-style-type: none"> <li>• Wellbeing /Haurora group who anonymously donate time / goods / money for any of our families in crisis</li> <li>• Fundraise to assist families to equitable access e.g. school stationery; school trips</li> </ul>	<p>Principal Deputy Principal Teachers Parents Learners.</p> <p>Key stakeholders' group Principal Deputy Principal Kura Ahurea LSC facilitators ORS teacher</p> <p>Teachers Students Parent helpers Key lead parents</p> <p>Principal Teachers Board Community groups Local paper</p> <p>Junior lead teacher ECC staff Principal Office Manager Parents Board</p>	<p>Tm 1 – 2 2022</p> <p>Tm 3 – 4 2022</p> <p><b>OPS Budget</b> Curriculum PD MOE PLD</p> <p>Tm 1 – 4 2022</p> <p>Tm 1 – 4 2022</p>	<p>Stakeholder voice used to inform future support initiatives that will enable parents to better support their children as learners.</p> <p>N.B. Information gathered must clearly capture the voice of Māori, Pasifika and other ethnic groups.</p> <p>Data gathered to measure our learners' wellbeing using TRP survey.</p> <p>Baseline data gathered to measure our community's 'Sense of Belonging' through participation in events.</p> <p>Initiatives implemented into 2022 diary e.g. Tm 1 Meet the Teacher and hui gatherings.</p> <p>Class initiatives undertaken within the school.</p> <p>Partnerships established and updated during the year.</p>	<p>Community consultation undertaken using a range of methods.</p> <p>Survey designed - data gathered and analysed.</p> <p>Actively plan to start regular hui for groups such as Māori, Pasifika and ESOL</p> <p>Initiatives shared with our community.</p> <p>Connections actively built and strengthened between key stakeholders.</p> <p>Meeting minutes.</p> <p>Hauora gift packages to be given to families in need. Covid food picks and drop offs organised.</p>

	<p><b>Develop connections with those outside our school community:</b></p> <ul style="list-style-type: none"> <li>• Strengthen partnerships with sporting, business and education groups within our local community i.e. Easyswim; local ECC centres and schools; Rotary programmes; WCC citizenship programme; sporting groups; local Community Centre; enviro groups e.g. Waste Warriors; local Kura Ahurea PLD facilitators &amp; their links</li> <li>• Junior team leader to continue to oversee and implement '<b>Transition to School</b>' local ECC / primary school cluster meetings throughout the year.</li> <li>• Junior lead teacher to embed protocols for new entrant pre visit parent meetings and school transition visits.</li> </ul>		<p>Tm 1 – 4 2022</p> <p>Tm 1 - 4 2022</p> <p>Tm 1 – 4 2022</p>	<p>Lead teacher to facilitate <b>Transition to School</b>' network meetings.</p> <p>New entrant student meeting protocols updated and undertaken by the Junior Lead teacher.</p>	<p>Enrolment packs contain updated transition information from Junior Lead Teacher.</p>
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<b>NAG 4 Finance</b> <b>Goal 4a</b> Effectively manage fiscal responsibilities to maximize resources for the benefit of our learners.		<b>3 Year Success Outcome</b> Financial expenditure is well managed each year by the Board and Management to achieve optimum results.			
Initiatives 2022-2024	Annual Plan Key Actions 2022	Responsibility	Timing / Budget	Effective Practice Outcomes	Evidence of Outcomes
<b>4.1 Every Year</b> Set budgets to ensure effective allocation and use of funds. Monitor and evaluate expenditure.  Meet all financial reporting requirements.	Set the budget Review budget spending at regular Board meetings.  Include expenditure such as koha for cultural events such as powhiri and professional development.  Ongoing monitoring of the impact of RTLB onsite on our financial income and expenditure.  Consider new impacts on our budget: Covid funding in 2022 Under-resourcing of staff collectives such as TA, support staff and librarian.	Principal Board  Principal Board Accountant Office Manager  School Auditors	Terms 1- 4 Budget 5 YA / 10 YR plan Acct fees Auditor fees	By November each year the principal will present the board with the draft budget for the following year. Monthly reports by the principal to the Board. Prior to each Board meeting the principal / acct.will meet. Regular financial meetings between the office manager / principal. Regular checks on key OPS / curriculum balances provided to the principal by the office manager and acct. Prepare all documentation in a timely manner for the auditors – November and May reviews.	Board acceptance of the budget at first meeting in February. Board minutes /minutes of meetings between stakeholders. Financial documentation incl monthly P &L, bank balances and statements, financial reports, bank balances. Accountant to load the new budget early February. Auditor’s documentation. Acct and office manager meetings.
4.2 Review policies according to Policy Review Schedule.	Undertake Assurance and Review of policies as determined by schooldocs, and Board policies.	Principal Board Acct Auditor	Terms 1 - 4 Budget n/a	Assure and Review policies as per our policy review schedules for schooldocs and Board.	Board minutes. Review documentation. Schooldocs & Board Policy Review schedules.
4.3 Actively fundraise to develop the school environment.	Board and H & S will submit grant applications for priority areas e.g. shade, Stage 2 junior LTP playground, environment beautification, elearning etc.	Principal Lead IT teacher Norrcom IT provider Outside experts Board H & S fundraising committee	Terms 1 – 4 Fundraising Community Grants Board budget	A priority wish-list for property and equipment enhancements will guide Board + H & S grant applications. Grant applications to be overseen by Board Grants co-ordinator.	Board minutes. H & S meetings. Grant applications. Purchase of equipment / resources. New shade installations’. New junior LTP playground.
4.4 Support financial equity in education.	Board actively supports equity in education and where financial hardship is a concern, assistance will be considered e.g. Covid costs, school stationery.	Board Principal	Terms 1 – 4 Board budget Community Donations	Students who would not have been able to afford access to educational programmes / resources are supported by our board and community.	Fundraising undertaken by parents. Donations recorded. Recipients assisted. Board minutes.



## REWA REWA SCHOOL 2022 - 2024 STRATEGIC PLAN

<b>NAG 4 Finance</b>		<b>3 Year Success Outcome</b>			
<b>Goal 4a</b> Effectively manage fiscal responsibilities to maximize resources for the benefit of our learners.		Financial expenditure is well managed each year by the Board and Management to achieve optimum results.			
<b>Initiatives 2022-2024</b>	<b>Annual Plan Key Actions 2022</b>	<b>Responsibility</b>	<b>Timing / Budget</b>	<b>Effective Practice Outcomes</b>	<b>Evidence of Outcomes</b>
4.5 Operate and develop the swimming pool as a financially independent and sustainable business that can operate throughout the school year.	Covid continues to threaten to impact on financial arrangements with Easyswim in 2022. The Board Pool Committee will determine the ongoing actions for 2022 including how to raise funds to support its operation.	Pool subcommittee (Caretaker, Board Chair and Principal) Board Property Manager	Terms 1 – 4 Grants Sponsorship Easyswim pool rental Fundraising OPS – pool property budget	The Board and Easyswim will work in partnership to continue to develop the pool as a financially viable asset to be used by our school, Easyswim and the local community. Solar power savings will be monitored. Joint pool complex developments by Easyswim / Rewa Rewa school.	Pool committee mtg minutes. Easyswim partnership. Pool financial accounts. Caretaker log book. Work undertaken on the pool complex. Sponsorship / grants applications. Community events. Fundraising ventures e.g. community swimming events. Solar Power output.
4.6 Ongoing review of financial systems and processes by the accountant / principal / office manager.	The principal and accountant will work together to effectively manage the school's finances, systems and processes.	Principal Accountant Office Manager Board Auditor	Accountant and Principal meet prior to each BOT meeting with additional meetings as required OPS Grant	The principal and accountant will hold regular financial meetings. The Board will receive accurate and full financial reports at each meeting.	Financial documentation such as P & L, Balance sheet, financial report. Board minutes. Discussions and meetings. Bank statements and balances. Budget.
4.7 Monitor RTLB Host school obligations.	Regularly monitor our OPS Grant to ensure that expenses attributed to RTLB are as per our host school agreement. Principal and RTLB manager to undertake regular termly meetings to discuss ongoing obligations.	Principal Board RTLB manager Caretaker	Terms 1 – 4 OPS Resourcing budget RTLB upgrade – MOE budget School 5YA budget	Monitor the impact on our budget and resources as a RTLB host school. Additional costs attributed to the RTLB will be brought to the attention of RTLB / MOE-resourcing as required.	Develop partnership with new RTLB manager. RTLB / school meeting minutes. Accounts and invoices especially for OPS electricity, heating and water. Board minutes.
4.8 Resource IT development to support teaching and learning.	The principal and lead IT teacher will apply for IT grants designed to assist with developing hardware / software / infrastructure.	Principal Lead IT teacher Norrcom IT provider Board	Terms 1 – 4 Fundraising Grants OPS IT grant Board budget	The IT strategic action plan will be updated for 2022 so that learning intentions are supported by our infrastructure and software. Develop device plan to support new yr 3 – 4 whanau groups.	2022 elearning action plan. IT Board reports. Norrcom technical support. Board minutes. Grant applications to Hutt Mana Trust. Purchase of IT equipment / resources.
4.9 Implement new 5YA Capital Improvements and 10YR Property Plan	Implement 5 YA and 10 YR property developments.	Principal Board MOE property advisor IR Group property manager Contractors	5 YA & 10 YR Plan NB Funding has increased since the last 5YA funding due to RTLB legitimate use of space + 1 off MOE grant.	The principal, board chair, MOE property advisor have meet to assign the 5 YA / 10 YR property tasks for 2022.	Hall roof replaced. Student toilets upgraded. Drainage lower field / gutters upgraded LSC office signed off in April. Outside shade areas installed. Steps to top field built. Investigate top field development.



## REWA REVA SCHOOL 2022 - 2024 STRATEGIC PLAN

<b>NAG 4 Property</b> <b>Goal 4b</b> Create an attractive, modern school environment that enables effective teaching and learning to be accessed by all learners.		<b>3 Year Success Outcome</b> To have an attractive, highly functioning school environment that supports effective teaching and learning.			
<b>Initiatives 2022-2024</b>	<b>Annual Plan Key Actions 2022</b>	<b>Responsibility</b>	<b>Timing / Budget</b>	<b>Effective Practice Outcomes</b>	<b>Evidence of Outcomes</b>
4.10 Upkeep the banks and grounds.	The school grounds will undergo gorse / dead wood clearance throughout the year within the immediate school grounds.	Board Principal Caretaker Contractors	Holiday periods to avoid spraying / cutting when students are in the grounds. OPS Repairs and Maintenance budget Grants / fundraising MOE property	The caretaker, principal and Board will take all reasonable steps to continue to keep the key areas within the school property clear of gorse and dead wood.	Board minutes. Budget. Caretaker minutes. Quotes. Environment looks attractive.
4.11 Continue to develop outdoor play areas and provide shade options.	Grants raised for Junior LTP Playground – Stage 2 outdoor surfaces and Stage 3 equipment. Shade areas developed.	Principal Board grants co-ordinator Caretaker H & S fundraising External Contractors	Fundraising Grants tm 1 - 4 Repairs and Maintenance	The H & S committee will actively seek grants and fundraise to improve shading around the school.	Stage 2 & 3 Junior playground. Student and community voice. Grant applications and funding. Meetings / minutes. Shade areas developed.
4.12 Reduce playground surface hazards.	5 YA to fund the development of new gutter covers / concrete trip hazards in the school.	Principal Board MOE Property Managers	Terms 1 - 4	The BOT and Property Managers work together to complete this property task. The funding for this project has been approved.	Board minutes. Quotes. Caretaker meeting minutes. Project Manager minutes. Hazards will be removed. MOE funds allocated to this work.
4.13 Artwork in our environment	Exterior artwork plan to be developed and instigated.	Principal Board Caretaker	Throughout the year OPS grant Community grants	The school exterior artwork will be kept up to a good standard throughout the year. New artwork installed.	Board minutes. New artworks will be installed e.g. container murals. Budgets / repair purchases.
4.14 Assets Register kept updated.	Keep Asset Register updated with new purchases/ removals and labelled assets stored in assigned rooms. RTLB undertake their own register.	Principal Caretaker Office Manager Accountant Auditor	Terms 1 – 4 Budget for labelling device	Asset Register updated and accurate throughout the year. All items labelled. Decommissioned items removed from the register.	Asset Register updated annually Assets located and labelled Communications between accountant, office manager and auditor. Meeting minutes with caretaker.
4.15 Gardens and Outdoor Environment.	Continue to develop our gardens. Investigate bike track for top field.	Principal Caretaker Board Volunteers Contractors	Terms 1 – 4 Property Budgets Investment accounts Community Grants Fundraising	Charitable grant applications successfully made. Exterior garden and shade areas developed and maintained.	Fundraising. Community work parties. Budget. Board minutes. Grants documentation.



## REWA REWA SCHOOL 2022 - 2024 STRATEGIC PLAN

<b>NAG 4 Property</b> <b>Goal 4b</b> Create an attractive, modern school environment that enables effective teaching and learning to be accessed by all learners.		<b>3 Year Success Outcome</b> To have an attractive, highly functioning school environment that supports effective teaching and learning.			
Initiatives 2022-2024	Annual Plan Key Actions 2022	Responsibility	Timing / Budget	Effective Practice Outcomes	Evidence of Outcomes
4.16 Classroom furniture upgraded to support teaching and learning.	Upgrade classroom and office furniture to support ILE and work requirements. Develop long term purchasing plan.	Principal Board Caretaker Teachers / students Furniture manufacturers	Terms 1 – 4 OPS Furniture Budget	Classroom and office furniture will be replaced and upgraded to support teaching and learning requirements as required.	BOT minutes. Budget. Classroom furniture purchases undertaken – tables, chairs, library redeveloped to support NE class.
4.17 Maintain and upgrade pool facilities as funding becomes available.	Pump room upgrade / chemical storage upgrade to be maintained.	Principal Board Caretaker Easyswim Contractors	Terms 1 – 4 2022 Pool Budget Grants Easyswim financial input	Pool repainting to be completed as required. Solar energy output monitored. Community usage of the pool increased.	Pool sub-committee minutes. Easyswim documentation including hazards register. Swimming Programme. Community open days.



## REWA REWA SCHOOL 2022 - 2024 STRATEGIC PLAN

<b>NAG 5 Health &amp; Safety</b> <b>Goal 5</b> Provide a physically safe, high quality environment that supports the emotional, social and physical needs of our children.		<b>3 Year Success Outcome</b> The health and wellbeing of our students and those within our community is nurtured and developed within a safe environment.			
Initiatives 2022-2024	Annual Plan Key Actions 2022	Responsibility	Timing / Budget	Effective Practice Outcomes	Evidence of Outcomes
5,1 Every year undertake surveys to evaluate school community health and wellbeing.	Use 2021 teacher and student NZCER Wellbeing survey results to improve areas that indicate actions required for 2022. Undertake The Resilience Project (TRP) student survey on Wellbeing.	Principal Board Teachers Students Parent community	Term 1 & 4 yr 4 - 6  No Budget required	Undertake TRP student Wellbeing survey (in association with University of Melbourne). Continue to gather community voice throughout the year to determine current Health & Safety areas of concern as well as positive ratings.	TRP wellbeing online survey. Staff meetings. Board minutes. Community participation in reviews and policy submissions. Online / paper survey results. Online Covid Lockdown information
5.2 Electrical testing	Electrical testing to be undertaken during the year.	Caretaker Principal Board	Terms 1 – 4 OPS Grant – hirage of testing machine + caretaker hours.	The caretaker will undertake annual testing of all electrical appliances and report back to the principal. Last undertaken January 2022 holidays.	All devices labelled/dated. All electrical devices tested – non compliant devices either repaired or disposed of from the Assets Register. BOT minutes / Caretaker minutes
5.3 Continue to implement Health & Safety legislative requirements including reporting /acting on identified hazards.  Emergency preparedness initiatives undertaken such as food kits, parent communication and school evacuation drill. Regular evacuations / drills undertake – lockdown, fire and earthquake.	Undertake a whole-school emergency evacuation if Covid allows for this to happen.  Staff to use lockdown alarm system for emergency drills.  Check emergency posters are on display. Lockdown inst to be kept out of community view.  Conduct termly emergency drills for fire, EQ and lockdown (as per new MOE guidelines). Keep Covid systems / documentation updated ready to action.	Principal Office Manager Teachers  Principal Office Manager Teachers ASC supervisor & assistants Easyswim team  Principal ASC supervisor	Term 2 or 3 No budget required  Terms 1 - 4 No budget required  Terms 1 – 4 No budget required  Terms 1 – 4 No budget required	The principal and ASC The Y prog. will undertake regular emergency drills at different times of the day / week in each term. The principal, office manager and adult personnel will all take responsibility for keeping their students safe in an emergency. Individual emergency food kits not gathered. Class kits updated. Hazards identified and actions recorded on Hazard's register with steps taken to eliminate these within a reasonable timeframe.	Emergency drill records. Board minutes. New emergency drills wall displays throughout the school. Staff induction – Lockdown / Fire system. Class emergency kits updated. Wall displays in place. Emergency plans printed off / held in key areas for easy access. Newsletter, Facebook and website Emergency documentation and policies. HHN / allergy kits to be supplied from home and updated. Hazards Register maintained.





## REWA REWA SCHOOL 2022 - 2024 STRATEGIC PLAN

<b>NAG 5 Health &amp; Safety</b> <b>Goal 5</b> Provide a physically safe, high quality environment that supports the emotional, social and physical needs of our children.		<b>3 Year Success Outcome</b> The health and wellbeing of our students and those within our community is nurtured and developed within a safe environment.			
Initiatives 2022-2024	Annual Plan Key Actions 2022	Responsibility	Timing / Budget	Effective Practice Outcomes	Evidence of Outcomes
5.4 Use Schooldocs to manage our policy review schedules and community consultation related to these policies.	The Board will use the schooldocs review schedule, governance to regularly Assure and Review all policies.	Board Principal Staff Community	Terms 1 – 4 Schooldocs budget	All policies will be regularly assured / reviewed within a 3 year cycle.	Schooldocs. Board minutes. Community consultation. Staff minutes.
5.5 Biennial Health Programme Community Consultation (N.B. Differs from schooldocs schedule)	Due 2022, Term 2 where our Curriculum Health Programme will be reviewed by the community.	Principal Board	Term 2, 2022	A Monkey Survey will be sent to all families as part of our consultation on the health programmes that we offer.  Results will be published and teachers will incorporate the recommendations into their programmes.	Community consultation in 2022. Health Statement updated (2022). Wellbeing student survey yr 1- 6. Board minutes. Staff minutes. Planning. Professional Development.
5.6 EOTC programme 2023	School camp and EOTC week for yr 1 – 4 are to be held in 2023	Principal Deputy Principal	Throughout 2022 Fundraising events	Yr 5- 6 camp and EOTC week for all yr 1 – 4 students to be held in tm 1, 2023.	Began preparation in tm 4, 2022. Camp site booked for 2023 at Forest Lakes for yr 5 – 6 students and Yr 1 – 4 EOTC planning. Fundraising to support costs undertaken in tm 4, 2022
5.7 Biennial Sexuality Education programme 2023	Year 5 – 6 students. Investigate MOE Sexuality programme for yr 1 – 6 programme.	Deputy Principal Principal	Next due: 2023	Programme successfully undertaken.	Next due 2023.
5.9 Organise local community pool events.	Work with Easyswim to organise pool events for our community	Easyswim	Terms 1 + 4	Health and Safety procedures put into place. All actions minuted. Clear communication channels.	Meeting minutes. Advertising. Open Days.

## REWA REWA SCHOOL 2022 - 2024 STRATEGIC PLAN



<b>NAG 6: Legislation</b> (Legislation and Administration) <b>Goal 6</b> Undertake legislative requirements each year to ensure that the school year and student attendance meet ministry requirements.		<b>Year Success Criteria:</b> Legislative assurances for the length of the school year and student attendance will be effectively administered each year.			
Initiatives 2022-2024	Annual Plan Key Actions 2022	Responsibility	Timing / Budget	Effective Practice Outcomes	Evidence of Outcomes
6.0 Length of School Year	Assurance	Principal Board	Terms 1 & 4 No budget n/a	Board accepts principal's assurance that the length of the school year meets ministry legislative requirements	School year is published and reported to the community.
6.0 Student Attendance	Assurance	Principal Board	End of each term No budget n/a	The principal reviews attendance at the end of each term and informs the board of trends / matters for attention and intended steps to be undertaken as required.	etap and MOE reports

## REWA REWA SCHOOL 2022 - 2024 STRATEGIC PLAN

REVIEW	Assurance	Consult	Submit	Update
Review the policy / procedure and advertise it to relevant stakeholders so they can also provide their feedback	Assure the board that proper steps and actions have been taken regarding the policy/procedure and that they are up to date.	Consult with the school community and adopt a statement about the consultation process / results.	Update your charter and forward to the Ministry. Prepare annual report for auditor.	No actions required this year – check 3 year schedule for when action is due.

## REWA REWA SCHOOL 2022 - 2024 STRATEGIC PLAN



<b>NAG 2: Governance</b> <b>Goal</b> Assurances and Reviews for all governance policies in 2022 will be undertaken.		<b>3 Year Success Outcome:</b> Governance policies will be assured and / or reviewed within each 3 year policy cycle.			
<b>Governance Policies 2022-2024</b>	<b>Annual Plan Key Actions 2022</b>	<b>Responsibility</b>	<b>Timeframe/ Budget</b>	<b>Effective Practice Outcomes</b>	<b>Evidence of Outcomes</b>
6.1 Board Roles & Responsibilities	Assurance Term 1 Review	Board	On election Term 1 Budget n/a	Assured annually Reviewed prior to each election	Board minutes Board elections next due Sept 2022-prepare community engagement in this process tm 1 – 3
6.2 Trustee’s Code of Behaviour	Assurance Term 1 Review	Board	On election Term 1 Budget n/a	Assured annually Signed by each BOT member Review prior to elections	Board minutes
6.3 Staff Trustee Role Description	Assurance Term 1 Review	Board	On election Term 1 Budget n/a	Assured annually Review prior to elections	Board minutes
6.5 Chairperson’s Role	Assurance Term 1 Review	Board	On election Term 1 Budget n/a	Assured annually Review prior to elections	Board presiding member to be elected tm 1 Board minutes
6.6 Relationship between Board and Principal	Assurance Term 1 Review	Board	On election Term 1 Budget n/a	Assured annually Signed by principal and board chair Review prior to elections	Board minutes
2.1 Self Review and Documentation	Assurance Reviews Develop review schedules	Board Principal Staff Community	Budget n/a	Policy reviewed by school community Review prior to elections	Board minutes Schooldocs review comments from the school and community Updates on policies
2.2 Reporting to Parents	Assurance Term 1 Reviewing how we report to parents in 2022.	Board	Term 2 Board	Policy reviewed by school community	Board minutes Schooldocs review comments from the school and community Updates on policies Reports to Parents
2.3 School Planning & Reporting	Submit updated Charter and Strategic Goals. Community consultation to be undertaken in 2022.	Board Principal Staff	Term 1 Board	Charter, Strategic Goals and Annual Report revised and updated annually	Charter and Strategic goals submitted to the MOE by 1 March and for July audit.

See attached 2022 – 2024 annual and 3 yearly schooldocs policy schedules for all other policies. Governance Policies supported by Rewa Rewa School Governance handbook.

