

### 7. Staff Well-Being

- 7.1 Examine ways that we can do things smarter to ease staff workload.
- 7.2 Any new initiatives will not be implemented without considering the impact on staff workload and what can be taken away.
- 7.3 We will reduce the workload around appraisal.
- 7.4 We will be mindful of the effect on staff workload when placing international students into classes during the year.
- 7.5 We will review ways in which the workload around NCEA can be better managed.
- 7.6 We will explore ways to bring staff together and have fun.
- 7.7 We will look at ways the staffroom can become a more inviting place to come to.
- 7.8 We will provide the same style name badge to all staff to avoid differentiation and be more inclusive.
- 7.9 The Ladies staff toilets will be re-furbished.
- 7.10 There will be a clear induction process for staff who join us during the year.

Ideas to embed the culture of caring and well-being in our school



### 11. Student Well-Being

- 11.1 Develop strategies to deal with students high anxiety.
- 11.2 Make provision for students with dyslexia.
- 11.3 Review the PE uniform.
- 11.4 Ensure the safety and inclusion of our LGBTQ+ students.

### 8. Restorative Culture

- 8.1 We will further embed restorative practises in our culture.
- 8.2 We will look at making the withdrawal room more restorative and change its name.
- 8.3 We will continue to develop consistency across the pastoral team.

### 9. Sports Development Strategy

- 9.1 Develop a schoolwide strategy for engaging more students in sport.
- 9.2 Develop a strategy team to prepare a plan moving forward.
- 9.3 Continue to progress the Freyberg sports park as the preferred option for the council's football park.

### 10. Environment and Sustainability

- 10.1 Progress the modernisation of the English, art, technology blocks.
- 10.2 Refurbish the gym mitigating the leaky building issues.
- 10.3 Develop the cafeteria as a sophisticated venue that does not have through traffic.
- 10.4 Establish recycling as part of our culture.
- 10.5 Encourage student-led environmental initiatives.

### Welcome to Freyberg's Annual Plan for 2018.

This plan is designed to achieve **Excellence** through **Innovation** and **Caring**.

- To develop a future orientated learning system we need to be **Innovative**.
  - Re-think learning & teaching roles.
  - Develop a culture of continuous learning for teachers and educational leaders.
- Personalise learning.
- Integrate the Tātaiako competencies.
  - Develop a curriculum that uses knowledge to develop learning capacity.
  - Use ICT to transform how we learn.
  - Develop new kinds of partnerships and relationships.
  - Develop new views of equity and diversity.
  - Develop learning pathways that meet individual student needs.
- To allow this to happen we need to be **Caring**.
  - Have a positive and inclusive school culture.
  - Celebrate achievements & success.
  - Ensure the school is a safe place for all our students and staff.
  - Have a well resourced and attractive learning environment.
  - Offer a range of sporting, cultural, outdoor education and leadership opportunities.
  - Have strong positive relationships with parents, whānau and the wider community.
  - Ensure we have the highest quality staff who are well resourced, committed to our vision and are provided with the best possible professional development.



# Annual Plan 2018

Vision: To be the best secondary school for each of our students

Values: Excellence, Integrity, Diversity, Innovation and Respect



### EXCELLENCE

Innovating and caring successfully will result in improved success for our learners.

### GOALS 2018

1. Achieve greater coherence through focussing direction and developing collaborative structure and capacity in order to develop deeper learning both within Freyberg and across our Kāhui Ako.
2. Recognise the importance of staff well-being and work collaboratively and constructively with all staff to manage their workload, stress and work/life balance.
3. Collaborate around shared effective pedagogies as both classroom teachers and academic coaches to improve outcomes for students.

### TARGETS 2018

To be set following 2017 NCEA results.

# Freyberg High School

# HOW WE WILL ACHIEVE OUR GOALS AND TARGETS FOR 2018



## 1. Developing Coherence — Wānanga

- 1.1 Focus direction as a school around a shared moral purpose.
- 1.2 Build collaborative structures across the staff.
- 1.3 Develop a growth mind set culture.
- 1.4 Develop and enhance teacher capacity to focus on our moral purpose.
- 1.5 Cultivate the engagement of all staff through open, transparent and challenging discussions.
- 1.6 Invest time in the Leadership team to learn and lead this.

## 2. Collaborative Practise.—Whanaungatanga

- 2.1 Promote collaborative inquiries that are relevant both to the individual and our shared moral purpose.
- 2.2 Shared inquiry time will be scheduled into our Wednesday PD time.
- 2.3 All inquiry topics will be published and circulated among all staff.
- 2.4 Core HOD's in Years 9 and 10 will begin to work together on curriculum cohesion and assessment and examine the nature of our extension programme.
- 2.5 Senior Management meetings will have clear agendas around our goals, scheduled in advance and SMT will meet in the last week of each term to monitor progress.
- 2.6 Student voice will be included in our decision-making.
- 2.7 Clear processes will be developed to identify “at risk” students in Years 9 and 10 and target appropriate resources.

## 3. Effective Pedagogies—Ako

- 3.1 Investigate how deep learning competencies can be incorporated into our teaching programmes.
- 3.2 Our current curriculum will be reviewed and adapted to suit modern learning needs.
- 3.3 We will examine ways in which we can modify our programmes to link with the work ready passport developed through Talent Central.
- 3.4 Continue to explore ways to target students at risk of not achieving literacy and numeracy targets.
- 3.5 Establish an effective pedagogies team that can help to drive professional development.

## 6. Academic Coaching

- 6.1 Academic Leaders will meet for a full day to develop a clear programme and resources to support coaches.
- 6.2 We will explore the opportunities presented by coaching groups no longer needing to be house based.
- 6.3 Develop structures to inform coaches about the nature of courses in all subject areas.
- 6.4 Use the coaching structure to develop family involvement in option selection and career pathways.

## Ideas driving improved Teaching and Learning in 2018

## 5. Māori Achievement —Tangata Whenuatanga

- 5.1 Re-structure the Māori Immersion Unit at Years 9 and 10 to find the best way to prepare these students for Year 11.
- 5.2 Students and staff will continue to learn the school waiata and karakia.
- 5.3 All departments will continue to track Māori achievement and report on this.
- 5.4 Continue to deliver PD on the Treaty of Waitangi in practise.

## 4. Communication

- 4.1 Develop a cohesive communication strategy by reviewing current practise and looking at ways to do things better.
- 4.2 Re-examine our marketing strategies.
- 4.3 Develop a clear strategy for the use of International student money through staff and community feedback and share transparently how money is spent.
- 4.4 Develop clear communication within and around the work of the Kāhui Ako.

## PROPERTY, FINANCE AND MARKETING

Superior financial, administration and management systems will allow us to resource the school and provide creative learning environments that enhance teaching and learning.

The school and its successes need to be pro-actively marketed to attract and retain both domestic and international students.

Optimise the number of international fee payer numbers to develop the best opportunities for both domestic and international students.

Modern learning environments are essential in supporting the pedagogical challenge of the 21st century and developing these requires creative and strategic planning.

All decisions around finance and property need to be made in the context of enhancing teaching and learning for each of our students.