



St Francis Catholic School,

Point Chevalier

School Charter and Strategic Plan

2020 - 2022

This charter was approved by the St Francis Catholic School Board of Trustees at the meeting held on 26 November 2019 and will forthwith be submitted to the Ministry of Education.

Co-chair: Callie Fell

Date

Co-chair: James Murphy

Date

Mission Statement:

Providing a Catholic education that develops the whole person

Vision Statement:

To provide challenges for all students enabling them to develop as well rounded individuals and socially responsible Catholics

Our School Values:

We reflect the values of Christ as portrayed and lived by St Francis of Assisi, in particular...

- B** Be honest
- R** Respecting self, others and the environment
- A** Acting with humility, compassion and tolerance
- V** Valuing people and creation as holy and blessed
- E** Embracing all cultures



About our School

History

St Francis Catholic School has a long history in Pt Chevalier. Our Church was built in 1929 and run by the Priests from St Joseph's, Grey Lynn. During the week the Church building was used as a classroom for over 50 children, run by the Sisters of St Joseph of the Sacred Heart. In 1940 Pt Chevalier became a Parish in its own right and plans begun to build dedicated classrooms and a presbytery. By 1948 the school roll had grown to 227 children and they were housed in temporary "army huts", which stayed for 17 years. In 1966 a new school was opened and the Sisters of St Joseph passed the school over to the Sisters of the Holy Faith.

Today the school has a maximum roll of 330 children, with 14 classrooms, 3 playgrounds, 3 netball courts, a shared parish hall and a large field area. St Francis Catholic School is widely known for its home/school partnerships, high standard of education and happy children. Families now come to our school from a wider range of suburbs including Waterview, Avondale, New Lynn and Te Atatu.

The children of our school are provided a wide range of learning opportunities in core curriculum areas, as well as a variety of extracurricular activities. Our senior students are expected to display the value of servant leadership through the many duties and leadership roles that we have around the school.

St Francis Catholic School prides itself on its Special Catholic Character which is protected and enhanced by all community members involved with the school. Our Charism is based on the teachings of St Francis of Assisi, and more recently included, the teachings of St Mary MacKillop. There are strong connections between the school and parish, with most children participating in the Sacramental Programme.

As an ethnically diverse community, we celebrate a range of cultures and ethnic backgrounds at our school. We work to foster a better cultural understanding consistent with the Tiriti o Waitangi and develop our knowledge of tikanga and Te Reo Māori.

All children are respected as individuals with unique differences, talents and cultural values, yet positively included within the school curriculum. Our school is committed to the full inclusion of children with special needs.



About our Curriculum

St Francis Catholic School uses the NZ Curriculum, effective pedagogy and collaborative practices to give our children the best possible educational opportunities.

Areas of Learning:

Religious Education, English, Mathematics, The Arts, Health and Physical Education, Science, Social Sciences, Technology, Learning Languages

Key Competencies:

The New Zealand Curriculum identifies five key competencies:

- Thinking
- Using language, symbols and texts
- Managing self
- Relating to others
- Participating and contributing

Curriculum Values:

Excellence, Innovation, Inquiry and Curiosity, Diversity, Equity, Community and participation, Ecological sustainability, Integrity, Respect

Curriculum Principles:

The New Zealand Curriculum Principles put the student at the centre of teaching and learning, asserting that they experience a curriculum that engages and challenges them; is forward-looking and inclusive and affirms New Zealand's unique identity:

- Synthesis of faith, culture and life
- High expectations
- Treaty of Waitangi
- Cultural Diversity
- Inclusion
- Learning to learn
- Community Engagement
- Coherence
- Future Focus



About our Curriculum

Goals for effectively delivering the Religious Education Curriculum:

To share and model the teachings of Christ with all children, nurturing Catholic faith development through effective teaching and learning of the New Zealand Religious Education Curriculum. Enabling children to live the St Francis Catholic School vision and values, as they continue on a journey of faith as a disciple of Christ.

To support a lifelong love of Te Matua, Te Tamaiti and Te Wairua Tapu which extends from our classrooms, to home, parish and the wider community. That through the growing and developing knowledge of God; our children, teachers and parents will strengthen their own faith in God and knowledge of the teachings of the Catholic Church, thus deepening their spiritual personal faith journey.

To embrace Jesus' mission of building a kingdom of justice, peace and love here on Earth. By acting upon the values of Christ as portrayed and lived by St Francis may we experience being part of a faith filled community that is active in their support of those most in need.

Encouraging children to be practicing Catholics and regularly participate in Mass.



Strategic Plan 2020 - 2022

Overall Strategic Direction:

All children at St Francis Catholic School will be able to access the New Zealand Curriculum as evidenced by progress and achievement. Our local Curriculum will be delivered in conjunction with the School's Special Character, vision and values; key competencies and learning areas, enabling children to *“develop as well rounded individuals and socially responsible Catholics”*.

All staff will deliver a high standard of education for all children, through a commitment to best practice pedagogy and a collaborative professional learning community.

Strong and respectful home/school/parish partnerships will ensure a welcoming, positive and inclusive environment for all children and their whānau in our school community.

The Catholic Special Character of St Francis Catholic School will be protected and enhanced by developing the dimensions of Encounter with Christ, Growth in Knowledge, Christian Witness and Safeguarding and strengthening Catholic Character.



Strategic Plan 2020 - 2022

NAGS:	Specific Strategic Goal:	Actions to be taken:
<p>1.</p> <p>National Curriculum</p> <p>Teaching and Learning</p>	<p>Build teaching capability that enables the delivery of the curriculum giving priority to target children’s achievement in Reading, Writing and Mathematics. See the 2020 Target document.</p> <p>Develop and implement assessment practices including moderation and in depth analysis of formative assessment data to provide teaching and learning outcomes, with a particular focus on using assessment data to identify target children / establish target groups and specific areas for improvement in Reading, Writing and Mathematics.</p> <p>Continue to develop and implement the curriculum overview for Te Reo / tikanga as part of curriculum planning and delivery.</p> <p>Provide ongoing professional development opportunities for teachers in Religious Education, with a particular focus on the Religious Education Bridging Document.</p> <p>Continue to identify and support students with diverse learning needs.</p>	<p>Continue DMIC PD contract with Massey University. Participate in 3x DMIC research grants, with a focus on mathematical thinking, wellbeing and cultural responsiveness.</p> <p>Facilitate PD on E-asttle with an initial focus on writing, moving towards reading and maths in 2021. Link with robust OTJs and analysing data collaboratively, possible PD focus.</p> <p>Create Curriculum Teams to review the St Francis Curriculum Overviews / Implementation Document.</p> <p>Task Margaret Fitzpatrick and Veronica Jones to continue with REBD staff meetings, at least one per term. Possible opportunity for modelling innovative teaching strategies in classrooms.</p> <p>Data analysed and Target students identified, by both classroom teachers and SLT. Target students tracked throughout the year using Growth Coaching conversations and notes, link with improving Teacher Inquiry.</p> <p>Review support systems for ‘working above the expected curriculum level’ students.</p>

Strategic Plan 2020 - 2022

NAGS:	Specific Strategic Goal:	Actions to be taken:
<p>2. Strategic Planning</p> <p>Reporting and Evaluating</p>	<p>Assessment and Reporting - Evaluate current assessment practices to ensure they are fit for purpose, and provide the necessary professional development so that the appropriate targets are developed from OTJ's and action plans are in place. Develop, maintain and use a robust assessment system that provides students and parents with relevant, timely, accessible and comprehensible information regarding progress and achievement.</p> <p>Self Review – Maintain an ongoing programme of Self Review of school policies, plans and programmes to ensure ongoing development and improvement.</p> <p>Community engagement – Continue to build powerful educational connections with our Māori and Pacific Island communities to improve learning outcomes. Consult with and report to the Māori community on the progress and achievement of Māori students and set goals.</p>	<p>SLT to review Reading, Writing and Maths data collection procedures. Create an annual timeline and comprehensive list of etap recording expectations.</p> <p>Link with 'Target Students' actions.</p> <p>Improve reporting to parents templates and include on etap for ease of use and long term collection of data.</p> <p>Continue to gain feedback from parents and students as reporting templates are updated, particularly with the greater inclusion of Key Competencies.</p> <p>Review 'Self Review procedure' with SLT to ensure that this is happening regularly. Include learnings from 2019 Special Character External Review and 2020 ERO review. Complete Policy Review cycle with BOT, and Procedure Review cycle with SLT.</p> <p>Link with DMIC grants for engagement with Pacific Island community / cultural responsiveness.</p> <p>Term 4 2021—Māori Whānau Hui planned.</p> <p>Engage community regarding School Mission, Vision and Values. Design a Graduate Profile.</p>

Strategic Plan 2020 - 2022

NAGS:	Specific Strategic Goal:	Actions to be taken:
<p>3. Employment and Personnel</p>	<p>Personal Professional Development for teachers - Implement an 'Improving teaching practice and performance' plan, with a particular focus on coaching relationships and reflective capacity.</p> <p>Appraisal of staff - Develop and implement an amended Appraisal timeline and procedure document, with a particular focus on Teaching as Inquiry and coaching.</p> <p>Build the capabilities and capacity of Leadership and developing leaders.</p>	<p>Implement teacher PD throughout 2020, and embed into daily teacher practice in 2021—2022: Growth Coaching for Teacher Inquiry, DMIC including 3 university grants, REBD implementation, improving assessment procedures.</p> <p>SLT to design new appraisal timeline and expectations for 2020. Trial in 2020 and make improvements for 2021.</p>
<p>4. Property and Finance</p>	<p>Property - Implement a maintenance programme to ensure school buildings and facilities provide a safe, healthy environment for all.</p> <p>Finance - Improve practices around transparency and effective budgeting.</p> <p>Monitor and control school expenditure to ensure annual accounts are prepared and audited successfully.</p> <p>Increased focus on security of school grounds and buildings.</p>	<p>2020 focus: repaint court wall and benches, improve Y5/6 courtyard, repaint carparks. Update tech in Y5/6. Update admin furniture.</p> <p>2021 focus: fencing, update area beside Room 12. Update tech in Y3/4. Update Y5/6 furniture.</p> <p>2022: turf and cover netball courts, fencing. Update Y3/4 furniture.</p> <p>2020: complete paying off staffing debt. 2021: staffing balance by the end of the year.</p> <p>2020: Security review and plan in place. To be reviewed when necessary e.g. new buildings next door.</p>

Strategic Plan 2020 - 2022

NAGS:	Specific Strategic Goal:	Actions to be taken:
<p>5. Health and Safety</p>	<p>Provide a safe physical and emotional environment for students, staff and the community.</p> <p>The BOT will regularly review the Health and Safety Policy and be kept apprised of all relevant school documentation associated with Health and Safety. This is to ensure minimum risk to staff and students.</p>	<p>SLT look into incorporating Growth Mindset / Learning Pit / Mindfulness into our classroom, building resilience and wellbeing in our students.</p> <p>Annual Health Consultation survey of the community.</p> <p>BOT to review all policies related to Health and Safety in 2021.</p>
<p>6. Legislation</p>	<p>Ensure that the school complies with all legislation, with a particular focus on Attendance, Charter and Analysis of Variance.</p>	<p>Continue to improve Electronic Attendance procedures.</p> <p>Implement improvements suggested by Resourcing Audit of 2019.</p> <p>Work with Advisors to make improvements with annual Charter and Analysis of Variance.</p>