



St Francis Catholic School

Strategic Plan 2024 – 2025



Principal: _____ Date: _____ Board Chair: _____ Date: _____ Board Chair: _____ Date: _____



Our Vision:

We are a vibrant and empowering Catholic school, creating pathways of excellence for our tamariki.

Our Motto:

In giving, we receive.



Our Values:

Respect – Whakaute – For ourselves, for others, for the environment.

Faith – Whakapono – In God.

Excellence – Hiranga – Learning and achievement, striving, persevering to reach your potential.

Service – Whakarato – To the community.

Resilience – Manawaroa – Self-management & awareness, skills and strength to respond to life challenges.



About our School:

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 325 children, with 14 classrooms, 3 playgrounds, 3 turfed 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 wide 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, and 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 center 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 and Future Focus.



Goals for effectively delivering the Religious Education Curriculum—To Tatou Whakapono:

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.



Our commitment to Te Tiriti o Waitangi:

We recognise the treaty by incorporating it into all aspects of our school including governance, structure and practices.

In an education context:

Article 1 gives the government the right to organise and administer an education system

Article 2 guarantees to the chiefs, the subtribes and all the people of New Zealand the unqualified exercise of their chieftainship over education

Article 3 guarantees to Māori the same rights and duties as the descendants of English people have in respect of education

Article 4 protects Māori culture

We take steps to ensure our governance includes Māori to ensure a strong Māori voice in our consultation, strategy, planning and delivery. We incorporate tikanga Māori into our curriculum and practices.



Our commitment to the National Education and Learning Priorities (NELP):

NELP Objective 1 – Learners at the center: Learnings with their whanau are at the center of education.

Ensuring places of learning are safe, inclusive and free from racism, discrimination and bullying.

Have high aspirations for every learner / akonga, and support these by partnering with their whanau and communities to design and deliver education that responds to their needs, and sustains their identities, languages and cultures.

NELP Objective 2 – Barrier free access: Great education opportunities and outcomes are within reach for every learner.

Reduce barriers to education for all, including for Maori and Pacific learners / akonga, disabled learners / akonga and those with learning support needs.

Ensure every learners / akonga gains sound foundation skills, including language, literacy and numeracy.

NELP Objective 3 – Quality teaching and leadership: Quality teaching and leadership make the difference for learners and their whanau.

Meaningfully incorporate te reo Maori and tikanga Maori into the everyday life of the place of learning.

Develop staff to strengthen teaching, leadership and learner support capability across the education workforce.

NELP Objective 4 – Future of learning and work: Learning that is relevant to the lives of New Zealanders today and throughout their lives.

Collaborate with industries and employer to ensure learners / akonga have the skills, knowledge and pathways to succeed in work.

NELP Objectives 5 – World class inclusive public education: New Zealand education is trusted and sustainable.

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 the school vision *"We are a vibrant and empowering Catholic school, creating pathways of excellence for our tamariki"*.

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 2023 – 2025; Specific Strategic Goals and timeframes: Our pathways of excellence

<p>1. Implementation and embedment of the school wide rebrand project (from 2022) across the school by 2025.</p> <p>The rationale for the goal is clarity and coherence across the school, with regards to our Special Catholic character, our charism, our taonga and our visual identity. This is encompassed in all decision making and practices to meet the needs of our community.</p> <p>This specific strategic goal is linked with, and will continue to encourage, positive and connected relationships with parents, whanau and the community, working together to support akonga and learning outcomes.</p> <p>NELP 1, 2, 3</p>	<p>2023 – Create resources and learning opportunities to explicit teach the new school vision, values and motto.</p> <p>Collaboratively design a St Francis Graduate Profile, using the Y0-6 success criteria / matrix, with clear akonga agency expectations.</p> <p>Implement Stage 2 of the rebrand project, with visuals around the school.</p>	<p>2024—Implement the new St Francis Graduate Profile across the school, linking with the key competencies, using a Y1-6 success criteria / matrix.</p> <p>All signage and resources now represent the consistent St Francis brand.</p>	<p>2025—The St Francis Graduate Profile is now part of best practice at St Francis Catholic School.</p>
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Strategic Plan 2023 – 2025; Specific Strategic Goals and timeframes: Our pathways of excellence

<p>2. Increase opportunities for student agency.</p> <p>Building teacher capacity through Kahui Ako PLD, in conjunction with a PLD contract. Focus on Key Competency – Managing Self. Increase Implementation in classrooms, working with ERO adviser. Link with Graduate Profile, Culturally Responsive PDL (powersharing) and Assessment for Learning.</p> <p>This specific strategic goal will result in Kaiako and akonga actively bringing more opportunities for student voice into classrooms, leading to great student agency / ownership of learning / actively participating akonga.</p> <p>Ko te Tamaiti te Putake o te Kaupapa—The Child at the heart of the matter.</p> <p>NELP 1, 2, 3, 4</p>	<p>2023 – Student agency is a regular PD focus and new learning is being implemented into classrooms.</p> <p>Review the Assessment for Learning process in staff PLD—Term 3 and Term 4. Link with Structured Literacy PLD and wellbeing PLD (Mitey and Health Active Learning).</p>	<p>2024 – Student agency opportunities are increasing throughout the school and are becoming part of best practice.</p> <p>Develop a school wide approach to build and embed akonga agency, evidencing ownership of their learning—through Kahui Ako PD with Alana Madgwick: PLD journal.</p> <p>Link with Kahui Ako across school lead and within school lead.</p>	<p>2025 – Student agency, ownership of learning, active learning strategies, and gathering student voice is now part of best practice at St Francis Catholic School.</p> <p>Embed into Mid and End of Year Reporting to parents, evidencing student voice in a real context.</p>
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Strategic Plan 2023 – 2025; Specific Strategic Goals and timeframes: Our pathways of excellence

<p>3. Increase focus on Mental Health and Wellbeing.</p> <p>This strategic goal is designed to adopt a school wide approach to strengthening our programmes in mental health education.</p> <p>Vision from ‘Mental Health Education Years 1-13 A guide for teachers, leaders and school boards’ - “Akonga deserve quality mental health education in order to learn knowledge and skills and to help them navigate adverse situations. They also deserve school environments that are relational, inclusive, empowering, and mana enhancing. With hauora and orange mauri as the foundation, quality mental health education emphasizes self understanding, belonging, and connectedness that is grounded in culture, place, and histories.”</p> <p>Ensuring robust links with Ka Hikitia and Action Plan for Pacific Education 2020–2030.</p>	<p>2023 – Introduction of the Mitey Programme, working with the Mitey coach and lead (focus on improving policy, collaboration with whanau and explicit teaching of lessons) and the Healthy Active Learning Programme (focus on play, improving H&PE planning and implementation).</p> <p>Ongoing review of policies and procedures related to mental health.</p>	<p>2024 – Continue to implement the Mitey Programme, working with the Mitey coach and lead (focus on curriculum alignment, implementing the Mitey Framework in our local curriculum).</p> <p>Ongoing review of policies and procedures related to mental health.</p> <p>Development of a quality assessment and tracking process of mental health education.</p>	<p>2025 – The Mitey Programme and Mental Health curriculum are fully integrated in the St Francis local curriculum and is regularly reviewed by all key stakeholders.</p> <p>Ongoing review of policies and procedures related to mental health.</p> <p>Review the implementation of Key Competencies, with a particular focus on ‘managing self’, through school wide wellbeing strategies.</p>
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Strategic Plan 2023 – 2025; Specific Strategic Goals and timeframes: Our pathways of excellence

<p>4. Achievement and Progress targets – focus on improving literacy across the school.</p> <p>The purpose of this strategic goal is to ensure a robust assessment and tracking process is the professional focus of kaiako and filters down to classroom best practice of using assessment data to identify akonga needs. The prioritisation of school wide literacy development, linked with explicit learning intervention practices, will direct support and ensure the consistent growth and development of teaching and learning at St Francis Catholic School.</p> <p>The supportive, value led teaching and learning practices at St Francis Catholic School put our children at the center, with a focus on excellence, particularly within a literacy lens.</p> <p>NELP 1, 2, 3, 4, 5</p>	<p>2023 – Work with the Kahui Ako to review writing in our local curriculum, analysing assessment data and using PLD to improve teaching practices. Continue to implement Structured Literacy throughout the Junior School, introducing Structured Literacy in the Middle School, and continue implementing The Code (Structured Literacy Programme – Spelling) across the whole school.</p> <p>Target: 85% of students will be at or above the expected curriculum level for writing at the end of the year.</p>	<p>2024 – Continue to work with the Kahui Ako to improve writing teaching. Continue to provide resources and PLD to support the implementation of Structured Literacy practices.</p> <p>Target: 90% of students will be at or above the expected curriculum level for writing at the end of the year.</p>	<p>2025 – A refreshing approach to teaching writing will be fully implemented across the school. Structured Literacy is now best practice across the school, for most students.</p> <p>Review Structured Literacy resources that have been purchased over the previous years, and make a resourcing plan for the next 3 years.</p>
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<p>5. Develop localized curriculum documents and implement new curriculum areas: Aotearoa New Zealand Histories and the new Religious Education Curriculum.</p> <p>Kaiako and akonga connecting to a broader local curriculum that supports the aspirations of the community and local iwi, ensuring equitable outcomes for all. St Francis Catholic School decision making is informed by research and professional development, and is fully focused on a journey of continuous improvement and curriculum development.</p> <p>NELP 1, 2, 3</p>	<p>2023 – Review of St Francis Catholic School Curriculum documentation. Regular PDL for the 2 new curriculum areas is prioritised. The ANZH is implemented into planning and teaching.</p>	<p>2024 – The newly reviewed and refreshed local curriculum documents will be implemented across the school. ANZH is being used in planning, and the new RE curriculum is now being rolled out.</p>	<p>2025 – The St Francis Catholic School localized curriculum documents, ANZH and the new RE curriculum are all now best practice.</p>
<p>6. Behaviour Management Planning and documentation review.</p> <p>Linking with the new school vision, values, motto and Graduate Profile.</p> <p>NELP 1, 2, 3, 4</p>	<p>2023 – The current St Francis Catholic School Behaviour Management documentation, policies and procedures are reviewed and designed.</p>	<p>2024 – A refreshed Behaviour Management Plan is implemented and tracked across the school.</p>	<p>2025 – The new Behaviour Management Plan is now best practice across the school. To be reviewed in 2026.</p>

Strategic Plan 2023 – 2025; Annual Reviews to be conducted by the Senior Leadership Team:

Teaching and Learning:

Progress and Achievement tracking and targets, Professional Development and teacher capacities, Special Needs programmes, IEPs, Curriculum reviews

Assessment and Reporting:

Formal assessment practices, information assessment practices and OTJs, reporting to parents, reporting to the BOT and MOE, action plans, self-review schedules, community engagement

Employment and Personnel:

Retention strategies, appraisal of staff, performance management, building leadership capabilities

Property and Finance:

Property maintenance and improvements, ensuring a safe and health environment for all, improving financial transparency and effective budgeting, monitoring expenditure, increasing security

Heathy and Safety:

Minimising and handling risks, staff and student wellbeing, pastoral care

Legislation:

Policy and procedure reviews, attendance