



Kia tipu
To grow

Kia hua
To thrive

Kia puāwai
To prosper



Strategic Plan 2024 - 2025

School Vision, Values and Learner Muscles

Winton School is a place where all students are encouraged and challenged to strive for personal excellence in a wide range of academic, social, cultural and physical activities. Through effective governance, high quality teaching, high expectations and a strong home-school partnership, we aim to help our students to become confident, connected and actively involved lifelong learners.

Values:

Respect - Whakaute
Effort - Manawanuitanga
Responsibility - Takohanga
Empathy - Pūaroha

Learner Muscles:

Collaborator - Mahi Tahī
Communicator - Whakakatau
Researcher - Kairangahau
Self Manager - Mana Motuhake
Thinker - Whakaaro

Background Information

Our Strategic Goals are a result of consultation with our wider community, including parents and iwi. Staff and student voice, along with achievement data has also helped to guide our strategic plan.

Strategic Goals

Strategic Goal 1: To improve student outcomes in Mathematics by engaging in focussed and research based PLD.

Strategic Goal 2: To provide a setting where the hauora / wellbeing of staff, students and whānau is nurtured and positively enhanced.

Strategic Goal Alignment

Education and Training Act 2020

s127(1) - Objectives of Boards in governing schools	Mathematics	Wellbeing
Every student at the school is able to attain their highest possible standard in education achievement	✓	✓
The school: <ul style="list-style-type: none"> • is a physically and emotionally safe place for all students and staff • gives effect to relevant student rights • takes all reasonable steps to eliminate racism, stigma, bullying, and any other forms of discrimination within the school 		✓
The school is inclusive of and caters for students with differing needs	✓	✓
The school gives effect to Te Tiriti o Waitangi including by: <ul style="list-style-type: none"> • working to ensure its plans, policies and local curriculum reflect local tikanga Māori, mātauranga Māori and te ao Māori • taking all reasonable steps to make instruction available in tikanga Māori and te reo Māori • achieving equitable outcomes for Māori students. 	✓	✓

Strategic Goal Alignment

National Education Learning Priorities (NELP)

	Mathematics	Wellbeing
1 LEARNERS AT THE CENTRE - Learners with their whānau are at the centre of education		
1 Ensure places of learning are safe, inclusive and free from racism, discrimination and bullying		✓
2 Have high aspirations for every learner/ākonga, and support these by partnering with their whānau and communities to design and deliver education that responds to their needs, and sustains their identities, languages and cultures	✓	✓
2 BARRIER FREE ACCESS - Great education opportunities and outcomes are within reach for every learner		
3 Reduce barriers to education for all, including for Māori and Pacific learners/ākonga, disabled learners/ākonga and those with learning support needs	✓	✓
4 Ensure every learner/ ākonga gains sound foundation skills, including language/, literacy and numeracy	✓	
3 QUALITY TEACHING AND LEADERSHIP - Quality teaching and leadership make the difference for learners and their whānau		
5 Meaningfully incorporate te reo Māori and tikanga Māori into the everyday life of the place of learning		✓
6 Develop staff to strengthen teaching, leadership and learner support capability across the education workforce	✓	✓
4 FUTURE OF LEARNING AND WORK - Learning that is relevant to the lives of New Zealanders today and throughout their lives		
7 Collaborate with industries and employers to ensure learners/ ākonga have the skills, knowledge and pathways to succeed in work	✓	✓

STRATEGIC GOAL 1: To improve student outcomes in Mathematics by engaging in focussed and research based PLD.		<i>Te Tiriti o Waitangi</i>		
		Art 1	Art 2	Art 3
1	Build the capability and capacity of the 'Leaders of Change' to effectively support and lead PLD/change in the school.	✓	✓	✓
2	Increase confidence in teachers mathematics knowledge and skills so they are able to design programmes that meet the needs of all learners.		✓	✓
2	Establish a shared understanding of quality mathematics teaching that promotes sound schoolwide practices.		✓	✓
4	Achieve higher levels of engagement and improve the confidence of identified students.		✓	✓
2	Develop clarity around the school programme and resources put in place to support all learners, including understanding and documenting clear progressions of mathematical skills.	✓	✓	✓
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2	Strengthen the home-school partnership so whanau have the opportunity, understanding and ability to support their child's learning.		✓	✓
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STRATEGIC GOAL 2: To provide a setting where the hauora / wellbeing of staff, students and whānau is nurtured and positively enhanced.		<i>Te Tiriti o Waitangi</i>		
		Art 1	Art 2	Art 3
2	As part of the second year of the Mitey Mental Health Programme, deliver explicit learning about mental health and hauora / wellbeing to all students.	✓	✓	✓
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2	Ensure that staff hauora / wellbeing is at the forefront of everything we do.	✓	✓	✓
4				
2	As part of the third year of the Mitey Mental Health Programme, deliver explicit learning about mental health and hauora / wellbeing to all students.	✓	✓	✓
0				
2	Ensure that staff hauora / wellbeing is at the forefront of everything we do.	✓	✓	✓
5				

Te Tiriti o Waitangi

Article 1 Kāwanatanga/Governance - Article 2 Rangatiratanga/ Agency - Article 3 Ōritetanga/ Equity

STRATEGIC GOAL 1

To improve student outcomes in Mathematics by engaging in focussed and research based PLD.

2024 Goals:	Actions / How	Resourcing / Measurement Tools	Led by	Timeframe	Desired Outcomes
1. Build the capability and capacity of the 'Leaders of Change' to effectively support and lead PLD/change in the school.	Management Team to work with Core Education to coordinate and fully participate in all PLD opportunities. <ul style="list-style-type: none"> - Staff Only Days - Staff Meetings - Zoom Meetings 	Core Education	Jo Barr (Core Ed) Bev O'Neill (Maths Lead) Management Team	2024	Winton School staff engaging in quality Mathematics PLD. Management Team learning alongside classroom teachers.
	Teachers to set and monitor PLD goals as part of their Professional Growth Cycle.	Teacher / Management 'Check In' meetings. PGC documents.	Teachers, Team Leaders.	Termly	Teachers reflecting on their practice, in particular implementation of new learning, strategies and techniques.
2. Increase confidence in teacher's mathematics knowledge and skills so they are able to design programmes that meet the needs of all learners.	Conduct a Dispositions Survey with teaching staff pre and post PLD to measure confidence and competence in mathematics.	Staff Dispositions Survey	Bev O'Neill Jo Barr	Term 1, 2024	Core Education and staff have an awareness of where we are at individually and collectively. Plan next steps / learning based on findings.
	Participate in regular and purposeful classroom visits and observations	Observations	Bev O'Neill	2024	Staff provided with feedback to enable them to make changes to practice and programmes.
	Teaching and Support Staff actively engaging in all PLD opportunities.	Staff Only Days Staff Meetings Team Meetings Zoom Meetings.	Bev O'Neill Jo Barr Management Team	2024	Embed a school culture of being open to learning, sharing and continually improving. Teachers knowledgeable about and are able to identify and respond to a range of learning needs. Teachers str
3. Establish a shared understanding of quality mathematics teaching that promotes sound schoolwide practices.	Develop clear school wide expectations including a clear assessment schedule, transitions, programme design and next steps.	Staff Only Days Staff Meetings Zoom Meetings	Steve & Bev Jo Barr Management Team	2024	Understand the expectations for progress and what this looks like at key transition points into, across and out of school.
	Explore the refreshed Mathematics Curriculum and Common Practice Model.	Te Mataiaho. Common Practice Model Staff Only Days Management / Staff Meetings	Jo Barr Management Team Staff		

4. Achieve higher levels of engagement and improve the confidence and achievement of identified students.	Conduct a Dispositions Survey with students pre and post PLD to measure confidence in mathematics.	Student Dispositions Survey	Jo Barr Bev O'Neill Staff	Term 1, 2024	Teachers structuring their teaching in response to learning needs. All students enjoying Mathematics and aware of next steps and goals.
	Intervention Programme in Senior School (Year 8).	Intervention Programme PAT Mathematics	Senior Teachers Mel Brunell	2024	Identified Year 8 students making accelerated progress.

STRATEGIC GOAL 2

To provide a setting where the hauora / wellbeing of staff, students and whānau is nurtured and positively enhanced.

2024 Goals:	Actions	Resourcing / Measurement Tools	Led by	Timeframe	Desired Outcomes
1. As part of the second year of the Mitey Mental Health Programme, deliver explicit learning about mental health and hauora / wellbeing to all students.	All staff to engage in Mitey PLD opportunities.	Staff Only Days Staff Meetings Learning in Action Sessions. Mitey website	Belinda Brown (Mitey Facilitator). Debbie Riley and Brittany Guise (Mitey Champions)	2024	Consolidate Mitey as a major part of the Winton School culture through PLD learning. Staff confident in teaching the Mitey Programme and responding to students needs.
	Integrate Mitey into the wider school programme and community.	RERE's cape, Mitey certificates / Assemblies, HERO, School video, books	Debbie and Brittany Staff	2024	The wider community understanding and becoming familiar with the Mitey Programme through regular communication (HERO, Assemblies, video).
	Incorporate Mitey into other curriculum areas and develop more resources.	Staff Meetings Release time Books / Mitey website	Debbie and Brittany Staff	2024	Staff have an increased toolkit to be able to effectively integrate Mental Health teaching and learning opportunities where possible.
2. Ensure that staff hauora / wellbeing is at the forefront of everything we do.	Develop a shared understanding of what wellbeing looks like in our workplace.	Staff Meetings Wellbeing Survey	Debbie and Brittany. Staff, Board, Active Southland	2024	A heightened awareness of staff wellbeing being a priority in our workplace.
	Staff initiatives that encourage fun and participation	Social events, dress up days, challenges, etc Board funding	Debbie and Brittany Staff	2024	Scheduled events are well planned and attended by staff.
	Actively check and connect with each other in both formal and informal settings.	Check In Meetings Social events	Everyone!	2024	Staff engaged and happy in their work, feeling supported and valued.

