



Devon Intermediate School
Te Kura Takawaenga o Ngāmotu

DEVON INTERMEDIATE SCHOOL

CHARTER 2018



DEVON INTERMEDIATE STRATEGIC PLAN 2018-2019

Strategic Goal	Strategic Objectives	2018	2019
<p style="text-align: center;">1</p> <p>Student Learning, progress and achievement</p>	<p>1.1 All students achieve academic success as measured by the NZC and standardised assessment tools</p>	<ul style="list-style-type: none"> • Baseline data will be collected prior to week 6 term one to inform next step learning and identify at risk and extension learners. • Teacher planning and teaching will reflect what the evidence is displaying and data will be collected at the start of term 3 and mid-term 4 to assess student improvement. • Staff will receive PD unpacking various assessment tools, e.g. eAsTTle, clarifying moderation and analysing assessment data to inform their teaching practice. • PaCT will be introduced to staff with view to it being used extensively in 2019 • Direct acts of teaching and scaffolded planning will occur in all classes to ensure academic success is achieved by all. • Improve student achievement in the target area of writing based on work started in 2017 with Dr 	<ul style="list-style-type: none"> • As for 2018 • Teacher planning will explicitly link to assessment data • Assessment information is understood and used effectively. Moderation of assessment is robust and valid. • Staff will continue to explore and use PaCT as a means of assessment of student progress • As for 2018

		<p>Alison Davis with regard to teaching strategies and practices.</p> <ul style="list-style-type: none"> • Moderation of assessment will be robust and school wide. • Cooperative learning strategies will be used across the whole curriculum • Collaboration and co planning and co teaching will be evident across the whole school to ensure academic success of all. 	<ul style="list-style-type: none"> • As for 2018 • As for 2018
	<p>1.2 Classroom programmes will target students at risk of not achieving and special needs students and will ensure all are valued and nurtured.</p>	<ul style="list-style-type: none"> • Collated data will inform specific learning programmes for at risk students. • At risk students will show accelerated progress and be involved in ALL etc. ALL lead teachers to integrate the knowledge across teams. • Students who are identified through data as needing a differentiated or adapted programme are referred to pastoral, PB4L Tier 2 or SENCO and a collaborative plan is developed with the classroom teacher and/or whanau. • Principal, RTLB and SENCO to review and re-develop programmes which addresses the needs of 'at 	<ul style="list-style-type: none"> • As for 2018 • Further sharing of ALL strategies by ALL lead teachers. Phonics programmes are explicitly taught by classroom teachers. • Gifted and talented students are targeted with specific programmes • Procedures with regard to early identification are embedded.

		<p>risk', Gifted and Talented and targeted students</p> <ul style="list-style-type: none"> • Develop robust procedures to ensure early identification and appropriate programme development to ensure all at risk students are achieving academically and are nurtured in their development 	
	<p>1.3 Programmes will ensure Maori students at Devon Intermediate show accelerated progress and the students' culture and identity is valued.</p>	<ul style="list-style-type: none"> • Culturally responsive resources will be purchased and used in all classes • Target students will be identified and progress tracked by all staff. • Progress will be reviewed at the start of term 3 and mid-term 4 to assess and report on student improvement. • Increased use of reo and tikanga Maori in all classes 	<ul style="list-style-type: none"> • As for 2018 • As for 2018 • As for 2018 • As for 2018
	<p>1.4 Pasifika students at Devon Intermediate show accelerated progress and the students' culture and identity is valued.</p>	<ul style="list-style-type: none"> • Culturally responsive resources will be purchased and used in all classes • Target students will be identified and progress tracked by all staff. • Progress will be reviewed at the start of term 3 and mid-term 4 to assess and report on student improvement. • Continue, and further develop programmes which allow Pasifika students to access cultural tuition 	<ul style="list-style-type: none"> • As for 2018 • As for 2018 • As for 2018 • As for 2018

Strategic Goal	Strategic Objectives	2018	2019
<p style="text-align: center;">2 Effective Teaching</p>	<p>2.1 Improved teaching and learning for all learners</p>	<ul style="list-style-type: none"> • Improve student achievement in the target area of writing based on work started in 2017 with Dr Alison Davis with regard to teaching strategies and practice. • Co planning and collaborative practices become embedded school-wide. • Integrated teaching programmes are developed and used school-wide 	<ul style="list-style-type: none"> • Wide use of various teaching strategies will link directly with appraisal • Improvement in achievement is evident curriculum wide • As for 2018 • As for 2018
	<p>2.2 Teaching will be evidence based and collaborative</p>	<ul style="list-style-type: none"> • Appropriate evidence using e AsTTle and PAT will be collated and used to inform next step teaching and learning • Assessment information, moderation and tools will be unpacked and used effectively and consistently across the school. • Teams will work collaboratively to ensure streamlined processes and high levels of student engagement • Resources will be developed collaboratively and shared. • Moderation of work will be assessed using a collaborative team model. 	<ul style="list-style-type: none"> • Tracking sheet will be an embedded practice and explicitly define next step learning needs of at risk students • As for 2018 • As for 2018 • Resource bank will be available on Teacher write • Moderation is an embedded practice in team meetings

		<ul style="list-style-type: none"> • Big 5 PB4L data is used to identify the teaching school wide focus • The Devon SET and CAT tool are used to identify areas for teaching practice inquiry 	
	2.3 Teaching staff will take part in targeted professional development aimed at upskilling their teaching practice and ensuring high level student engagement.	<ul style="list-style-type: none"> • Writing action plan will be followed and reviewed at regular intervals to ensure high levels of staff engagement and improved practice 	<ul style="list-style-type: none"> •
	2.4 Appraisal goals will link to school strategic goals and will be evidence based.	<ul style="list-style-type: none"> • Appraisal goals will link directly to PD 	<ul style="list-style-type: none"> • Appraisal will be an embedded practice

Strategic Goal	Strategic Objectives	2018	2019
<p style="text-align: center;">3 School Culture</p>	<p>3.1 Provide opportunities for all students to develop and celebrate success in areas of culture, sports, academics and the arts</p>	<ul style="list-style-type: none"> • Promote school vision and MANA goals • Promote Attitude for excellence programme • Develop diverse range of Enrichment opportunities 	<ul style="list-style-type: none"> • Tier 1,2 and 3 will be embedded in school culture • As for 2018 • As for 2018
	<p>3.2 Provide an inclusive and nurturing environment where difference and diversity is celebrated.</p>	<ul style="list-style-type: none"> • Celebrate student achievement with awards and recognition within classes, team and school assemblies as well as public acknowledgement on Facebook page, newsletters etc. • Provide a wide range of opportunities for students to achieve academically within class programmes and special events such as ICAS tests, Science fair. • Provide a wide range of sporting opportunities including Friday sports, interschool sports exchanges, swimming/athletics and cross country events. • Provide a wide range of opportunities to be involved in the Arts including Kapa haka, Pasifika, Production, art exhibition, speech competitions 	<ul style="list-style-type: none"> • As for 2018 • As for 2018 with further opportunities for students being offered • As for 2018 • As for 2018

Strategic Goal	Strategic Objectives	2018	2019
4 Engaging Families	4.1 Provide a wide range of opportunities for whanau to engage with the school	<ul style="list-style-type: none"> • Introduce pathways and planning meetings in Term 1 and Term 3 • Hold regular sporting, arts and cultural events • Hold at least two whanau hui per year in a format suggested by parents • Hold open days to encourage and support whanau engagement • Retain the employment of a Community Liaison Officer to further develop school/whanau/community relationships 	<ul style="list-style-type: none"> • Refine and embed pathways and planning meetings • As for 2018 • As for 2018 • As for 2018 • Community Liaison position is refined and embedded in school culture

Strategic Goal	Strategic Objectives	2018	2019
<p style="text-align: center;">5 Leadership and Management</p>	<p>5.1 Strong leadership team whose sole purpose is to support and guide improved teaching and learning for all learners at Devon Intermediate</p>	<ul style="list-style-type: none"> • Principal and SLT to upskill staff in the collation and analysis of data to inform next step teaching • Principal and SENCO to review and re-develop programmes at address needs of 'at risk' and targeted students • Complete a review of all school procedures • Review and update of teacher appraisal, attestation and reporting processes • Appraisals across all staff are completed. • Modelling and mentoring is introduced and used school wide. 	<ul style="list-style-type: none"> • Needs assessment of requirements completed by SLT at end of 2018, programme developed and introduced • New school procedures are embedded • Appraisal is seen as BAU • As for 2018 • Modelling and mentoring is embedded
	<p>5.2 Provide opportunities for the senior and middle leadership teams' development.</p>	<ul style="list-style-type: none"> • Targeted professional development programmes are sought out to further develop leadership team members skill set. 	<ul style="list-style-type: none"> • Needs assessment of requirements completed by SLT at end of 2018, programme developed and introduced •

Strategic Goal	Strategic Objectives	2018	2019
6 Governance	6.1 Monitor and evaluate student learning outcomes	<ul style="list-style-type: none"> • Regular updates of student achievement data is received • Pastoral care information is received termly • Community Liaison Officers information is received termly 	<ul style="list-style-type: none"> • Board members have a thorough understanding of what assessment tools are bring used and what assessment information means
	6.2 Exercise governance in a way which fully embraces the intent of Te Tiriti o Waitangi by valuing and reflecting New Zealand's bicultural partnership	<ul style="list-style-type: none"> • All staff are engaged in upskilling with regard to the Treaty of Waitangi, Te Reo or Tikanga • Hapu or Iwi representation on the Board of Trustees is prioritised • Board representation at school powhiri is the norm. 	<ul style="list-style-type: none"> • Ongoing • Ongoing
	6.3 All legislative requirements will be adhered to and completed	<ul style="list-style-type: none"> • Audit reports and other legislative requirements indicate no cause for concern. • All reports are completed in a timely manner 	<ul style="list-style-type: none"> • Ongoing • Ongoing
	6.4 To ensure a financial secure school which is resourced appropriately.	<ul style="list-style-type: none"> • A Board member with a financial background is co-opted • Budgets are set realistically • Strategic spending is in line with the Boards priority areas. 	

Annual Plan

Strategic Goal	Strategic Objectives	2018 Actions	Budget	Timeframe	Personnel Responsible
1 Student Learning and Progress	1.1 All students achieve academic success as measured by the NZC and standardised tests such as E AsTTle and PAT	<ul style="list-style-type: none"> • School assessment template is developed and used school wide • School wide assessment is relevant, understood and rigorously moderated within teams and across school • Academic success is triangulated using formative assessment, summative assessment • Current data indicates that 38% of our year 8 students in 2018 are achieving at the below or well below, National standards level. 		<ul style="list-style-type: none"> • Ongoing throughout the year • Termly • Termly • Ongoing throughout the year • Ongoing throughout the year 	SLT/ Board/ Team leaders/Staff

		<p>Historical information indicates that our incoming Year 7 cohort will be tracking at much the same level. The baseline data will be collated using E AsTTle in 2018 and the plan will be changed accordingly and will also include year 7 baseline data.</p> <ul style="list-style-type: none">• 25% of our students will make accelerated progress in writing. This will be measured using e AsTTle and accelerated progress would be shown by two or more sub-level improvement.• Target students (35% of year 7 and 8's) in maths will make accelerated		<ul style="list-style-type: none">• Ongoing throughout the year	
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		<p>progress as measured by an increase of 5.5 or more in the scaled PAT Maths score</p> <ul style="list-style-type: none"> • PaCt tool is introduced to staff and unpacked with the aim of using it school wide in 2019 • Co planning and co teaching is used across the school by all staff to support the PDLP being implemented by Dr Davis 			
	<p>1.2 Classroom programmes will target students at risk of not achieving and special needs students and will ensure all are valued and nurtured.</p>	<ul style="list-style-type: none"> • At risk and gifted students will be identified through data analysis by Teams • The Tier 2 PB4L team will work collaboratively with classroom teachers to co-construct and implement 		<ul style="list-style-type: none"> • Term 1 • Termly 	<p>SENCO/ SLT/ Team Leaders/ Whole staff</p>

		<p>differentiated programmes that support at risk students</p> <ul style="list-style-type: none"> • Target and priority students will be tracked by class teachers and Team leaders to ensure accelerated progress is occurring in at least one curriculum area. • Staff will be upskilled in the use of Probe, Numpa and the RTLB writing tool. • ALL lead teachers share knowledge and upskill staff • Unit and class planning will demonstrate differentiation and scaffolding of skills • At risk and GaTE programmes will be reviewed and 		<ul style="list-style-type: none"> • Term ½ • Ongoing throughout the year • Ongoing throughout the year • Term 1/2 	
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		redeveloped as necessary			
	1.3 Programmes will ensure Maori students at Devon Intermediate show accelerated progress and the students' culture and identity is valued.	<ul style="list-style-type: none"> • Unpack Ta Taiako to ensure school wide understanding of concepts and required actions. • What is Ta Taiako? • What does it look like in the classroom? • What do I do? 		<ul style="list-style-type: none"> • Term 1/2 	SLT/ Team leaders
	1.4 Pasifika students at Devon Intermediate show accelerated progress and the students' culture and identity is valued	<ul style="list-style-type: none"> • Develop classroom teaching units which value Pacifica culture • Provide access to all those who wish to belong to the Devon Intermediate Pacifica group 		<ul style="list-style-type: none"> • Ongoing throughout the year 	SLT/ Team leaders

Strategic Goal	Strategic Objectives	2018 Actions	Budget	Timeframe	Personnel Responsible
<p style="text-align: center;">2 Effective Teaching</p>	2.1 Improved teaching and learning for all learners	<ul style="list-style-type: none"> • Update red folders • All staff will be fully and actively involved in PDLP as per the PDLP plan with Dr Davis and team • A focused PD plan is actively engaging all staff and their improved skills set and knowledge base is being transferred in to the classroom as evidenced by the appraisal system. 		<ul style="list-style-type: none"> • Term 1 • Ongoing throughout the year 	SLT Literacy lead team
	2.2 Teaching will be evidence based and collaborative	<ul style="list-style-type: none"> • 2 year assessment plan is developed and followed • Unpack and upskill staff in the use e asTTle • Update red folders 		<ul style="list-style-type: none"> • Term 1 • Term 1 • Term 1 	All staff

		<ul style="list-style-type: none">• Whole staff moderation of work and assessment is completed termly• Unit plans will be shared on Teacher Write• Teams will collaboratively plan and implement integrated programmes• Co planning will occur to ensure improved teaching practice and involvement will be linked to appraisal expectations• Classrooms teachers complete self-assessment using the PB4L CAT tool• PB4L Tier 1 and 2 leaders use the CAT tool to support teachers to identify inquiry focus areas		<ul style="list-style-type: none">• Termly• Ongoing throughout the year• Ongoing throughout the year• Ongoing throughout the year	
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		<ul style="list-style-type: none"> • PB4L Tier 1 and 2 team will collate the CAT and SET walk through tool data to identify school wide trends for further Professional Development • 			
	2.3 Teaching staff will take part in targeted professional development aimed at upskilling their teaching practice and ensuring high level student engagement	<ul style="list-style-type: none"> • All staff will be fully and actively involved in PDLP as per the PDLP plan with Dr Davis and team 		<ul style="list-style-type: none"> • Ongoing throughout the year 	All staff
	2.4 Appraisal goals will link to school strategic goals related to writing and PB4L and will be evidence based.	<ul style="list-style-type: none"> • Teacher inquiry will reflect the school PD focus of writing • PB4L <i>CAT tool</i> data will inform next step classroom management practices with regard to restorative conversations and practices 		<ul style="list-style-type: none"> • Ongoing throughout the year • Ongoing throughout the year 	All staff

Strategic Goal	Strategic Objectives	2018 Actions	Budget	Timeframe	Personnel Responsible
<p style="text-align: center;">3 School Culture</p>	<p>3.1 Provide opportunities for all students to develop and celebrate success in areas of culture, sports, academics and the arts</p>	<ul style="list-style-type: none"> • Promote and celebrate the MANA values and goals school wide through consistent implementation of The MANA Way (PB4L Best Practice) • Celebrate student achievement regularly with awards in class, across teams, and school wide • Provide opportunities for students to achieve academically within class programmes and such events as Literary Challenge, ICAS, Otago maths etc. • Provide a wide range of sporting and cultural events 		<ul style="list-style-type: none"> • All ongoing 	<p>SLT/ whole staff</p>

		<ul style="list-style-type: none"> and opportunities. • Celebrate overall achievement in academics, sports and arts at the end of year prize giving assemblies 			
	3.2 Provide an inclusive and nurturing environment where difference and diversity is celebrated	<ul style="list-style-type: none"> • PB4L • Tier 2 			MANA team/ SLT/ Whole staff

Strategic Goal	Strategic Objectives	2018 Actions	Budget	Timeframe	Personnel Responsible
<p style="text-align: center;">4 Engaging Families</p>	<p>4.1 Provide a wide range of opportunities for whanau to engage with the school</p>	<ul style="list-style-type: none"> • Pathways and planning meetings will be held in term 1 and term 3 • Hold regular sporting events such as swimming sports athletics sports, cross country, Kapa Haka and Pacifica performances • Ensure continued funding for the community liaison position • Team newsletters are sent home once a term from each teacher 		<ul style="list-style-type: none"> • Ongoing 	<p>SLT</p>

Strategic Goal	Strategic Objectives	2018 Actions	Budget	Timeframe	Personnel Responsible
<p style="text-align: center;">5 Leadership and Management</p>	<p>5.1 Strong leadership team whose sole purpose is to support and guide improved teaching and learning for all learners at Devon Intermediate</p>	<ul style="list-style-type: none"> • Principal and SLT members to upskill Team leadership collation and use of analysis to improve teaching practice • SLT work collaboratively to strategically improve teaching and learning as well as school culture • SLT are involved in personal professional development to ensure they are leaders of learning. 		<ul style="list-style-type: none"> • Ongoing throughout the year 	Principal
	<p>5.2 Provide opportunities for the senior and middle leadership teams' development.</p>	<ul style="list-style-type: none"> • Professional readings and discussions are included at all Leadership Team meetings • Leadership team identify learning needs as a group. 		<ul style="list-style-type: none"> • Ongoing throughout the year 	Principal/ SLT members

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<p style="text-align: center;">6 Governance</p>	<p>6.1 Monitor and evaluate student learning outcomes</p>	<ul style="list-style-type: none"> • Baseline achievement data is provided to the Board during term one and then monitored termly • National norms are provided as a comparative for Devon Intermediate comparisons. • Evaluate regular reports from the Principal on progress of target students toward their goals and assist teachers, if necessary, with resourcing initiatives for improvement. 		<ul style="list-style-type: none"> • Termly 	Principal/ Board
	<p>6.2 Exercise governance in a way which fully embraces the intent of Te Tiriti o Waitangi by valuing and reflecting New Zealand's bicultural partnership</p>	<ul style="list-style-type: none"> • Te Tiriti o Waitangi underpins decision making by the Board with regard to governance practices 		<ul style="list-style-type: none"> • Ongoing throughout the year 	Principal/ Cultural adviser/ Board

		<ul style="list-style-type: none"> • Ensure all BOT members understand the obligations outlined in Te Tiriti o Waitangi and undertake professional development opportunities as the need arises. 			
	6.3 All legislative requirements will be adhered to and completed	<ul style="list-style-type: none"> • All legislative requirements are known to the Board through the Principals report and are signed off in a timely manner. • The Board are informed of any legislative changes through the Principals report. 		<ul style="list-style-type: none"> • Ongoing throughout the year 	Principal/ Board
	6.4 To ensure a financial secure school which is resourced appropriately.	<ul style="list-style-type: none"> • The BoT make strategic decisions which ensure the school is fiscally sound. 		<ul style="list-style-type: none"> • Ongoing throughout the year 	Principal/ Board