Kairanga School STATEMENT OF VARIANCE, 2020.

DRIVING CHARTER GOAL:

'To achieve success and growth for all.'

Curriculum

(NAG 1)

2020

Charter Goal	Indicator/s	Outcome	Where to Next
Curriculum review and PLD for the Kairanga Maths Plan.	Fully review and re-establish our purposes and processes of Math, completing a full year review for the whole school, in line with our understanding of the NZC.	Complete	Apply for further funding to support assessment practices
RESPONSIBLE: Alastair, Leadership Team, Outside Eacilitator (Solf led	This year will see a consolidation of what 'good Math teaching and learning is'.		with new rich task collaborative models.
Outside Facilitator (Self-led PD), & All Staff.	Provide specific Professional Development of Mathematics what 'good' knowledge, practice and outcomes are for Kairanga School. Review and update the CDP section of the Math Curriculum in light of new understandings. Consult with community, through newsletters and evening Curric Meetings on the processes for Math. A continuation of this will occur in 2019.		Support in embedding practice also needed.
Curriculum review of Te Reo Maori & Tikanga in Kairanga School	Review and re-establish our purposes and processes of Te Reo and promotion of Tikanga Maori. Complete a review for the whole school, in line with our understanding of the requirements of the NZC and the needs of our pupils, to provide a localised curriculum	Incomplete	Include this as part of the charter review and establish as a priority goal for 2020
RESPONSIBLE: Alastair, Donna, Jo, (Self-led minor PD) & All Staff.	in our context. Provide specific Professional Development of Te Reo & Tikanga, what 'good' knowledge, practice and outcomes are for Kairanga School pupils. Review and update the CDP section of the Te Reo Curriculum in light of new understandings. Consult with community, through newsletters and evening Curric Meetings on the processes for this.		
'Kairanga Kid' continuation	A continuation of this will continue to be embedded in 2020. Kairanga Kid to be used in all classes consistently, to increase	Completed K-Kards	Review values as part
RESPONSIBLE: Alastair & All staff.	pupil personal development, learning engagement, goal-setting, belonging and safety. Communication of the K-Kid to be further presented for families, to increase awareness and use at home.		of charter review in 2020.
PaCT Training	Ensure new staff members are trained in the use of and thinking for a PaCT mode.	No New Staff	New Principal to work with PaCT facilitators

			and complete online learning modules.
Structured Learning Approach (Spelling & Writing) embedding cont. Responsible: Alastair & Leadership Team.	A continuing focus on the Reading programme and the 2018 review of Reading learning in our school. Implement a buying programme for new and added resources for Reading.	New resources added to our collection as well as additional PLD for staff.	Continue to add to our resources.
Continue to embed the Wetland learning science programme. Alastair, Susan & Staff.	Review the implementation of Wetland class projects from 2017. Review and hone the implemented throughout the year. Support from DoC and Horizon's will be sought, as well as making connections to the Scientific Community.	Incomplete	Look to engage the Enviro Schools team in 2020.
Reporting on pupil achievement and progress	According to our Self-Review policy, detailed Achievement Reports to be collated and consulted with staff, presented to the BoT, and analysed for further school-wide improvement. NZ Curriculum	Completed	
Alastair, Staff and Board	Levels are included, as is the Analysis of Variance. Community to be informed of the outcome of these reports.		
Changes at Puberty course	For intermediate-aged pupils, offer and run the programme according to identified needs and community input. Consult with	Completed	Repeat on the bi annual cycle.
Alastair, Michelle and Family Planning facilitator, Avril.	community, especially parents before and after so they can link in with learning.		-

Documentation and Self Review

(NAG 2)

2019

Goal	Indicator	Outcome	Where to Next
Strategic Plan/ Charter documentation completed	A full three-year major review of the Kairanga School Charter (including Charter, Strategic Plan, ToW Policy, AoV's, Development Plan, Yearly Targets & the National Standards	Placed on hold with the appointment of the principal to a new role.	New Principal to work with stakeholders to consult and develop new
Alastair & BoT.	Data Template). Full consultation with our parents, local, and Maori community. Charter and associated documents forwarded to MoE for approval by March 1st.	New Principal appointed end of term 3 2019.	charter and goals for our school.
Admin Review	Review and organise the NAG Folders & Portfolios, and how we organise them in Kairanga School.	Complete	Look at developing review cycle to ensure
Alastair & Adrian, with Board members.	Use models from others schools, NZSTA, & Advisors as a guide to develop our formats.		both policy and procedures remain accurate and up to date.
Progress & Consistency Tool (PaCT) implementation.	Extend our use of PaCT to all Frameworks (Maths, Writing, Reading). Use this tool to report on the OTJs for each child in the school,	OTJ completed and reported to the community based on	Look to strengthen teacher judgement and moderation through
Alastair & Leadership Team, with all staff.	including as the basis for Achievement Reports to the Board, for reflection by teachers and School Leaders.	PaCT tools.	Learning Progression Framework
Review Parent Interviews	Review and trail new format for Year 7&8 pupils: include pupils for a part of each interview, as well as one-on-one part for the	Complete	Continue to review the success of these
Alastair & Teams.	adults. Review and recommend an annualisation/anniversary method of reporting to parents for pupils in Year 1-3 for implementing in 2019. Introduce the PaCT reports into interviews.		initiatives.
Review and update End-of-Year Reports	Review the use & writing of End-of-Year reports throughout the school. Include the needs of whanau/parents/children Use PaCT Reports for informing families on progress of pupils,	All reporting to parents is completed through PAcT	Survey parents to see if the data is useful and meets parent needs as
Alastair and all staff.	plus next steps of learning.		part of charter review.
Pupil Achievement Reporting to BoT	Review Achievement Reports in Writing, Reading and Mathematics, ensuring they are timely, consistent and allow Kairanga School to better cater for the learning needs and	Completed	BOT and staff to prioritise target learners and priority groups from
Alastair, BoT & Leadership Team	support of all learners.		this data analysis.

	Reading, Mathematics, & Writing to be presented to the BoT and staff for reflection and recommendations.		
Two Year Self-Review Plan reviewed and approved Alastair & BoT.	Two Year Plan has all policies and procedures as necessary. Highlight any policies in urgent need of review from previous years.	Incomplete	To be completed by New Principal and BOT
Operational Plan drawn up annually and completed	School <u>Operational Annual Plan</u> written up at beginning of the year, submitted to the Board for approval and checked monthly for progress.	Completed	Update and Review
Alastair & BoT.	All reviews completed on time as per Self-Review plan.		
Reporting on pupil Achievement and progress Alastair, Staff and Board.	pil According to our Self-Review policy, all Achievement Reports d progress to be consulted with staff, presented to the BoT and analysed for further school-wide improvement. National Standards are		Continue to report on student progress through well analysed data.
Policy Reviews Adrian & BoT.	EOTC, Health Education, Finance & Property Pt2, Legislation & Regulations, Community Partnership, and Health & Safety policies all reviewed and updated as necessary.	Completed.	Continue to review as per cyclical review process.
5/10 Year Property Plan reviewed, updated and begun Alastair & BoT.	Using appropriate consultants (ProArch) to continue to review the needs of the school and meet the requirements laid out in the MoE Handbook and 5YPP, to ensure the best physical facilities for our pupils.	Completed. New building work commenced T4 for classroom alteration rooms 1-4.	Work to continue T1 2020 to complete classroom refurbishment.
Curriculum Review	Major review, as for NAG1 above.		
External whole-school review by the Education Review Office Alastair, BoT & Staff	Use this external review to inform our own self-review processes and implement the report's final recommendations.	Completed	School to follow the few points and recommendations from the review process.
BoT national Elections		Completed	Election of a new BOT. Look to attend STA training as available or online.

Personnel

(NAG 3)

2019

Goal	Indicator	Outcome	Where to Next
TODay: Thinking, Challenge, Reflection	Plan and implement a TODay for ALL staff: Teachers and TAs, and interested Cluster Schools. Charles Darr: Heuristics, SES: Autism Spectrum Disorder.	Incomplete with Principal moving to new role at MOE	Align PLD to staff needs. Look at shared text for 2020 to promote
Alastair	Use this as a building block to future TODays		discussion around teaching values and shared understandings.
Maths Professional	A Professional Development plan of goals, facilitators and	PLD delivery was	Apply for further funding
Development started	development in Mathematics will be implemented. This will	completed and new	to support assessment
Major Focus	centre on revision of the 2017 curriculum review and look specifically at Teacher Practice, resources and equipment,	practices evidenced across the school.	practices with new rich task collaborative
Alastair & Maths Team	Contextualised opportunities, and the use of Rich tasks. This will be linked to Teacher Inquiry.		models.
	The review of an assessment tool for Mathematics, as per the recommendations from 2017, will be completed.		Support in embedding practice also needed.
Reading review	Review current Reading curriculum throughout the school, in order to plan for 2020's PLD. This will be self-run and use an	Further development in MSL and the code were	Further development is planned for junior team
Alastair & Staff.	outside facilitator.	valued by all staff.	members in 2020.
New Teacher Inquiry model	A new Kairanga School model of Teacher Inquiry will be	New templates and	Further review and
implemented	reviewed, combining the present systems of Appraisal, Critical Friends and PD Reflection.	models welcomed by staff. This was aligned to	strengthen TAI Model in 2020
Alastair, Donna & all teachers.	Inquiry to be the basis of reflection, discussion, collaboration and improvement in school achievement.	appraisal evidence and school wide professional	
	All teachers to maintain their Professional Reflection Journals	development.	
	throughout the year.		
	Review to ascertain the effectiveness of this programme to provide reflection, observation and collegial discussions and		
	improvements for Teachers and Pupils, throughout the year.		
Teacher Appraisal completed	All teaching staff are to undergo a course of professional reflection, reading, professional development and formal	Staff completed appraisal process and observations	Look to review & strengthen Appraisal
Alastair and Leadership	appraisal, (including observation), according to BoT policy (see		process in 2020.
Team.	above).		

Review Recruitment	Review current processes including advertising,	New School Website	Review and Strengthen	
processes	communication, format, online presence and social media de opportunities for the future. Implement as needed.		protocols and share with community and staff.	
Alastair & Board.	Use examples form other schools os similar size and shape, plus NZSTA, NZEI and advisors.	Improved Social Media Presence and protocols developed.	community and start.	
Principal Appraisal	The principal will undergo a course of professional reflection, reading, professional development and formal appraisal,	In complete as Principal won a position at the	Formal, external Appraisal to be	
Chairman & Alastair.	according to BoT policy. This appraisal will be completed by the Chairman, in house, this year only, using the Principal's Agreement as the basis. 2017 will see a return to using an outside provider. Principal to be involved during 2016 in a PLG, through Carol	Ministry of Education	completed of incoming Principal in 2020.	
	Lynch.			
Day-To-Day Relief Teachers	Review the availability, attracting more and new personnel, and other schemes that may help the current shortage of	Introduction of Staff Sync allowing digitised	Continue with this subscription. Foster	
Alastair.	short-notice teachers. Ensure that classes have quality learning every day, even when sickness hits.	efficiency and acces to wider pool of relievers	relationships with preferred relievers.	
Health & Well-Being Climate	Survey school community via BoT major Community Consultation, personnel and pupils on various Health & Well-Being facets of the school climate, culture and	Survey Completed T1	Develop this as an ongoing and regular part of our systems and	
	environment.		review.	

Finance & Property

2019

Goal	Indicator	Outcome	Where to Next
Monthly written reports to BoT Treasurer	All monthly accounts balanced and reconciled, BoT goals are planned for and implemented. Monthly Accountant reports are presented.	Completed	Investigate STA worksops and online pld opportunities to strengthen practice.
School grounds and buildings are maintained. Principal, Property Officer & Caretaker.	Monthly safety reports are completed. Water testing is completed. Property file kept up-to-date. New Painting contract (Wash-downs and Touch-ups only), implemented. Use winning contractor from 2016.	Completed	
Buildings and grounds are developed. Principal, Property Officer & Community	The 2017 updated 5YPP will be used to guide property development for the next four years. MLE development of main block continued. Review playgrounds use and put into effect. Confidence/Fitness Course reviewed and implemented. MLE development of main block continued. Replace/move storage sheds, create new storage/workshop – Caretaker, H&S, Furniture, Uniforms and Costumes. New shared carpark between Hall and School developed (above storage).	Ongoing	Complete 5YPP projects Main Block BOT to target additional property funding to meet charter goals.
Long-Term financial viability is maintained Principal, Treasurer, Community Liaison.	Other funding sources will be explored and pursued if they can help us provide the best learning environment we can. Annual Budget is prepared by November, highlighting BoT priorities in Curriculum, Property and Personnel areas. Monetary reserves are kept for future plans. Present Cyclical Maintenance and Depreciation amounts reviewed (update the Property Plan accordingly). Budget for possible outside PLD Facilitator.	Ongoing	Implement and follow 2020 planned budget. Seek additional funding to enhance the schools projects and capital purchases.
Reporting to the Ministry of Education	Ensure that the Annual Report, including Audit, 5YPP, AoV is in to MoE by May 31 st .	Complete	Continue to report as required.
Principal & Chair			

Health and Safety (NAG 5)

2019

Goal	Indicator	Outcome	Where to next
The School grounds and	Monthly property checks are completed and items fixed as	Most monthly checks	All checks to be
buildings are safe, secure &	required.	completed and recorded	completed, recorded in
healthy	Argest documents completed online.	in argest manual. Online	argest book and online
	Fence review of boundary fencing and implications of	checks not completed	
Caretaker & Alastair	full-fencing.	due to staffing changes.	
	Wetland entry/gates, fencing/track reviewed and developed to support pupil's learning & fitness safely.		
	Wetland entrance planned and developed to ensure safety of		
	pupils and positive learning & fitness opportunities are offered.		
	Consult with the community and introduce a 'Water-Only'		
	policy within school and at events for pupils.		
All personnel, pupils and	Emergency Evacuations will occur each term. Adjustments	Complete	Continue to implement
visitors to our school are	made as needed.	Complete	Hazard Identification
safe.	Any perceived dangers reported to the Office, Caretaker, or		procedures.
sale.	Principal will be investigated and fixed, if necessary.		procedures.
Alastair	New Health & Safety law implemented through the review of		
Alastair			
	our policies and procedure, in light of new MoE guidelines.		
	All staff to have self-run PD in the roles and responsibilities		
	included in new legislation.		
	Community continued to be informed and educated of new		
	H&S requirements, through Meetings, newsletters and		
	Facebook of how to be safe at school and reporting incidents		
	or hazards.	-	
Staff sickness will be	Continuing review how to support staff well-being, including	Ongoing	Continue to monitor staff
reduced.	'flu-immunisation offer to staff.		wellbeing and build into
Community Liaison Officer			regular appraisal review.
'Kairanga Kid' continuation	Kairanga Kid used in all classes consistently, to increase pupil	Ongoing	Review and streamline
	personal development and goal-setting.		values as part of Charter
All staff	Communication of the K-Kid to be further presented for		review.
	families, to increase awareness and use at home.		
Positive School-wide	Our Behaviour Management plan will be consistently used	Ongoing	Look to review behaviour
behaviour will be the norm	throughout the school.		as a leadership
	Fulfil any recommendations from the review in 2017. Import		responsibility in 2020.
Alastair & Michelle	into the Kairanga Kid model. Introduce the 'Resilience' value.		

Implement the PB4L (Positive Behaviour for Learning)	
programme (SES)?	

2019

Goal	Indicator	Responsibility
The School grounds and buildings are safe, secure and healthy.	Monthly property checks are completed and items fixed as required. Argest documents completed online. 'Water-Only' policy within school and at events for pupils continues. Milk In Schools continues.	Caretaker & Alastair
All personnel, pupils and visitors to our school are safe	Emergency Evacuations will occur each term. Adjustments made as needed. Any perceived dangers reported to the Office, Caretaker, or Principal will be investigated and fixed, if necessary. Health & Safety law implemented through the review of our policies and procedure, in light of new MoE guidelines. Remind and inform all staff of the roles and responsibilities included in new legislation. Community to be reminded and updated, through Meetings, newsletters and Facebook of how to be safe at school and reporting incidents or hazards.	Alastair
Staff sickness will be reduced.	Review how to support staff well-being, including immunisation offer to staff.	
Positive School-wide behaviour will be the norm		Alastair
		Michelle
'Kairanga Kid' continuation	Kairanga Kid used in all classes consistently, to increase pupil personal development and goal-setting. Communication of the K-Kid to be further presented for families, to increase awareness and use at home.	All staff

Legislation and Community Partnership

2019

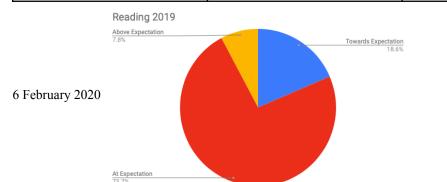
Goal	Indicator	Outcome	Where to next
Administration within the school will meet MoE requirements and ensure a smooth-running school. Alastair & Chair	Review the Procedures Handbook for teachers, ensuring clarity around expectations throughout the school. ENROL processes will be reviewed, updating and changing pupil details as needed. Review the Parents Handbook and brochures, updating as needed. Update the school website, with staff, newsletters and photos. Continue the rigorous use of the electronic registers. Review the MoE guidelines about Charters, Annual reports, financial management and reportingwith a view to streamlining the processes we currently have. Review the MoE guidelines on being a good employer, in order to assure ourselves that all requirements are fully met. Review Education Outside the Classroom (EOTC) policy and procedures.	Ongoing review and development of the procedures. New Website ready for launch in 2020.	Review Charter and align new charter and goals to procedures.
The Kairanga community will be informed and consulted about their school, of which they can be proud. Alastair, Hamish & Community Liaison	Home & School will be encouraged to fundraise for BoT property and learning priorities. Regular social activities will be encouraged, with continued Community Picnic, to build positive relationships. Parent evenings about curriculum areas will be planned according to Board-determined foci this year. We will attempt to get more media exposure of school events and learning throughout the year.	Ongoing	Continue to foster communication and participation in our school at all levels from all stakeholders.

KAIRANGA SCHOOL READING ACHIEVEMENT REPORT - Term 3 2019

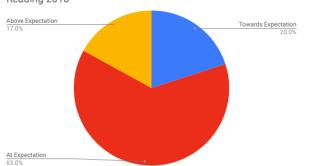
Summary Only

GOAL: To ensure that 100% of Kairanga students are achieving at the appropriate levels in Reading.

Reading Based on PaCT Judgements				Whole School
		All Students		
	Toward Expectation	Meeting Expectation	Above Expectation	Total
Male	25	66	2	93
Female	6	57	11	74
Total	31	123	13	167
		Māori Students		
Male	9	14		23
Female	2	6		8
Total	11	20		31







Reading Through the years				
	All St	udents		
Toward ExpectationMeeting ExpectationAbove Expectation				
2019	19%	74%	7%	
2018	20%	63%	17%	
2017	17%	76%	7%	
2016	14%	61%	25%	
2015	10%	63%	27%	

What the data tells us

- More boys are working toward expectation than girls.
- Māori students classified as working toward are proportionately inconsistent with whole school data.
- When compared to 2018 fewer students are working above expectation.
- Numbers of students working toward expectation increases until Year 5, then decreases slightly for the next few year levels.
- More students are working toward expectation than above expectation.
- Four out of eight year groups have students working above expectation.
- Almost half of students working toward expectation are at the Year 4 and 5 level.

School Wide Actions To Support Student Learning	School Wide Actions To Extend Student Learning
Liz Kane SupportUse of Decodables	Liz Kane SupportUse of Decodables

- PaCT Illustrations	- PaCT Illustrations	
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KAIRANGA SCHOOL WRITTEN LANGUAGE ACHIEVEMENT REPORT - Term 3 2019 Summary Only

GOAL: To ensure that 100% of Kairanga students are achieving at the appropriate levels in Written Language.

Written Language Based on PACT Judgements				Whole School
		All Students		
	Towards Expectation	Meeting Expectation	Above Expectation	Total
Male	33	60		93
Female	9	54	11	74
Total	42	114	11	167
Māori Students				
Male	11	12		23
Female	5	3		8
Total	16	15		31



Written Language Through the years				
	All St	udents		
Toward ExpectationMeeting ExpectationAbove Expectation				
2019	25%	68%	7%	
2018	28%	66%	5%	
2017	25%	63%	12%	
2016	19%	75%	6%	
2015	16%	78%	6%	

What the data tells us

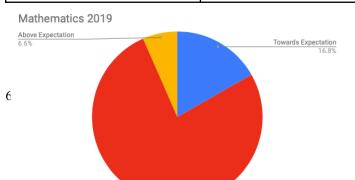
- More boys are achieving toward expectation than girls.
- No boys are working above expectation.
- Māori students classified as working toward are proportionately inconsistent with whole school data.
- When compared to 2018 fewer students are working toward expectation.
- When compared to 2018 more students are working above expectation.

School Wide Actions To Support Student Learning	School Wide Actions To Extend Student Learning
 Liz Kane Support Use of Decodables CODE 	 Liz Kane Support Use of Decodables CODE

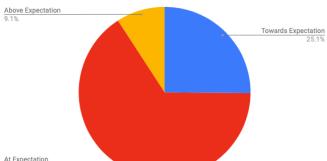
KAIRANGA SCHOOL MATHEMATICS ACHIEVEMENT REPORT - Term 3 2019 Summary Only

GOAL: To ensure that 100% of Kairanga students are achieving at the appropriate levels in Mathematics.

Mathematics Based on PaCT Judgements				Whole School
		All Students		
	Toward Expectation	Meeting Expectation	Above Expectation	Total
Male	22	66	5	93
Female	6	62	6	74
Total	28	128	11	167
Māori Students				
Male	9	12	2	23
Female	2	6		8
Total	11	18	2	31



Mathematics 2018



Mathematics Through the years				
	All St	udents		
TowardMeetingAbove ExpectationExpectationExpectation				
2019	17%	77%	6%	
2018	25%	66%	9%	
2017	20%	74%	6%	
2016	18%	74%	8%	
2015	14%	83%	3%	

What the data tells us

- More boys are working toward expectation than girls.
- Māori students classified as working toward are proportionately inconsistent with whole school data.
- When compared to 2018 fewer students are working toward expectation.
- When compared to 2018 fewer students are working above expectation.
- Numbers of students working toward expectation increases until Year 5, then decreases slightly for the next few year levels.
- More students are working toward expectation than above expectation.

School Wide Actions To Support Student Learning	School Wide Actions To Extend Student Learning
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Kiwi Sport Funding:

In 2019 the school received \$2,443.30 in Kiwisport funding through the operating grant. These funds were used to provide professional swimming tuition which was delivered through Freyberg Pool in Palmerston North. The cost of this high quality tuition was \$5625 plus the cost to transport the children to the venue.