

St Mary's School Board of Trustees Plan of Action for Year 2023

Variance Report

Focus: *Special Character (To ensure that the special Character is a paramount feature of our school)*

Goal: *To carry out the next step of the Religious Education review through reflection on the local curriculum learning framework using the bridging document as the cornerstone. To review and develop school links/ties with the parish and to engage the community in developing further their understanding of religious education.*

Strategies and actions	Indicator	Outcome	Evaluation
To work closely with our parish community to develop our relationship and achieve mutually beneficial goals.	We have an open and ongoing relationship with the parish and work closely with them on mutually beneficial goals.	2023 was a very good year for parish school relations. With the opening up of society again we have returned to a normal list of joint activities.	The parish and school have worked well together this year. We enjoyed a strong relationship with father Michael. We are looking very positively to continuing this strong relationship with father Jaime.
Continue to develop and expand our work with: the NCRS, Catholic education offices and the Kahui Ako to support teaching and learning in RE.	We are using actively, on an ongoing basis, resources and also interacting with NCRS, the Catholic Education Office and The Kahui Ako as appropriate.	We are very actively involved with all of the aforementioned groups and have used resources both physical and human.	We have enjoyed a number of Inservice opportunities to the continuing development of RE teaching. The whole diocese jumbo day, twilight meetings and of course day targeted at the implementation of the new curriculum. 2024 already has a number of other supports timetabled.
Utilize the Faith Alive website to access RE curriculum and resources.	The staff are using the faith alive website to access curriculum and resources on an ongoing basis.	The staff use the Faith alive website on an ongoing basis.	Our DRS leads staff meeting that support the ongoing professional development of our teachers. She makes them aware of the website and the range of resources that it contains.
To explore ways of involving the parish more actively in the school daily life.	We have identified ways of involving the parish more closely in the school live and we are beginning to implement some of these ideas.	We have discussed ways that the parish can be more actively involved in the school's daily life. We have begun some initiatives including: having the parishioners work with the children, attending week day masses and inviting the clergy into the school for morning teas.	We continue to enjoy very positive relationships with the parish. We keep in close contact with the retired priests, the presentation sisters and bishop Colin. We have members of the parish who help with maintenance at the school and we are exploring other ways to have the parish actively involved in the school's life.
RE teaching staff will attend Twilight PLD meetings each term (as available).	The staff have attended the available meetings.	Staff attended a number of twilight meetings in 2023.	The twilight meeting schedule is back up to being a once a term commitment that we will support. The dates are now set in advance this will enable us to timetable them in.
To use our new website and our face book pages to share learning in RE and special character activities.	The website and face book pages are being used to share learning in RE and special character activities.	The new website is good and the face book page actively used. It could be used more to support RE and special character activities.	We have continued to use the website to support the parents' knowledge of our school's special character. The use of the school and teachers Facebook pages has supported this.
To use our bridging document and the new curriculum as the corner stone for teaching and learning in RE.	The bridging document is being used as a key resource for teaching and learning in RE.	The bridging document is being used by staff as required. Some of the year groups are now transitioning towards using the new curriculum.	We will continue to use the bridging document as required but more and more classes are now using the new curriculum. We will support this ongoing transition.
To participate fully in the establishment, visioning and planning of the achievement challenges for the "Dunedin Catholic Schools Community of	Our school is fully involved in the development and establishment of the COL achievement challenges.	We have continued to take on a leading role within the COL and helped shape the achievement challenges.	I have continued to be a ppart of the LSC management group and we continue to take a leading role within the Kahui Ako.

St Mary's School Board of Trustees Plan of Action for Year 2023

Variance Report

Learning* in partnership with sister schools and Trinity College.			
---	--	--	--

Focus: Student Performance in the Curriculum (To improve student learning outcomes)

Goal: To review the English programme with a view of using a mix of learning support structured literacy, a school wide spelling programme and assessment for learning to improve learning outcomes.

Strategies and actions	Indicator	Outcome	Evaluation
Continue ongoing review and development of our reading / writing programme programme.	We have reviewed our reading programme and writing programme and we have developed a plan going forward.	We reviewed the junior reading programme and the teacher have implemented a programme that used components of structured literacy (including aspects of BSLA). We have developed a school wide spelling programme to support reading and writing progress.	Our school wide spelling programme has been very successful with excellent progress being shown. Our assessment for learning PLD has supported the teachers in teaching writing. Our school – wide moderation and use of the edge also has supported teaching and learning in this area.
Implement a structured literacy approach to support reading and writing development.	We have implemented a structured literacy approach to support reading and writing development.	We have continued to develop aspects of structured literacy in our reading and writing programme. The key aspect was the introduction of a school wide spelling program.	We have used our assessment for learning PLD to support our teaching of writing. We have also undertaken Kahui Ako PLD that has further supported this process. We have introduced and maintained a school – wide spelling programmes this year.
<u>Kiwi Sport is a government funding initiative to support students' participation in organized sport. In 2022 the school received total Kiwi sport funding of \$1941.76</u>	<u>The funding was spent on: new equipment and coaching in cricket, golf, netball, and miniball. It also enabled children to take part in sports tournaments where children participated in rugby, basketball, netball, football, golf and cricket.</u>	<u>Due to the opportunities that kiwi funding allows our children we maintain participation rate of over 90%.</u>	<u>Next year we will continue to use our Kiwi sport funding for the same framework as the results were solid.</u>
Continue and develop our school – wide spelling program.	A school wide spelling programme has been continued and further developed.	Our school wide spelling programme has continued to develop and meet the needs of our students in extending their skills in writing.	A school spelling has been in operation all year and has worked well to support the spelling level of our students. We will continue to develop it in 2024
Use evaluative practices to identify our priority learners and add to our learning support register.	Priority learners have been identified and added to learning support register.	We have identified priority learners and used the learning support register to support their progress.	The identification of our priority learner has helped us to put the support in place that will support their progress.
Put in place a learning plan for our priority learners with agreed goals and an ongoing plan to support their progress.	A learning plan has been put in place to support priority learners.	A learning plan has been maintained for all priority learners, identifying their needs and developing a plan to support their leaning needs.	The learning needs register was used to identify the priority learners and individual plans have been put in place to support their progress: some plans were class teacher led and some were put in place by the LSC / SENCO.
Additional teaching support to advance skills and provide enrichment during literacy / mathematics time.	Additional teaching support has been put in place.	Additional teacher hours were put in place to support students who needed support in our key teaching and learning areas.	A teacher was put in place to support access to enrichment activities. This teacher worked in a number of areas and with a number of children. We will continue this model , subject to budget constraints next year.
Continue weekly teacher support to provide support for particular groups of students in literacy and	Weekly support has continued.	Students who were identified as needing support received it from a teacher.	We put in place a teacher to support students who had learning needs in literacy and maths, this was successful

St Mary's School Board of Trustees Plan of Action for Year 2023

Variance Report

mathematics.			and will continue in 2024.
Monitor progress against learning progressions and school expectations.	Progress has been monitored against learning progressions and school expectations.	Progress was monitored against the progressions and expectations.	We have continued to use our school CAap to support teachers judgement when assessing a student's progress and achievement. In the 2024 school year we will be looking to further develop the standard of our school wide moderation by preforming some moderation tasks within a Kahui Ako setting.

Focus: School performance through planning and Self-Review (To ensure that our school has in place efficient procedures that ensure excellent consultation, self review and reporting protocols are in place and are adhered to.)

Goal: To develop the next review and build into this the next cycle of review of policy and procedures, and carry out consultation as a part of the annual cycle.
To build on the next stage of digital technology review and the external support through UTB

Strategies and actions	Indicator	Outcome	Evaluation
To update and develop a new planning reporting and review framework.	A new planning reporting and review framework has been developed.	We have developed a new: planning reporting and review framework.	We will utilize this framework in 2024 and going forward.
To continue to develop the teaching of technology in our school using a range of resources.	Technology teaching in our school has developed through use of PLD and collegial support.	We continued to develop the teaching of technology at our school using a range of resources.	We will explore other ways of accessing technology PLD to support the teaching and learning of technology going forward.
To complete our local curriculum for ANZ histories	A local ANZ histories curriculum has been developed.	We have continued to develop our ANZ histories curriculum. It will remain an ongoing focus while the curriculum refresh is bedded in.	We will continue to develop our local curriculum including ANZ histories in light of the curriculum refresh.
To consult on history teaching to support the develop a local curriculum for history teaching.	Consultation has taken place and a new local curriculum has been developed for teaching history.	We have consulted with staff and families on the new ANZ histories curriculum and we have begun to develop our local curriculum.	We have used to information gleaned from the consultation process to support the teaching of ANZ histories.
To use consultation as a key component of strategic planning.	Consultation has taken place with key stakeholders.	WE have consulted with key stakeholders in several areas this year including: LEOTC, school values and vision, staff engagement, and strategic planning.	We will continue to consult with our community as per our consultation timetable.

St Mary's School Board of Trustees Plan of Action for Year 2023 Variance Report

--	--	--	--

Focus: *Resource Management (To be a good employer by developing and implementing personnel, industrial, property and financial policies which promote high levels of staff performance).*

Goal: To build staff confidence in their understanding of the new Teaching council professional growth cycle and how that this reflects on their practice and best practice across the school.

To engage with the COL professional growth plans in relation to knowledge-based learning and what this looks like for the school's local curriculum.

To build the new management team's understanding.

Objectives	Indicator	Outcome	Evaluation
To develop a PLD plan based on individual needs and the schools' areas of annual foci.	A PLD plan is developed to meet the individual needs of the staff and the requirements of the school's annual foci.	A PLD plan was written and implemented for 2023. It was written in consultation with the other members of the staff and looked at personal professional development and what was required to support the teachers in achieving our schools' targets.	Our PLD plan was a good document to support the professional development of all of our staff and to ensure that resources were shared equitably throughout the school.
To utilize all appropriate community of learning professional development.	The staff attend all appropriate COL based PLD.	We supported the Kahui Ako and attended most of the PLD that they had on offer.	Listening to feedback from the staff and focusing on my own observations in th2024 we will be more strategic in what Kahi Ako PLD that we access as in some cases we are a lot in advance of the other schools.
To ensure that a budget is developed and that it addresses the strategic needs of the school, and supports teaching and learning.	A budget that addresses the strategic needs of the school and supports teaching and learning is developed.	A budget was developed and implemented to support the strategic needs of the school and the teaching and learning at our school.	A refined budget will be developed in 2024 to more exactly focus the areas of spending.
To enroll the two Assistant principals in a course to support them in their new responsibilities.	The two AP's are enrolled and attend a course to support their development going forward.	One of the AP's attended the "aspiring principals" course. The other AP accessed a range of other management focused PLD	We will continue to support the two AP's to access the best middle management Pld possible.

St Mary's School Board of Trustees Plan of Action for Year 2023
Variance Report

St Mary's School Board of Trustees Plan of Action for Year 2023
Variance Report