



**WAIHEKE HIGH SCHOOL**

**ANNUAL PLAN**

**2018**



Established in 1986 Waiheke High School is the only island based High School in New Zealand and caters for students from Years 7-13. In a relatively short time, we have accomplished an enviable academic record, recognising the top overall scholar and top Maori student of New Zealand as just some of our students' outstanding successes.

The community of Waiheke includes a rich diversity of creative and entrepreneurial talent combining independent thinking with a strong sense of island identity. This spirited energy is also reflected in the sporting and cultural achievements of our students. It is within this thriving and vibrant community that Waiheke High School is building a strong tradition of providing enhanced educational opportunities for our students.

## CHARTER 2017 - 2020

### Vision

At Waiheke High School every student, every year will strive to meet success

### Mission

*Waiheke High School is a nurturing and enthusiastic community that inspires lifelong learning and a sense of community for all.*

<p>a) Student Learning : Akoranga (<i>Practice in the classroom &amp; beyond</i>) Students will maximise their learning by becoming motivated learners by accessing a rich range of resources that are personalised and that stimulate curiosity, creativity, success, engagement and achievement. Te Reo and Tikanga Maori is available to all.</p>
<p>b) Engaging Families and Community : Whanaungatanga (<i>Relationships</i>) To provide an inclusive, informative and welcoming environment which enables diverse community participation in education and to provide an environment for learners to access contextualised learning within the community.</p>
<p>c) Teaching : Akoranga (<i>Practice in the classroom &amp; beyond</i>) To recruit and develop future focussed excellent teachers through effective Professional Learning and Development (PLD), appraisal, pedagogical knowledge, the Treaty of Waitangi and cultural and inclusive practices.</p>
<p>d) Leading and Managing : Rangatiratanga (<i>Leadership</i>) Waiheke High School will promote philosophies, policies and practices where students are at the heart of everything we do. Staff and students have opportunities to participate and develop their leadership and to contribute positively to our world.</p>
<p>e) School Culture : Manaakitanga (<i>Values: integrity, trust, sincerity, equity</i>) Waiheke High School fosters a culture in which students, staff and whanau are supported, cared for and valued. School culture will develop through bicultural foundations of Aotearoa New Zealand, a positive and safe learning environment, respectful relationships, inclusivity, empathy, integrity, reflection, sustainability and focusing on the present and the future.</p>
<p>f) Governance: Kawanatanga Governance shall represent the Waiheke community with an open, progressive and responsive approach to student achievement. Our vision will be embodied in policies and philosophies informed by evidence and best practice and feedback from students, staff and community.</p>

## **Academic Strategic Plan 2016-2020**

### **1. Student Learning (Akoranga)**

a) Strategic Goal - improve NCEA results from Years 11-13 in a bicultural and multicultural setting.

- *By 2020, at least 95% of Year 13 leavers at Waiheke High School (WHS) will have achieved a minimum qualification of NCEA Level 2 enabling them to access a variety of tertiary education or career pathways of their choice.*
- *By 2020, at least 95% of Maori Year 13 leavers will have achieved a minimum qualification of NCEA Level 2 enabling them to access a variety of tertiary education or career pathways of their choice.*
- *By 2020, at least 85% of Pasifika Year 13 leavers will have achieved a minimum qualification of NCEA level 2 enabling them to access a variety of tertiary education or careers pathways of their choice.*
- *By 2020, at least 85% of those learners with an IEP or who have specialised assessment conditions and are in a full NCEA Level 2 programme will have a minimum qualification of Level 2 as a Year 13 leaver, enabling them to access a variety of tertiary education and career pathways of their choice.*
- *By 2020, to embed effective targeted programmes for Years 9-13 to improve pass rates of numeracy and literacy Level (1-3) and University Entrance.*

b) Strategic Goal – improve results from Years 7-10 in a bicultural and multicultural setting.

- *By 2020, at least 90% of Year 9 and Year 10 students engaged in a full time learning programme at WHS will be achieving at a NQF level 4-6.*
- *By 2020, at least 90% of Year 9 and 10 Maori students engaged in a full time programme at WHS will have achieved at a NQF level 4-6.*
- *By 2020, at least 90% OF Year 9-10 Pasifika students engaged in a full time learning programme at WHS will have achieved at a NQF level 4-6.*
- *By 2020, (year 7 & 8) 95% of Year 7 and 8 students will be working at or above the “below national achievement level” in writing and reading.*
- *By 2020, (Year 7 & 8) 95% of Year 7 and 9 students will be working at or above the “below national achievement” level in numeracy.*
- *By 2020, to embed effective targeted programmes for Years 7-8 students who have not achieved at the National Standards for literacy and numeracy of their year level (WaiCol).*
- *By 2020, to develop and embed COL (Community of Learning 2017-2020) writing, numeracy, special needs for the benefit of all learners Years 7-13.*

### **2. Engaging Families and Communities (Whanaungatanga)**

a) Strategic Goal – to be more communicative and actively seek opinions with whanau and the wider school community on activities relating to Waiheke High School.

### **3. Teaching Practice in the Classroom and beyond (Akoranga)**

- a) Strategic Goal – develop a PDL programme for increasing achievement in writing from Years 7-13 (WaiCol)
- b) Strategic Goal – develop quality of inquiry within appraisal practices (WaiCol)
- c) Strategic Goal – develop a culturally responsive programme of Tikanga and Te Reo Maori for staff and students in a bicultural setting.

### **4. Leading and Managing (Rangitiratanga)**

- a) Strategic Goal – growing leadership capability across and in school.

### **5. School Culture (Manaakitanga)**

- a) Strategic Goal – to increase number of inter House events.
- b) Strategic Goal – to develop student voice in and across the school.

### **6. Governance (Kawangatanga)**

- a) Strategic Goal – to develop a Fundraising plan
- b) Strategic Goal – to maintain and develop current BOT policies, procedures and practices
- c) Strategic Goal – to update and develop through review, school charter, strategic and annual plans

## Guiding Principles

Success – achieved through personal endeavour inquiry, curiosity, engagement and creativity in curricular and extra-curricular activities.

Leadership – responsibility, self-awareness, participating and contributing respecting others, demonstrating empathy, celebrating cultural diversity, collaborating and self-management.

Community – respectful online communication, form class and house participation, school pride, parent forum, community service participation and developing and maintaining partnerships with local businesses and national and international agencies.

Operational Quality – improving daily operations to ensure optimum effectiveness and efficiency around school wide systems, sustainability and staff and student safety

## Waiheke High School Annual Plan 2018

Actions to achieve targets:								Lead By	Time Frame	Actions, Monitoring, Review, Outcome	
<b>1. Student Learning : Akoranga (<i>Practice in the classroom &amp; beyond</i>)</b>											
To improve or maintain NCEA levels at Levels 1, 2, and 3.								FLs SLT Teachers Deans	All Year	On track however the MOE is now changing how they present academic statistics so this target may change.	
<b>2016 WHS Actual</b>		<b>2017 WHS Target</b>		<b>2017 WHS Actual</b>		<b>2018 WHS Target</b>					
L1	93.5%	L1	90.0%	L1	92.6%	L1	93%				
L2	94.2%	L2	90.0%	L2	88.0%	L2	93%				
L3	83.3%	L3	90.0%	L3	83.7%	L3	90%				
To improve or maintain NCEA Endorsements at Levels 1, 2 & 3								FLs, SLT Teachers, Deans	All Year	On track according to how marks and achievements tracked for 2018.	
<b>Endorsed with Merit</b>											
	<b>2014 (Actual)</b>		<b>2015 (Actual)</b>		<b>2016 (Actual)</b>		<b>2017 (Target)</b>		<b>2017 (Actual)</b>		<b>2018 (Target)</b>
Level 1	48.3%		30.6%		39%		43%		51%		52%
Level 2	22.6%		33.3%		24%		28%		36%		40%
Level 3	28.8%		20.0%		31%		30%		36%		40%

Endorsed with Excellence															
	2014 (Actual)	2015 (Actual)	2016 (Actual)	2017 (Target)	2017 (Actual)	2018 (Target)									
Level 1	15.5%	19.4%	20%	20%	24%	25%									
Level 2	14.5%	9.3%	20%	20%	18%	25%									
Level 3	22.2%	6.8%	18%	20%	18%	25%									
To increase the number of University Entrances			SLT FLs	All Year	On track – unsure because of reporting results.										
<table border="1"> <thead> <tr> <th>2015 Actual</th> <th>2016 Actual</th> <th>2017 Target</th> <th>2017 Actual</th> <th>2018 Target</th> </tr> </thead> <tbody> <tr> <td>60.1%</td> <td>52.2%</td> <td>61%</td> <td>67.3%</td> <td>70%</td> </tr> </tbody> </table>			2015 Actual	2016 Actual	2017 Target	2017 Actual	2018 Target	60.1%	52.2%	61%	67.3%	70%			
2015 Actual	2016 Actual	2017 Target	2017 Actual	2018 Target											
60.1%	52.2%	61%	67.3%	70%											
For all students to improve engagement – attendance to 87% across all levels/cohorts (Years 7 -13) for 2018			Attendance officer DP i/c attendance	All year	On track – some slippage at Year 13 but Deans on to this.										
<table border="1"> <thead> <tr> <th>2016 Actual</th> <th>2017 Target</th> <th>2017 Actual</th> <th>2018 Target</th> </tr> </thead> <tbody> <tr> <td>85%</td> <td>87%</td> <td>83%</td> <td>85%</td> </tr> </tbody> </table>			2016 Actual	2017 Target	2017 Actual	2018 Target	85%	87%	83%	85%					
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Critical Career Conversations – Years 10 – 13			SLT (extended Careers Guidance	Across the year	New reporting system e.g. reporting on key competencies, establishing teacher/student voice reports. Year 10 Critical Career Conversations complete.										



To develop and plan for achievement challenges for WaiCol – writing, special needs	FLs Waiheke Primary Te Huruhi	All Year	Professional experts appointed – 2 groups, Years 7-10 and Years 11-13. PDL annual plan established Please refer to Waiheke High School report on 39 students and Writing Achievement Challenge
<b>2. Engaging Families and Community : Whanaungatanga (<i>Relationships</i>)</b>			
Continue with parent education – career conversations, parent training through the digital world. More on achievement in newsletters, Facebook and other forms social media, publications.	Principal SLT Fundraising & Marketing manager		BOT appointed Fundraising and Marketing Manager (2 days per week). Growing presence – Facebook, updating website Mike King visit Pretty Smart Talk
Careers Semesters/Dreamcatcher – mid-year semester break with parent career providers training.	SLT Careers		Review reporting system in school Completed
To market our Year 7 and 8 school	SLT BOT		BOT discussions to organise plan Friends of the School Community Engagement Committee
To develop a plan to understand and address issues around the declining School roll.	BOT		For discussion – Community Engagement Plan – Term 3 & 4. GATE programme

<b>3. Teaching : Akoranga (<i>Practice in the classroom &amp; beyond</i>)</b>			
Develop differentiation in classrooms Exploring pedagogy through practice	All Staff	All Year	WaiCol – expert providers Ongoing
Develop individualised, personalised programmes for targeted groups	All Staff	All year	Inquiry for WaiCol around writing
Te Reo, Tikanga for all staff as per Teacher Registration Criteria and Tātaiako and develop.	All staff	All Year	All staff to complete pepeha and whakatoki. Phrase of the week - complete Te Tiriti Policy and mihi ongoing
Develop cultural competencies and cultural responsive pedagogy across teaching staff (Te Taiako)	SLT (extended)	All year	Enhance vocabulary in classrooms and Tikanga
Develop BYOD programme across BYOD teachers and wider staff	eLearning committee	All year	Google suite – training Ongoing
<b>4. Leading and Managing : Rangatiratanga (<i>Leadership</i>)</b>			
Growing and developing leadership opportunities across the school.	All	Ongoing	Student leadership opportunities ESLT WaiCol – Community of Learning positions ESOL qualifications – x 1 staff Master Programme – x 2 staff

Develop learning and teaching pedagogy across curriculum enrichment and develop how the school does this in an holistic, dynamic way Sharing best practice	Principal and Across School/in School Teachers	Ongoing	COL inquiry – shared practice of these Term 4
<b>5. School Culture : Manaakitanga (Values: integrity, trust, sincerity, equity)</b>			
To increase the role of Whanau Teachers through a Deans' Programme of pastoral care.	Deans	All year	Term 1 and 2 successful Term 3 – student profiling
To develop the concept of a student council through class captains who can articulate student voice, led by Head Boy/Head Girl.	SLT	All year	On track but Head Boy/Head Girl not leading – too busy. Will look at leadership of the group more closely.
Further development of 5 student led committees	Prefects	All Year	Embedding – still slow uptake.
To develop PB4L (Positive Behaviour for Learning)	Deans	All Year	A re-establishing committee has invigorated this process
To develop and empower staff using Restorative Practice and to communicate restorative practice with the wider school community	ELST Deans	All Year	Gaining traction – more staff trained, whole staff training on Teacher Only Day.
<b>6. Governance: Kawanatanga</b>			
To update and develop through review school charter, strategic plan and annual plan	BOT	Term 1	More work required Update of Annual Plan Growth and development of a strategic plan required

To update and develop through review school policies along an annual time line	BOT Principal	Term 1	Timeline established
To develop Health & Safety through Vulnerable Children's Act and new Health & Safety legislation	BOT Principal	Term 1	On track and updated. Update Hazards Register
A strategic property management plan established with an Annual Plan of Work	BOT Principal	Term 1 – Term 4	On track Health & Safety Manual updated 5YA strategic property management plan completed
The BOT considers and develops succession planning for trustees	BOT	Term 1 & 2	Not happened
The BOT considers and develops a fund raising strategy for the partial rebuild.	BOT	Ongoing	Tim Kay appointed – Director of Fundraising and Marketing Friends of the School (parent group formed)
Utilise Hautu (Maori Cultural Responsiveness Review Tool) to develop a more collaborative direction for maintaining and developing Maori student achievement.  Further development of Te Kahui Kuaka across WaiCol	SLT	Ongoing	Two meetings held Strategic Plan embedding Te Reo in Senior school at Waiheke High School. Not endorsed or approved by Head of Maori yet and no BOT committee established.

## Appendix 1

Course Endorsements	At Merit and above	
	2016	2017
Level 3 Biology	19%	57.1%
Level 2 Biology	27.8%	36%
Level 2 Business Studies		50%
Level 3 Business Studies		12.5%
Level 1 Science	33.4%	36%
Level 1 Business Studies	17%	41.6%
Level 3 Maths with Calculus	38%	25%
Level 2 Chemistry	33%	33%
Level 3 Chemistry	17%	50%
Level 1 Design & Visual Communication	60%	77%
Level 2 Design & Visual Communication	100%	72%
Level 3 Design & Visual Communication	60%	100%
Level 2 Drama	44%	
Level 3 Drama	40%	37.5%
Level 1 English	34%	34%
Level 2 English	52%	74%
Level 3 English	50%	70%
Level 2 Geography	39%	25%
Level 3 Geography	47%	56%
Level 1 History	23%	45%
Level 2 History		40%
Level 3 History	24%	100%
Level 2 Maths with Statistics	29%	48.3%
Level 2 Painting		80%
Level 2 Painting		100%
Level 2 Photography	67%	35%
Level 3 Photography		39%
Level 1 Physical Education	51%	84%
Level 2 Physical Education	30%	25%
Level 3 Physical Education	50%	57%
Level 2 Physics	30%	25%
Level 2 Spanish (Harbournet)	68%	
Level 1 Art	40%	

