



WAIHEKE HIGH SCHOOL

ANALYSIS OF VARIANCE

ANNUAL PLAN

2016



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>1. Student Learning : Akoranga (<i>Practice in the classroom & 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>2. 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>3. Teaching : Akoranga (<i>Practice in the classroom & 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>4. 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>5. 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>6. 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>



<p>Academic Strategic Plan 2014-2017 : To improve teaching and learning in a bicultural/multicultural setting</p>
<p>Strategic Goal 1: By 2017, 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 – achieved.</p>
<p>Strategic Goal 2: By 2017, 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 – achieved.</p>
<p>Strategic Goal 3: By 2017, at last 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 – achieved 2016.</p>
<p>Strategic Goal 4: By 2017, 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 – achieved with 3 learners.</p>
<p>Strategic Goal 5: By 2017, programmes will be in place to individualise and personalise programmes of learning for students or groups of students.</p>
<p>Note: The Year 12 cohort will be the graduating class of 2017 Targeted groups Years 10 and Year 11 achieved.</p>
<p>Strategic Goal 6: By 2017, 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.</p>
<p>Strategic Goal 7: By 2017, 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.</p>
<p>Strategic Goal 8: By 2017, at least 85% OF Year 9-10 Pasifika students engaged in a full time learning programme at WHS will have achieved at a NQF level 4-6.</p>
<p>Strategic Goal 9: By 2017, (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. <i>Year 7 Writing 94% Year 7 Reading 100% Year 8 Writing 90.5% Year 8 Reading 90.5%</i></p>
<p>Strategic Goal 10: By 2017, (Year 7 & 8) 95% of Year 7 and 8 students will be working at or above the “below national achievement” level in numeracy. <i>Year 7 Numeracy 92.4% Year 8 Numeracy 89.3%</i></p>
<p>Strategic Goal 11: By 2017, to put in place effective targeted programmes for Years 7-13 students who have not achieved at the National Standards for literacy and numeracy of their year level. <i>Completed – Literacy Links Yrs 7 and 8, and Year 10 special</i></p>

NB. National Standards are assessed at Well Below, Below, At and Well Above the Standard.

Strategic Goal 12: By 2017, students with special needs, ILPs, GATE, Maori and Pasifika and international are engaged in a SAF (Student Assessment Function) that individualises and personalises programmes of learning and teaching towards purposeful and successful outcomes. (refer to Strategic Goal 5).

Waiheke High School Analysis of Variance Annual Plan 2016

Actions to achieve targets:						Lead By	Time Frame	Actions, Monitoring, Review, Outcome
1. Student Learning : Akoranga (Practice in the classroom & beyond)								
To improve or maintain NCEA levels at Levels 1, 2, and 3.						FLs SLT Teachers Deans	All Year	Targeted groups (appraisal) Monthly monitoring (completed) Correspondence with home. Individual appointment with students/parent Tracking of Level 1, 2, 3 cohort reported to BOT monthly meetings.
2015 WHS Actual		2016 WHS Target		2016 WHS Actual (unconfirmed)				
L1	93.9%	L1	90.0%	L1	91.9%			
L2	91.2%	L2	90.0%	L2	94.2%			
L3	88.2%	L3	90.0%	L3	82.9%			
To improve or maintain NCEA Endorsements at Levels 1, 2 & 3						FLs, SLT Teachers, Deans	All Year	
Endorsed with Merit								
	2014 (Actual)	2015 (Actual)	2016 (targets)	2016 (Actual)				
Level 1	48.3%	30.6%	40%	39%				
Level 2	22.6%	33.3%	22%	24%				
Level 3	28.8%	20.0%	28%	31%				

Endorsed with Excellence					
	2014 (Actual)	2015 (Actual)	2016 (targets)	2016 (Actual)	2017 (Target)
Level 1	15.5%	19.4%	15%	20%	20%
Level 2	14.5%	9.3%	15%	20%	20%
Level 3	22.2%	6.8%	22%	18%	20%

To plan, organise, grow and diversify Trades Academies at Waiheke High School and ensure that the Primary Industries (Level 1 and 2) plus targeted learners will continue to grow into a more established Trade Academy for all.

	2016	2017 Target	2017 Actual
Level 1	6	10	6
Level 2	4	8	4

SLT

All Year

Success with Trades Academy students – 10 students in total
Some targeted students will move into Primary Industries
Trades Academy informally 2017.
No growth of Trade numbers for 2017.

For all students to improve engagement – attendance to 85% across all levels (Years 7 -13)

Attendance officer
DP i/c
attendance

All year

Failed to achieve goal.
High sickness in Terms 2 & 3
Absenteeism of students overseas.

Attendance	
Year 7 – 87.7%	Year 8 – 89.0%
Year 9 - 85.1%	Year 10 – 86.3%
Year 11 – 85.9%	Year 12 – 82.8%
Year 13 – 79.1%	

Critical Career Conversations – Years 10 – 13

SLT
(extended
Careers
Guidance

Across the
year

Timetabled throughout the year
Completed 2 official meetings on critical career conversations
and completed 2 parent/teacher meetings.

Review Junior Curriculum (Years 7 & 8)	FLs	Complete	Review timetable (literacy, numeracy, science, option choices) Junior curriculum reviewed – increased science classes, coding at new elective in Year 9, 2017.
National Standards – Numeracy, Literacy and Writing with Waiheke Community of Learning.	HOFs Waiheke Primary Te Huruhi	All Year	Individualised, personalised tracking sheets established Tracking sheets not completed but information on KAMAR. National Standards information completed. eAsTTle and PAT Years 7 to 10.
2. Engaging Families and Community : Whanaungatanga (Relationships)			
To further develop Gateway programmes (Year 11-13)	Careers	All Year	Further develop Gateway – lead to apprenticeships 5 apprenticeships secured for 2017. Number of Gateway students reduced for 2017 because of notion of ‘double dipping’ etc.
	42	50	
To further develop STAR programmes (Year 10-13)	Related teachers	All year	Provide short, specialist high interest courses for Year 10 students (Tikanga, Hospitality) Develop courses in early childhood, tourism, dairy farming, health science 12 long courses complete 60 short courses
To monitor and review 2016 programmes of study – Harbournet, Te Kura, BYOD, One day School (Gifted & Talented).	SLT Careers e-Learning committee	All Year	Te Kura numbers 2016 – Harbournet – BYOD reviewed – 2016 = 2 classes, 2017 = 4 classes One Day School - ½ day school
Continue with parent education – career conversations, parent training through the digital world.	Principal SLT	4 meetings per year	Completed parent education evening on Careers and outside providers, offered NCEA meeting Critical career conversations – twice Completed review

Careers Semesters/Dreamcatcher – mid-year semester break with parent career providers training.	SLT Careers	June	Semester change over with evening parent meeting with providers
Community of Learning – develop further	Principals of 3 schools	All Year	Memorandum of Waiheke Community of Learning Achievement Plan for three schools completed Staff and Board agreement on Memorandum and Achievement Plan for Waiheke – completed. Advertising positions for WaiCol 2017. Sent to MOE but returned by MOE to populate with more data.
3. Teaching : Akoranga (<i>Practice in the classroom & beyond</i>)			
Develop differentiation in classrooms Exploring pedagogy through practice	All Staff	All Year and ongoing	Inquiry/Appraisal
Develop individualised, personalised programmes for targeted groups	All Staff	All year	Inquiry/Appraisal RTLB Assistance
Te Reo, Tikanga for all staff as per Teacher Registration Criteria and Tātaiako	All staff	All Year	PDL Programme
Develop BYOD programme across BYOD teachers and wider staff (MOE contract)	eLearning committee	All year	2 x staff training days completed Yrs 7-10 BYOD class at each level
4. Leading and Managing : Rangatiratanga (<i>Leadership</i>)			
That the Head of Faculties change titles to Leader of Learning and embrace the cultural shift, e.g. teacher training	SLT Principal	All year	“Leading from the Middle” – PDL Renamed Faculty Leaders

Create learning and teaching pedagogy across curriculum enrichment and develop how the school does this in an holistic, dynamic way –	Principal		Review and planning Where is it happening and how is it happening? Appraisal Show and Tell Target Group Teaching Maori as Maori
5. School Culture : Manaakitanga (Values: integrity, trust, sincerity, equity)			
To increase the role of Form Teachers through a Deans' Programme of pastoral care.	Deans	All year	Meeting form teachers – fortnightly Not completed to 2017
To complete a uniform review	SLT Student council	Term 1	To review uniform “below the knee, above the neck”
Complete a Canteen review	Student council	Term 1	Completed in Term 1
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	Encouraging and developing student voice Completed
Further development of 5 student led committees	Prefects	All Year	Minutes kept Strategic Plan developed - underdeveloped

Complete 2 nd Year of PB4L Training (MOE)	PB4L Team	All Year	Roll out to whole school – lost momentum. Back on track in 2017
Staff-wide Restorative Practices training (MOE)	Restorative Team	All Year	Roll out to whole school Completed – ongoing 2017
6. Governance: Kawanatanga			
To update and develop through review school charter, strategic plan and annual plan	BOT	Term 1	Completed
To update and develop through review school policies along an annual time line	BOT	Term 1	Timeline finalised and in place
To develop Health & Safety through Vulnerable Children’s Act and new Health & Safety legislation	BOT	Term 1	Manual (Health & Safety) Staff Manual – induction Committee – monthly meetings Procedures and Policies formulated.
A strategic property management plan established with an Annual Plan of Work	BOT	Term 1	Delayed but in place 2017
The BOT considers and develops succession planning for trustees	BOT	Term 1 & 2	Ongoing