

**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 combing 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.*

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| 1. Student Learning : Akoranga *(Practice in the classroom & beyond)*

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. |
| 1. Engaging Families and Community : Whanaungatanga *(Relationships)*

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. |
| 1. Teaching : Akoranga *(Practice in the classroom & beyond)*

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. |
| 1. Leading and Managing : Rangatiratanga *(Leadership)*

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. |
| 1. School Culture : Manaakitanga *(Values: integrity, trust, sincerity, equity)*

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. |
| 1. 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. |

**Academic Strategic Plan 2016-2020**

**1. Student Learning (Akoranga)**

1. 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 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.*
* *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.*
1. 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)**

1. 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)**

1. Strategic Goal – develop a PDL programme for increasing achievement in writing from Years 7-13 (WaiCol)
2. Strategic Goal – develop quality of inquiry within appraisal practices (WaiCol)
3. 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)**

1. Strategic Goal – growing leadership capability across and in school.

**5. School Culture (Manaakitanga)**

1. Strategic Goal – to increase number of inter House events.
2. Strategic Goal – to develop student voice in and across the school.

**6. Governance (Kawangatanga)**

1. Strategic Goal – to develop a Fundraising plan
2. Strategic Goal – to maintain and develop current BOT policies, procedures and practices
3. 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**

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| **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.

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| **2016 WHS Actual** | **2017 WHS****Target** | **2017 WHS****Actual** | **2018 WHS****Target** |
| 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% |

 | FLsSLTTeachersDeans | All Year | On track |
| To improve or maintain NCEA Endorsements at Levels 1, 2 & 3 | FLs, SLTTeachers,Deans | All Year | On track |
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| **Endorsed with Merit** |
| Level 1 | **2014 (Actual)** | **2015 (Actual)** | **2016 (Actual)** | **2017 (Target)** | **2017 (Actual)** | **2018 (Target)** |
| 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% |

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| **Endorsed with Excellence** |
| Level 1 | **2014 (Actual)** | **2015 (Actual)** | **2016 (Actual)** | **2017 (Target)** | **2017 (Actual)** | **2018 (Target)** |
| 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% |

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| To increase the number of University Entrances

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| **2015****Actual** | **2016** **Actual** | **2017****Target** | **2017****Actual** | **2018****Target** |
| 60.1% | 52.2% | 61% | 67.3% | 70% |

 | SLTFLs | All Year | On track |
| For all students to improve engagement – attendance to 87% across all levels/cohorts (Years 7 -13) for 2018

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| **2016****Actual** | **2017****Target** | **2017****Actual** | **2018****Target** |
| 85% | 87% | 83% | 85% |

 | Attendance officerDP i/c attendance | All year | On track |
| Critical Career Conversations – Years 10 – 13 | SLT (extendedCareersGuidance | Across the year | New reporting system e.g. reporting on key competencies, establishing teacher/student voice reports. |
| To develop and plan for achievement challenges for WaiCol – writing, special needs | FLsWaiheke PrimaryTe Huruhi | All Year | Professional experts appointed – 2 groups, Years 7-10 and Years 11-13.PDL annual plan established |
| 1. **Engaging Families and Community : Whanaungatanga *(Relationships)***
 |
| Continue with parent education – career conversations, parent training through the digital world.More on achievement in newsletters, Facebook and other forms social media, publications. | PrincipalSLTFundraising & Marketing manager |  | BOT appointed Fundraising and Marketing Manager (2 days per week). |
| 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 | SLTBOT |  | BOT discussions to organise plan |
| To develop a plan to understand and address issues around the declining School roll. | BOT |  |  |
| 1. **Teaching : Akoranga *(Practice in the classroom & beyond)***
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| Develop differentiation in classroomsExploring pedagogy through practice | All Staff | All Year | WaiCol – expert providersOngoing |
| 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, mihi and whakatoki.Phrase of the weekTe Tiriti Policy - ongoing |
| Develop cultural competencies and cultural responsive pedagogy across teaching staff (Te Taiako) | SLT(extended) | All year |  |
| Develop BYOD programme across BYOD teachers and wider staff  | eLearning committee | All year | Google suite – trainingOngoing |
| 1. **Leading and Managing : Rangatiratanga *(Leadership)***
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| Growing and developing leadership opportunities across the school. | All | Ongoing | Student leadership opportunitiesESLTWaiCol – Community of Learning |
| 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 |  |
| 1. **School Culture : Manaakitanga *(Values: integrity, trust, sincerity, equity)***
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| To increase the role of Whanau Teachers through a Deans’ Programme of pastoral care. | Deans | All year | On track |
| 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 |
| Further development of 5 student led committees | Prefects | All Year | Embedding |
| To develop PB4L (Positive Behaviour for Learning) | Deans | All Year |  |
| To develop and empower staff using Restorative Practice and to communicate restorative practice with the wider school community | ELSTDeans | All Year |  |
| 1. **Governance: Kawanatanga**
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| To update and develop through review school charter, strategic plan and annual plan | BOT | Term 1 | More work required |
| To update and develop through review school policies along an annual time line | BOTPrincipal | Term 1 | On track |
| To develop Health & Safety through Vulnerable Children’s Act and new Health & Safety legislation | BOTPrincipal | Term 1 | On track |
| A strategic property management plan established with an Annual Plan of Work | BOTPrincipal | Term 1 – Term 4 | On trackHealth & Safety Manual updated |
| The BOT considers and develops succession planning for trustees | BOT | Term 1 & 2 | No – needs to be considered by the BOT |
| The BOT considers and develops a fund raising strategy for the partial rebuild. | BOT | Ongoing | Tim Kay appointed – Director of Fundraising and Marketing |
| 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 heldStrategic Plan embedding Te Reo in Senior school at Waiheke High School. |

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| **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% |  |