

Annual Implementation Plan 2024

Vision

Inspired learners. Proud contributors.

Whakataukī

Whāia te pae tawhiti. Pursue your goals to the furthest horizon.

Mission

Waiheke High School will inspire pride. We are the waka that guides our rangatahi on their individual journey to success.

Core Values

Island Based:

Our character reflects that of our island; a unique place with a strong identity. We are proud of our connection with our environment and our diverse community.

Treaty Partners:

We understand and honour the principles of Te Tiriti o Waitangi and this bicultural foundation is evident in all of our actions and decision making.

Open and Diverse:

Our school culture is about embracing uniqueness, inclusiveness and diversity. We understand that success is different for every student.

Great performers, holistic educators:

We deliver great results through engaging and meaningful education to all students, not only curriculum based but also values and life-skills based.

Strategic Goal 1: Island Based Waiheke High School is an inspiring island based school for tamariki, teachers, whānau and the community.				
Annual Goals		Expected Outcomes		
Students are engaged in school wide opportunities that embrace the Waiheke WISE culture		Students represent their houses across a range of disciplines Students are recognised for living the WISE values		
SLT grow leadership opportunities for staff members across the school		All leaders understand their roles and how each of these works to contribute to the greater whole All leaders are continuously developing their ability to lead within their school context		
Actions	Accountability	Resourcing	Timeframe	Measurement
House leaders and prefects create an additional new event for 2024 which is based around high participation	House Leads Prefects	Whanau times	2 per term	A minimum of 8 inter house events occur in 2024
Regularly celebrate WISE recognitions in assemblies	ROS Deans	Certificates renewed	2 per term	Celebrate these in assemblies with certificates and phone calls home
Create digital representations of house points to create more of a buzz around getting WISE points	KNI	Money Time	Ready for the end of T1	Trends reflect increasing numbers of recognitions as the year goes by
Trial 'my mahi' as an integrated platform for recognitions	ROS	Cost for 'mymahi'	Trial runs for T3 and T4	Pilot with year 7 and 8 with a view to roll out into other years if successful
Clarify responsibilities of leadership positions by reviewing all job descriptions for fitness for purpose	FLU	-	All staff by end of year	All JDs are fit for purpose in consultation with incumbents as required
Support a focus on leadership	SLT	-	End of year	Middle leaders PGC reviews include development in areas of leadership in line with professional standards and JDs
Professional development opportunities are offered to develop leadership skills	SLT	PLD fund Time	End of year	All middle leaders have completed a training programme for leadership

Strategic Goal 2: Treaty Partners Waiheke High School understands and honours the principles of Te Tiriti o Waitangi and this bicultural foundation is evident in all of our actions and decision making.				
Annual Goals		Expected Outcomes		
Students are learning Te Ao Māori in bicultural classrooms		All students understand and apply basic tikanga Māori in their day to day school lives		
Teachers develop Aotearoa/New Zealand content across the curriculum		Localised content is evident in unit plans in every learning area throughout the school		
Teachers are provided professional development opportunities to improve Te Reo Māori and Tikanga		Staff are able to readily take part in karakia and waiata in a culturally appropriate way		
Actions	Accountability	Resourcing	Timeframe	Measurement
Students will be offered support in learning karakia, waiata and associated customs around the use of these taonga	FLU	Assembly and whanau	End of year	Students know an opening and closing karakia by heart and can powerfully deliver at least 2 waiata by heart
Each teacher will deliver a unit of work based on localised curriculum to every class	SLT HoFs	Faculty PLD NCEA change days	During the year	At least one unit plan is developed, delivered and reviewed for each learning area at each year level with intentional use of localised learning contexts
Teachers will be offered support in learning karakia, waiata and associated customs around the use of these taonga	FLU	Staff briefing time	Ready for the matariki festival	Staff know an opening and closing karakia by heart and can powerfully deliver at least 2 waiata by heart

Strategic Goal 3: Open and Diverse Waiheke High School's culture embraces uniqueness, inclusiveness and diversity. We understand that success is different for every student.				
Annual Goals		Expected Outcomes		
To develop student voice and agency		Student leadership is evident within the school and student leaders have a voice in strategic decision making processes		
Students feel safe from racism, bullying and discrimination		All students at Waiheke High School feel gradually safer from racism, bullying and discrimination. Staff consistently document and manage situations which involve students being unsafe		
Staff develop practice to actively remove barriers to learning (especially for neurodiverse learners)		All teachers know common strategies for helping neurodiverse learners and apply these in everyday practice		
Actions	Accountability	Resourcing	Timeframe	Measurement
Prefects take responsibility to design and lead full school events such as assemblies and inter house events	ROS	Intervals Assemblies	Ongoing	Prefects develop and carry out 4 inter house events in line with strategic goal 1
Student leadership committee is formed to provide student voice into strategic decision making	FLU	Lunchtimes	Term 2 onward	Committee pilot runs for 2024; review at end of year and develop further for 2025
A consistent anti-bullying strategy is developed, documented and consistently applied by all staff	MUS Deans	Time PLD funding	Term 3 onward	Student voice surveys show an improvement in safety from racism, bullying and discrimination
A full review of KAMAR pastoral systems occur and the consequent streamlined processes is implemented	MUS Deans	Time PLD funding	Term 3 onward	Staff feedback more engagement and a higher understanding of processes
Targeted Professional Development (based on demographics of our learning diversity register) is delivered to develop staff knowledge and implementation of pedagogies which remove barriers to learning	KNI CAM	Full staff PLD Faculty PLD	Term 2 onward	Staff surveys shows increased implementation of teaching strategies which remove barriers % Not Achieved of neuro-divergent students is equal to school averages

Strategic Goal 4: Great performers, holistic educators Waiheke High School will proudly have inspired learners and proud contributors who will connect with each other, their teachers, their whānau and their motu.				
Annual Goals		Expected Outcomes		
Move assessment and reporting in the junior school to progression based reporting		Assessment and reporting in the junior school is aligned to the curriculum for all learning areas		
Develop a shared pedagogy around learning progressions and driving student agency		Assessment in the junior school is used to inform pedagogy, differentiate learning, and empower students to use agency in decisions around their learning		
Collaboratively create an overall property masterplan which envisions our ideal future and informs our resourcing moving forward		Our buildings and grounds are fit for purpose, allow for high quality learning, and inspire pride in our school		
Enhance NCEA outcomes for students at Waiheke High School		Numbers of Excellence and Merit endorsements are above national averages and comparable school averages		
Actions	Accountability	Resourcing	Timeframe	Measurement
Heads of Faculty will align their syllabus, assessments and reporting to appropriate curriculum levels	ROS, KNI, HoFs	HoF meetings Time release	By years end	Formal reporting is based around curriculum levels in years 7 to 10
Staff develop their pedagogy around learning progressions and student agency	ROS HoFs	Faculty PLD Full staff PLD	By years end	Staff voice shows a greater ability to empower student agency in learning
Staff develop their ability to differentiate appropriately for the full range of learners in their classes	ROS HoFs	Faculty PLD Full staff PLD	By years end	Staff voice shows a greater ability to differentiate material within a class
Consultation to create a 10 year masterplan for property takes place and budgets are set to achieve first aims	WHE	Money	By years end	Masterplan for property is created and budgets are aligned to goals for 2025
Identify and then publicly celebrate and reward Excellence and Merit recipients through the year	FLU KNI	Assemblies Money	Starting Term 1	The overall proportion of Excellence and Merit grades improves in 2024