



## Analysis of Variance of Annual Plan 2021

Strategic Goal: Fostering the Well being of each child and staff member is at the heart of our actions

Annual Goals	Actions	What did we do and how did this go?	What next?
<p><b>We will:</b></p> <p>Foster a culture that encourages people to manage themselves and their learning</p> <p>Encourage a 'can do' attitude</p> <p>Focus on Intrinsic motivation and encourage problem solving and inquiring minds</p> <p>Create safe and secure environment for risk taking</p> <p>Demonstrate Ako</p> <p>Providing lots of different opportunities</p>	<ul style="list-style-type: none"> <li>Embed restorative practice ( inappropriate behaviour is also a learning opportunity)</li> <li>Embed ( through DATs )and make much more visible our values (as determined by consultation late 2019 ) through focussed teaching <i>Manaakitanga ( being kind and hospitable), Kotahitanga ( sense of unity), Manawanuitanga ( sense of determination) <u>making our values visible</u></i></li> <li>Value, promote and celebrate Individuality and uniqueness - celebrate progress as well as achievement ( HERO)</li> <li>Continue to develop a sequential approach through our year levels towards 'self managing 'learners.</li> </ul>	<p>Our focus on restorative practice continues. We have a focus on students having a successful time at school which is also part of a restorative picture - some children take a while to build to a full day.</p> <p>Also 'Pick a path' as a strategy has emerged( thanks to our DP) - where children as part of the interview process share other pathways that they could have taken.</p> <p>Strategies to raise the profile of values:</p> <ul style="list-style-type: none"> <li>Team focus on a different value each term</li> <li>HERO posts - tags</li> <li>Language of values much more prevalent- principals awards at assemblies</li> </ul> <p>Using HERO as a reporting medium has transformed reporting. Student voice in assessments is developing and the posts are much more child centric than reporting centric.</p> <p>Magpie day at Shannon was pivotal in this development - at every level of the school self managing (in terms of task</p>	<p>Continue to develop the concept of pick and path</p> <p>Continue to make this a focus... around school displays?</p> <p>Develop student voice through the learning contexts as well.</p>

	<p><a href="#">P&amp;H Triangle MASTER Doc 27.2.18 (Levin North School with C21 Learning LTD)</a></p> <ul style="list-style-type: none"> <li>Further develop self managing learners through the implementation of Pause Breathe Smile PLD ( <a href="https://pausebreathesmile.nz/">https://pausebreathesmile.nz/</a>) - (7 KA schools undertaking this PLD) link to Restorative practice</li> <li>Demonstrate through the 'professional growth cycle' that teachers are also self managing learners - concept of Ako</li> <li>Teachers and support staff will have learning opportunities opportunities to develop their capabilities commensurate with school direction</li> <li>Demonstrate cultural diversity ( to embrace and celebrate all cultures in our school)</li> <li>Learning contexts will be engaging ( NZCER 2020)</li> </ul>	<p>completion at this stage) is a focus in an age appropriate way.</p> <p>We started Pause breathe, smile with a hiss and a roar but found it was a bit prescriptive for some of the teachers. We took things that worked at each level of the school for our 'way of being' from it such as the 'zones of regulation' - not sure if this language is still being used.</p> <p><a href="#">Staff meeting : Professional Growth Cycle</a>- as a school we have discussed the professional growth cycle and determined what would be relevant for our school- this needs to be finished however as Covid struck again in the middle!</p> <p>Teaching and school practices survey <a href="#">TSP summary: 2021</a></p> <p>This is developing well across the school... lots of cultures represented...in contexts and activities.</p> <p>Me and my school results. These are reviewed with any areas for development addressed in the 2022 annual plan. <a href="#">Me and My School 2021</a></p>	<p>Finish this document - last section...</p> <p>Need to develop: a common understanding of teaching as inquiry Assessment for learning more thoroughly</p>
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Strategic Goal: Continue to develop educationally powerful connections with iwi, whanau and parents			
Annual Goal	Actions		
<p>We will:</p> <p>Respect cultural differences and engage whanau</p>	<ul style="list-style-type: none"> <li>Share learning with whanau on an ongoing basis through the use of digital technologies (See saw, HERO posts- plan to be developed) )</li> <li>Work with the Kahui Ako ASL to work with our pacifica students and their families - establish a focus group</li> </ul>	<p><a href="#">2021 CLASSROOMS AFTER COVID</a></p> <p>We have not established an individual pacifica group for North school but support and work with the mahi of our Kahui Ako who organised a very</p>	

<p>Encourage whanau involvement in their child's learning</p> <p>Continue to develop our school being part of the wider community</p> <p>Have an open door policy</p>	<ul style="list-style-type: none"> <li>• Maximise communication through face to face conversations, phone conversations, facebook, school app , website and good old fashioned newsletter.</li> <li>• Parent/ whanau information evenings: use of HERO, approaches to learning, how you can help</li> <li>• Survey our community to seek feedback on 2021 school developments and future developments ( their voice)</li> <li>• Offer Reading Recovery ( identified from Observational surveys) and Reading Together ( targeted children and families and whoever is interested).</li> <li>• Be involved in and supportive of wider education community events ( Kahui Ako)</li> <li>• Working alongside Muaūpoko for cultural guidance in school operations and events.</li> </ul>	<p>successful Talanoa. A summary of findings from this have been shared.</p> <p>Information evenings....We had one information evening but others planned had to be shelved due to Covid.</p> <p>Reading Recovery was offered again this year and it was a training year for another of our junior school teachers. She will be in the role for 2022 so that the skills she has learned can be embedded.</p> <p>Our teachers continue to be involved in Kahui Ako events much more through an online environment this year.</p> <p>This year was the first year that we had a Powhiri with Muaūpoko Tutaru group and we hope that this will be an ongoing event.</p> <p>All staff also attended the Iwi T only day. Each teacher chose something that they were interested in about our local area to learn more about. As a result our teachers have developed a rongoa garden by room 14.</p>	<p>Continue RR in 2022- pilot Lteracy groups for those who have just missed out on RR.</p>
<p>Strategic Goal: Individualised learning and engaged students who have a strong voice in their own <i>learning</i></p>			
<p>Annual Goal</p>	<p>Actions</p>		
<p>We will:</p> <p>Ensure education for our Tamariki is holistic and contextualised in a rich localised curriculum which links to an ever-changing world</p>	<p>Learning contexts:</p> <ul style="list-style-type: none"> <li>• Reflect local content ( Muaūpoko tanga) and the cultures within our school</li> <li>• Meet the needs of the learners ( interest and capability)</li> <li>• Recognise that each child is a person not just a head on shoulders ( Sir Ken Robinson)</li> </ul>	<p>We have a 'never ending' focus on trying to ensure that all teaching meets the needs of the learners and that this is not just about academic needs. Are we perfect... NO... but do we improve every year... YES.</p>	

Take a holistic approach to education	<ul style="list-style-type: none"> <li>Clearly articulate the Levin North Curriculum approach - what matters...</li> </ul>		
<p>We will:</p> <p>Continue to develop the reporting of student learning with students and parents by effective use of our HERO portal.</p>	<ul style="list-style-type: none"> <li>Implement the 2021 development plan and reporting schedule to use HERO as an online, real-time 2 way reporting tool</li> <li>Monitor the impact of HERO writing on student achievement ( Plan to be developed)</li> <li>Continue to support staff knowledge and consistency in understanding of how best to use HERO to inform teaching and learning, reporting to parents and celebrating learning.</li> <li>Develop children's learning journeys from NE to Y6 and begin to teach children from Y5-6 how to set their own goals, log into HERO and post evidence of their own work.</li> <li>Hold parent information evenings, and provide information (including on the website) about how to log in, read curriculum dials, progress charts,</li> <li>Seek feedback from both staff, students and whanau to iron out any problems, tweak our system and customise the HERO site to Levin North School needs</li> </ul>	<p>Maths and writing happening and reading will be developed and in use in term 1 of 2022. The detailed plan link is below but in summary the use of HERO has transformed our reporting to parents, the workload of teachers and the richness ( colour) of the information shared. Every scheduled post includes a photo and increasingly statements from the children.</p> <p>We continue to track parental engagement in the process ( a feature of HERO) and collate anecdotal feedback whenever possible.</p> <p><a href="#">HERO roll out 2021...</a> - This plan also included 2022 developments.</p>	Reading 2022
<p>We will:</p> <p>Raise achievement for our identified priority learners.</p>	<ul style="list-style-type: none"> <li>Set Achievement goals for priority learners for 2021 , using end of 2020 information</li> <li>Individual teachers in teams to identify their priority learners ( in mathematics linked to HERO development and needs)</li> <li>Teachers will be able to clearly demonstrate who their 'target' learners are, what steps are being taken to address their needs e.g. effective use of grouping, learning intentions and success criteria and the impact of these</li> <li>Continue tracking progress and identifying shifts in achievement in PAT Scale Scores ( Mathematics and STAR)</li> <li>Continue to refine our approach to teaching phonics as part of literacy in the junior school</li> </ul>	<p><a href="#">Mid Year Summary: Writing progress at Levin North</a> - see this link groups are progressing more than previously</p> <p><a href="#">Maths Target learners 2021</a> - see link generally good progress.</p> <p>The teaching of phonics not just in the junior school but across the school in general has been more to the fore. This has come about from more in depth knowledge of each learners capabilities in part from our dyslexia screening and subsequent use of Steps Web but also an increase in teacher capability in recognising the need and knowing what to do about it.</p>	<p>Continue to collect school wide data from HERO to monitor the impact of teaching.</p> <p>BSLA is being introduced in 2022.</p>

	<ul style="list-style-type: none"> <li>• Embed the use of learning criteria in HERO writing across the school ( see HERO roll out plan)</li> <li>• Complete the development of Maths criteria in HERO ( Maths team) ( see HERO roll out plan)</li> <li>• Implement the use of HERO maths criteria ( see HERO roll out plan)</li> <li>• Begin to develop Reading criteria ( see HERO roll out plan)</li> <li>• External support and interventions are actioned for those relevant priority learners. (Reading Recovery, RTLB and RT Lit referrals,)</li> <li>• Reporting to BOT to focus on progress of selected cohort using a variety of assessments ( Steps web, Reading wedges, HERO writing samples)</li> </ul>	<p>Steps web usage and individual student improvement is tracked and monitored closely and in term four a decision was made that ALL students in years 2 and up would be engaged with the programme every day. This was done for a couple of reasons. One being that those who really needed it felt embarrassed by this need, particularly further up the school AND in those classes where teachers had decided to make it a normal part of the everyday programme for all kids, nearly all made accelerated progress.</p> <p>Principal reports include this information.</p>	<p>Steps Web will continue to be used for all learners.</p>
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**Strategic Goal: Ensure education is future focussed.**

Annual Goal	Actions		
<p>We will:</p> <p>Ensure that students at Levin North School understand the world they live in and how they can make a difference to their world</p>	<ul style="list-style-type: none"> <li>• Learning Contexts will be authentic and have a real world focus</li> <li>• Focus on develop Key Competencies( NZC) as part of our approach to learning - in line with current curriculum expectations</li> <li>• Develop understanding of what it means to be a Global citizen</li> <li>• Create opportunities for our tamariki to build an understanding of global and international issues, whilst understanding our unique place here in Taitoko</li> <li>• Develop a better understanding of living and being in Aotearoa New Zealand and how we contribute</li> <li>• Connect our students to local community projects</li> </ul>	<p>It would be fair to say that this area in our annual plan was not addressed as it would have been in a non Covid year.</p> <p>Teachers did their best to give learning contexts an authenticity and this came through with some of the online learning activities.</p> <p>When possible children were involved in local actions... taking care of the local park for example.</p> <p>Many of these goals will roll over to 2022</p>	<p>Keep this as a focus.. Strong link to Manaiakalani kaupapa..</p>

**Strategic Goal: Te hauora me te orangatanga o te pūtea:**

**Financial health Sustainable budget that ensures students are engaged, effective teaching, and strong relationships.**

Annual Goal	Actions		
<p>To ensure budget priorities and spending reflect the philosophy and needs of the school</p>	<ul style="list-style-type: none"> <li>Principal and BOT finance person meet regularly to monitor spending</li> <li>Reprioritise where necessary to meet needs</li> </ul>	<p>The impact of having an accountant on our board has been phenomenal not only in terms of streamlining our processes but in ensuring that we actually receive the monies that are promised to us from various sources ( including MoE).</p> <p>She has also been instrumental in helping our executive officer to become more capable in using Xero streamlining invoicing and payments.</p> <p>As a result of this I believe that we have had the most successful financial year to date; ending up with a small surplus which can now go to completion of building maintenance and upgrading our internet infrastructure.</p> <p>Our board accountant liaises closely with AFS and has continued to work closely with the principal.</p>	<p><b>This process will continue in 2022.</b></p>