



PAEROA COLLEGE

Charter
2018-2020

“Excellence in Everything”

Excelling as a courageous, innovative, can do community

Our Learners will have the **courage, experience, passion** and **skill** to engage in pathways that they can **excel in**.

We will **serve, build** and **maintain positive reciprocal relationships** with **our community**.

Our Teachers will **collaborate and innovate** around a curriculum that focusses on the **learners** and what they need to **succeed**.

Introduction to Paeroa College

Paeroa College is a decile 2, Year 9-13 state co-educational school in the heart of the Hauraki District. It is very much an inclusive, family orientated school of approximately 250 students with some of these being the third generation of their family to attend. Our students come from a range of backgrounds and just less than half identify as Māori with the remainder almost all Pākēhā.

Our motto, **Mahi Tahī Kia Kaha**, reflects our belief that hard work and collective effort will benefit everyone.

Our students are proud of their school. This pride is reflected in the welcoming atmosphere and the beautifully maintained buildings and grounds. The school provides an attractive teaching and learning environment. It has a proven history of academic, sporting and cultural excellence.

Paeroa is a vibrant community with a population of just under 4000. The people of Paeroa take pride in their community and the school benefits from good links with the local council and businesses.

Paeroa College is part of a Kahui Ako with our 8 contributing full Primary schools and Goldfields, our local special needs school. In addition, we also host a Goldfields satellite class on our site.

The local Māori community comprises of four local iwi: Ngāti Hako, Ngāti Tara, Tokanui, and Ngāti Tamaterā.

Our vision – *where we want to get to in the future*

Paeroa College: Excelling as a courageous, innovative, can do community

Our strategic intentions 2018-2020 – *how we will go about realising our vision*

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Values - *the views that influence our actions*

Whaia tōu mana motuhake ki tōna taumata! Pursue your uniqueness to excellence!

Mahi tahi kia kaha! Work together to become stronger!

We are a community! Through our collaboration and hard work we will improve our community, the wider community and individual outcomes within that.

We will meet the learning needs of our diverse groups of students. We will embrace the bicultural heritage of New Zealand and will develop a college that encourages all learners to experience success as culturally centred individuals. As a College we are committed to the values and principles of the Treaty of Waitangi.

We will support all students, staff, family, and whanau to feel a part of our College and community. We will develop our ability to be courageous, positive, innovative and we will always aim for excellence.

Our Individual Profiles

A Learner graduating from Paeroa College will:

- Be literate and numerate
- Know his/her passion
- Make considered decisions
- Have had a broad experience – and demonstrate willingness to try new things (courageous)
- Demonstrate resilience: be able to understand and respond to failure
- Have the tools they need to function independently to be healthy happy adults
- Be able to access the pathway they want to

A staff member at Paeroa College supports learning by:

- Visibly reflective, learning and adaptive
- Will be able to make learning relevant
- Builds strong culturally appropriate relationships with students and adults
- Organised, professional and prepared
- Committed to the principals of the treaty of Waitangi
- Committed to delivering the vision of the school

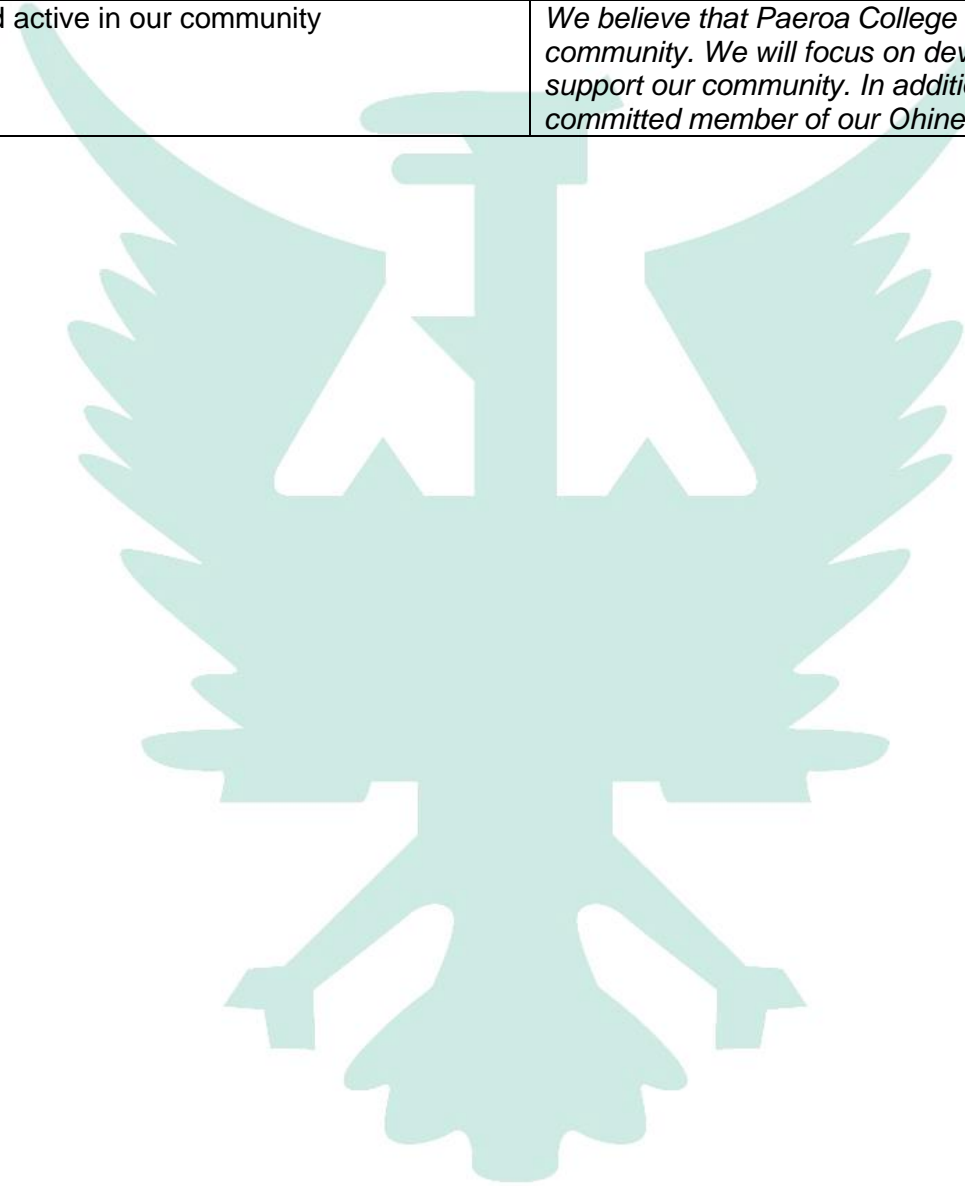
Annual Plan 2018

Targets:

<p>Target 1: All of our boys will be in a strong position to achieve L2 at the end of 2019</p> <ul style="list-style-type: none"> - 3 HLN boys coming into Y11 will have a specific focus around achieving their L1 LIT, NUM and an additional 10 L2 credits - A group of 5 boys have been identified as at risk of not achieving their L1. They will each at least achieve L1. 	<p><i>The cohort coming into Y11 this year has a higher number of at risk boys than 2017, including three HLN students. A realistic, targeted programme for these students will enable them to achieve at an appropriate level.</i></p>
<p>Target 2: In 2017 46% of our students achieved NCEA L2 with an endorsement. We will focus on increasing this level to 65% in 2018.</p>	<p><i>This target refines the 2017 focus on Vocational Pathways. We intend on providing all students with the best possible exit plan and by expecting more than achievement we will stretch the College focus. The endorsements we are targeting are either Vocational Pathways awards, Merit or Excellence endorsement or subject endorsements depending on the individual student's personal goal.</i></p>
<p>Target 3: All senior school leavers will have a clear and established pathway that they will enter upon leaving College.</p>	<p><i>As a College we recognise that the students' future is dependent on life-long learning – supporting all students to exit into either education, apprenticeships or meaningful employment is our goal for 2018.</i></p>
<p>Target 4: Writing within the Junior School. All learners will be at Level 4 or higher of the curriculum for writing.</p>	<p><i>We have developed a new process around making judgement of students' levels of writing. We will be using our understanding from this process to be able to make more specific decisions to improve outcomes for learners</i></p>
<p>Target 5: Our teaching staff will be increasingly innovative, collaborative and engaged in professional development.</p>	<p><i>We will focus on teachers having an individualised development plan to support them to develop both 'the skill' and 'the will' to enable them to support our learning community's development.</i></p>

Target 6: We will be visible and active in our community

We believe that Paeroa College is a part of the Paeroa College community. We will focus on developing our visibility and actions to support our community. In addition, we will be an active and committed member of our Ohinemuri Kahui Ako.



Our Learners will have the courage, experience, passion and skill to engage in pathways that they can excel in.

Intent	Action	Person	Related Target
Improve our provision for Work Experience and Community Engagement Opportunities	Whole School Community Service day arranged for February 16 th	Ha	1,3,6
	Portfolio of engagement in community projects – Battle of the Streets, Highland Games, Rotary projects, Bluelight, Positive Paeroa and others	Ha Share plan Term 1 Report back Term 3	1,3,6
	Work experience plan for Juniors developed – all Y9 and 10 experience at least one work day and targeted students experience pre-Gateway ongoing work experience	Cm	3,4
	Junior Council and Senior Council to each identify one specific additional community service project to engage in	Ha	
Develop our Pathway planning process and track against it	Develop students' ability to track their progress against individual goals in the Junior School	Junior School Team	4
	Develop and document course selection process to align better with pathways planning and allow for better transition between year levels and exit from school	Senior School Team – ongoing report available	1,2,3,4
	Develop and document into Academic Tutoring the ability to track progress towards pathway goal particularly in Y12 and Y13		
	Develop tracking of leavers to better understand: - Where students are on exit, after 6 and 18 months of leaving - Alignment of students destination with pathways goal	Summary report at end of year	3
Refine and improve academic tutoring and our Learner Journal	Develop more consistency across Senior and Junior school across Learner Journal	Ym, Cm	1,2,4
			5

	<p>Systematically improve process for sharing learner journals within school</p> <p>Continue process of developing, refining and improving Academic Tutoring to support better buy in from families, whanau, students and our collective community</p>	<p>Ym, Cm Learner Journal to BoT for review May 2018</p> <p>Ym, Cm Whanau feedback collected T3 2018</p>	1,2,4,6
Support students to improve resilience	Support students to develop a toolkit to manage experiences of failure and develop strategies to manage – specifically in Y10 and 11 as a pilot joint project	Cm, Ym Report end of T3	1,4
Develop our understanding around how to 'stretch' potentially high achieving boys	<p>We have identified that a barrier to some of our boys is their own buy in to achieving endorsement particularly at L1 and L2.</p> <p>We will investigate what is happening with both boys who have finished not achieving an endorsement and those that have achieved an endorsement.</p> <p>As a result of this investigation we will trial a number of actions to be confirmed.</p>	Ym Report end of T2	1,2
	We have identified specific cohort groups going into Y11 and will action and document a personalised approach to students' learning through our Academic Tutoring process	Ym	1

We will serve, build and maintain positive reciprocal relationships with our community.

<p>We will be visibly bicultural</p>	<p>We will focus on building a team that will lead:</p> <p>The school environment will reflect our bicultural heritage through:</p> <ul style="list-style-type: none"> - Increased signage in te reo Maori - A visible and known haka - A strong focus on Te wiki o Te Reo Maori <p>Our curriculum will reflect our bicultural heritage through:</p> <ul style="list-style-type: none"> - The creation of new Te Reo Maori and Te Ao Maori curriculum - Our Junior curriculum offered at times in Te Reo Maori - Engagement with Te Wananga o Aotearoa to offer Academies <p>Our school culture will reflect our bicultural heritage through:</p> <ul style="list-style-type: none"> - More regular engagement with local marae and whanau hui - Maori awards evening - A focus on our staff building cultural relationships for responsive pedagogy through our kahui ako development focus 	<p>BI</p> <p>Report to board every third meeting on progress</p>	<p>1-6</p>
<p>We will broaden our community engagement</p>	<p>We will increase the use of school facilities by groups new to the school both in and outside of school hours – 1 group per term</p> <p>We will establish a 'PTA' as a new fundraising and community engagement group</p>	<p>Ha Evidence from diary</p> <p>Ha Regular minutes from meetings</p>	<p>6</p> <p>6</p>
<p>We will celebrate and be part of our community success</p>	<p>We will celebrate our success at every opportunity</p> <p>We will use our sign to promote the community and our school effectively</p> <p>We will develop our branding around the frontage of the school</p>	<p>BI</p> <p>BI/Ha</p> <p>Ha</p>	<p>6</p>

Be active in our Kahui Ako	<p>We will provide expert short courses of study for our Kahui Ako schools Term 2 and 3</p> <p>We will engage in the Kahui Ako leadership process</p> <p>We will commit to the goals of the Kahui Ako achievement challenge</p>	<p>Ha</p> <p>BI Feedback from Kahui Ako hui</p> <p>BI/SLT</p>	<p>6</p> <p>6</p> <p>6</p>
Enviroschools	We will develop a plan to support our goal of achieving Enviroschools bronze this year	Po/An/BI	

Our Teachers will collaborate and innovate around a curriculum that focusses on the learners and what they need to succeed.

<p>Our teachers will individually learn and support our school to collaboratively learn</p>	<p>Teachers will complete a rigorous inquiry project</p> <ul style="list-style-type: none"> - We will re-explore an inquiry model - Teachers will meet regularly with the Principal and identify and follow through on Professional Learning goals <p>Every teacher will be part of a collaborative team focussed on co constructing better outcomes for students</p> <ul style="list-style-type: none"> - Junior school team - Senior AT year level teams - Primary tech team <p>We will work to develop a good understanding of our individual strengths and gaps and put in place support to enable better outcomes</p> <p>A mentoring system for beginning teachers and teachers new to the school will be developed</p> <p>A team of part time teachers will be developed to support their work and communication around our culture</p>	<p>BI</p> <p>SLT</p> <p>BI</p> <p>BI</p> <p>Ha</p> <p>Ha</p>	<p>5</p>
<p>We will build our capacity around cultural responsiveness</p>	<p>We will engage with our Kahui Ako and Poutama Pounamu to increase a focus on building cultural relationships for responsive pedagogy.</p>	<p>BI</p>	<p>5</p>
<p>We will become better teachers of writing</p>	<p>We will focus with our expert partner on developing our understanding of teaching writing across the school.</p>	<p>BI</p>	<p>5</p>