

# WAITAKI GIRLS' HIGH SCHOOL ANNUAL PLAN 2022

OUR MOTTO: DULCIUS EX ARDUIS - SATISFACTION FROM HARD WORK  
 OUR MISSION: INSPIRING PERSONAL EXCELLENCE IN LEARNING AND LIFE  
 OUR MANTRA: THE WAITAKI WAY - RESPECT, RESPONSIBILITY, RESILIENCE

## GOAL 1: EXCELLENCE IN TEACHING AND LEARNING

We aspire to excellence in teaching and learning by holding high expectations and working together as a community to develop and promote student engagement and achievement. We will ensure that students are equipped with the knowledge and capabilities they need to succeed now and in the future.

TARGET	STRATEGIES	RESPONSIBILITY
1. Every student is engaged, learning and achieving every day: 90% attendance rate for all students.	1. Attendance monitored weekly. 2. Clear process, and consistency from staff, for indicating attendance concerns to pastoral team, students and caregivers. 3. Process for consequences when attendance is below 90% and absenteeism is unjustified. 4. Use local agency support for early intervention.	Attendance Office/ Deans/ SLT All staff  HOLs/Deans/SLT
2. Programmes will meet the learning needs of all students, in particular priority learners.	1. Flexibility in teaching and learning will ensure that every student has the opportunity to succeed in their education. 2. Effective culturally responsive pedagogy and practices will support and promote student engagement and learning. This will include honouring the	All teachers  All staff

	<p>Treaty through partnership, participation and protection with a particular focus on tikanga and language.</p> <p>3. Professional development around:</p> <ul style="list-style-type: none"> <li>- Cultural capabilities</li> <li>- Literacy</li> <li>- Positive Education</li> <li>- Digital fluency</li> <li>- Local curriculum &amp; CPTs (Kahui Ako)</li> </ul> <p>4. Community collaboration and partnerships will support and enrich opportunities for students.</p> <p>5. Maori/Pasifika student achievement tracking.</p>	<p>All teachers</p> <p>All teachers/support staff</p> <p>HOLs/Deans/SLT</p>
<p>3. Senior Student Achievement: NCEA results and endorsements are above the national average:  90% Level 1 achievement  90% Level 2 achievement  90% Level 3 achievement  UE achievement is above the national average.  Excellence and Merit endorsement are above the national average.  Maori/Pasifika Yr 11 - 13 students' achievement at least the same as for other students.</p>	<p>1. All teachers will work with students to find success in their learning and achieve NCEA to their potential.</p> <p>2. BYOD and local curriculum will be utilised to support student engagement.</p> <p>3. Student extension will be provided to support success in Scholarship exams.</p> <p>4. 20th month tracking will monitor students achievement and identify students at risk of not achieving so strategies can be put in place to remedy this.</p> <p>5. Student achievement will be monitored throughout the year, and interventions employed at the earliest possible time, for students requiring additional support.</p> <p>6. Tokoni, our student mentoring</p>	<p>Senior teachers</p> <p>Senior teachers</p> <p>Senior teachers/GATE TIC</p> <p>HOLs/Deans/SLT</p> <p>Maori &amp; Pasifika Liaison staff/Deans/SLT</p> <p>Tokoni teachers</p>

	<p>programme will help students set academic goals and mentors will track student progress towards these.</p> <p>7. Encourage and promote the use of parent portal by students/caregivers as a means to monitor student progress.</p>	SLT/Student Office
<p>4. Junior Student Achievement: By the end of Yr 9, 90% of students will be at or above NZC Level 4 By the end of Yr 10, 90% of students will be at or above NZC Level 5 Maori/Pasifika Yr 9 - 10 students' achievement at least the same as for other students.</p>	<p>1. Core class meetings held termly as a forum for evidence-based discussion and action for students in junior classes.</p> <p>2. Teachers monitor content of work provided to students and make it responsive to the students' needs and abilities. BYOD and local curriculum will be utilised to support student engagement.</p> <p>3. Student achievement will be monitored throughout the year, using LPFs/PACT and interventions employed at the earliest possible time, for students requiring additional support or extension.</p> <p>4. Tokoni, our student mentoring programme will help students set academic goals and mentors will track student progress towards these.</p> <p>5. Encourage and promote the use of parent portal by students/caregivers as a means to monitor student progress.</p> <p>6. Opportunities are provided for extension for GATE students.</p>	<p>Junior teachers/Deans/SLT</p> <p>Junior teachers</p> <p>Junior teachers/Literacy &amp; Numeracy Support staff/Deans</p> <p>Tokoni teachers</p> <p>SLT/Student Office</p> <p>GATE TIC</p>
<p>5. Capabilities for the future world: Key competencies, Waitaki Way</p>	<p>1. Professional development for all staff on the capabilities we want students to</p>	All staff

values, digital fluency and Positive Education tools are part of every learning opportunity.	<ul style="list-style-type: none"> <li>2. All staff use KCs, WW, PE and digital technologies daily with students.</li> <li>3. Visual reminders of capabilities are displayed in every classroom.</li> <li>4. School events use and celebrate KCs, WW, PE.</li> </ul>	<p>All staff</p> <p>All teachers</p> <p>All staff</p>
6. Teachers continually improve their practice.	<ul style="list-style-type: none"> <li>1. Professional development will support teachers to build knowledge and skills in digital fluency, local curriculum, Positive Education and supporting students to strengthen their literacy.</li> <li>2. Kahui ako supports staff to build professional capabilities. Teachers use the teaching inquiry process as an improvement based model.</li> <li>3. Staff have the opportunity to attend professional courses and best practice workshops.</li> </ul>	<p>All staff</p> <p>All teachers/WSLs/Lead Principal</p> <p>All teachers/SLT</p>
<b>GOAL 2: NURTURING WELLBEING</b>		
We aspire to nurture our own and others well being by creating an environment where individuals feel safe, accepted and valued. We will work together to build a school community that encourages positive engagement, relationships and emotions, so that students can flourish in learning and life.		
TARGET	STRATEGIES	RESPONSIBILITY
1. We will provide a safe, positive, nurturing environment, which enables students to be challenged, step out of their comfort zones and make mistakes, creating strong, empowered young women.	<ul style="list-style-type: none"> <li>1. The Waitaki Way of Respect, Responsibility and Resilience is promoted, communicated and integrated into classrooms and school practices.</li> <li>2. Clear systems are in place for managing</li> </ul>	<p>All staff</p> <p>Teachers/Deans/SLT</p>

	<p>behaviour and consequences are followed through for those who do not comply with expectations.</p> <p>3. Strong Pastoral care system will support students to manage challenges which arise, and staff will support students to develop a sense of belonging at WGHS.</p> <p>4. We will take a 'no issue is too small' approach to communicating with students, staff and whanau. Early intervention is the key to successful outcomes.</p> <p>5. Involvement in co- curricular and extracurricular activities is promoted and celebrated.</p> <p>6. Assemblies, whanau time and Tokoni are utilised to reinforce Positive Education practices and the Waitaki Way expectations.</p> <p>7. Students are rewarded with Ducie card signatures for exhibiting the Waitaki Way, which will accumulate to earn bronze, silver and Gold WW badges.</p>	<p>Deans/Counsellor/SLT</p> <p>All staff</p> <p>All staff</p> <p>Teachers/Deans/SLT</p> <p>All staff</p>
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<p>2. Relationships between staff and students will be respectful and positive - because the building of relationships supports the ability of our students to learn.</p>	<ol style="list-style-type: none"> <li>1. Professional development for staff on Positive Education and cultural capabilities.</li> <li>2. Staff use restorative practices when managing student behaviour</li> <li>3. Tokoni mentoring programme takes place fortnightly, supporting staff and students to build positive relationships with one another.</li> <li>4. Increase opportunities and invitations for connection with students and families through school events such as Tokoni mentoring interviews, parent interviews and other school events.</li> </ol>	<p>SLT</p> <p>All staff</p> <p>Tokoni mentors</p> <p>All staff</p> <p>All staff</p>
<p>3. The physical, social and emotional health and wellbeing of students and staff is considered at all times.</p>	<ol style="list-style-type: none"> <li>1. All students take part in a Positive Education programme each week.</li> <li>2. Positive Education and wellbeing are part of staff PLD.</li> <li>3. Decisions made in the day to day life of the school will always consider the wellbeing of students and staff.</li> <li>4. The Pastoral care team will meet regularly to monitor student wellbeing and review school systems.</li> <li>5. We will actively seek and use outside providers support and expertise to support the wellbeing of students and staff.</li> </ol>	<p>Positive Ed &amp; Health teachers</p> <p>All staff</p> <p>SLT</p> <p>SLT/Deans/Guidance Counsellor</p> <p>SLT/Deans/Guidance Counsellor</p>

### GOAL 3: POSITIVE SCHOOL CULTURE

We aspire to build a positive school culture, using our Waitaki Way values to guide the way we live and learn. We have pride in ourselves and our school, we celebrate the effort and successes of one another and we cultivate respect, responsibility and resilience

in all that we do.		
TARGET	STRATEGIES	RESPONSIBILITY
1. Our Waitaki Way values will be reflected in the everyday life of the school.	<ol style="list-style-type: none"> <li>1. The Waitaki Way of Respect, Responsibility and Resilience is promoted, communicated and integrated into classrooms and school practices.</li> <li>2. Assemblies and Tokoni mentoring will promote and celebrate the Waitaki Way.</li> <li>3. Fortnightly Waitaki Way indicator reports will track effort &amp; attitude of students.</li> <li>4. Students will be rewarded with Dulcie card signatures for exhibiting the Waitaki Way and earn WW badges for their efforts.</li> </ol>	<p>WW Consultation Group/All staff</p> <p>Principal/Prefects/Tokoni mentors</p> <p>All teachers</p> <p>All staff</p>
2. Students and staff have a strong sense of belonging at WGHS. Students will take pride in themselves and their school and all will be involved in at least one extracurricular activity and participate in at least one service Activity during the year.	<ol style="list-style-type: none"> <li>1. School systems and processes provide opportunities for all students to be involved and to succeed in their pursuits.</li> <li>2. Inter-house competition promotes house spirit, togetherness and friendly rivalry.</li> <li>3. Uniform expectations will be promoted by staff and adhered to by students.</li> <li>4. Students will learn about the history of our school, including notable ex-students invited in to speak to students about their experiences.</li> <li>5. Promote in whanau/notices/assemblies extracurricular &amp; service opportunities</li> </ol>	<p>SLT/Sports &amp; Arts Coordinators/Business Manager.</p> <p>TIC Houses/House captains/Staff</p> <p>All staff</p> <p>SOS Dept/Principal</p> <p>All staff</p>

	and encourage involvement in these by all students.	
3. Success and effort will be celebrated at every opportunity.	<ol style="list-style-type: none"> <li>1. Assemblies will regularly celebrate student effort and success in academia, culture, sport and service.</li> <li>2. School newsletters and social media will regularly report on the effort and successes of students and staff.</li> <li>3. Regular promotion of WGHS in the community, and in broader media opportunities.</li> </ol>	<p>Principal/Staff</p> <p>All teachers/Newsletter/Website coordinators</p> <p>Principal/Media Liaison</p>
4. Sustainable development of WGHS	<ol style="list-style-type: none"> <li>1. Detailed marketing plan to promote WGHS to our local and wider community, including school visits, print social and visual media, electronic sign and Open Evening programme.</li> <li>2. Build connections with our contributing schools and take opportunities to support and work with them.</li> <li>3. Senior students market WGHS by visiting contributing schools regularly to support their sport programmes.</li> </ol>	<p>Principal/BOT/Director of Boarding</p> <p>Principal/Kahui Ako Lead Principal</p> <p>Principal/Yr 13 students</p>