

PARAPARAUMU BEACH SCHOOL'S STRATEGIC PLAN 2024 - 2026

including ANNUAL PLAN FOR 2025

Our Vision	Together we are lifelong CREST learners	
Our Motto	CARING, SHARING, PREPARING	
Our Values - CREST -	Curiosity. Respect. Excellence. Self Management. Team Work Pātaitai. Manaakitanga. Hiranga. Rangatiratanga. Mahi Tahī	
<u>STRATEGIC GOALS</u>		
<u>GOAL 1: GROWING COMMUNITY -</u> Everyone in our school community feels engaged and valued	<u>GOAL 2: BUILDING GROWTH MINDSET</u> Our school community embraces challenges with perseverance and growth mindset	<u>GOAL 3: ACHIEVING PERSONAL EXCELLENCE-</u> Our school community challenges, encourages and supports each other to achieve excellence across the curriculum and beyond
1.1 Our school works in close partnership with whānau on all matters that affect student wellbeing and learning. 1.2 Te Ao Māori is acknowledged, celebrated and integrated into learning programmes, school processes and practice. 1.3 Our school is a diverse and inclusive community.	2.1 Students are confident learners who launch initiatives, set goals, plan, persevere and adapt. 2.2 Students are confident participants in school processes, their local environment and broader community. 2.3 Our school promotes the importance of developing social relationships, physical activity and other healthy behaviours to support the wellbeing of our school community.	3.1 Our school teaching practices and systems work in partnership with whānau to identify and support each student's needs, abilities and interests. 3.2 Our school encourages and supports the excellence of our kaiako with access to quality professional development, promoting their individual growth as well as the school's strategic priorities. 3.3 Our school community embraces and champions our CREST values.

ANNUAL PLAN FOR 2025

GOAL 1: GROWING COMMUNITY - Everyone in our school community feels engaged and valued

	Key Outcomes	Initiatives to meet Key Outcome	Who will lead this	Measurement
1.1 Our school works in close partnership with whānau on all matters that affect student wellbeing and learning <i>Links to CREST values of RESPECT, EXCELLENCE and TEAMWORK</i>	1.1a COMMUNICATION Clear methods of communication between home and school will be identified, embedded and well-known to all stakeholders	<ul style="list-style-type: none"> Transition to and use of HERO is well communicated and supported for all stakeholders throughout the year Ongoing training is in place for staff to enable full integration of HERO Syndicate communication achieves greater consistency by setting clear expectations. 	Jess Vicki W Marie	Baseline <ul style="list-style-type: none"> Parent survey from 2023 ✓ Parent Focus groups T1 2024 ✓ Mid <ul style="list-style-type: none"> Survey Term 3 2025 End <ul style="list-style-type: none"> Survey Term 3 2026
	1.1b REPORTING PROGRESS & ACHIEVEMENT The school's reporting system will deliver informative progress and achievement updates	<ul style="list-style-type: none"> Develop new expectations with teachers for assessment and reporting, in line with government curriculum changes Use the new HERO platform to address parent concerns (2024) in providing more detailed and personalised student reports. 	Senior staff	Baseline <ul style="list-style-type: none"> Parent/Staff/Student surveys from 2023 ✓ Staff & Parent Focus groups T1 2024 ✓ Mid <ul style="list-style-type: none"> Survey Term 3 2025 End <ul style="list-style-type: none"> Survey Term 3 2026
	1.1c PARENT EDUCATION The school will promote access to parent education opportunities	<ul style="list-style-type: none"> Ensure clear communication of opportunities both at PBS and externally (ongoing) Use newsletters and other parent communications to provide snippets of information e.g. using reporting tools, information on growth mindset etc (ongoing) 	Jess Kahui WSL	Baseline <ul style="list-style-type: none"> 2024 survey ✓ Mid/ongoing/End <ul style="list-style-type: none"> Measure attendance at parent learning opportunities offered/feedback forms

<p>1.2 Te Ao Māori is acknowledged, celebrated and integrated into learning programmes, school processes and practice.</p> <p><i>Links to CREST values of CURIOSITY RESPECT, and TEAMWORK</i></p>	<p>1.2a STAFF PLD Staff will increase their use of culturally responsive practices for Māori</p>	<ul style="list-style-type: none"> ● Increase staff use and knowledge of te reo and tikanga through PD and shared expectation (ongoing) 	<p>Vicki Jo Cath</p>	<p>Baseline</p> <ul style="list-style-type: none"> ● Staff surveys 2023 ✓ <p>Mid</p> <ul style="list-style-type: none"> ● Staff reflections of growth included in Syndicate reports to the Board (termly) <p>End</p> <ul style="list-style-type: none"> ● Staff survey Term 3 2026
	<p>1.2b WHAKAWHANAU-NGATANGA The growth of te Ao Māori at PBS is championed and grounded in whakawhānau ngata nga/ respectful relationships</p>	<ul style="list-style-type: none"> ● Establish basic tikanga guidelines for PBS to ensure consistency in Te Ao Māori practices. ● Support the Whānau group to grow and succeed, inviting their voice/participation as and when they feel comfortable, including presence at Board meetings (ongoing) ● Make increased efforts to make Whānau Māori feel welcome at school including actively inviting whānau to engage in kapa haka, hui, matariki, ako, waiata māori (ongoing) ● Create rangatira rōpū (student leadership group) 	<p>Vicki W Jo Cath Sam C (Whānau ropu)</p>	<p>Baseline</p> <ul style="list-style-type: none"> ● Whānau group korero at Board meeting 2024 ✓ ● Survey Whānau Māori at Matariki event (maybe a quick paper survey that whanau do with their tamariki) <p>Mid</p> <ul style="list-style-type: none"> ● Whānau group korero at Board meeting 2025 ● Observations of level school engagement ● Survey Whānau Māori at Matariki <p>End</p> <ul style="list-style-type: none"> ● Whānau group korero at Board meeting 2026 ● Survey Whānau Māori at Matariki
	<p>1.2c PRESENCE Te Ao Māori has an increased presence and visibility at PBS</p>	<ul style="list-style-type: none"> ● Increase presence/visibility of te reo, tikanga and te ao Māori in all aspects of the school and learning e.g. <i>in all comms channels, in artworks, structures, classroom displays, library books, curriculum resources, admin area, in our behaviour, conversations and events and teaching/learning</i> (ongoing) 		
<p>1.3 Our school is a diverse and inclusive</p>	<p>1.3a DIVERSITY AT PBS Diversity is</p>	<ul style="list-style-type: none"> ● Staff will use inclusive practices to show that diversity is accepted and valued e.g. <i>acknowledged in newsletters, mentioned at</i> 	<p>Concept Crew</p>	<p>Baseline</p> <ul style="list-style-type: none"> ● Parent/Staff/Student surveys from 2023 ✓

community. <i>Links to CREST values of CURIOSITY RESPECT, and TEAMWORK</i>	celebrated and unity as members of our school community is promoted	<i>assemblies, staff will make genuine efforts to pronounce names correctly, ensure all families/parents feel welcome at school events, create learning opportunities to celebrate other cultures and diverse groups, staff will show patience and kindness towards speakers of other languages</i>	All staff	Mid <ul style="list-style-type: none"> Survey Term 3 2025 End <ul style="list-style-type: none"> Survey Term 3 2026
	1.3b INVOLVING COMMUNITY Parents and the wider community are involved in aspects of school life	<ul style="list-style-type: none"> Raise the profile of volunteering at PBS and communicate ways to get involved Use community/parent strengths to enrich programmes and promote belonging 	Jess Teachers	Baseline <ul style="list-style-type: none"> Syndicate reports to the Board (termly) mentioning ways parents have been involved ✓ Mid <ul style="list-style-type: none"> Syndicate reports to the Board (termly) End <ul style="list-style-type: none"> Syndicate reports to the Board (termly)

GOAL 2: BUILDING GROWTH MINDSET - Our school community embraces challenges with perseverance and growth mindset

	Key Outcomes	Initiatives to meet Key Outcome	Who will lead this	Measurement
2.1 Students are confident learners who launch initiatives, set goals, plan, persevere and adapt. <i>Links to CREST values of CURIOSITY, EXCELLENCE</i>	2.1a ACTIVE LEARNERS Students can explain and apply a growth mindset	<ul style="list-style-type: none"> Provide teachers with a framework for teaching Growth Mindset strategies Increase the shared language of GM at PBS (visible in every classroom displays, in newsletters, conversations, assemblies etc) Ensure student achievements are celebrated (e.g. newsletters, website, assemblies, in the Admin area) 	Jess All Teachers	Baseline <ul style="list-style-type: none"> Parent/Staff/Student surveys from 2023 ✓ Syndicate reports to the Board (termly) ✓ Mid <ul style="list-style-type: none"> Survey Term 3 2025 Syndicate reports to the Board (termly) End <ul style="list-style-type: none"> Survey Term 3 2026

<i>and SELF MANAGEMENT</i>				<ul style="list-style-type: none"> • Syndicate reports to the Board (termly)
2.2 Students are confident participants in school processes, their local environment and broader community. <i>Links to all CREST values</i>	2.2a ACTIVE CITIZENS Students build a sense of citizenship through roles, responsibilities and opportunities	<ul style="list-style-type: none"> • Syndicates will “Adopt a plot” in the school landscape project to foster school/community responsibility. • All students will be expected to take on regular classroom responsibilities e.g. tidy-up areas, stacking chairs, checking windows, storing resources, sweeping verandas, emptying paper recycling (ongoing) • Senior leaders and teachers will seek opportunities for student involvement in community projects 	Syndicate leaders and Teachers	
2.3 Our school promotes the importance of developing social relationships, physical activity and other healthy behaviours to support the wellbeing of our school community <i>Links to all CREST values</i>	2.3a HEALTHY BODIES AND MINDS Students understand the importance of attending to our social, mental, emotional and physical health	<ul style="list-style-type: none"> • Secure “I am Hope” funded counsellor for one day per week at PBS • Advertise and encourage opportunities at school and in the community for getting active • Ensure Year 0-4 staff receive PD in trauma and emotional regulation 	Jess Sarah C Kahui Ako WSL/Health/ PE curric. Lead	

GOAL 3: ACHIEVING PERSONAL EXCELLENCE- Our school community challenges, encourages and supports each other to achieve excellence across the curriculum and beyond

	Key Outcomes	Initiatives to meet Key Outcome	Who will lead this	Measurement
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<p>3.1 Our school teaching practices and systems work in partnership with whānau to identify and support each student's needs, abilities and interests. <i>Links to CREST values of EXCELLENCE and SELF MANAGEMENT</i></p>	<p>3.1a RAISING STUDENT ACHIEVEMENT At least 85% of students will be "at" or "above" expectation in Reading, Writing and Maths in End of Year achievement data</p>	<ul style="list-style-type: none"> • Teachers/syndicates will use recommendations in the previous year's EOY data to raise achievement (ongoing) • Kahui Ako Within School Leaders will support teachers by doing deep analysis of data enabling them to identify and offer strategies to support learners (ongoing) 	<p>Vicki W Sarah C Jess</p> <p>Kahui WSL for Maths and Literacy</p>	<p>Baseline</p> <ul style="list-style-type: none"> • Annual reports to the Board on achievement by AP and DP (2023 & 2024) ✓ • Annual Analysis of Variance as prepared by the Principal ✓ <p>Mid</p> <ul style="list-style-type: none"> • Annual reports to the Board on achievement by AP and DP (2025) • Annual AoV <p>End</p> <ul style="list-style-type: none"> • Annual reports to the Board on achievement by AP and DP (2026) • Annual AoV
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<p>3.2 Our school encourages and supports the excellence of our kaiako with access to quality professional development, promoting their individual growth as well as the school's strategic priorities. <i>Links to CREST values of EXCELLENCE and TEAM WORK</i></p>	<p>3.2a DEVELOPING STAFF KNOWLEDGE Staff will have the knowledge they need to carry out their roles with confidence and success</p>	<ul style="list-style-type: none"> • All teaching staff will undertake PD on the new Maths and Literacy curricula • All teaching staff will begin to implement elements of the new curricula through 2025 as related to PD coverage 	<p>Vicki W Curriculum Leads Kahui WSL for Maths and Literacy</p>	<p>Baseline</p> <ul style="list-style-type: none"> • Staff surveys 2023 ✓ • Regular updates in Principal Board reports ✓ <p>Mid</p> <ul style="list-style-type: none"> • Staff reflections of growth included in • Regular updates in Principal Board reports <p>End</p> <ul style="list-style-type: none"> • Staff survey Term 3 2026 • Regular updates in Principal Board reports
<p>3.3 Our school community embraces and champions our CREST values. <i>Links to all CREST values</i></p>	<p>3.3a CREST FOR ALL Knowledge of the school's CREST values extends beyond the classroom walls</p>	<ul style="list-style-type: none"> • Increase CREST visibility in the school environment e.g. murals • Add to the INSPIRATION wall created in the Admin and install a new trophy cabinet to inspire students • CREST explained and regularly promoted in school comms e.g. <i>CREST certificate winners are named in newsletters, etc</i> 	<p>Sarah C</p>	<p>Baseline</p> <ul style="list-style-type: none"> • Parent/Staff/Student surveys from 2023 ✓ <p>Mid</p> <ul style="list-style-type: none"> • Survey Term 3 2025 <p>End</p> <ul style="list-style-type: none"> • Survey Term 3 2026