

Annual Plan 2021

Goals	Specific Goals	Actions	Personnel	Resourcing
Goal #1: Tangata Students and staff thrive in an inclusive learning environment and culture.	1. Student wellbeing processes are refined according to the results of surveys	a. Strengthen daily Mindfulness time through PLD and shared practice b. Create and conduct a Wellbeing survey for students c. Collaboratively develop and implement a set of norms and practices for behaviour, communication and interaction that are consistent across the school d. Implement initiatives to support Maori students at risk of being stood-down. e. PB4L Action Plan	PB4L Team SLT PB4L + SL Team MW, PM, DS KB, MW, PS	Mindfulness PLD Joseph Dreissen wkshop tbd Relievers - PLD
	2. Staff wellbeing processes are refined according to the results of surveys	a. Embed regular Staff Wellbeing surveys and follow up / responses	KB + WB Team	Pastoral Care Budget
Goal #2: Ako A pedagogically rich curriculum informs the learning programmes of all students.	1. The local curriculum framework is populated, through a collaborative process, with detail to inform high quality learning programmes	a. HPE introduced as the basis for the Integrated Themes b. Develop an Assessment Philosophy and a schedule of assessment practices c. Processes for collaboration are enhanced between the classroom and Specialist programmes d. Principal's Sabbatical - reviewing the current threads of the curriculum, bringing these together, and consulting with various experts in the field to develop the MIS Curriculum Framework e. PLD to implement the Digital Technologies curriculum within the Integrated curriculum	MW + HPE Team SLs + MW MO' CR + DT Team	Teach NZ Sabbatical MOE resources PLD Budget
	2. Cultural competencies inform the local curriculum ensuring the principles of Te Tiriti Ō Waitangi are integrated, meaningful and authentic.	a. Develop shared beliefs of what the ToW means to us at MIS - (Principles) and incorporate in the foundation of the MIS Curriculum b. Strengthen understanding of the needs of Maori akonga, and develop effective pedagogies and practices based on this understanding c. Begin to incorporate NZ History in the learning programmes d. Further develop staff use of Te Reo in everyday communications	CR/MW + Cult Team CR, MW, PM, HK	MAC programme

	3. Quality practice and pedagogy is supported by PLD and implemented with consistency across the school.	<ul style="list-style-type: none"> a. Implement a PLD Programme that is informed by the needs of staff and reflect items in the Annual Plan b. Implement individual PLD that is informed by the 'Cycle of Growth' appraisal process c. Implement PLD for Teacher Aides that ensures professional growth in relation to the TA matrix 	<p>Sen Man</p> <p>CR, SLs</p> <p>KB, RK</p>	<p>PLD Budget</p> <p>PLD Budget</p> <p>MOE funded</p>
Goal #3: Whenua The local physical environs, and community, enhance learning, and honours the bi-cultural context of MIS.	1. Relevant aspects of the local environment and community have been identified and included in the learning programmes	<ul style="list-style-type: none"> a. Local history and environs of Upper Hutt will be included within the Integrated programme planning b. The teaching/learning programmes will provide students with opportunities to identify and explore local issues and solutions c. Classroom programmes link with local community organisations and businesses in the course of the learning programmes. 	<p>CR, MW, SLs</p> <p>SLs</p> <p>SLs</p>	Activities budget
	2. Community consultation informs programmes and developments.	<ul style="list-style-type: none"> a. Strengthen our links with Orongomai Marae through our own connections and programmes, and through Cluster initiatives 	SLT	
	3. The MIS environment increasingly reflects the bi-cultural context of our community.	<ul style="list-style-type: none"> a. Signage is bi-lingual and reflects the bi-cultural nature of the MIS community b. Rename syndicates to reflect the local environs - signage c. A kura whakatauki is developed, used and displayed 	<p>SLT</p> <p>SLT + SLs</p> <p>MW + PM</p>	Budget

Professional Learning and Development Streams:

PB4L	Cultural Competencies	Curriculum
Embed a set of norms and practices across the school.	Treaty of Waitangi - implications for practice at MIS	<p>Assessment</p> <ul style="list-style-type: none"> - Philosophy and practice
Understand the needs of students at risk of being stood-down and develop consistent approaches to ensure needs are met.	<p>Understanding tikanga Maori and the needs of Maori akonga.</p> <p>Understand the 'western' lens and psychology.</p>	<p>Digital Technology Curriculum</p> <ul style="list-style-type: none"> - Incorporate in integrated units - Embed elements and practice in Digital Technology Specialist programme
PB4L Action Plan	Te Reo learning and practice	NZ History Curriculum - begin exploration
		HPE forms the basis for the Integrated Learning Programmes