

WAIMATE HIGH SCHOOL

CHARTER 2020



Introductory Section

Waimate High School has ambitious plans in place to ensure our goals are achieved in the next three years as we continue to drive forward. We have made significant development and achievements which bodes well for the challenges and directions ahead.

ERO 2015 identified the following significant progress:

- *“Much improved school culture with its focus of learning and respect*
- *Redesigned curriculum to promote student engagement and success*
- *Greater partnership with parents and more shared information about learning*
- *Improved board practices around self review and strategic planning”*

“The school is well placed to sustain and improve its performance. Leadership at both board and school level is well considered and ensures that developments are widely discussed across the broader school community and are implemented at an appropriate pace.”

“Leaders and teachers work together in a culture of collaboration with a focus on building their knowledge towards innovation and improvement for the benefit of students.”
ERO 2015

Our student centred approach drives all aspects of the school. This journey will continue to evolve as we evaluate and respond to feedback, continuing to strive for improvement and provision of the best possible learning environment for our students and staff.

Stuart Duncan
Chairman, Board of Trustees

Janette Packman
Principal





Our School

Waimate High School is the co-educational Year 7-13 school serving the Waimate District of South Canterbury. Secondary schooling in Waimate area commenced in 1883 with the establishment of Waimate District High School. In 1929 Waimate High School opened on its present site in Paul Street. A further major change occurred in 1982 with the transition of the school into a Year 7-13 High School. The school roll is currently 268 students.

Que non proicit deficit on the school logo is as relevant today as it was in the past. It translates to mean "one who stands still moves backwards."

Students are at the centre of all decisions and our focus is always on effective teaching and learning. School programmes are relevant, exciting and appropriate so all students can excell. Waimate High School aims to offer the education that best suits the needs of all its students. Our Gateway Programme, Vocational Pathways and STAR courses introduce students to the world of work and workplace assessment.

Property planning involves redevelopment of innovative learning environments which are driven by our learning focus to ensure the most suitable environments are available. Digital technologies are integrated as a natural part of learning. We are continually looking for technological enhancements that best suit student learning needs both at school and at home. Our expectation is that we all work hard but have fun at the same time.

Specific accomplishments have included implementation of longer learning periods, Learning Advisories, three weekly reporting on Effort and Attitude, 3Way conferencing, Professional Learning time for teachers. As well, ongoing improvements have included restorative practises, appropriate use of student achievement data, integrating digital technologies to support learning, implementing Chromebooks for each junior student and BYOD for all senior students, and the development of innovative learning environments. We have increasingly focused on improving student outcomes at both strategic and operational levels.

Restorative principles underlie the way we treat each other and the way we resolve problems where ever possible. We put quality relationships at the heart of how we work together and our values of respect, responsibility and real honesty underpin our restorative culture.

Waimate High School is committed to a culture of continuous improvement through goal setting, monitoring progress, evidence driven self-review. This invovles re-viewing or looking again, through evaluative eyes at what we do. Self-review has always been a NAG requirement but is gaining greater prominence as a way of identifying, investigating and establishing an ongoing, deliberate cycle of school improvement.

The emphasis at Waimate High School is changing from the purpose of review being about improvement and accountability to sustaining good practice and ensuring education is future focused.

The school is fully compliant with all legislative commitments, often choosing to exceed the minimum requirements.



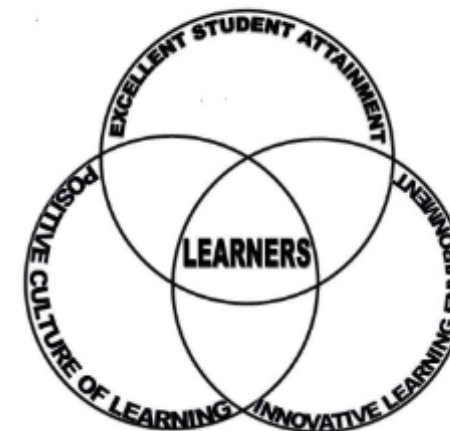
**RESPECT
RESPONSIBILITY
REAL HONESTY**



Waimate High School

Strategic Plan 2020 to 2022

Our Strategic Plan articulates the future directions of our school. Strategic initiatives are the big areas we want to develop and the goals identify specific areas for focus each year.



Our Strategic Initiatives ...working collaboratively to achieve our goals

Excellent student attainment

All learners of Waimate High School are actively engaged and achieve individual excellence through a full and balanced curriculum that responds to individual needs and values and is underpinned by the NZC and national priorities.

This will focus on growing and developing our learners.

- ♦ NCEA implementation
- ♦ Local curriculum development
- ♦ Tracking and monitoring progress
- ♦ Staff professional learning
- ♦ Board of Trustees development

Positive culture of learning

Waimate High School will develop and maintain a positive culture of learning so all learners can achieve excellent attainment.

This will focus on developing relationships, collaborating and unifying.

- ♦ Wellbeing strategies
- ♦ Bi-cultural heritage
- ♦ Positive Behaviour for Learning
- ♦ Stakeholder communication

Innovative learning environment

Waimate High School will develop and maintain an innovative learning environment so all learners can achieve excellent attainment.

- ♦ Digital Technology implementation
- ♦ Property planning



**RESPECT
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THE FOUNDATIONS OF SOLID RELATIONSHIPS



Waimate High School

Working collaboratively and aligning strategic direction to achieve our goals

Our Board of Trustees is responsible for overseeing and protecting the vision, mission and values of Waimate High School.

This involves **knowing** our vision, mission and values, **talking** about them and **making every decision** based on how that decision will contribute to:

- Creating the school our vision describes
- Accomplishing our mission
- Demonstrating our school's values.

Board of Trustees responsible for Charter, Strategic Plan, Policies and Budget to implement strategic aims

Principal responsible for operational procedures and guidelines, Annual Plan to action the strategic aims.
Principal's Performance Appraisal includes goals to implement strategic aims.

Staff responsible for implementing and actioning the Annual Plan.
Staff Performance Appraisal includes goals to implement strategic aims.

Learners receive an innovative learning environment, a positive culture of learning and excellent attainment as a result of collaboration and alignment of our strategic direction

Strategic Aims 2020—2022

- Establish excellent student attainment
- Build a positive culture of learning
- Develop an innovative learning environment

Our Mission

Create a supportive learning environment where all students will gain the knowledge, understanding, skills and attitudes which will equip them to make a positive contribution in the world of today and in the future.

Our Vision

Learning for life
We want all our students to be
confident
connected
actively involved
lifelong learners

Our Values

Our core values form the foundations of solid relationships
Respect
Responsibility
Real honesty
These values underpin everything we do at Waimate High School.





Our Mission, Vision and Values

Our Mission

Our mission is to create a supportive learning environment where all students will gain the knowledge, understanding, skills and attitudes which will equip them to make a positive contribution in the world of today and in the future.



Our Vision – What we want for our young people

Our vision is for young people who will be:

- creative, energetic and enterprising;
- seek the opportunities offered by new knowledge and technologies to secure a sustainable social, cultural, economic, and environmental future for our country;
- work to create an Aotearoa New Zealand in which Maori and Pakeha recognise each other as full Treaty partners, and in which all cultures are valued for the contributions they bring;
- continue to develop the values, knowledge and competencies that will enable them to live full and satisfying lives;
- confident, connected, actively involved, lifelong learners.

Confident

Positive in their own identity
Motivated and reliable
Resourceful
Enterprising and entrepreneurial
Resilient

Connected

Able to relate well to others
Effective users of communication tools
Connected to the land and environment
Members of communities
International citizens

Actively involved

Participants in a range of life contexts
Contributors to the well-being of New Zealand
-social, cultural, economic and environmental

Lifelong learners

Literate and numerate
Critical and creative thinkers
Active seekers, users and creators of knowledge
Informed decision makers



Confident in the context of Waimate High School involves being:

- Positive about our own ability and finding our way
- Positive and proud of identity with Waimate High School
- Motivated to learn, grow and develop
- We look for new ways of doing things and experimenting rather than giving up
- Prepared to learn from mistakes and failures
- Open to new challenges
- We feel safe enough to try new thing

Connected in the context of Waimate High School involves:

- Understanding how manners, positive communication and respect enable us to maintain and build relationships
- Ability to effectively communicate own views
- Empathy and understanding of others
- Students and staff are supported appropriately
- Completing tasks from beginning to end
- Sense of purpose
- Appropriate use of social media and digital capability
- Connections to our wider community and active participation
- Understanding historical and cultural heritage of Waimate
- Interested in other places and other cultures of the world
- Sense of social justice
- Proud of Waimate High School
- Accepting and acknowledging diversity
- Accepting others' viewpoints

Actively involved in the context of Waimate High School involves:

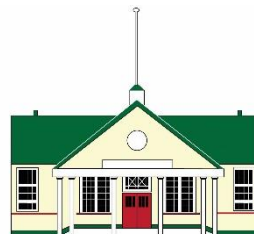
- Realising that we all have an integral place in New Zealand society
- Understanding that we all have the power to make a difference
- Having a sense of belonging
- Actively contribute to groups and teams
- Not being ruled by peer pressure and 'being cool'
- Giving things a go
- Using an inquiry approach to learning
- Ability to think critically and question appropriately
- A school culture of extra curricular participation
- Appreciating the importance of academic, sporting and arts
- Global citizenship

Lifelong learners in the context of Waimate High School involves:

- All people involved in Waimate High School are considered to be learners and are therefore supported to enhance their learning achievement
- Being able to live a full life without being hindered by lack of skills
- Being able to articulate ideas verbally and in writing
- Knowing how to find and use information to make informed decisions
- Willingness to experiment and fail and learn from it
- Using prior knowledge
- An environment where inquiring and open mindedness are encouraged
- Realising that everything we want to do in life requires learning
- Realising that continual learning is normal and to be encouraged
- Education is a lifelong journey that involves everyone in the school community.



Our Values – The Waimate Way



**RESPECT
RESPONSIBILITY
REAL HONESTY**
THE FOUNDATIONS OF SOLID RELATIONSHIPS

Our Charter sets out three core values. These apply to all people involved with the school, our students, staff, Board of Trustees and parents. These core values are fundamental to our organisational culture and for how we want our school to be. Through consultation we identified the following desired behaviours and attitudes we expect from our students, staff and trustees.

Respect

Respect is about respect for yourself, respect for other people (including people of different nationalities and religions), and respect for the environment.

Respect for yourself is shown through courtesy, politeness, consideration and caring for people. Respect is the heart of the ancient Golden Rule, “Do unto others as you would have them do unto you.”

- Wearing our school uniform correctly
- Beginning the school day clean and tidy, well rested and well fed, having eaten a good breakfast
- Taking pride in our work
- Learning to be an independent thinker
- Seeking advice from others if appropriate
- Finding and using our own special talents
- Having a positive attitude and realising that it's okay to make mistakes and learn from them.

Respect for other people includes:

- Appreciating and respecting differences
- Using good manners, sharing and taking turns, through courtesy, politeness, consideration and caring for people.
- Controlling yourself when you are feeling annoyed or angry
- Leaving others' property alone
- Respecting others' opinions and developing healthy, supportive relationships.

Respect for the environment includes:

- Cleaning up after ourselves and putting rubbish in the bins
- Taking care of our equipment, our classrooms and our school
- Recycling paper and cardboard.

Responsibility

Responsibility is the willingness to be accountable or answerable for our own actions. It is our ability to respond appropriately. By responding appropriately and growing responsible, we learn to stand on our own two feet. The willingness to be responsible for our own actions and behaviour is a mark of maturity.

- Wearing the uniform correctly
- Participating in school activities
- Having a positive attitude – giving things a go
- Arriving at class on time and prepared for learning
- Working well with others
- Allowing others to learn
- Following instructions and making good decisions
- Behaving appropriately
- Working towards personal goals
- Caring for the environment

Real Honesty

An honest person is someone who is truthful, sincere, and genuine. Honesty implies truthfulness, fairness in dealing with others and a refusal to engage in dishonest activities. An honest person is someone people will want to be friends with because they can be trusted.

- Telling the truth when it is difficult to do so
- Being honest about their strengths and weaknesses
- Being true to themselves.
- Having pride in ourselves, our school, our community
- Restoring relationships when things go wrong
- Asking for help when needed



Waimate High School Learning Advisories

Learning Advisories are based on our desire to nurture, foster and develop the learning of our students. The Learning Advisor is the student's academic and pastoral mentor. They have a critical role in the holistic development of our students. Learning Advisories are there to foster the growth of the capabilities, skills and dispositions needed for students to become successful in whatever they do, both now and in the future.

The key concepts underpinning the Learning Advisories are:

1. Whanaungatanga – Relationships

To develop:

- Communication
- Co-operation
- Trust

2. Kotahitanga – Unification

To foster:

- Family
- Sharing • Empathy
- Respect

3. Whakatipuranga – Growth

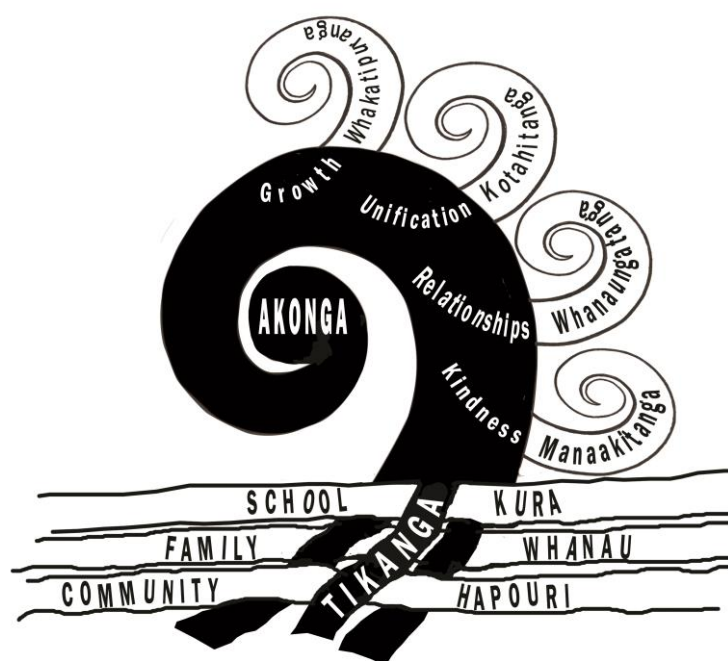
To nurture: • Inquiry

- Knowledge
- Resilience
- Responsibility

1. Akonga – Learner

Students whose learning is:

- Reciprocal
- Authentic
- Reflective
- Lifelong



The design we have chosen to represent the ethos of the Learning Advisory is based around a Koru, which signifies growth and strength. The centre of the Koru is where the growth and development happens. This is why we have placed the learner at the heart of the Koru as nurturing and growing each individual is the central purpose of the Learning Advisory.

This growth and development involves us moving through a series of stages:

In order to grow we need to build and surround ourselves with strong positive relationships. These are formed through communication, co-operation and trust.

Once relationships have been formed we begin to unify, giving us a sense of belonging and connection with those around us. From here we begin to grow and blossom developing as individuals, gaining knowledge and inquiring into our learning. We develop resilience, take risks and challenge ourselves. This is about reaching our pinnacle and chasing our dreams, knowing that we will be supported and encouraged.

We aim to help every student to become global citizens who are confident, connected, actively involved, life long learners, ready for the challenges of the 21st Century.

Strong foundations are necessary for this development and these foundations are built through the relationships between school, home and community. The interwoven flax pattern at the base of the Koru represents this joint partnership. Everyone has a part to play in preparing our young people. It takes a village to raise a child.



Our Cultural Diversity

Waimate High School will develop procedures and practices that reflect New Zealand's cultural diversity, the unique position of the Maori culture, and that are appropriate to our community.

In recognising the unique position of the Maori culture, Waimate High School will take all reasonable steps to provide instruction in Tikanga Maori and Te Reo Maori. Research shows that education initiatives specific for Maori learners have significant benefits for all learners.

To achieve Maori student achievement and engagement the school will:

- Incorporate the use of Maori language (e.g. mihi and national anthem) in formal school ceremonies (assemblies, prize-givings) and in everyday greetings
- Address the issues of the Ngai Tahu memorandum of agreement in planning processes.
- Adhere to its policy on Maori achievement.
- Seek to achieve an ethnic balance when appointing staff.
- Support students learning Maori both on site and through distance learning.
- Continue to develop closer relationships with the Waihao Marae and Arowhenua Marae.
- Encourage Maori whanau to engage with our school.
- Provide learning of Te Reo Maori for Junior students.
- Provide support for students Years 10 to 13 to learn Te Reo Maori through distance learning.
- Support students to learn and participate in Kapa Haka and other opportunities (wananga, hui, Manu Korero competitions etc) through the school's wider involvement and relationships with local marae.

Waimate High School also acknowledges our position in the global environment. Where possible cultural differences are shared in order to enhance learning. We encourage the enrolment of exchange students as they also expand local students' understanding of and empathy with different cultures.

“Waimate High School is in the early stages of providing an environment in which Maori students and whanau have their language, culture and identity reflected in school practices and programmes. School leaders are leading this development. With teachers they are increasing the visibility of Maori culture throughout the school.”

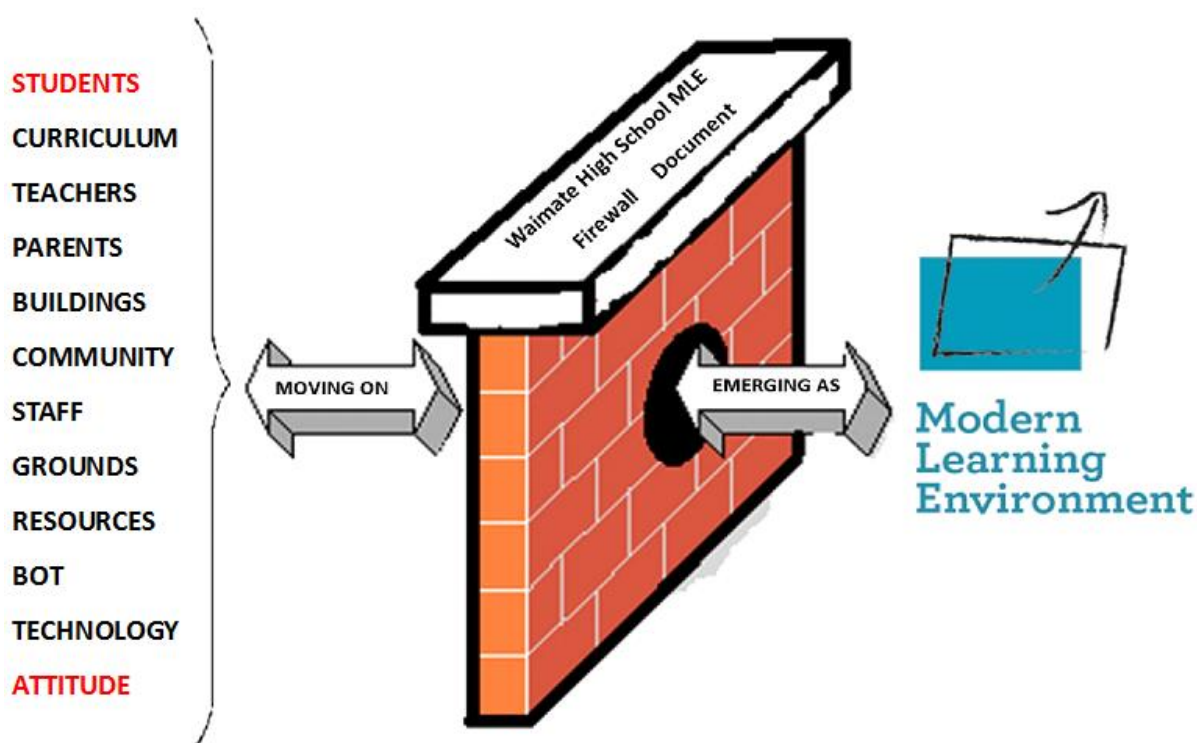
ERO



Innovative Learning Environment

The initial Firewall Document was formulated in November of 2013 and was conceived to provide information to all stake holders as a baseline to help decision making for future changes and improvements in relation to the development of our Innovative Learning Environment.

Waimate High School is committed to a whole school approach to modern learning and intends to take a 21st century approach to improve teaching, learning and the whole educational experience to all stake holders. We believe that a core element in a Innovative Learning Environment is the recognition that all stake holders are constantly learning and improving skills and performance



The Modern Learning Environment is broadly defined to include four key areas of focus:

- Property
- Curriculum
- Technology
- Resources

The Firewall Document identifies golden rules that are to be used as guidelines for the development of these areas.



To ensure our strategic goals are achieved the Waimate High School Board of Trustees is committed to the following principles:

Student Achievement

Overall continuous improvement is student engagement, progress, achievement
(NAG1 and NAG2)

Strategic Planning and Self Review

Setting strategic direction for the school through charter, policies and self review(NAG2)

Personnel

A positive and supportive environment for staff through quality recruitment, performance management and continuous development (NAG3)

Property

A vibrant, versatile and innovative learning environment (NAG4)

Finance

Budget to fund the school's curriculum, personnel, property and administrative activities
(NAG5)

Health and Safety

A safe and healthy physical and emotional learning environment (NAG5)

Community Partnership

Opportunity for communication, consultation and engagement with the wider community
(NAG2)

Inclusive Practices

Welcoming and supportive of diversity, committed to providing appropriate learning environments for all students to achieve in an inclusive and supportive environment.
(NAG1 and 2)



Strategic Plan 2020 to 2022

The Board of Trustees of Waimate High School is committed to ensuring a strong culture of learning throughout the school

Strategic Initiative 1 Excellent Student Attainment

All learners of Waimate High School are actively engaged and achieve individual excellence through a locally based, adaptive curriculum that recognises individual needs and values and is underpinned by the NZC and national priorities.

This will focus on growing and developing resilience and life skills of our learners, ensuring equity and excellence for all students.

2020 Strategic Goals

Prepare for implementation of NCEA changes in line with Ministry of Education guidelines. Investigate and trial modifications to senior curriculum delivery.

Empowering all students to be the best they can through development of our local curriculum.

Broad Strategic Goals that we want to achieve by 2022

Developing a curriculum that is flexible, innovative and able to meet the needs of all students, particularly in terms of

- partnerships with students and whanau so that they feel actively involved.
- development of key competencies and capabilities.
- students having increased responsibility for their own learning - student agency.
- students who are well prepared for life beyond school

Effective tracking and monitoring of all students is used to ensure clarity of progress and achievement, and sound analysis and evaluation.

Systems for tracking and monitoring are fully established and functioning to ensure clarity of student for progress and achievement, and sound analysis and evaluation.



<p>Staff PLD is aligned as appropriate with Waimate COL PLD focus and ensures our PLD is focused and empowering for all staff to be the best they can be, ensuring excellence and equity for all students.</p>	<p>PLD further develops best practice teaching which includes teaching strategies to ensure that the focus in education is on preparing today's learners for their future. Teaching practice will continue to evolve and includes teachers learning alongside students.</p>
<p>Waimate High School Board of Trustees develops the vision, unity and structures to ensure robust and responsive governance.</p> <p>The board, working closely with the school manages their financial responsibilities, develops and implements systems to ensure effective and timely monitoring and reporting of financial position.</p>	<p>Waimate High School Board of Trustees has established the vision, unity and structures to ensure robust and responsive governance</p> <p>The Board of Trustees and school work well together to ensure robust and responsive financial planning. Systems in place to ensure effective and timely monitoring and reporting of financial position.</p>



Strategic Initiative 2 Positive Culture of Learning

Waimate High School will develop and maintain a positive culture of learning, to ensure equity and excellence for all learners.

2020 Strategic Goals

Broad Strategic Goals that we want to achieve by 2022

Ensure happy and enthusiastic students, staff and parents through development of wellbeing strategies.

Our wellbeing strategies are implemented and embedded to ensure happy, enthusiastic and proactive students, staff and parents.

Continue to develop staff understanding of our bi-cultural heritage and how our cultural competencies relate to teaching and learning.

Cultural competencies in teaching and learning ensure we are meeting Treaty of Waitangi obligations and Maori learners are achieving success as Maori.

Develop the Positive Behaviour for Learning Programme to ensure the school values are being lived by all stakeholders - respect, real honesty and responsibility

All stakeholders have pride in Waimate High School and show this through living the three values.

Develop strong two way, open and honest communication practices with all stakeholders to ensure full engagement. Stakeholders include students, staff, parents, community, runanga, Community of Learning.

Our Waimate High School stakeholders are fully engaged and working collaboratively with the school and vice versa. The school is fully engaged with our community.

Foster, nurture and develop strong links with all stakeholders to ensure a healthy and thriving school.

Waimate High School is a happy, thriving and vibrant hub of the community.

Establish Waimate High School as the school of choice in the Waimate district.



Strategic Initiative 3 Innovative Learning Environment

Waimate High School will develop and maintain an innovative learning environment, to ensure excellence and equity for all.

2020 Strategic Goals

Develop confidence of all learners (students and staff) in using a range of digital technology platforms, to enable working within a variety of flexible, interactive and engaging learning environments, that aligns with development of key competencies and sound pedagogy. Trial, develop and implement the new Digital Technology curriculum with the support of our Community of Learning.

Broad Strategic Goals that we want to achieve by 2022

Digital technology solutions ably support teaching and learning in classrooms to ensure development of confident learners.
The new Digital Technology curriculum is fully implemented.

Develop our 10 Year Property Plan ensuring that all property planning is aligned with effective pedagogy to achieve excellent student attainment.

Ensure we continue to develop as a healthy school through investigating innovative opportunities and feasibility as they arise, ensuring that all property planning is aligned with effective pedagogy to achieve excellent student attainment.



Student Achievement Targets for 2020

Excellent Student Attainment in National Standards

On average our Year 7 and 8 students will achieve better than the national averages.

Excellent Student Attainment in Literacy

On average our Year 9 and 10 students will achieve better than the national averages for literacy.

Excellent Student Attainment in Numeracy

On average our Year 9 and 10 students will achieve better than the national averages for numeracy.

Excellent Student Attainment in NCEA

On average our Senior students will achieve better than the national averages for NCEA.



Supporting Documentation

The following documentation supports this Charter and is available on request.

Excellent Student Attainment:

- Self Review programme
- Governance Policies and Operational Procedures
- Charter, Strategic Plan and Annual Plan
- Analysis of Variance and Student Achievement Targets
- Professional Development Programme
- Teacher Performance Management
- Principal Performance Management
- Attestation against Registered Teacher Criteria
- New teacher induction programme
- Provisionally Registered Teachers Programme
- Annual Curriculum Review
- Annual Departmental Reports
- Analysis of External Qualification Results
- At Risk Register and High Ability Students Register
- Classbook monitoring system at Years 7 – 10
- Assessment Policy
- Department Schemes
- Annual Budget and Financial Management Procedures
- Two Weekly Effort, Attitude and Attainment reports
- 3Way Conferencing
- SMS parent portal

Positive Culture of Learning:

- Staff Handbook
- Restorative Practices Effective Relationships Guide
- Transition Programme
- Weekly newsletters, website, facebook page, parent information sessions
- Regular parental contact through telephone calls, letters and meetings
- Year group parent meetings and start year Meet and Greet BBQ sessions

Innovative Learning Environment

- 10 year Property Plan
- 5 year Cyclical Maintenance Plan
- 1:1 Digital Learning Devices and BYOD
- Wireless community project
- Gateway Programme, STAR courses
- Vocational Pathways



Procedural Information

Waimate High School will lodge with the Ministry of Education a copy of its annually updated Charter, Strategic Plan and Annual Plan and a copy of its Report on Annual Targets by 1 March each year.

Waimate High School consults with its community, including its Maori community regularly as part of its three year cycle of self review. Regular meetings for community consultation take place through parent meetings and surveys. Consultation includes all aspects of school management.

In addition to the above, the school's Maori community is regularly consulted in order to foster the ways in which the school reflects New Zealand's cultural diversity and the unique position of Maori as expressed in the school charter.

A copy of the school's Charter is available to parents at the school office and on our school website.