



WAIHEKE HIGH SCHOOL

ANNUAL PLAN

2019



Established in 1986 Waiheke High School is the only island based High School in New Zealand and caters for students from Years 7-13. In a relatively short time, we have accomplished an enviable academic record, recognising the top overall scholar and top Maori student of New Zealand as just some of our students' outstanding successes.

The community of Waiheke includes a rich diversity of creative and entrepreneurial talent combining independent thinking with a strong sense of island identity. This spirited energy is also reflected in the sporting and cultural achievements of our students. It is within this thriving and vibrant community that Waiheke High School is building a strong tradition of providing enhanced educational opportunities for our students.



CHARTER 2017 - 2020

Korowaitia te tamaiti ki te tihi o ngā taumata teitei
Strive to reach the highest levels of achievement

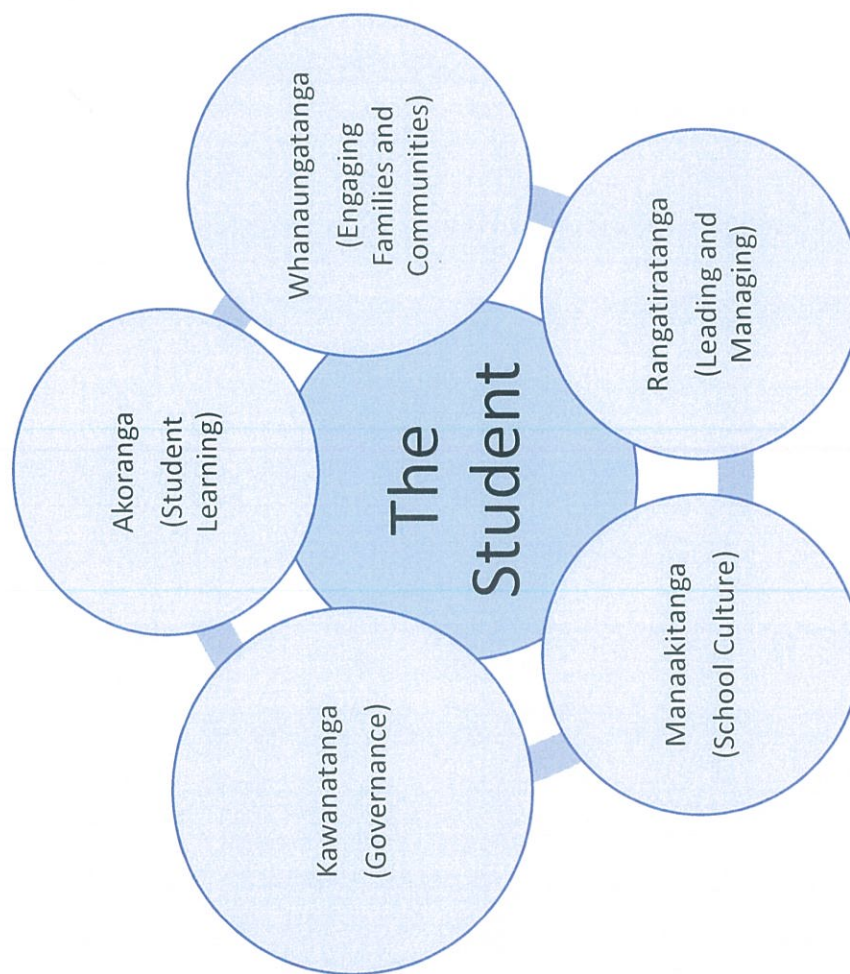
Mission

Waiheke High School is a nurturing and enthusiastic community that inspires lifelong learning and a sense of community for all.

a) Akoranga : Student Learning (<i>Lifelong learning for all at Waiheke High School</i>) At Waiheke High School students and teachers will maximise their learning by becoming motivated to access a rich range of personalised resources that stimulate collaboration, cooperation, curiosity and creativity. Teachers will have PLD, inquiry, appraisal, pedagogical knowledge, and grow cultural competencies to become better practitioners. Te Reo and Tikanga Maori is available to all.
b) Whanaungatanga : Engaging Families and Community (<i>Relationships</i>) Waiheke High School will provide an inclusive, informative, diverse and welcoming environment to our families and our wider community.
c) Akoranga : Teaching (<i>Practice in the classroom & beyond</i>) Waiheke High School will recruit and develop future focussed excellent teachers through effective Professional Learning and Development (PLD), appraisal, pedagogical knowledge, the Treaty of Waitangi and cultural and inclusive practices.
d) Rangatiratanga : Leading and Managing : (<i>Leadership</i>) At Waiheke High School staff and students have opportunities to participate and then grow and develop their leadership abilities.
e) Manaakitanga : School Culture (<i>Values: integrity, trust, sincerity, equity</i>) Waiheke High School fosters a culture in which students, staff and whanau are supported, cared for and valued. School culture will develop through the bicultural foundations of Aotearoa New Zealand, a positive and safe learning environment, respectful relationships, inclusivity, empathy, integrity, reflection, grit and sustainability and focusing on the present and the future.
f) Kawanatanga : Governance At Waiheke High School the governance or Board of Trustees wishes to make Waiheke High School the secondary school of choice for Waiheke Island. This vision will be embodied in the policies, philosophies and practices of this school which are responsive to evidence, best practice and feedback from students, staff and community.

Waiheke High Schools guiding principles

The student is at the heart of the decision



Academic Strategic Plan 2016-2020

1. Student Learning (Akoranga) by 2020

- a) Improve NCEA results from Years 11-13:
 - By 2020, at least 95% of Year 13 leavers at Waiheke High School (WHS) will have achieved a minimum qualification of NCEA Level 2 enabling them to access a variety of tertiary education or career pathways of their choice.
 - By 2020, at least 95% of Maori Year 13 leavers will have achieved a minimum qualification of NCEA Level 2 enabling them to access a variety of tertiary education or career pathways of their choice.
 - By 2020, at least 85% of Pasifika Year 13 leavers will have achieved a minimum qualification of NCEA level 2 enabling them to access a variety of tertiary education or careers pathways of their choice.
 - By 2020, at least 85% of those learners with an IEP or who have specialised assessment conditions and are in a full NCEA Level 2 programme will have a minimum qualification of Level 2 as a Year 13 leaver, enabling them to access a variety of tertiary education and career pathways of their choice.
 - By 2020, to embed effective targeted programmes for Years 9-13 to improve pass rates of numeracy and literacy Level (1-3) and University Entrance.
- b) Improve results from Years 7-10 by 2020:
 - By 2020, at least 90% of Year 9 and Year 10 students engaged in a full time learning programme at WHS will be achieving at a NQF level 4-6.
 - By 2020, at least 90% of Year 9 and 10 Maori students engaged in a full time learning programme at WHS will have achieved at a NQF level 4-6.
 - By 2020, at least 90% OF Year 9-10 Pasifika students engaged in a full time learning programme at WHS will have achieved at a NQF level 4-6.
 - By 2020, (year 7 & 8) 95% of Year 7 and 8 students will be working above the “national achievement level” in writing and reading.
 - By 2020, (Year 7 & 8) 95% of Year 7 and 9 students will be working above the “national achievement” level in numeracy.
 - By 2020, to embed effective targeted programmes for Years 7-8 students who have not achieved at the National Standards for literacy and numeracy of their year level (WaiCol).
 - By 2020, to develop and embed COL (Community of Learning 2017-2020) writing, numeracy, special needs for the benefit of all learners Years 7-13.
- c) Strategic Goal – develop and implement a Te Reo, Tikanga Strategic Plan for providing growth in senior Te Reo Maori 2019-2021.

2. Engaging Families and Communities (Whanaungatanga)

- a) To be more communicative with parents and actively seek opinions with whanau and the wider school community on activities relating to Waiheke High School (Facebook, letters, newsletters, emails).



- b) To develop and grow a Friends of the School group.

3. Teaching Practice in the Classroom and beyond (Akoranga)

- a) Develop a PDL and inquiry programme for increasing achievement in writing from Years 7-13 (WaiCol)
- b) Develop quality of inquiry within appraisal practices (WaiCol) and dialogue with primary schools in best practice.
- c) Develop a culturally responsive programme of Tikanga and Te Reo Maori for staff and students in a bicultural setting.
- d) Develop cultural competencies across the staff and school (Te Reo Maori plan)

4. Leading and Managing (Rangitiratanga)

- a) Growing leadership capability across and in school.

5. School Culture (Manaakitanga)

- a) To increase number of inter House events.
- b) To develop student voice in and across the school and publish student learning across the curriculum

6. Governance (Kawangatanga)

- a) To maintain and develop current BOT policies, procedures and practices
- b) To develop a Waiheke High School Charitable Trust, Waiheke High School Alumni and fundraising plan.
- c) To complete building/refurbishment programme



Guiding Principles

Success – achieved through personal endeavour inquiry, curiosity, engagement and creativity in curricular and extra-curricular activities.

Leadership – responsibility, self-awareness, participating and contributing respecting others, demonstrating empathy, celebrating cultural diversity, collaborating and self-management.

Community – respectful online communication, form class and house participation, school pride, parent forum, community service participation and developing and maintaining partnerships with local businesses and national and international agencies.

Operational Quality – improving daily operations to ensure optimum effectiveness and efficiency around school wide systems, sustainability and staff and student safety



Waiheke High School Annual Plan 2019

Actions to achieve targets:		Lead By	Time Frame	Actions, Monitoring, Review, Outcome
1. Student Learning : Akoranga (Practice in the classroom & beyond)				
To improve or maintain NCEA levels at Levels 1, 2, and 3. (New format based on Enrolment Data (rather than participation data))		FLs SLT Teachers Deans	All Year	
2018 WHS Actual	2019 WHS Target			
L1	83.15	L1	90%	
L2	86.7%	L2	90%	
L3	75%	L3	90%	
To improve or maintain NCEA Endorsements at Levels 1, 2 & 3		FLs, SLT Teachers, Deans	All Year	
(New format based on Enrolment Data (rather than participation data))				
Endorsed with Merit				
	2018 (Actual)	2019 (Target)		
Level 1	25.3%	35%		
Level 2	55.7%	40%		
Level 3	23.4%	35%		

(New format based on Enrolment Data (rather than participation data))

Endorsed with Excellence																	
	2018 (Actual)	2019 (Target)															
Level 1	26.8%	25%															
Level 2	15.3%	25%															
Level 3	14.8%	25%															
To increase the number of University Entrances					SLT FLs	All Year											
<table><tr><td>2018 Actual</td><td>2019 Target</td></tr><tr><td>51%</td><td>60%</td></tr></table>					2018 Actual	2019 Target	51%	60%									
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51%	60%																
For all students to improve engagement – attendance to 87% across all levels/cohorts (Years 7 -13) for 2018					Attendance officer DP i/c attendance	All year											
<table><tr><td>2016 Actual</td><td>2017 Target</td><td>2017 Actual</td><td>2018 Actual</td><td>2019 Target</td></tr><tr><td>85%</td><td>87%</td><td>83%</td><td>83.2%</td><td>85%</td></tr></table>					2016 Actual	2017 Target	2017 Actual	2018 Actual	2019 Target	85%	87%	83%	83.2%	85%			
2016 Actual	2017 Target	2017 Actual	2018 Actual	2019 Target													
85%	87%	83%	83.2%	85%													
To develop and plan for achievement challenges for WaiCol – writing, special needs					FLs	All Year											
To embed literacy (writing) inquiry and best practice across the curriculum following from 2018 inquiry work.					FLs In School & Across School teachers	All Year											

Maori Plan 2019	FLs All staff		Look at separate document
2. Engaging Families and Community : Whanaungatanga (Relationships)			
Continue with parent education – career conversations, parent training through the digital world. More on achievement in newsletters, Facebook and other forms social media, publications.	Friends of WHS Principal SLT Fundraising & Marketing manager	All year	
Careers Semesters/Dreamcatcher – mid-year semester break with parent career providers training.	SLT Careers		
To market our Year 7 and 8 school programme to wider school community – Year 7 Camp at Whakanewha	SLT BOT		
To continue to market our Year 9 & 10 programmes to wider school community – Year 9 Tawharanui and Mountain trips, Year 10 Goat Island trip			
To develop a plan to understand and address issues around the declining School roll.	BOT		
To develop and grow a Friends of the School group – friend raising/fundraising			
3. Teaching : Akoranga (Practice in the classroom & beyond)			
Develop differentiation in classrooms Exploring pedagogy through practice - COL	All Staff	All Year	

Develop individualised, personalised programmes for targeted groups – Inquiry, Appraisal	SLT All Staff Maori Faculty	All year		
Te Reo, Tikanga for all staff as per Teacher Registration Criteria and Tātaiako and develop a teacher skills sheet based on Cultural Competencies at WHS.	All staff	All Year		
Develop cultural competencies and cultural responsive pedagogy across teaching staff (Te Taiako) – Teaching Maori as Maori Treaty of Waitangi	SLT (extended)	All year		
Develop BYOD programme across BYOD teachers and wider staff. All Year 7 BYOD in 2019.	eLearning committee	All year		
4. Leading and Managing : Rangatiratanga (Leadership)				
Growing and developing leadership opportunities across the school. Staff scholarship, mentoring, qualifications.	All	Ongoing		
Develop learning and teaching pedagogy across curriculum enrichment and develop how the school does this in an holistic, dynamic way Sharing best practice Gifted & Talented	Principal and Across School/in School Teachers	Ongoing		



5. School Culture : Manaakitanga (Values: integrity, trust, sincerity, equity)					
To increase the role of Whanau Teachers ACM programme Years 11 & 12.	Deans Whanau teachers	All year			
To develop the concept of a student council through whanau captains who can articulate student voice, led by Head Boy/Head Girl.	SLT	All year			
To complete an audit of student wellbeing across the curriculum and how and where it is taught.	SLT	Term 3			
Further development of 5 student led committees with teachers to assist over the 5 committees.	Prefects	All Year			
To develop PB4L (Positive Behaviour for Learning) – Stage II in 2019 – Waiheke WISE.	Deans	All Year			
To develop and empower staff using Restorative Practice and to communicate restorative practice with the wider school community	ELST Deans	All Year			
6. Governance: Kawanatanga					
To update and develop through review school charter, strategic plan and annual plan	BOT	Term 1			
To update and develop through review school policies along an annual time line	BOT Principal	Term 1			



To develop Health & Safety through Vulnerable Children's Act and new Health & Safety legislation	BOT Principal	Term 1	
A strategic property management plan established with an Annual Plan of Work – 5YA & 10YP	BOT Principal	Term 1 – Term 4	
The BOT considers and develops succession planning for trustees	BOT	Term 1 & 2	
The BOT considers and develops a fund raising strategy for the partial rebuild and other schoolwide priorities.	BOT	Ongoing	
Utilise Hautu (Maori Cultural Responsiveness Review Tool) to develop a more collaborative direction for maintaining and developing Maori student achievement further, particularly in Te Reo Maori and Tikanga. Further development of Te Kahui Kuaka across WaiCol	SLT	Ongoing	
NB. Please see attachment of Te Reo Maori Development Plan and Tikanga Strategic Plan 2018-2020 and 2019 Annual Plan.			