

WAIHEKE HIGH SCHOOL

# CHARTER - STRATEGIC PLAN 2021-2024

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**INSPIRED LEARNERS. PROUD CONTRIBUTORS.**

## **WAIHEKE WISE**

*Whanaungatanga - Caring for all*

*Independence - Managing Ourselves*

*School Culture - Pride in our Values, Environment and Community*

*Excellence - Striving for Success*

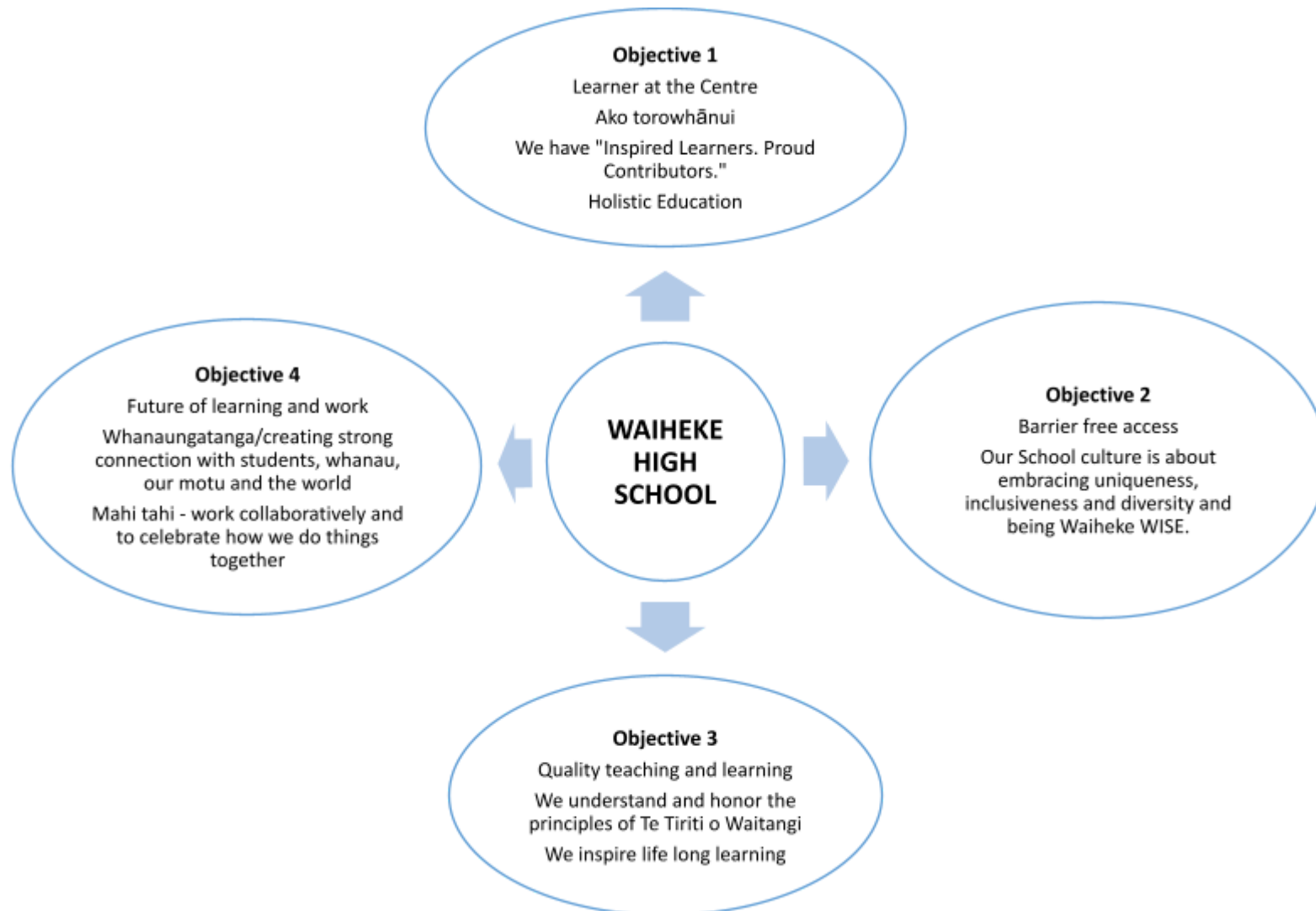
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## SCHOOL CONTEXT

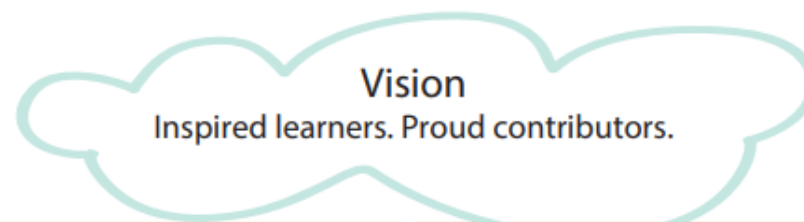
Established in 1986 Waiheke High School is the only island based High School in New Zealand and caters for students from Years 7-13. In a relatively short time, we have accomplished an enviable academic record, recognising the top overall scholar and top Maori student of New Zealand as just some of our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

## THE NATIONAL EDUCATION AND LEARNING PRIORITIES AT WAIHEKE HIGH SCHOOL



WHS Future Ready  
Strategy on a page  
Final  
04.09.20



|  |   |
|--|---|
| <b>Whakataukī:</b><br>Whāia te pae tawhiti. Pursue your goals to the furthest horizon. | <b>Our role/mission: to inspire pride</b><br>Being the waka that guides our rangatahi on their individual journey to success. |
|--|---|

| WHO WE ARE  | HOW WE CREATE VALUE   |   |  |   |  |
|---|---|---|--|---|--|
| <p><b>OUR PHILOSOPHY</b></p> <p>Ako torowhānui: Embrace holistic learning, innovation, intellectual curiosity and diversity.</p> <p>Whanaungatanga: Create strong connections with students, whānau, our motu and the world.</p> <p>Mahi tahi: Work collaboratively and celebrate how we do things together.</p> <p>Manaakitanga: Be welcoming, respectful, and kind.</p> <p><b>CORE VALUES</b></p> <table border="0"> <tr> <td style="vertical-align: top;"> <p><b>Island-based</b><br/>Our character reflects that of our island, a unique place with a strong identity. We are proud of our connection with our environment and our diverse community.</p> <p><b>Treaty Partners</b><br/>We understand and honour the principles of Te Tiriti o Waitangi and this bicultural foundation is evident in all of our actions and decision making.</p> </td> <td style="vertical-align: top;"> <p><b>Open and diverse</b><br/>Our School Culture is about embracing uniqueness, inclusiveness and diversity. We understand that success is different for every student.</p> <p><b>Great performers<br/>Holistic educators</b><br/>We deliver great results through engaging and meaningful education to all students, not only curriculum-based but also values and life-skills based.</p> </td> </tr> </table> | <p><b>Island-based</b><br/>Our character reflects that of our island, a unique place with a strong identity. We are proud of our connection with our environment and our diverse community.</p> <p><b>Treaty Partners</b><br/>We understand and honour the principles of Te Tiriti o Waitangi and this bicultural foundation is evident in all of our actions and decision making.</p>      | <p><b>Open and diverse</b><br/>Our School Culture is about embracing uniqueness, inclusiveness and diversity. We understand that success is different for every student.</p> <p><b>Great performers<br/>Holistic educators</b><br/>We deliver great results through engaging and meaningful education to all students, not only curriculum-based but also values and life-skills based.</p> | <p><b>OUR PROPOSITION</b></p> <p>An inspiring island-based school that offers:</p> <ul style="list-style-type: none"> <li>• a unique environment</li> <li>• an open and diverse school culture</li> <li>• holistic learning and innovation</li> <li>• a blend of knowledge and values</li> <li>• active integration with the local community and the world</li> <li>• student empowerment</li> </ul> | <p><b>CHANNELS</b></p> <p>Strong future-focussed curriculum/programme</p> <p>School culture and experience (Building, activities, behaviours, etc)</p> <p>Integration w/ community (curricular, extra curricular)</p> <p>Active genuine ambassadors</p> <p>Refreshed brand</p> <p>Meaningful, user-friendly comms</p> | <p><b>AUDIENCE SEGMENTS</b></p> <p>Primary audiences:</p> <ul style="list-style-type: none"> <li>Students (current/potential)</li> <li>Parents (current/potential)</li> <li>Staff</li> <li>Local community</li> </ul> <p>Other audiences:</p> <ul style="list-style-type: none"> <li>Auckland schools</li> <li>Potential students</li> <li>Other bodies</li> </ul> |
| <p><b>Island-based</b><br/>Our character reflects that of our island, a unique place with a strong identity. We are proud of our connection with our environment and our diverse community.</p> <p><b>Treaty Partners</b><br/>We understand and honour the principles of Te Tiriti o Waitangi and this bicultural foundation is evident in all of our actions and decision making.</p>  | <p><b>Open and diverse</b><br/>Our School Culture is about embracing uniqueness, inclusiveness and diversity. We understand that success is different for every student.</p> <p><b>Great performers<br/>Holistic educators</b><br/>We deliver great results through engaging and meaningful education to all students, not only curriculum-based but also values and life-skills based.</p> |   |  |   |  |
| <b>KEY CHALLENGE: Walk the talk, ensuring our culture manifests in everything we do and say</b>   |   |   |  |   |  |
| <b>Recommended strategic actions (work in progress)</b>   |   |   |  |   |  |
| <p><b>Lead</b><br/>Define roles and responsibilities for all teams, indicating leadership models, clear action plan, benchmarks and reporting methods.</p>  | <p><b>Embed</b><br/>Plan clear engagements to ensure the strategy is understood and deeply embedded in the school culture, in a way that can be seen, heard, read and spoken about singlemindedly</p>   | <p><b>Share</b><br/>Design a clear, relevant, meaningful communications plan with engaging and user-friendly touchpoints to reach each one of the audiences.</p>  | <p><b>Benchmark</b><br/>Define a clear reporting systems/channels with clear goals to ensure measurability of success.</p>   |   |  |

## GOAL ONE - ISLAND BASED

**Waiheke High School is an inspiring island based school for tamariki, teachers, whānau and the community.**

### **Tamariki:**

- Are engaged in school wide opportunities that embrace the Waiheke WISE culture.
- Are experiencing a responsive, flexible and rich localised curriculum.
- Work with the local community in a range of activities.

### **Staff:**

- Will localise teaching programmes by providing learning and teaching opportunities in an island context.
- Inspire students to be active and give back to the Waiheke community.
- Grow connections with our local community.

### **Senior Leadership Team:**

- Will grow connections with our school community.
- Will grow leadership opportunities for staff members across the school.
- Will role model the expected behaviours and expectations of the school community.

## GOAL TWO - TREATY PARTNERS

Waiheke High School understands and honours the principles of Te Tiriti o Waitangi and this bicultural foundation is evident in all of our actions and decision making (mahi tahi).

### Tamariki

- Are learning Te Ao Maori in our bicultural classrooms in Aotearoa/New Zealand.
- All learners have equitable opportunities.

### Staff and SLT:

- Teachers grow their cultural competencies through Te Ao Maori programme (Kāhui Ako).
- Teachers develop Aotearoa/New Zealand content across the curriculum.
- Are implementing and developing the Teachers Council Six Professional Standards for Teachers.
- Are provide professional development opportunities to improve Te Reo Māori and Tikanga.

## GOAL THREE - OPEN AND DIVERSE

Waiheke High School's culture embraces uniqueness, inclusiveness and diversity. We understand that success is different for every student (manaakitanga, whanaungatanga).

### Tamariki:

- To develop school culture and house competitions through Waiheke WISE.
- To develop student voice and agency.
- To promote diversity, allowing akonga to bring who they are into the school.

### Staff and SLT:

- To complete a staff wellbeing survey and develop next steps approach.

## GOAL FOUR - GREAT PERFORMERS

Waiheke High School will proudly have inspired learners and proud contributors who will connect with each other, their teachers, their whānau and their motu.

### Great Performers at Waiheke High School

#### Ako torowhānui and mahi tahi by 2024

#### Tamariki:

a) Improve NCEA results from Years 11-13:

- *By 2024, 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 2024, 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 2024, at least 95% 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 2024, 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 2024, to embed effective targeted programmes for Years 9-13 to improve pass rates of numeracy and literacy Level (1-3) and University Entrance.*
- *By 2024, to have in place the RAS (Review of Achievement Standards) Level 1 – 3 and the numeracy and literacy requirements from Year 9.*

b) Improve results from Years 7-10 by 2024:

- *By 2024, 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 2024, at least 90% of Year 9 and 10 Maori students engaged in a full time programme at WHS will have achieved at a NQF level 4-6.*
- *By 2024, 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 2024, to develop and embed COL (Community of Learning 2017-2020) around diversity, special needs, transition and cultural competencies.*



- *By 2024, to develop, plan and implement a series of progression learning tasks and developing new reporting criteria for Years 7-9 (the PACT tool).*
- c) *By 2022, to develop a new strategic plan for tikanga and Te Reo devised to increase delivery of Te Reo across the curriculum and the growth of numbers taking Te Reo Maori from Years 9-13.*

**Staff:**

- By 2024, all teaching staff at Waiheke High School will have completed the training, practice and pedagogy for NCEA Levels 1, 2 and 3.
- By 2023, all teaching staff at Waiheke High School will have completed the training practice and pedagogy around numeracy and literacy requirements across the curriculum.
- By 2022, all teaching staff at Waiheke High School will have completed the training of PACT/e-asTTle/PAT and how that relates to next steps for learners Years 7-9.
- By 2022, assessment and reporting will move to progression reporting Years 7-9.
- Waiheke High School will collaboratively work with Te Huruhi Primary and Waiheke Primary School around the RAS (Review of Achievement Standards) and a shared pedagogy and understanding around learning progressions.
- By 2022, developing teacher progressions in Te Reo, tikanga and Te Ao Maori.
- To continue to promote online/remote learning programmes for learning and teaching.