



FAITH
CITY SCHOOL

Te Kura Hāpori o te Whakapono

Faith City School Strategic Plan 2021- 2023

Values
Respect for God
Respect for Others
Respect for Self
Respect for Environment

Motto— To learn, grow and serve the Lord.

Principles
Learning about God
Learning about the World.
Learning about People
Developing Faith & Character
Integrating Learning
Building Community
Developing Thinking Skills

Mission Statement
Faith City School—teaching with a Christian

Goal 1 : For our students to develop a strong Christian Character & relationship with God.
Outcomes - Faith City School students will:
Own and live out Christian values.
Continue to walk with the Lord when they leave Faith City School
Strategies
To teach Christian values as an integral part of school programmes
To provide opportunities for students to serve others
To teach from a Christian World View
To equip students with the tools to develop their faith

Goal 4: To Promote a strong family community at Faith City School
Outcomes
Open healthy relationships
Informed inclusive community
A sense of belonging where all feel they can contribute.
Strategies
To provide opportunities for all members of the community to interact effectively.

.Proverbs 22 verse 6
"Train up a child in the way he should go, and when he is old he will not depart from it"

Goal 2: For students to strive towards excellence in all areas
Outcomes
Spiritually - Students will grow in the knowledge & experience of Christian Faith
Academically - Students will have the knowledge & skills to develop personal excellence.
Physically - Students will display healthy attitudes towards their own and others wellbeing.
Socially - Students will promote personal, interpersonal and community wellbeing.
Strategies
Spiritually Outlined in Goal 1
Academically - To provide appropriate programmes, resources and opportunities to foster academic excellence.
Physically - To provide opportunities for students to take part in a range of physical activities within their own and the wider community.
Socially - To teach students to care for themselves, relate to others and become responsible contributors to society.
To develop policies and programmes that promote a stimulating and safe environment.

Goal 3 : For students to become independent life-long learners
Outcomes
Faith City School students will graduate:
As informed decision makers
As critical & creative thinkers
Equipped to confidently engage the world
Having a love for learning and the skills to learn.
Strategies
To teach them the skills to be confident & resilient risk takers
To develop students ability to research, analyse and reflect on their learning
To teach key competencies & values from a Christian perspective.
To make learning enjoyable & provide a wide range of learning opportunities.

Key Competencies
Managing Self - James 3:13 - Who is wise ..among you? Let him show it by his good life, by deeds done in humility.
Participating and Contributing - Ephesians 4:16 From him the whole body, joined and held together,... grows and builds itself up in love, as each part does its work.
Relating to others - Luke 6:31 Do to others as you would have them do to you.
Thinking - Romans 12:2 Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind.
Using Language, Symbol and Text - Psalm 19:14 May the words of my mouth and the meditation of my heart be pleasing in your sight, O LORD....

Faith City School – Strategic Plan

Goals	2021	2022	2023
<p>Goal 1 : For our students to develop a strong Christian Character</p>	<ul style="list-style-type: none"> • Principal & DP Attend NZACS Leadership Conf • Evaluate and redevelop Christian Education Teaching Programme (developed with the COL) • Values: Respect—Continue programme based on PB4L & build on Restorative practice initiatives • Continue to develop and assess the Achievement Goals in Christian Schools CoL (LNICOL) • Big COL Day PLD with all staff with 	<ul style="list-style-type: none"> ◆ Staff attend NZACS Conference ◆ Trialling and Evaluating Christian Education Teaching Programme ◆ Values: Respect - Continue values programme based on PB4L and build on Restorative Practices ◆ School-Wide Musical ◆ Continue to participate, develop and assess the Achievement Goals in Christian Schools CoL—LNICOL ◆ Evaluate possibility of joining Takatini Tahi—Whanganui COL 	<ul style="list-style-type: none"> • Principal & DP Attend NZACS Leadership Conf • Values: Respect—Continue programme based on PB4L • Integrated Christian Education Teaching Programme into the school curriculum • Continue values programme based on PB4L and build on Restorative Practices
<p>Goal 2: For students to strive towards excellence in all areas.</p> <p>Academically—Students will have the knowledge & skills to develop personal excellence.</p>	<ul style="list-style-type: none"> • Continue to set, assess and evaluate targets for student improvement. • Develop Individual Goal Setting Plan with whanau, students and teachers • Year A — Faith City School Reviewed Curriculum • Teaching As Inquiry—Writing • Olympic Study • Embed Chrome Books using Google classroom, Hapara to assist individual learning plans in senior school (yr3/4-y8) • Investigate & purchase resources to assist with Development of Digital Technology • Investigate BYOD's or rent to own chrome books • Review and refine our Science and Social Studies curriculum statement and teaching programme • Investigate assessment in Science and Social Science through Inquiry learning • Continue Teaching and Assessment in Mathematics—via PLD programme • Reevaluate and develop TAI in response to changes in appraisal system/professional growth cycle • Widen student directed/personalised learning to include senior classes • Continue Writing PLD focus and review Reading programme using decodable texts 	<ul style="list-style-type: none"> ◆ Continue to set, assess and evaluate targets for student improvement. ◆ Review and Evaluate IEP Goal Setting with whanau, students and teachers ◆ Year B — Faith City School Reviewed Curriculum ◆ Investigate & purchase resources for IT ◆ Review and refine our Technology curriculum statement and teaching programme ◆ Review and refine assessment in Technology ◆ Teaching As Inquiry—TBA ◆ Further develop and embed student directed learning ◆ Further developing of Digital Technology curriculum 	<ul style="list-style-type: none"> • Continue to set targets for student improvement. • Continue Individual Goal Setting Plan with whanau, students and teachers • Year C — Faith City School Reviewed Curriculum • Investigate & purchase resources for IT • Review and refine our Arts curriculum • Review and refine assessment in Arts ◆ Continue to use TAI – ◆ Embedding and reviewing Digital Technology

<p>Physically Students will display healthy attitudes towards their own and others wellbeing.</p>	<ul style="list-style-type: none"> • Teach students the Restorative language for Chats, Classroom and whanau hui • Keeping Ourselves Safe Programme • EOTC Leadership event to Palmerston for Yr 8 • Technology programme Y7 & 8 programme to new provider—Whanganui Girls College • School Camp • Red Cross Training in First Aid for Year 6, 7 & 8 • Construction of back field, cycle & scooter track on back field • Pasifika Cultural Day 	<ul style="list-style-type: none"> ◆ Teach students the Restorative language for Chats, Classroom and whanau hui ◆ Puberty Programme for Year 7 & 8 ◆ EOTC event to Wellington for Yr 7 & 8 ◆ School wide Marae visit ◆ Technology programme Y7 & 8 ◆ Bike skills on back field, cycle & scooter track on back field ◆ Cultural Day 	<ul style="list-style-type: none"> • Keeping ourselves safe programme • Technology programme Y7 & 8 • Red Cross Training in First Aid for Year 6, 7 & 8 • School Camp
<p>Socially Students will promote personal, Interpersonal and community wellbeing.</p>	<ul style="list-style-type: none"> • Tier 2 of PB4L programme • Restorative Language development for Students • Continue in-depth Te Reo programme with outside provider, & provide learning for staff & students. • Kapa Haka Group—opportunities in the community • Seniors – 20 hour famine • Inclusive Senior Student leaders Team • Student Leaders Team to Leadership Training Day 	<ul style="list-style-type: none"> ◆ Tier 3 PB4L programme ◆ Continue in-depth Te Reo programme with outside provider, & provide learning for staff & students. ◆ Kapa Haka Group ◆ Inclusive Senior Student leaders Team ◆ Student Leaders Team to Marae 	<ul style="list-style-type: none"> • Evaluate and refine PB4L programme • Continue in-depth Te Reo programme with outside provider, & provide learning for staff & students. • Kapa Haka .Group • Seniors – 20 hour famine

	2021	2022	2023
Goal 3 : For our students to become independent life-long learners	<ul style="list-style-type: none"> • EOTC/Camp Programme • Restructure of Yr 1-2 classes and development of Team/Collaborative teaching approach across junior school • Plan & Purchase new ICT devices as per purchase plan • Investigate BYOD and/or rent to own devices • Develop Digital Technology with regarding to student accessing individual learning plans—across senior school • Include Place-Based learning in Curriculum delivery • Teach French Yr. 7 & 8 • Careers • Three way Mid year Conferences school wide 	<ul style="list-style-type: none"> ◆ Focus on Dance, Drama, Tech, Visual Arts & Music ◆ Strengthen Team/Collaborative teaching approach across junior school ◆ Purchase new ICT devices as per purchase plan. ◆ Develop Digital Technology with regarding to student accessing individual learning plans—across senior school ◆ evaluate Place-Based learning in Curriculum ◆ Teach French to Year 7 & 8 ◆ School-wide Musical ◆ Three way Mid year Conferences 	<ul style="list-style-type: none"> ◆ Possible new format for PrEP programme • Focus on cultural study • Teach a second language to Yr. 7 & 8 French • Purchase new ICT devices as per purchase plan. • Develop Digital Technology with regarding to student accessing individual learning plans—across senior school • Careers
Goal 4: To Promote a strong family community at Faith City School	<ul style="list-style-type: none"> • Faith City Parent and Community Picnic/BBQ tea • Strengthening Communication systems with parents via SMS, other web based systems • Annual Church Service at Faith City Church • Phonological/decodable texts and The Code with parents + start evaluation process • Establish Pasifika Support group for students and parents—dance etc • Parent Forum Continued - Pasifika & Maori • Up-date Website and FCS Facebook page • Developing communication of Student progress to parents—Edge • Reach out/service to the community • Parent/Whanau Survey • Parent help with Musical • Service to the community • Revisit Restorative Practice within the school • Establish relationship with local Kaumatua 	<ul style="list-style-type: none"> ◆ Faith City Parent and Community Picnic/BBQ tea ◆ Bi-annual Yearly Church Service at Faith City Church ◆ Phonological/decodable and The Code texts + evaluation process ◆ Live Reporting—Will be communicating Student progress to parents—Edge ◆ Establish Pasifika Support group for students and parents ◆ Parent Forum—curriculum ◆ Encourage Parent help with Camp ◆ Parent/Whanau Survey ◆ Service to the community ◆ Big Picture Meeting 	<ul style="list-style-type: none"> • Informal Community Picnic • Twice Yearly Church Service at Faith City Church • Parent Forum—curriculum • Service to the community • Live Reporting—Will be communicating Student progress to parents—Edge • Encourage parent help with cultural study—include Hangi & umu • Parent help with revisited PrEP programme

Professional Development & Staff Well being	<ul style="list-style-type: none"> • Introducing/developing Staff Well Being Programme (COL) • PLD Cont. for all staff on PB4L—Tier 2 • PD in Writing with RTLB support • PD on how to use Google Docs • Trialling new assessment in Maths • Evaluate and continue counselling programme • Professional Growth Cycle will be completed with new guidelines • Principal continue to be part of Professional Learning Group. • Principal's appraisal programme with Appraiser 	<ul style="list-style-type: none"> ◆ Cont. development—lead by staff re: Staff Well Being Programme ◆ Evaluation of SW-PB4L PD programme for all staff ◆ PD as Part of Christian School Community of Learning. ◆ Individual PD to suit teachers needs ◆ Develop assessment for Social Science ◆ Continue counselling programme ◆ First Aid Training for all staff ◆ Evaluate new guidelines for Professional Growth Cycle ◆ Principal continue to be part of Professional Learning Group. ◆ Assess Principals appraisal and decide on appraiser for 2023 	<ul style="list-style-type: none"> • PD as Part of Christian School Community of Learning and/or Takatini • Develop assessment for Technology • Individual PD to suit teachers needs • Principal continue to be part of Professional Learning Group. • Assess Principals appraisal and decide on appraiser for 2023 • Staff Well Being programme
Buildings & Maintenance BOT	<ul style="list-style-type: none"> • Renovate Room 6 –breakout space • Admin House renovation into sickbay area • Wash Carpets— Rm 1, 2, 3, & 5 Rm 4 & 6—Traffic areas • Fund-raise for Equipment for sports equipment • Fund-raise for Scooter & bike park. • Investigate break out space room 2/3 	<ul style="list-style-type: none"> ◆ Wash Carpets Rms 1, 2, 4, & Offices. ◆ Paint Rm 4 & Staffroom ◆ Investigate MLE furniture 	<ul style="list-style-type: none"> • Wash Carpets Rm 1, 2, • Paint Rm 2 & 3—Interior • Investigate senior playground • Fund-raise for Senior playground
Buildings & Maintenance Proprietors	<ul style="list-style-type: none"> • New gate and fence system in carpark • New sand pit and renovate junior sun shaded lunch area. • Health & Safety—signage around school developed • Rm 2 & 3—Cloak bay redevelopment to break out space • Renovate turf in lunch area. • Develop back field • Renovate server/changeroom/office space next to room 6 • New fence side of back field + plant boundary back field • Complete Back field and bike park 	<ul style="list-style-type: none"> ◆ Rm 6 & 3— Carpet Replaced ◆ Repaint windows Rm 6. 	<ul style="list-style-type: none"> • Extend roof outside room 4



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Faith City School Annual Plan 2021

School Development Goal - Faith Based Education Programme

Goal 1 : For our students to develop a strong Christian Character and relationship with God.

Targets are :

- Data improvement school wide through Faith Based curriculum that supports learning in Literacy, Numeracy and other curriculum areas
- 10-20% teaching time related to Faith Based Programme, including prayer, worship, devotion, Bible study and via other curriculum based topics
- 95% of students complete Memory Verse. 50% complete Extras verses
- Increase in Dojo and Respect points
- Improved schoolwide incident referrals through analysis of Big Five data
- One Christian Theme taught per term, displayed in classrooms and emphasised in classroom programmes - Science, Social Sciences, Technology, & Health based on Faith City Curriculum.

Background Data:

- We have now consistently taught the respect values in our PB4L school-wide matrix one year
- Students are rewarded with respect points in the classroom and house tokens in the playground.
- The majority of students are responding really well to the reward system. Staff are restorative in their approach—this will be re-covered in 2021
- Our school PB4L TFI received 100% in Term 3.
- There is lack of consistency between teachers as to the delivery and time spent on a Faith Based Programme

Who is Responsible - Principal & All Staff + PB4L-SW team

Budget: Resources - \$1500 Teacher Support via the CoL

Strategy

- Review and develop a consistent and structured Faith Based Edn. Programme that suits the needs and culture of Faith City School
- To teach students to care for themselves, relate to others and become equipped with Christian values and build resiliency among the students
- Build a closer relationship with the Proprietor, who will input to the review and also instigate a school wide review of our Christian Education programme

Areas of Strength

- Experienced and committed Christian Educators and SLT who are experienced in Restorative Practice
- 100% of staff are committed to the PB4L-SW programme
- We are a Christian school with a strong values based Christian environment
- Strong PB4L-SW team has been set up

Planned Actions for Lifting Achievement

- Evaluate Faith Based Edn. Programme with support via COL
- Tier 2 of the programme embedded with support PB4L-SW with Targeted Resilience programme across school supported by RTL B
- Principal will investigate and complete PD related to Faith Based Edn. Prog.
- We will as a school community collect and collate data using the SWISS +Big 5 report will be analysed and shared with Staff monthly.
- All staff will teach weekly lessons reinforcing the respect values in the matrix and reward students using class Dojo in the classroom
- Build closer relationship with the Proprietor for guidance and support and review



Faith City School Annual Plan 2021

Student Achievement Goal - Writing

Goal 2: For students to strive towards excellence in all areas

Targets:

Boys— 80% will be at expected curriculum level in Writing by the end 2021

Maori —80% will be at expected curriculum level in Writing by the end 2021

Pacifica—70% at expected curriculum level in writing

Background Data:

- At the end of 2020 13% of students were well-below in Writing and 25% were below.
- Five (16%) of these are Maori students and 10 students (77%) are Pasifika. Three ESOL students arrived at our school in term 3. One student has special educational needs.
- Overall, in Writing 62% of the students in the school were working At or Above the expected curriculum level for their year level at the end of 2020
- 68% (23/34) of Maori students were working at the expected curriculum level or above.
- 23% (3/13) of Pasifika were working at the expected curriculum level or above.
- 43% (29/68) of boys were working at the expected curriculum level or above.
- 67% of yr4 boys were below. All 9 year 5 boys were below

Areas of Strength

- Within School CoL Teachers provide mentoring for teachers as requested and extra support for target students
- All staff received in depth writing PD via the COL with C Braid in 2017-2019
- ESOL support given by experienced Teacher Aide.
- Yr 0/1 and Yr 8 teachers have strength in writing.

Budget: Resources - \$500 Teacher Support—hours PD CoL (hrs TBC)

Strategy

- Introduced The Code as a sequential spelling programme to improve writing outcomes
- Within School Teachers updated the learning progressions to align with the Curriculum levels
- Within Schools review Jude Parkes PLD on aligning the COL progressions in teams.
- COL offered zoom meetings throughout the year in structured literacy and in writing. These were delivered by experienced teachers
- Target groups will focus on students who are not reaching expected curriculum levels in writing.
- Teachers will share twice a term on progress of target students and we will discuss ways these students can be assisted to make accelerated progress. Some teachers provided individualised writing programmes during lockdown

Planned Actions for Lifting Achievement

- All teachers will teach a quality targeted writing programme.
- All classes will continue with the Phonological Awareness Programme/Decodable Texts.
- Within School COL Teachers will provide on-going support to classroom teachers.
- Col Teachers and RTLB facilitator run PD on engaging boys in writing
- Lessons will be videoed and discussed
- Classroom observations will be completed 1x a term and new targeted goals will be set.
- Cultural Diversity hours for PD have been provided by the MOE,
- Teachers will set up target groups with a focus on Boys, Pasifika and Maori students.
- Teachers will develop strategies for their target groups and report data to the Principal mid year and end of year
- Teachers will develop strategies for their target groups and report on progress to the Team Leaders on a regular basis
- Teachers will prioritise and give time to specific teaching of writing on a daily basis
- We will refer students to RTLB for extra support as necessary.
- Team teaching in classes
- As a school we will use writing exemplars for each curriculum as developed by the COL.
- Moderate writing in term 2 & 4.
- Report to the BOT

Who is Responsible—All teachers - WSL Sue Little & Maree Lewis. + PD facilitator + Principal



Goal 2: For students to strive towards excellence in all areas

Targets

- 80 % of our students will be at or above the expected curriculum level by the end of 2021
- 80 % of our Maori students will be at or above the expected curriculum level by the end of 2021
- 70% Pasifika students will be at or above the expected curriculum level by the end of 2021

Background Data

- The 2020 target for Yr4 students who were below in 2019 was to make accelerated progress—yr 4s to achieve 50% at the expected Curriculum level in 2020. We achieved 71% at or above expected curriculum level. Yr 6 students who were below would make accelerated progress. With 70% reaching the expected curriculum level. We achieved 80% at or above the expected curriculum level.
- Overall, 76 % of the students were at or above the expected curriculum level.
- At the end of 2020, 10 students were well-below in Maths and 27 were below. Three new ESOL students arrived part way through 2020 who were well below the expected curriculum level. This impacted our results in 2020.
- Six Maori students and 8 Pasifika students are below the expected curriculum level.
- 47%(7/15) of Pasifika were working at the expected curriculum level or above.
- 71% (25/35) of Maori were working at the expected curriculum level or above.
- The year 6 cohort at the beginning of 2021 are of concern - 57% (14 students) are below the expected curriculum level.
- 10 out of 35 Maori students and 7 out of 13 Pasifika students were below the expected curriculum level.
- 46% (6/13) Pasifika students were at or above the expected curriculum level.
- The year 4 cohort at the beginning of 2021 are of concern. 45% (9 Students) are below the expected curriculum level.

Areas of Strength

- Experienced Math's Lead supporting staff and working with Charlotte Wilkinson.
- 72 Hours PLD (MOE) for Math's focused on teaching and assessment practices for 2021 a continuation of the 80 hours in 2020.
- 71% of our Maori students at or above the expected curriculum level,
- 95% of year 8 students in 2020 were at or above the expected curriculum level.

Strategy

- All classes will have target groups in Math's and set individual learning plans for these students.
- From carrying out the assessment screen in years 3 – 8, an area of weakness has been highlighted in student understanding of place value. Teachers of years 3 – 8 will make this area of Mathematics a targeted component of their planning.
- Target groups will focus on students who are not reaching expected curriculum levels in Maths including our Pasifika and Maori Students
- Students who are well-below will receive extra support.
- C Wilkinson, our PD provider, will provide extra support for teachers to assist them in accelerating student progress in Maths
- Teachers will share twice a term on progress of target students and we will discuss ways these students can be assisted to make accelerated progress.
- Improved Pasifika parent connectedness to assist with understanding Maths

Planned Actions for Lifting Achievement

- All teachers will teach a quality targeted mathematics programme.
- Teachers will teach Maths in groups.
- There will be target groups in Maths in all classes—including Pasifika and Maori students.
- Maths leader and PD provider will support staff
- Classroom observations will be completed.
- We will refer students to RTLB for extra support as necessary.
- Moderate mathematics in term 2 & 4.

Who is Responsible—All teachers + Mathematics Leader + PD Provider + Principal

Budget: Resources—\$500 Teacher Support— 72 hours PD COL + 8 hours cultural competency



Faith City School Annual Plan 2021

School Development Goal—Hauora/Well-being & PB4L—SW

Goal 3: For students to become independent life-long learners

Targets of PB4L-SW are :

- Improved schoolwide incident referrals through analysis of Big five data
- Disruptive incidents will decline by 20% in 2021
- Physical incidents in the classroom will decline by 50% in 2021
- Develop resilience programme with support from RTLB—students year 4-8

Background Data:

PB4L School-Wide looks at behaviour and learning from a whole-of-school as well as an individual child perspective.

PB4L takes the approach that opportunities for learning and achievement increase if::

- The school environment is positive and supportive
- Expectations are consistently clear
- Students are consistently taught desired behaviours.
- Students are consistently acknowledged for desired behaviours and undesirable behaviours are responded to in a fair and equitable way.

2020

We completed introduction and implementation of Tier 2 of the programme.

We have now and taught the respect values in our PB4L school-wide matrix for one year.

Students are rewarded with respect points in the classroom and house tokens in the playground.

The majority of students are responding really well to this programme. Staff are very proactive and restorative in their approach.

Strategy

- To teach students to care for themselves, relate to others and become responsible contributors to society through our respect Values
- To develop policies and programmes that promote a stimulating, safe and caring environment

Areas of Strength

- 100% of staff are committed to the PB4L-SW programme
- We are a Christian school with a strong values based Christian environment.
- Strong PB4L-SW team has had experience and are working well together
- Senior staff proactive in developing and using resource to support student Hauora

Planned Actions for Lifting Achievement

- This year we will be embedding Tier 2 of the programme and investigating/developing Resilience Programme with support from RTLB
- PB4L-SW coach & leader will attend professional development courses if required.
- Principal will continue to complete PLD on Drill Down.
- We will as a school community collect and collate data using the SWISS programme—this will be reviewed twice per month as staff and instigate action plan as a result.
- All staff will teach weekly lessons reinforcing the respect values in the matrix.
- All staff will reward students using class Respect Points in and outside the classroom
- Better use SMS for pastoral Care and parental communication
- Big 5 report will be analysed and shared with Staff monthly.

Who is Responsible - Principal & All Staff + PB4L-SW team

Budget: \$1000.00 + allocation of PLD time