

## Darfield High School Annual Goals 2019 (Feb19 Draft)

### Goal 1: Student and staff well-being

To enhance systems and implement programmes to support student and staff well-being.

2019 Strategies	2019 Indicators	Resources	Responsibility
<p><b>Student Wellbeing</b></p> <p>Annual sign-off of digital citizenship agreement completed via digital sign off in form of a survey</p> <p>Additional Guidance counsellor hours to run specific programmes and investigations</p> <p>Proposal for vertical form classes developed, consulted and implementation plan for 2020 if agreed</p> <p>Develop digital safety programme</p>	<p>All students have re-signed agreement</p> <p>Report on programmes received</p> <p>Proposal presented</p> <p>Netsafe Schools programme review used to identify areas of need. Plan developed.</p>	<p>Time. Appropriate ICT</p> <p>0.2 Staffing</p> <p>Meeting time</p>	<p>ICT Committee JM</p> <p>LH/MA</p> <p>Guidance Committee PE</p> <p>ICT Committee/ME</p>
<p><b>Staff Well-being</b></p> <p>Staff wellbeing model to use as guide for best support strategies.</p>	<p>Model published to staff and used as framework for support.</p>	<p>Time</p>	<p>Wellbeing Committee TA</p>
<p>Provide Deans with support to enable them to be effective with their role.</p>	<p>Additional non-contact hour for Year 9 and 10 Deans</p> <p>Access to additional non-contacts when needed</p> <p>Kamar being used to support efficient practice</p>	<p>0.1 FTE</p> <p>Training and support time</p>	<p>JM PE TA/PE/CW</p>
<p><b>Health and Safety</b></p> <p>Incident/Accident spreadsheet or Kamar used for all first aid incidents that come to office</p> <p>Crisis Management Plans completed for school and MSTC using new model</p> <p>Safety of service area reviewed and recommended compliance in place</p>	<p>Register used for all incidents</p> <p>Crisis Management Plans approved by BOT</p> <p>Trial scenarios have taken place</p> <p>Independent review of site safety completed</p> <p>Recommendations implemented</p> <p>5YA building works completed in service area.</p>	<p>Time/Technical support</p> <p>Time</p> <p>5YA</p>	<p>JM/Jill</p> <p>JM</p> <p>LM LM LM</p>

## Goal 2: Middle school (Years 7-10)

To develop curriculum and pastoral systems in order to support greater coherence of learning in Years 7-10.

2019 Strategies	2019 Indicators	Resources	Responsibilities
Tracking 7/8 Achievement in Mx, English, Social Sciences	Process for use of data and monitoring of students established to support tracking, targeting and tailoring.	Time	JM
Year 7-9 Curriculum Co-ordinator position established	Job description developed Individual appointed Year 7/8 staff feel supported	MU, 2 hours non-contact	JM
Kahui Ako fund Within School teacher to support transition from Year 6 to 7.	Person appointed to position. Positive feedback from students, parents and contributing schools	Kahui Ako funded position	JM
Storytelling Project to support writing literacy further embedded	Currently trained teachers share expertise with other teachers. Review of programme effectiveness conducted.	Teacher release	VR COL
PACT tool used for consistent comparative data in COL	PACT tool trialed for Year 8 writing	Teacher PLD	COL

## Goal 3: Staff capability

To develop staff capability to meet the needs of changes in teaching and learning approaches

2019 Strategies	2019 Indicators	Resources	Responsibilities
Staff develop basic Te Reo skills	Some teachers complete after hours course All teachers participate in Te Reo upskilling activities at school	PD Budget	
Helping staff to understand what 'success as Maori' looks like.	Follow up sessions from Angus McFarlane PLD occur	PD Budget	TA
Teacher PLD focus on using data to track and target students who are not achieving as well as they are capable with tailored responses	Satisfactory completion of PLD milestone documents	Time	TA
Feedback to Principal and BOT regarding aspirations, barriers, enablers and challenges with staff being effective.	Appraisal process includes feedback to Principal for all employees	Time	TA/JM

#### Goal 4: Infrastructure

To develop the school's infrastructure to meet the needs of an increasing roll and changes in teaching and learning approaches

2019 Strategies	2019 Indicators		
New computer labs and science labs E block refurb.	Project completed  Project design and approvals completed.	5YA Property funding	LM/JM
Staff develop confidence with Kamar and use	Kamar PLD takes place	Time	TA/CW

#### Goal 5: Community Networks

To develop the way in which the school works with local schools and communities

2019 Strategies	2019 indicators	Resources	Responsibility
Kahui Ako with Malvern Cluster	Five Within School Positions supported to attain COL goals. WSTs participate in Spirals of Enquiry PLD and process to plan to meet COL goals	COL funding	COL/JM
Develop business partnerships and sponsorship	Recommendations from partnerships review confirmed and implemented	TBC	JM/MT
Parent engagement workshops to support parents in their role	Four workshops take place including internet safety.	TBC	BOT/PTSA

## Goal 6: Student Achievement

To enable students to achieve to their potential

2019 Strategies	2019 Indicators	Resources	Responsibility
Departments identify strategies to raise achievement as appropriate to their learning area	Strategies identified in Department Annual and NCEA reports.	Time	HODs
Intensive support programme for low literacy and numeracy students in 7-10	Teachers feedback is positive. Positive progress of students in assessments.	Teacher hours 0.6 FTE	SM
Senior student careers advice process reviewed	All senior students interviewed and personal plan shared with parents	Time	JA
Review Sports programme at DHS using Athlete Development Model.	Review published	MU and time	
BOT funds staffing in excess of smaller classes wider subject choice	Small class sizes. Subject range maintained.	5-?? FTE	JM/BOT

## Goal 7: International Programme

To increase the number of fee paying international students

2019 Strategies	2019 indicators	Resources	Responsibility
Develop International Dean Position to better support student pastoral and academic needs	Job description agreed. Position appointed		JM
Promote benefits of international programme to school community	Staff aware of benefits of international programme Staff PLD on cultural competence		NH
Increase number	30 equivalent full time students per annum	Marketing budget	NH
Diversify international student country of origin	60% of students from countries other than Japan Marketing trips to Korea and Vietnam	Marketing budget	NH
Feedback to students, parents and agents on progress in English language development in form that enables them to determine progress.	Kamar used to record progress using ELLP	Time	