

# Kimbolton School Strategic Goals

## **School Vision.**

To unleash the potential of all.

## **How we developed our goals.**

During Term 3 in 2023, we sent questionnaires to our school community, seeking their feedback on a range of areas related to teaching, learning and opportunities at Kimbolton School. We had digital forms, along with the offer to have family members meet with us and orally share their thoughts. We also had forms available to be filled in at school events, like assemblies. We received almost 70% of responses.

From here, the principal and board reviewed all responses and made decisions around areas for focus. There was a lot of discussion around targets and how we could meet the needs of target groups. These were then turned into goals and were approved at a board meeting in December 2023. It was felt that the goals we have are responsive to the needs of our community.



# Kimbolton School Strategic Goals 2024-2025

## **Goal 1: Teaching and Learning.**

### **Our Strategic Statement for Teaching and Learning**

Teaching and Learning is at the heart of all we do at Kimbolton School. Our expectation is that all students will strive towards their own personal excellence, through the support of highly trained staff and programmes.

### **Our Strategic intentions:**

1. Undertake the review and implementation of the New Zealand Curriculum Refresh programme.
2. Strengthen our understanding of how we teach and what learning looks like at Kimbolton School.
3. Develop teacher capability across core curriculum, including Assessment for Learning.
4. Embed systems for personalising learning
5. Engage with and involve a range of specialists and services to support our learners.
6. Remove as many barriers as possible for our learners, so opportunities and experiences are in their reach.

## **Goal 2: Cultures and Identity**

### **Our Strategic Statement for Cultures and Identity**

At Kimbolton School students, staff, and whānau learn in a safe culturally inclusive environment, where the Principles of the Treaty of Waitangi are upheld.

### **Our Strategic Intentions**

1. Identify and implement effective pedagogies for improving learning outcomes for all students with a focus in this plan on Māori.
2. Continue to strengthen engagement and contribution from parents, whānau, hapū, iwi, Māori organisations, communities and businesses.
3. Develop and implement the ANZ Histories Curriculum.
4. Represent cultures and diversity through imagery, activities and experiences.

### **Goal 3: Experiences and Excellence**

#### **Our Strategic Statement for Experiences and Excellence**

We will provide a wide and growing range of opportunities and experiences for our students and their whānau.

#### **Our Strategic Intentions**

1. Explore our local area and incorporate learning around this into our localised curriculum.
2. To further develop the way we identify students with talent as well as providing opportunities for them to develop their interests and abilities.

### **Goal 4: Wellbeing**

#### **Our Strategic Statement for Wellbeing**

Kimbolton School has a culture of kindness and responsibility where students and staff support and celebrate each other.

#### **Our Strategic Intentions**

1. Implement and grow wellbeing initiatives that promote resilience, inclusiveness and diversity.
2. Continue to strengthen staff capabilities in setting and obtaining high standards from all students.

### **Goal 1: Teaching and Learning.**

Teaching and Learning is at the heart of all we do at Kimbolton School. Our expectation is that all students will

strive towards their own personal excellence, through the support of highly trained staff and programmes.

Intentions	2024-2025 Planned Actions
<p>1. Undertake the review and implementation of the New Zealand Curriculum Refresh programme.</p>	<ul style="list-style-type: none"> <li>- Implement the Mathematics Curriculum.</li> <li>- Implement the English Curriculum.</li> </ul>
<p>2. Strengthen our understanding of how we teach and what learning looks like at Kimbolton School.</p>	<ul style="list-style-type: none"> <li>- Audit what currently happens at Kimbolton School in regards to how we teach.</li> <li>- Hold discussions amongst staff around learning and what it looks like, and where improvements can be made.</li> <li>- Ensure teachers are upskilled in the expectations of how we teach.</li> </ul>
<p>3. Further grow teachers competencies through specific PD.</p>	<ul style="list-style-type: none"> <li>- Complete PLD with Laura Snowden, ensuring it is individually focused on teachers needs.</li> <li>- Update and promote a clear list of guidelines around what teaching at Kimbolton looks like.</li> <li>- Review and refine our Assessment schedule.</li> <li>- Budget for curriculum based PD, allowing individualised learning.</li> </ul>
<p>4. Embed systems for personalising learning</p>	<ul style="list-style-type: none"> <li>- Employ a teacher aide focused on working solely with small groups of students, outside of the classroom.</li> </ul>
<p>5. Engage with and involve a range of specialists and services to support our learners.</p>	<ul style="list-style-type: none"> <li>- Continue to build relationships with Ministry Special Ed, Learning Support Coordinators and RTLB.</li> </ul>
<p>6. Remove as many barriers as possible for our learners, so opportunities and experiences are in their reach.</p>	<ul style="list-style-type: none"> <li>- Facilitate opportunities for identified students such as ICAS, EPro 8, Mathex and Literacy Quiz.</li> <li>- Enhance teaching units to include appropriate onsite and off site experiences.</li> </ul>

## Goal 2: Cultures and Identity

At Kimbolton School students, staff, and whānau learn in a safe culturally inclusive environment, where the Principles of the Treaty of Waitangi are upheld.

Intentions	2024-2025 Planned Actions
1. Identify and implement effective pedagogies for improving learning outcomes for all students with a focus in this plan on Māori.	<ul style="list-style-type: none"><li>- Using available resources define and document effective pedagogies for Maori at Kimbolton School.</li><li>- Further develop our Priority Learners Docs.</li></ul>
2. Continue to strengthen engagement and contribution from parents, whānau, hapū, iwi, Māori organisations, communities and businesses.	<ul style="list-style-type: none"><li>- Develop a set of annual activities to which whanau are included.</li><li>- Facilitate Whanau hui, initially focusing on our Maori community and then involving, where appropriate, other ethnic groups.</li></ul>
3. Develop and Implement the ANZ Histories Curriculum. .	<ul style="list-style-type: none"><li>- Come up with a delivery plan for the ANZ Histories Curriculum.</li><li>- Upskill staff in its delivery.</li></ul>

## Goal 3: Experiences and Excellence

We will provide a wide and growing range of opportunities and experiences for our students and their whānau.

Intentions	2024-2025 Planned Actions
1. Explore our local area and incorporate learning around this into our localised curriculum / enviro programme.	<ul style="list-style-type: none"><li>- Create a list of local areas that can offer value to our localised curriculum.</li><li>- Look for ways to blend the learning possibilities from our local area with the core curriculum.</li></ul>
2. To further develop the way we identify students with talent as well as providing opportunities for them to develop their interests and abilities.	<ul style="list-style-type: none"><li>- Develop a system for talent identification.</li><li>- Plan and implement ways to support identified students.</li></ul>

## Goal 4: Wellbeing

Kimbolton School has a culture of kindness and responsibility where students and staff support and celebrate each other.

Intentions	2024-2025 Planned Actions
1. Implement and grow wellbeing initiatives that promote resilience, inclusiveness and diversity.	<ul style="list-style-type: none"><li>- Include staff wellbeing initiatives at staff meetings.</li><li>- Include staff wellbeing initiatives throughout the year.</li><li>- Investigate and implement a wellbeing programme across the school.</li></ul>
2. Continue to strengthen staff capabilities in setting and obtaining high standards from all students.	<ul style="list-style-type: none"><li>- Incorporate PD that allows teachers to understand the capabilities of students within their classes.</li></ul>

# 2024 Annual Plan

## Goal 1: Teaching and Learning

*Teaching and Learning is at the heart of all we do at Kimbolton School. Our expectation is that all students will strive towards their own personal excellence, through the support of highly trained staff and programmes.*

### Nelps 2, 3 and 4

**1.1** - Undertake the review and implementation of the New Zealand Curriculum Refresh programme.

Planned Action	Outcomes	Resources/Who
Implement the Mathematics curriculum.	<p>Teachers understand the structure, concepts, ideas and assessment practices within the refreshed curriculum document.</p> <p>Staff will be developing their practice using the refreshed curriculum document.</p>	\$1500 teacher PLD release

**1.2** - Strengthen our understanding of how we teach and what learning looks like at Kimbolton School.

Planned Action	Outcomes	Resources/Who
Audit what currently happens at Kimbolton School in regards to how we teach.	- Positive actions will remain, whilst we will have a clearer picture of where we can modify things to create better teaching and learning.	
Access support to generate positive changes to our teaching and learning.	- A wider understanding of next steps in our journey of improvement.	Laura Snowden. Greg Individual PD \$1500
Ensure teachers are upskilled in the expectations of how we teach.	- Teaching and learning will allow academic targets to be met at Kimbolton School.	Laura Snowden. Greg Other experts as needed.

### 1.3 - Develop teacher capability across core curriculum, including Assessment for Learning.

Planned Action	Outcomes	Resources/Who
Further grow teachers competencies through specific PD.	<ul style="list-style-type: none"><li>- Ongoing growth of our teaching team.</li><li>- Improvement in academic data and student well being.</li></ul>	Laura Snowden. \$6,000
Review and refine our Assessment schedule.	<ul style="list-style-type: none"><li>- Assessment schedule will be updated and used.</li></ul>	Staff
Update and promote a clear list of guidelines around what teaching at Kimbolton looks like.	<ul style="list-style-type: none"><li>- Document will be completed and readily accessible to all teaching staff.</li></ul>	Greg Kirsty Staff

### 1.4 - Embed systems for personalising learning

Planned Action	Outcomes	Resources/Who
Employ a teacher aide focused on working solely with small groups of students, outside of the classroom.	<ul style="list-style-type: none"><li>- Improved learning and engagement for extension and booster students.</li></ul>	Kirsty N Greg

### 1.5 - Engage with and involve a range of specialists and services to support our learners.

Planned Action	Outcomes	Resources/Who
Continue to build relationships with Ministry Special Ed, Learning Support Coordinators and RTLB.	<ul style="list-style-type: none"><li>- Strong relationships will benefit our at risk students.</li></ul>	Staff.



<b>1.6 - Remove as many barriers as possible for our learners, so opportunities and experiences are in their reach.</b>		
<b>Planned Action</b>	<b>Outcomes</b>	<b>Resources/Who</b>
Facilitate opportunities for identified students such as ICAS, EPro 8, Mathex and Literacy Quiz.	- Students will have a rich range of opportunities.	Staff

**Goal 2: Cultures and Identity**  
*At Kimbolton School students, staff, and whānau learn in a safe culturally inclusive environment, where  
 The Principals of the Treaty of Waitangi are upheld.*

**Nelps 1, 3 and 5**

**2.1 - Identify and implement effective pedagogies for improving learning outcomes for all students with a focus in this plan on Māori.**

<b>Planned Action</b>	<b>Outcomes</b>	<b>Resources/Who</b>
Review and refine our Priority Learners Docs.	Teachers will be using these and reflecting on them when discussing learning with parents.	Staff

**2.2 - Continue to strengthen engagement and contribution from parents, whānau, hapū, iwi, Māori organisations, communities and businesses.**

<b>Planned Action</b>	<b>Outcomes</b>	<b>Resources/Who</b>
Develop a set of annual activities to which whanau are included.	- Our school community is mixing on a semi regular basis, across a wide range of events.	Board Staff Community

<b>2.3 - Develop and Implement the ANZ Histories Curriculum.</b>		
<b>Planned Action</b>	<b>Outcomes</b>	<b>Resources/Who</b>
Come up with a delivery plan for the ANZ Histories Curriculum.	- Clear plan in place by the end of 2024.	Greg Kirsty
Upskill staff in its delivery.	- Competence and understanding will be evident through the teaching of the ANZ Histories Curriculum.	Staff

<b>Goal 3: Experiences and Excellence</b>		
<i>We will provide a wide and growing range of opportunities and experiences for our students.</i>		
<b>Nelps 2 and 6</b>		
<b>3.1 - Explore our local area and incorporate learning around this into our localised curriculum.</b>		
<b>Planned Action</b>	<b>Outcomes</b>	<b>Resources/Who</b>
Create a list of local areas that can offer value to our localised curriculum.	- A clear list of places of importance will be completed.	Staff Community
Look for ways to blend the learning possibilities from our local area with the core curriculum.	- Learning around our local area will be evident in classroom programmes.	Staff

## Goal 4: Wellbeing

*Kimbolton School has a culture of kindness and responsibility where students and staff support and celebrate each other.*

### Nelps 1, 3 and 6

#### 4.1 - Implement and grow wellbeing initiatives that promote resilience, inclusiveness and diversity.

Planned Action	Outcomes	Resources/Who
<ul style="list-style-type: none"><li>- Include staff wellbeing initiatives throughout the year.</li></ul>	<ul style="list-style-type: none"><li>- Staff will be well connected, positive and cohesive.</li></ul>	Greg Staff
<ul style="list-style-type: none"><li>- Investigate and implement a wellbeing programme across the school.</li></ul>	<ul style="list-style-type: none"><li>- The wellbeing of all is enhanced.</li><li>- Students will be more resilient.</li></ul>	Greg Staff

#### 4.2 - Continue to strengthen staff capabilities in setting and obtaining high standards from all students.

Planned Action	Outcomes	Resources/Who
Incorporate PD that allows teachers to understand the capabilities of students within their classes.	<ul style="list-style-type: none"><li>- Teachers have a clear understanding of what can be achieved and how to get their students to those levels.</li><li>- Teachers take pride in growing their level of expertise.</li></ul>	Staff

# 2024 Annual Targets

## Focus Area: Priority Learners

### Goal 1: Student Learning, Progress & Achievement

*Teaching and Learning is at the heart of all we do at Kimbolton School. Our expectation is that all students will strive towards their own personal excellence, through the support of highly trained staff and programmes.*

**Annual Target:** All students without recognised high needs will be at the expected standard by the end of Term 3, 2024.

**Why this target:** Whilst progress is clearly evident at a school wide level, we need to have the ability to focus and drill down on our priority learners, and their progress.

### Baseline Data: End of 2023 Data:

**Maths:** We have seven students returning in 2024 who are considered to be working towards their expected level. Of these seven students we consider five to have neuro-diverse learning barriers, whose progress will be tracked through IEPs.

#### Planned actions: -

- Continuation of the use of priority learners docs.
- Targeted use of teacher aide time.
- Regular communication with the parents of these students.
- Support from outside agencies.

**Reading:** We have nine students returning in 2024 who are considered to be working towards their expected level. Of these nine students we consider five to have neuro-diverse learning barriers, whose progress will be tracked through IEPs.

#### Planned actions: -

- Continuation of the use of priority learners docs.

- Targeted use of teacher aide time.
- Regular communication with the parents of these students.

**Writing:** We have 13 students returning in 2024 who are considered to be working towards their expected level. Of these 13 students we consider five to have neuro-diverse learning barriers, whose progress will be tracked through IEPs.

**Planned actions: -**

- Continuation of the use of priority learners docs.
- Targeted use of teacher aide time.
- Regular communication with the parents of these students.
- Support from outside agencies.

**Focus Area: Accelerating progress.**

**Goal 2: Student Learning, Progress & Achievement**

*Teaching and Learning is at the heart of all we do at Kimbolton School. Our expectation is that all students will strive towards their own personal excellence, through the support of highly trained staff and programmes.*

**Annual Target:** A percentage of students working at the expected standards will be working above the standard expected by the end of Term 3, 2024.

Maths: 55% above standard expected.

Reading: 55% above standard expected.

Writing: 35% above standard expected.

**Why this target:** As we endeavour to have all students striving for excellence, we believe that this includes having students making accelerated progress, allowing them to be working above expected standards.

**Baseline Data: End of 2023 Data:**

**Maths:** 45% currently working above expectation.

**Planned actions: -**

- Targeted planning for students to be extended.
- Targeted use of teacher aide time.
- Development of our school Mathematics curriculum, incorporating the refreshed curriculum.

**Reading:** 44% currently working above expectation.

**Planned actions: -**

- Targeted planning for students to be extended.
- Targeted use of teacher aide time.

**Writing:** 25% currently working above expectation.

**Planned actions: -**

- Targeted planning for students to be extended.
- Targeted use of teacher aide time.
- Utilising our writing matrices.