

**Charter  
and  
Annual Action Plan  
2023**



**KIMBOLTON  
SCHOOL**

# **KIMBOLTON SCHOOL CHARTER**

Working together with friendship  
mahi tahi i roto i te hoa tanga, me te whanaungatanga

## **MISSION STATEMENT**

To create a supportive learning environment that will inspire the children to fully realise their educational and personal potential enabling them to make a positive contribution to the wider community.

## **SCHOOL DESCRIPTION**

Kimbolton School is a co-educational full state primary school situated in the township of Kimbolton approximately 28 kilometres from Feilding. Kimbolton School has three classrooms which, along with associated buildings, are in good condition.

Over the years the peak school roll has fluctuated. In 2018 the school roll peaked with 72 students. Children come from the wider northern Manawatu area to attend Kimbolton School. The school enjoys a high level of parental and community involvement and all school activities are well supported.

All of our decisions are centred around what is best for each child and we want our staff to be motivated to be at Kimbolton School.

The current 2022 roll is 46.

## **VIRTUES**

### **At Kimbolton School we value**

compassion, respect, courtesy, consideration, tolerance, honesty, excellence, teamwork, communication, independence, respect, open mindedness, trustworthiness, confidence and cooperation

These are encompassed in our school WAKA values.

Whanau

Attitude

Kindness

Achievement

## **STRATEGIC GOALS**

Children will achieve excellence across all areas of the curriculum with emphasis on Literacy and Numeracy.

To develop awareness and learn about New Zealand's cultural diversity

Develop a culture of high performance and critical investigation

Provide equitable opportunities for all students to learn and succeed

The Kimbolton School Board undertakes to take all reasonable steps to achieve the purposes, aims and objectives in this charter, to take full account of the National Education Guidelines and to meet all statutory obligations.

# KIMBOLTON SCHOOL VISION

## ***To unleash the potential of all.***

Characterised by students, staff, whānau, community and the board all experiencing success.

### **Children**

- Take responsibility for their actions and drive their learning
- Are respectful, considerate and confident
- Are proud of their achievements and their school
- Feel safe and cared for
- Are encouraged and challenged

### **Management**

- Provides high quality leadership to the school
- Supports, values and empowers others
- Maintains effective relationships between home and school
- Plan for an exciting, compelling future
- Monitors the progress toward meeting the school's goals

### **Teachers**

- Provide a high quality innovative curriculum.
- Show enthusiasm and foster a love of learning
- Receive timely, intensive support, of high quality
- Have high expectations of themselves and their students
- Are committed to their own professional growth
- Work in partnership with parents/caregivers
- Are positive and professional

### **Policies, Procedures and Guidelines**

- Are developed through consultation where appropriate
- Are clearly stated and easily understood
- Are accessible
- Are reviewed as part of the review cycle

## **Board**

- Is a good employer
- Is well informed and engages in ongoing training.
- Ensures resources are effectively managed
- Plans for the future and engages in robust internal evaluation.
- Consults effectively with the Kimbolton Community
- Meets the requirements of the Nelps.
- Maintains a safe environment for staff and students

## **Curriculum Programmes**

- Are delivered in an interesting, relevant way
- Literacy and Numeracy programmes are designed to meet the needs of all children
- Prepare our students for the future
- Fulfil National Curriculum requirements
- Are reviewed and updated regularly

## **Support Staff**

- Are supportive of the school and its aims
- Feel valued and part of a team
- Are positive and professional

## **Parents**

- Feel welcome and included
- Are well informed
- Encourage their children in their learning
- Respect the professional judgement of the teachers
- Are supportive of the Board, staff and school.

## **Environment**

- The school environment is attractive and welcoming
- Reflects our ethos of caring for the environment
- Supports student learning
- Is child friendly
- Is safe and well maintained

# 2023 Strategic and Annual Goals

STRATEGIC GOAL 1	2022 TARGET	Actions	Indicators	Who, When
<p>Children will achieve excellence across all areas of the curriculum with emphasis on Literacy and Numeracy.</p> <p><i>All students are successfully able to access the NZ curriculum which is evidenced by progress and achievement in relation to The New Zealand Curriculum Levels.</i></p> <p><b>NELP</b> Objective 2 Priority 4 Annual Goal 1a</p>	<p>90% of all students achieve at or above the expected level, in Reading, by December.</p> <p>90% of all students achieving at or above the expected level, in Writing, by December</p> <p>90% of all students achieving at or above the expected level, in Maths, by December</p> <p><b>Annual Goal 1a Targets:</b> Clear documentation and implementation around what teaching looks like at Kimbolton School, as power our localised Curriculum.</p> <p><b>Annual Goal 1b Targets:</b></p>	<p><b>Annual Goal 1a</b></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> </ul> <p>Ensure teachers are upskilled in the expectations of how we teach.</p> <p><b>Annual Goal 1b</b></p> <ul style="list-style-type: none"> <li>- Lead teacher will attend further PD opportunities. .</li> <li>- Engage in discussions with other professionals working in the Play Based space. .</li> <li>- Create clear templates for tracking engagement, involvement and understandings.</li> </ul>	<p><b>Annual Goal 1a:</b></p> <ul style="list-style-type: none"> <li>- Localised curriculum clearly outlines what learning looks like at Kimbolton School.</li> </ul> <p><b>Annual Goal 1b:</b></p> <ul style="list-style-type: none"> <li>- The PD budget will take into consideration the needs of the programme.</li> <li>- Learning stories will demonstrate an indication that students are covering more curriculum areas, through play.</li> <li>-</li> </ul>	<p>Principal Teachers Board</p> <p>Ongoing</p>

<p>Strengthen our understanding of how we teach and what learning looks like at Kimbolton School.</p> <p><b>Annual Goal 1b</b> Grow play based learning to demonstrate stronger curriculum links.</p>	<p>-Student engagement will be tracked to individual curriculum areas. <i>This will allow for a more individualised programme.</i></p> <p>-By 2025 academic data for Year 3 students will reflect growth across all curriculum areas, when compared to 2021.</p>	<p>-</p>		

STRATEGIC GOAL 2	Actions	Indicators	Who, When
<p>To develop awareness and an understanding of New Zealand's cultural diversity</p> <p><b>NELP</b> <i>Objective 1</i> <i>Priority 2</i></p> <p><i>Objective 3</i> <i>Priority 5</i></p> <p><b>Annual Goal 2a</b> Ensure our school environment reflects the culture and heritage of all learners.</p> <p><b>Annual Goal 2b</b> Plan for and implement the ANZ Histories Curriculum.</p> <p><b>Annual Goal 3:</b></p>	<p><b>Annual Goal 2a</b></p> <ul style="list-style-type: none"> <li>● Teachers working within the Feilding Kahui Ako – Creating links with iwi. - AG 2a</li> <li>● Teachers incorporating aspects of Te Reo / Tikanga in the classroom AG 2a</li> <li>● Children exposed to aspects of the culture through- haka, poi, art works, Waiata, Hangi AG2a</li> <li>● To provide school wide topics that develop awareness of Maori traditions and protocol AG2a</li> <li>● The vegetable gardens are planned and planted according to the knowledge of Tangata Whenua - companion planting, seasonal, placement according to the path of Tamanuitera.</li> <li>● Tukutuku panels - these reflect our community - the Oroua River and Ruahine Ranges landforms, the rhododendron, the stairway of learning and the tears shed when working and learning.</li> <li>● Connecting with our natural environment - sensory bug hunts, nature walks within the forest, learning about our flora and fauna,</li> <li>● Further develop a clear understanding of the ANZ Histories Curriculum. Also recognisable in our Localised Curriculum.</li> <li>● Lead teacher of ANZ Histories Curriculum to do Professional Growth Cycle focused on its implementation. - Refer KE PGC</li> </ul>	<p><b>Annual Goal 2a and 2b</b></p> <ul style="list-style-type: none"> <li>● Teachers engaging with the Feilding Kahui Ako</li> <li>● Obvious use and understanding of Maori language and culture in classrooms /school /school events e.g., karakia – opening and closing</li> <li>● Classroom units around Matariki</li> <li>● Clear, concise school wide topics / overviews.</li> <li>● Evidence of regular communication with parents of students identified as Maori, including reporting on progress and needs, academically and socially.</li> <li>● School environment reflects understanding and growth, as per indicators.</li> <li>● Completed PGC by lead teacher.</li> </ul> <p><b>Annual Goal 2c</b></p> <ul style="list-style-type: none"> <li>● Range of community events planned over the year.</li> <li>● Ongoing newsletters, use of school apps and email.</li> <li>● Regular check-ins with the parents of students identified as Maori.</li> </ul>	<p>Principal Teachers</p> <p>Term 1-4</p>



Whanau are engaged in their children's learning	<p><b>Annual Goal 2c</b></p> <ul style="list-style-type: none"><li>• Ensure community events are planned.</li><li>• Build strong communication and relationships with the community.</li><li>• Involve parents of students identified as Maori as much as possible</li><li>• School performance and hangi, through Matariki.</li></ul>	<ul style="list-style-type: none"><li>• A school performance and hangi.</li></ul>	

STRATEGIC GOAL 3	Actions	What success looks like	Who, When
<p>Develop a culture of high performance and critical investigation</p> <p><b>NELP</b> <i>Objective 3</i> <i>Priority 6</i></p> <p><b>Annual Goal 3:</b></p> <p>Increase our understanding and implementation of the PGC to support and grow individual staff,</p>	<p><b>Annual Goal 3:</b></p> <ul style="list-style-type: none"> <li>● Wrk with an expert to increase our overall understanding of the PGC</li> <li>● Finalise a template for PGC</li> <li>● Staff to meet one on one with an outside specialist to set goals for 2023.</li> <li>● Principal to oversee ongoing goals progress.</li> <li>● Teachers complete professional readings and PLG, as required, based on individual goals and needs.</li> <li>● Staff to support each other, with termly hot spotting meetings.</li> </ul>	<p><b>GOAL 3B</b></p> <ul style="list-style-type: none"> <li>- Robust discussions will take place during HotSpot Meetings, and staff will hold each other to account, moving forward.</li> <li>- PGC documentation will be completed.</li> </ul>	<p>Principal Teachers</p> <p>Term 1-4</p>

# KIMBOLTON SCHOOL *Values*

<b>Whānau</b>	We build positive relationships.	<ul style="list-style-type: none"> <li>- We show interest in other people.</li> <li>- We accept diversity.</li> <li>- We communicate clearly and positively.</li> </ul>
	We ensure everyone has a sense of belonging.	<ul style="list-style-type: none"> <li>- We are polite and courteous.</li> <li>- We are inclusive.</li> <li>- We are open to new opportunities.</li> </ul>
	We take pride in belonging to our school.	<ul style="list-style-type: none"> <li>- We show mana when representing our school.</li> <li>- We share the good things we are doing.</li> <li>- We care about our school environment.</li> </ul>
<b>Attitude</b> <i>Ngākau reka</i>	We have a can do attitude.	<ul style="list-style-type: none"> <li>- We set high expectations.</li> <li>- We have a growth mindset.</li> <li>- We take risks with our learning.</li> </ul>
	We act responsibly at all times.	<ul style="list-style-type: none"> <li>- We work hard, even when no one is looking.</li> <li>- We focus on what we need to be doing.</li> <li>- We react appropriately to different situations.</li> </ul>
	We show enthusiasm and commitment in all we do.	<ul style="list-style-type: none"> <li>- We persevere, even when challenged.</li> <li>- We give a range of things a go.</li> <li>- We talk about our learning with others.</li> </ul>
<b>Kindness</b> <i>Mākohā</i>	We interact with respect.	<ul style="list-style-type: none"> <li>- Our language is positive and supportive.</li> <li>- We listen to the views of others.</li> <li>- We respect boundaries.</li> </ul>
	We are helpful and considerate.	<ul style="list-style-type: none"> <li>- We show empathy towards others.</li> <li>- We are tolerant of others.</li> <li>- We use our initiative to support others.</li> </ul>
	We care for property, ourselves and others.	<ul style="list-style-type: none"> <li>- We ask for help when we need it.</li> <li>- We offer to help others when they need it.</li> <li>- We look after learning tools.</li> </ul>
<b>Achievement</b> <i>Panekiretanga</i>	We want to learn more and know more.	<ul style="list-style-type: none"> <li>- We are always curious.</li> <li>- We constantly try to improve.</li> <li>- We value feedback and guidance.</li> </ul>
	We allow ourselves and others to achieve their best.	<ul style="list-style-type: none"> <li>- We remain focused on learning.</li> <li>- We are organised and prepared for learning.</li> <li>- We cooperate with each other to learn.</li> </ul>
	We acknowledge and celebrate success.	<ul style="list-style-type: none"> <li>- We look for the good things people are doing.</li> <li>- We tell people when they have done a good job.</li> <li>- We accept praise with respect and humility.</li> </ul>

