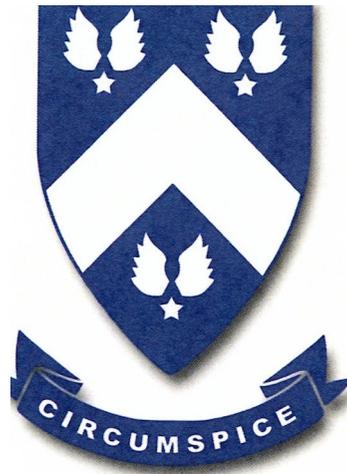


HILLCREST HIGH SCHOOL

CHARTER

2022



HILLCREST HIGH SCHOOL CHARTER

2022

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HILLCREST HIGH SCHOOL CHARTER

2022

INTRODUCTION

Hillcrest High School is a decile 7 co-educational secondary school with a roll of approximately 1750 students, including approximately 35 foreign fee paying students, situated in the southeast sector of Hamilton.

The school has a very positive reputation in the community, regionally and nationally for delivering a quality education to its students. Our broad curriculum and extensive co and extra-curricular programme provide programmes of learning and activities for our increasingly diverse student population. Hillcrest is an Inclusive School with a wide range of different nationality groups reflected in a diverse array of languages and cultures. The educational needs and abilities of our students is also reflected in our curriculum as we strive to prepare our students for life beyond school in the 21st century. The school also caters for over 40 ORS funded students who are taught through the Independent Learning Centre (ILC) or Physical Assistance Centre (PAC). The school is a member of the Hillcrest Kaahui Ako Community of Learning which features nine schools in the Hillcrest cluster. The school operates an enrolment scheme to prevent overcrowding and a rural zone including Tauwhare , Tamahere , Newstead and Matangi.

Hillcrest is in close proximity to the University of Waikato and School of Education. We also have strong links with WINTEC with approximately 100 Year 11 to 13 students participating in the Secondary Tertiary Partnership (Trades Academy Programme). This leads to a number of our student's entry to trade related qualifications and occupations. A distinctive feature of student achievement at NCEA are the high number of students gaining endorsements and Level 4 Scholarship. Berkley Middle School and Peachgrove Intermediate are our main contributing schools.

The student population of Hillcrest High School reflects the increasing multi-cultural structure of New Zealand society. Currently the roll consists of 58% New Zealand European, 20% Asian, 15% Maaori, 3.4% Pasifika, 3.2% Middle Eastern and Latin American.

The school roll consists of 55% female and 45% Male.

Te Iti o Haua is our local marae at Tauwhare. Our relationship with Ngati Haua has strengthened through our annual Year 9 overnight noho and consultation with local iwi over Maori Tikanga within the school setting. We are also working with Ngati Haua to construct a school whareniui on the school grounds. This will involve a joint partnership between our school and the iwi. The school is also a member of the Tainui Kawenata Education Plan. This will have direct benefit for our Tainui students.

Our school Charter (Strategic and Annual Plan) is the result of collaboration and consultation with our stakeholders (staff, students, parents, whanau and community), whereby we revisited our Mission Statement (now termed our purpose) vision and goals. We are preparing our students for an ever changing world in which the future is difficult to predict. We are aware of the government's educational priorities and, also mindful of the demands and expectations of our community and stakeholders. We want our students to gain quality educational qualifications that can lead to further tertiary training and/or employment along with those qualities and skills to make a positive contribution to society. In summary our strategic goals consist of:

- Meeting the needs of all learners.
- Enhance effective teaching practices.
- Hauora - caring for the well-being of all staff and students.
- Whakawhangangatanga - building culturally meaningful relationships with students, staff and whanau.

Together with our Annual Plan, we have several projects and events planned for this year, all of which will enhance our school

1. The Ministry of Education has announced that they will provide some significant additional funding for the construction of a purpose built facility to support the learning of our ORS funded students in the ILC and PAC. This is a significant announcement and will be a welcome addition to support the learning needs of these students. We have already begun preliminary planning for the project.
2. The Board of Trustees in partnership with Ngaati Hauaa have established the Te Whare Waananga o Tihipuke o Kirikiriroa Charitable Trust as the first formal steps, along with a Memorandum of Understanding with Ngaati Hauaa, in the construction of a Te Whare Waananga at school.
3. We have developed a new Sports Strategy with our Mission: To provide a quality sporting experience for students that will enable them to develop both as an athlete and as a person.
4. We have new canteen operators at the school, who are providing a new menu and new approach to selling food at the canteen. Early reports indicate that the students are enjoying the new menu.
5. We are redeveloping our communications and marketing strategy, which includes how we promote the school, acknowledge the achievements of our staff and students and communicate with parents. This newsletter is an example of our new strategy.
6. We will be replacing existing messaging at the front of the school with a new electronic sign. This will provide the public with up-to-date information and upcoming events on a regular and timely basis.
7. This year we are celebrating our 50th anniversary, with the school opening in February 1972. We had planned for the reunion celebrations to be held at Easter, but due to the current situation, we have moved that to 23 to 25 June (Matariki weekend). Please refer to the reunion website for details www.hillcresthigh50.com

Our school **Values**, linked to our **Houses** and reinforced through our **RAPID** system, underpin our beliefs and culture of the school.

OUR VALUES:

Respect for others.

Aim for the best you can be.

Persevere and don't give up.

Identify and develop talents and skills.

Diversity and differences are valued.

The board and school leadership are mindful of the challenges ahead and of maintaining the quality education and opportunities, we expect our students to receive. We have an exciting future ahead.

<p>STRATEGIC GOAL 1 MEET THE NEEDS OF ALL LEARNERS</p> <p>1.1. Ensure that the principles of the Te Tiriti o Waitangi (partnership, participation and protection) are embedded in our curriculum.</p> <p>1.2. Ensure that teaching and learning is student-centred, recognises individual differences and extends all students, to ensure equity and excellence.</p> <p>1.3. Redesign the Junior Curriculum and timetable to reflect an innovative learning environment that will enable collaborative learning, using technology, inquiry-based approaches and community-school partnerships.</p>	<p>HILLCREST HIGH SCHOOL STRATEGIC PLAN 2019 - 2021</p>  <p>OUR PURPOSE To educate and develop young people of whom our community will be proud.</p> <p>OUR VISION An inclusive educational community that prioritises equity and excellence to enable students to have the capabilities and values to positively contribute to an ever-changing world.</p>	<p>STRATEGIC GOAL 3 HAUORA <i>We will care for the well-being of all staff and students</i></p> <p>3.1 There will be a high expectation that the values of the school will be demonstrated and recognised by all members of the school community.</p> <p>3.2 Acknowledge and respond to the demands placed on staff and students.</p> <p>3.3 Recognise and value the individual strengths, challenges and needs of staff and students.</p> <p>3.4 Provide a range of learning opportunities and experience to build resilience.</p>
<p>STRATEGIC GOAL 2 ENHANCE EFFECTIVE TEACHING PRACTICES</p> <p>2.1 Embed the Hillcrest High School Effective Teacher Profile.</p> <p>2.2 Staff will engage in regular and effective coherent school-wide and personal professional development to strengthen equity and excellence.</p> <p>2.3 Strengthen the use of inquiry approach to teaching and learning.</p>	<p>OUR VALUES</p> <p>Respect for others Aim for the best you can be Persevere and don't give up Identify and develop talents and skills Diversity and differences are valued</p> <p>TE TIRITI O WAITANGI Committed to working in partnership with whaanau, hapu and iwi</p>	<p>STRATEGIC GOAL 4 WHAKAWHANAUNGATANGA <i>Building culturally meaningful relationships with students, staff and whanau</i></p> <p>4.1 Embed culturally responsive pedagogy and the school Te Tiriti o Waitangi policy.</p> <p>4.2 Implement an inclusive curriculum</p> <p>4.3 Value diversity</p>

Board Self Review and Annual Work Plan 2022

		Board Meeting Dates				
Review	Area for Review	8 February	8 March (Tm1 Wk6)	12 April (Tm1 Wk11)	10 May (Tm2 Wk2)	14 June (Tm2 Wk7)
Strategic Review	Strategic and Annual Plan		School charter accepted	Analysis of Variance for 2021 – reports on all goals in Annual Plan	2023 Strategic plan	
Regular Review	Learner progress and achievement	Preliminary NCEA results		Final NCEA results SG 1.2 Equitable Outcomes for Year 9 and 10 (asTTle results)	SG 3.4 Update on Hauora programme	SG2.2 NCEA review (MNA) SG3.2 Student wellbeing survey results SG4.2 Whaanau engagement
		PLD Plan is developed and implemented for 2022		SG 2.1 Update on Effective Teaching Practice (PPP)		
			Attendance and Leavers data (term 4 2021)		Attendance and leaver data (term 1)	
	Other reports		Kauri Centre Report	Health Clinic Report		
	HR	Principal Performance Agreement Approved			Principal Performance Informal review	
	Administration	Property, Finance and Health and Safety Reports	Property, Finance and Health and Safety Reports	Property, Finance and Health and Safety Reports	Property, Finance and Health and Safety Reports	Property, Finance and Health and Safety Reports
	Budget	Monitor		Monitor		Mid year review
Emergent Review	New govt. initiatives					
Board process Requirements		Appoint chair. Approve schedule of delegations	Accounts to Auditor	Annual Report approved and sent to MoE		

Board Self Review and Annual Work Plan 2022 (note there is no meeting in October)

Board Meeting Dates						
Review	Area for Review	5 July (Tm2 Wk10)	9 August (Tm3 Wk3)	13 September (Tm3 Wk8)	8 November (tm4 Wk4)	13 December (Tm4 Wk9)
Strategic Review	Charter			Review of 2022 Annual plan goals	Draft Annual Plan presented	Annual Plan ratified by Board
Regular Review	Learner progress and achievement	SG 1.1 Equity and excellence for our Maaori akonga	SG 1.2 Provide excellent outcomes and pathways for years 9 and 10	SG 1.3 and 4.2 Update on Junior Curriculum Student achievement update	SG 1.1 Te Reo and tikanga programme update. SG 2.2 Review of the Cultural Audit	SG 1.1 Equity and excellence for our Maaori akonga SG 1.2 Report on AsTTle results – progress made by Year 9 and 10 students SG 3.4 Update on Hauora programme
		SG 3.2 Response to NZCER survey	Attendance and Leavers data (term 2)		Attendance and Leavers data (term 3)	
	Other reports	Health Clinic Report	Kauri Centre Report		International Student Report	Health Clinic Report
	HR			Principal Performance Informal review		Principal Performance review report
	Administration	Property, Finance and Health and Safety Reports	Property, Finance and Health and Safety Reports	Property, Finance and Health and Safety Reports	Property, Finance and Health and Safety Reports	Property, Finance and Health and Safety Reports
	Budget		Monitor	Budget requests to HODs	2021 draft budget	Budget approved
Emergent Review	New govt. initiatives					
Board process Requirements				Board election (5-22 Sept)		



HILLCREST HIGH SCHOOL

Te Kura Tuarua O Tihipuke

ANNUAL PLAN / GOALS

2022

Hillcrest High School Annual Plan 2022

Strategic Goal 1 Meet the needs of all learners.					
1.1 Ensure that the principles of Te Tiriti o Waitangi (partnership, participation and protection) are embedded in our curriculum.					
Specific Objectives 2022	Purpose of objective	How objective will be carried out	Responsibility	How will we know that we have been successful	Reporting dates to BOT
To implement strategies to better achieve Mana Ōrite mo te Maatauranga Maaori.	Equity and excellence for our Maaori akonga.	<ul style="list-style-type: none"> • Faculty action plans in conjunction with Whakaruruhau are created and implemented 	SLT Whakaruruhau CM CX HOFs	Disparity in achievement is reduced	July (Tm2 Wk10) Dec (Tm4 Wk9)
Integrate Te Reo and Tikanga for all junior students through all subjects.	All students have basic knowledge of Te Reo and Tikanga.	<ul style="list-style-type: none"> • Respond to Cultural Audit. • Professional Learning for Te Reo and Tikanga. 	SLT Whakaruruhau CT (PLD)	Lesson observations and Programmes of Learning show teaching of Te Reo and Tikanga.	Nov (Tm4 Wk4)

Hillcrest High School Annual Plan 2022

Strategic Goal 1 Meet the needs of all learners.					
1.2 Ensure that teaching and learning is student-centred, recognises individual differences and extends all students, to ensure equity and excellence.					
Specific Objectives 2022	Purpose of objective	How objective will be carried out	Responsibility	How will we know that we have been successful	Reporting Dates to BOT
Provide equitable outcomes at Year 9 and 10.	To reduce disparity between groups of students in the junior school.	<ul style="list-style-type: none"> ● Identify, support and mentor junior students at risk of not attaining NCEA Level 1 literacy and numeracy. ● Effectively use data to inform teaching and learning. ● Prepare for changes to NCEA literacy & numeracy requirements. 	Deans SLT HOFs Literacy & Numeracy Coordinators (SN, BB)	Disparity in achievement data is reduced.	April (Tm1 Wk11)(As ttle) Dec (Tm4 Wk9)
Provide excellent outcomes at Year 9 and 10.	All students have the opportunity to achieve to the best of their ability.	<ul style="list-style-type: none"> ● Trial the Junior Achievement Points system - Te Aka Matua. ● Provide enrichment programmes and opportunities (academic, leadership, sport, culture & Arts) 	Junior Achievement Coordinator (KD, TL) KJ CT HOFs SLT	<ul style="list-style-type: none"> ● Increase in number of students participating in enrichment programmes and opportunities ● Increase in number of students achieving success in their chosen area 	Aug (Tm3 Wk3)

Hillcrest High School Annual Plan 2022

Provide meaningful pathways at Year 9 and 10.	Junior students are prepared for the senior school and beyond.	<ul style="list-style-type: none"> • Use Career Central and Smart Waikato in the Hauora Programme. • SSEP in Science and Maths. • Improve accessibility to Careers advice. 	Hauora Coordinators (PB, CA) CX AC BN BY	<ul style="list-style-type: none"> • More students accessing Careers advice 	Aug (Tm3 Wk3)
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Strategic Goal 1
Meet the needs of all learners.

1.3 Redesign the Junior Curriculum and timetable to reflect an innovative learning environment, which will enable collaborative learning, using technology, inquiry-based approaches and community-school partnerships.

Specific Objectives 2022	Purpose of objective	How objective will be carried out	Responsibility	How will we know that we have been successful?	Reporting Dates to BOT
Continue to trial and review our Junior Curriculum programme.	Have a student-centred Junior Curriculum that engages and prepares students for the future.	<ul style="list-style-type: none"> • Integration trialled in Term 2. • Further trials of PBL. • More engaging and appropriate Programmes of Learning. 	CT KSW HOFs LA	Feedback and evidence from the trials. (Staff, student, whaanau)	Sept (Tm3 Wk8)

Hillcrest High School Annual Plan 2022

Strategic Goal 2 Enhance Effective Teaching Practices.					
2.1 - Embed the Hillcrest High School Effective Teacher Profile.					
Specific Objectives 2022	Purpose of objective	How objective will be carried out	Responsibility	How will we know that we have been successful	Reporting Dates to BOT
Enhance staff understanding of the <i>Profile of the Effective Hillcrest High School Teacher</i> .	To improve teaching practice.	<ul style="list-style-type: none"> • Continued PLD around the Effective Teacher Profile • Deeper understanding of the terms and what they look like in the classroom 	CT HOFs Whakaruruhau	Evidence of changes in teaching practice and improved student outcomes. <i>Effective Teacher Profile Observation</i> tool is used as part of the appraisal process.	June (Tm2 Wk7)

Hillcrest High School Annual Plan 2022

Strategic Goal 2 Enhance Effective Teaching Practices.					
2.2 Staff will engage in regular and effective, coherent school-wide professional development to strengthen equity and excellence.					
Specific Objectives 2022	Purpose of objective	How objective will be carried out	Responsibility	How will we know that we have been successful	Reporting Dates to BOT
Engage in NCEA review in preparation for 2023 / 2024	To be prepared for implementation of changes to NCEA, in line with the national NCEA review goal to strengthen equity and excellence.	<ul style="list-style-type: none"> • Align our actions with MoE and NZQA guidelines. 	CT FR SLT	Managing National Assessment (MNA) review will be conducted by NZQA.	June (Tm2 Wk7)
Normalise tikanga and te reo across all Faculties	Staff and students are more confident in use of te reo and tikanga which will lead to better outcomes for our Maaori akonga.	<ul style="list-style-type: none"> • Respond to the Cultural Audit. • Professional Learning 	Whakaruruhau CT CX CM	Review of the Cultural Audit (by the end of Term 3) shows improvement.	Nov (Tm4 Wk4)

Hillcrest High School Annual Plan 2022

Strategic Goal 3 Hauora We will care for the well-being of all staff and students.					
3.2 Acknowledge and respond to the demands placed on staff and students.					
Specific Objectives 2022	Purpose of objective	How objective will be carried out	Responsibility	How will we know that we have been successful	Reporting Dates to BOT
Identify and act on trends emerging from the NZCER survey regarding staff wellbeing.	To improve wellbeing across the school.	<ul style="list-style-type: none"> Analyse the trends from the 2021 survey and make changes as required. 	WL KSW HOFs Deans SLT	NZCER survey in 2022 shows improvement from the trend of previous years.	July (Tm2 Wk10)
Identify any issues of concern regarding the wellbeing of students	To improve wellbeing across the school.	<ul style="list-style-type: none"> Carry out a survey of student wellbeing in Term 1 and respond to issues raised. 	WL KSW HOFs Deans SLT	Student wellbeing is acknowledged and any issues are addressed	June (Tm2 Wk7)

Hillcrest High School Annual Plan 2022

Strategic Goal 3 Hauora We will care for the well-being of all staff and students.					
3.4 Provide a range of learning opportunities and experiences to build resilience.					
Specific Objectives 2022	Purpose of objective	How objective will be carried out	Responsibility	How will we know that we have been successful	
Continue to refine the Hauora programme.	To have an effective school wide programme which strengthens Hauora, and relationships between students, staff and whaanau.	<ul style="list-style-type: none"> • Continued professional learning to support the delivery of the Hauora programme. • Hauora coordinators to work in conjunction with Smart Waikato to incorporate Careers Programme into Hauora. 	PB CA CX Hauora Teachers	Feedback and evidence from the programme. (Staff, student, whaanau)	May (Tm2 Wk2) Dec (Tm4 Wk9)

Hillcrest High School Annual Plan 2022

Strategic Goal 4 Whakawhanaungatanga Build culturally meaningful relationships with students, staff and whaanau.					
4.2 Implement an inclusive curriculum.					
Specific Objectives 2021	Purpose of objective	How objective will be carried out	Responsibility	How will we know that we have been successful	Reporting Dates to BOT
Continue to trial and review the Junior Curriculum programme.	Provide meaningful learning to better engage our Maaori students, and all students.	<ul style="list-style-type: none"> Faculties continually review Programmes of Learning to ensure that they are inclusive of all learners. 	CT HOFs COL Leaders	Student and teacher voice. Assessment data at the end of Year 10 shows equity and excellence.	Sept (Tm3 Wk8)
To improve relationships with whaanau.	Whaanau are active participants in their child's learning.	<ul style="list-style-type: none"> Effective communication and engagement with parents and whaanau utilising the recommendations from the Communication Audit. Effective Live Reporting via Schoology. 	CT KSW MAC CX	Whaanau and parent feedback. Increase in parent use of Schoology.	June (Tm2 Wk7)