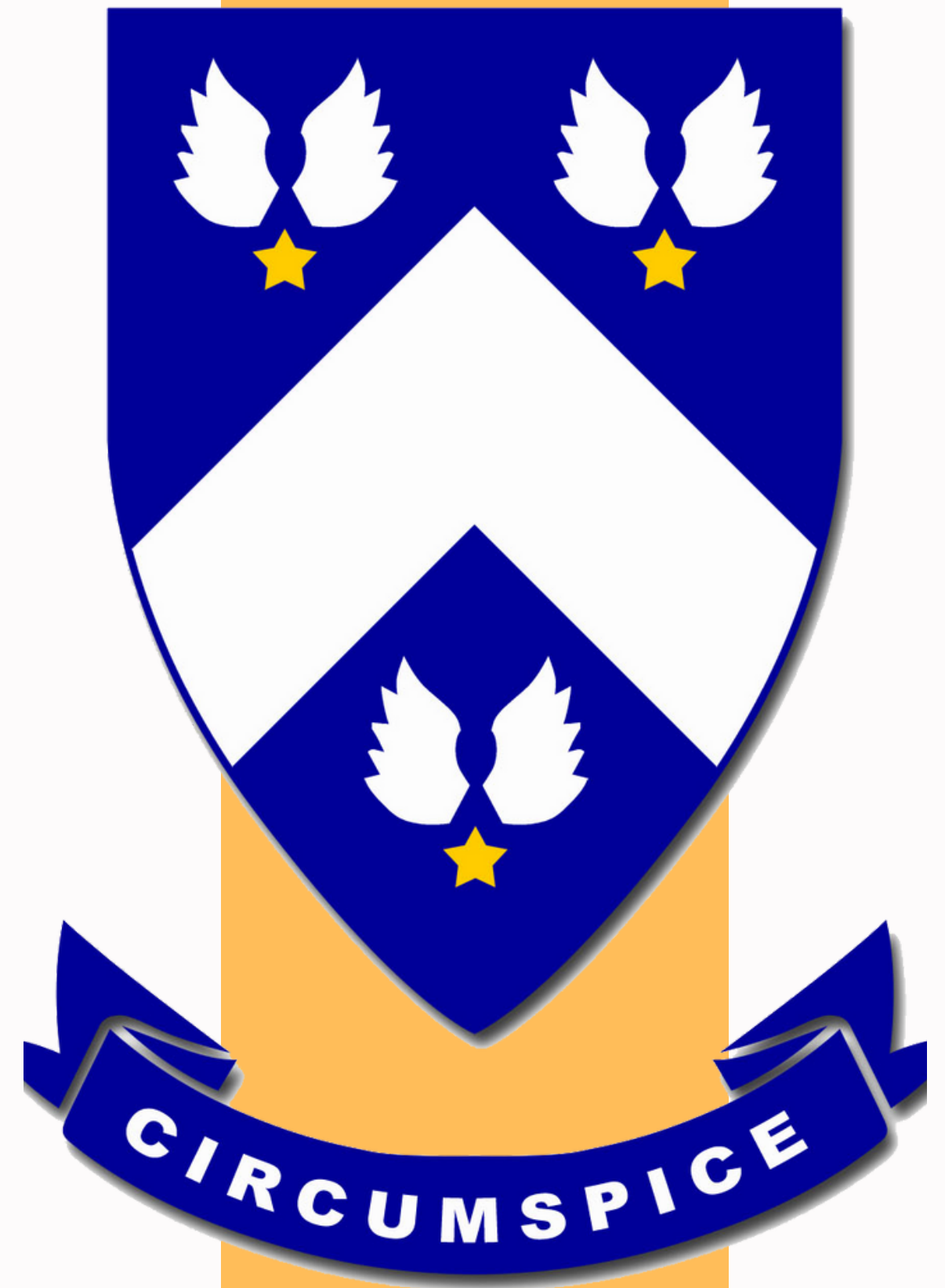


SCHOOL CHARTER, STRATEGIC & ANNUAL PLAN

HILLCREST HIGH SCHOOL

To educate and develop young people of
whom our community will be proud



OUR PURPOSE, VISION, VALUES

PURPOSE

To educate and develop young people of whom our community will be proud

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.

VISION

We are a very inclusive school with a wide range of nationality groups reflected in a diverse range of languages and cultures. We aim to provide every student the opportunity to excel and gain the qualifications, skills and experiences that they require to assist in their future pathways.



Our Values

RESPECT

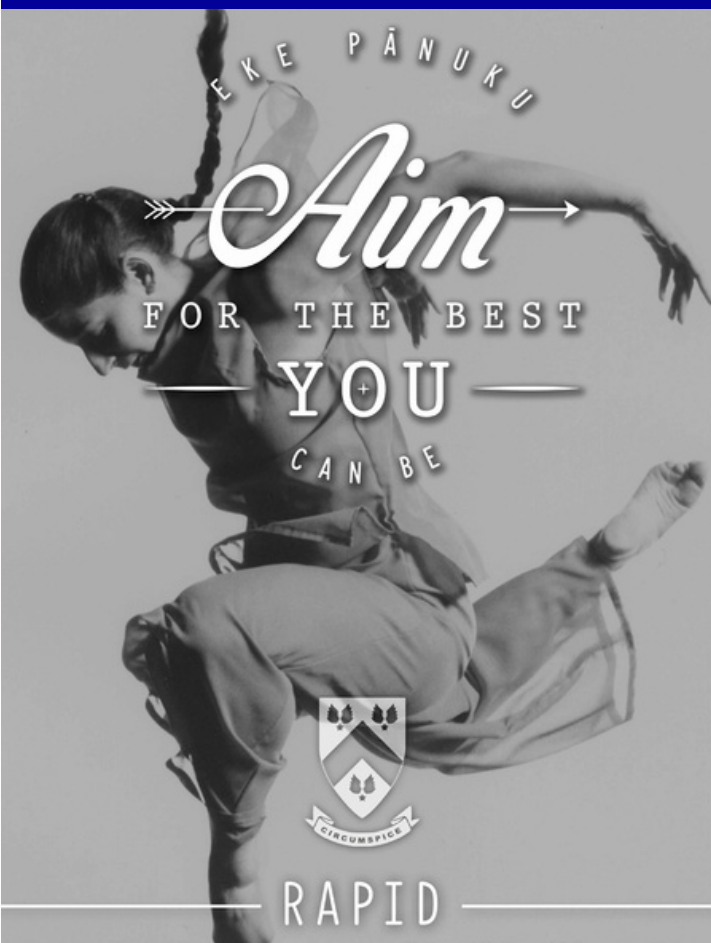
MANAAKI TĀNGATA
SHOW
Respect
FOR OTHERS



RAPID

Respect. Aim. Persevere. Identify. Diversity.

AIM

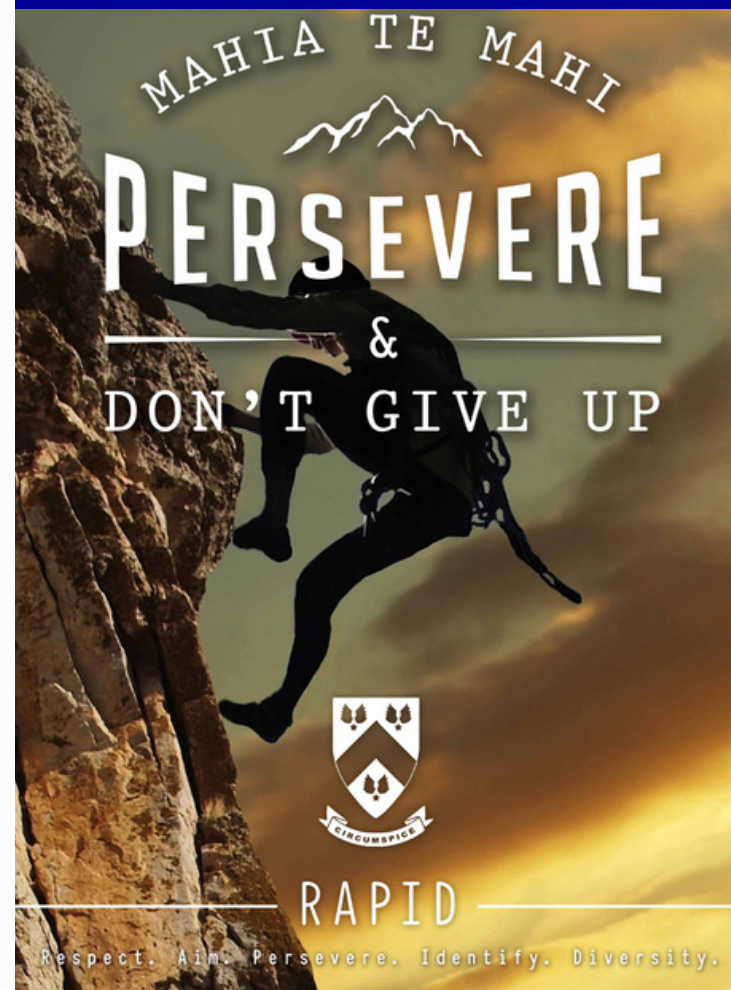


EKE PĀNUKU
Aim
FOR THE BEST
YOU
CAN BE

RAPID

Respect. Aim. Persevere. Identify. Diversity.

PERSEVERE

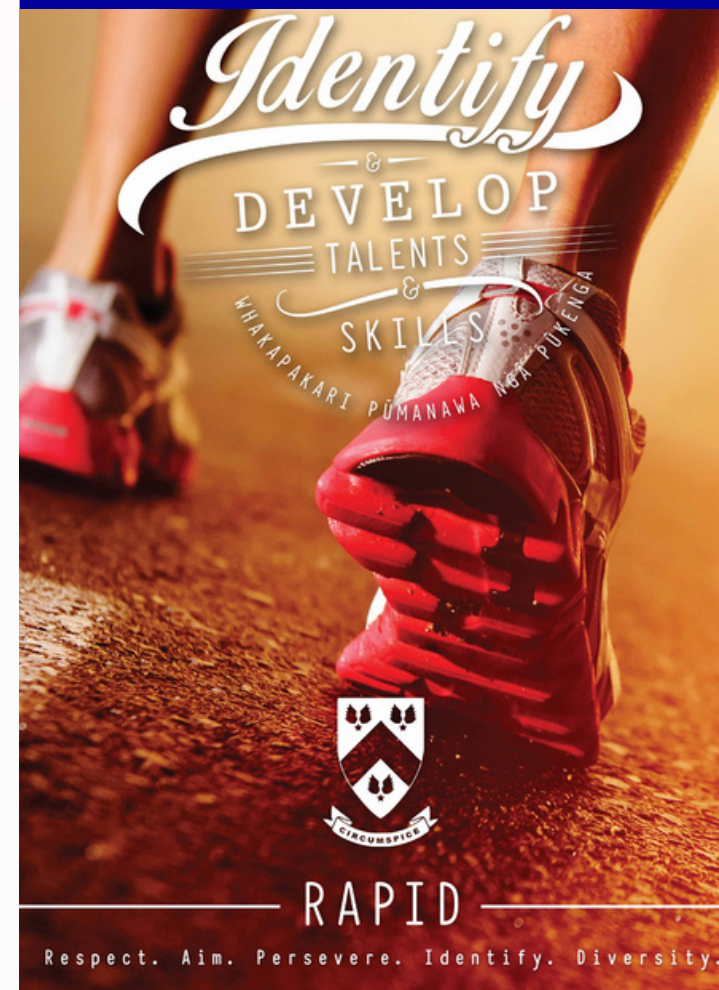


MAHIA TE MAHI
PERSEVERE
&
DON'T GIVE UP

RAPID

Respect. Aim. Persevere. Identify. Diversity.

IDENTIFY



Identify
&
DEVELOP
TALENTS
&
SKILLS
WHAKAPAKARI PŪMANAWA
MŌHIO PUKENGĀ

RAPID

Respect. Aim. Persevere. Identify. Diversity.

DIVERSITY



WHĀIPIINGA RERENGA KĒTANGA ME NGĀ REREKĒTANGA
VALUE
Diversity
&
DIFFERENCES

RAPID

Respect. Aim. Persevere. Identify. Diversity.

Strategic Plan 2023-26



Strategic Goal 4

Connect with the Community.
(Whaanaungatanga)



Strategic Goal 3

Build and celebrate our school culture, as identified by our values. (Ahurea)



Strategic Goal 2

Support the hauora of all kaiako and aakonga.
(Whare Tapa Wha, Toiora)



Strategic Goal 1

Raise achievement of all aakonga to reduce disparity in educational outcomes. (Eke Panuku)

Strategic Goal 1

Raise achievement of all aakonga to reduce disparity in educational outcomes. (Eke Panuku)

- 1.1 Ensure that the principles of Te Tiriti o Waitangi and mana oorite moo te maatauranga Maaori are embedded in every classroom
- 1.2 Ensure that teaching and learning is student centred, innovative, recognises individual differences and culture, and extends all students, to reduce disparity and promote excellence
- 1.3 Promote an across school approach to ensure improved literacy and numeracy outcomes for Year 9 and 10 students to enable readiness for NCEA
- 1.4 Increase the number of students attending regularly

Strategic Goal 2

Support the hauora of all kaiako and aakonga. (Whare Tapa Wha, Toiora)

- 2.1 Ensure students have access to a high-quality student support system
- 2.2 Continue to build an effective Hauora programme that strengthens meaningful relationships between ākonga and staff
- 2.3 Respond appropriately and in a timely manner to the wellbeing needs of kaiako and aakonga

Strategic Goal 3

Build and celebrate our school culture, as identified by our values. (Ahurea)

- 3.1 Provide opportunities to build and celebrate school culture
- 3.2 The values of the school will be demonstrated and recognised by all members of the school community
- 3.3 Ensure a consistent approach to behaviour management based on our school values

Strategic Goal 4

Connect with the Community. (Whaanaungatanga)

- 4.1 Promote a strong relationship between the school, whaanau, alumni and the wider community
- 4.2 Ensure there is clear, professional and consistent communication between staff and whaanau
- 4.3 Improve the reporting of student progress and achievement to whaanau

Annual Plan 2024

Strategic Goal 1 - Raise achievement of all aakonga to reduce disparity in educational outcomes. (Eke Panuku)

1.2 Ensure that teaching and learning is innovative, recognises individual differences and culture, and extends all students.

FOCUS

ACTIONS

2024 MEASURE

BUILD CAPABILITIES OF ALL STAFF

-Create an effective induction programme for new teachers

-New teachers feel supported and are successfully integrated in to our kura

-Targeted PLD on differentiation and adaptive teaching

-School Professional learning plan is differentiated and offers choice
-Faculty PLD plans
-Kaiako planning reflects the needs of individual aakonga

-Develop culturally responsive practices that normalise Te Ao Maaori
-Reinvigorate the Effective Teacher Profile
-Teachers continue to build knowledge and use of Tikanga and Te Reo

-Student voice collected
-Effective Teacher Profile is evident in planning and teaching

-Strengthen the Professional Growth cycle
-Documented Walk throughs
-Release time to observe good practice
-Rigorous Professional Growth conversations

-Staff feel supported to improve teaching practice
-Student voice

Annual Plan 2024

Strategic Goal 1 - Raise achievement of all aakonga to reduce disparity in educational outcomes. (Eke Panuku)

- 1.4 Increase the number of students attending regularly.
- 70% attending regularly (attending 90% or more)
 - Less than 5% chronically absent (attending 70% or less)

FOCUS

ACTIONS

2024 MEASURE

IMPLEMENT THE ATTENDANCE IMPROVEMENT PLAN FOR 2024

-Work with the Kaahui Ako and outside agencies to support aakonga with chronic absence

-Students are referred to outside agencies and return to school with improved attendance

-Continue to resource the Student Engagement Officer to support aakonga with moderate absence

-SEO triages and supports students with moderate attendance

-Continue to refine and promote attendance procedures and systems.

-Kaiako, Deans and whaanau use the attendance procedures effectively
-Attendance is entered in KAMAR accurately and on time.

-All teachers promote the importance of regular attendance

-Attendance at individual classes is monitored

-Programmes of learning are engaging and inclusive

-Sharing of good practice at BOS meetings
-Student Voice
-Classroom observations

Annual Plan 2024

Strategic Goal 3 - Build and celebrate our school culture, as identified by our values. (Ahurea)

- 3.1 Provide opportunities to build and celebrate school culture

FOCUS

ACTIONS

2024 MEASURE

ACKNOWLEDGE
PERSONAL GROWTH
OF STUDENTS

- Have an NCEA Excellence award assembly with parents early in Term One
- Acknowledge junior diligence at the end of the first semester in both core and non core subjects

-Good parent attendance at the celebration assemblies

- Instigate Students of the month in newsletters and social media nominated by teachers for both extra curricular and academic arenas

-Evidence in newsletter and social media.

ACKNOWLEDGE
PERSONAL GROWTH
OF STUDENTS

- Announcement of which House is in the lead at each assembly and present the trophy
- The Junior council will run a termly event for juniors

-Students actively engage in House activities

- Monthly item in the newsletter and social media about recent House events and which House is in the lead

-Positive feedback from the community via social media

- Use the Hauora programme as a vehicle to promote the school values and House Spirit

Annual Plan 2024

Strategic Goal 3 - Build and celebrate our school culture, as identified by our values. (Ahurea)

3.3 Ensure a consistent approach to behaviour management based on our school values.

FOCUS

ACTIONS

2024 MEASURE

A CONSISTENT APPROACH TO BEHAVIOUR MANAGEMENT

-Build HOF capability to support kaiako in behaviour management

-Deans have fewer referrals for minor behaviours

-Provide PD to all staff in behaviour management including restorative practice

-Kaiako feel supported in behaviour management

-Review and refine our current behaviour management system

-Individual students do not repeat the same negative behaviours

Annual Plan 2024

Strategic Goal 4 - Connect with the Community
(Whaanaungatanga)

4.3 Improve the reporting of student progress and achievement to whaanau.

FOCUS	ACTIONS	2024 MEASURE
SUDENTS AND THEIR WHAANAU HAVE REGULAR, EFFECTIVE UPDATES OF THEIR PROGRESS AND ACHIEVEMENT	-Send Tick Reports to whaanau in preparation for Parent Interviews	-Tick reports are opened and read by whaanau -At risk students and their whaanau attend Parent Interviews
	-Parent interview evenings -Course selection evening -NCEA information evening -Y9 'meet the teachers' evening	-Parent evenings are well attended
	-Schoolology feedback comments	-Increased number of parents accessing Schoolology