

SCHOOL CHARTER, STRATEGIC & ANNUAL PLAN

Bayfield
HIGH SCHOOL

Within a caring, coeducational environment, provide a range of learning experiences and promote positive social and ethical values



OUR PURPOSE, VISION, VALUES

PURPOSE

Within a caring, coeducational environment, provide a range of learning experiences and promote positive social and ethical values

VISION

Providing a strong inclusive and relevant education that allows all students to experience success.

As part of our involvement with the Positive Behaviour initiative, Bayfield has identified four core values that are central to our culture of developing good capable people. These were further developed through our whānau Hui.

Whakaute	Mana Tangata	Manaakitanga	Kounga/Kairangi
Respect	Integrity	Service	Excellence

These four values are at the core of our restorative practice and our relationships for learning.



OUR VALUES

Hauora/well-being			
Whakaute Respect	Mana Tangata Integrity	Manaakitanga Service	Kounga/Kairangi Excellence
<p>Open minded and accepting of diversity.</p> <p>Participation in bi-cultural New Zealand.</p> <p>Kindness and empathy.</p> <p>Positive communication with others.</p>	<p>Honesty and doing the right thing.</p> <p>Strong values and sense of self.</p> <p>Being true to what is important to you.</p>	<p>Community focussed.</p> <p>Showing initiative.</p> <p>Willing to contribute.</p> <p>Putting others first.</p>	<p>Critical thinking and problem solving.</p> <p>Love of learning.</p> <p>Self-motivation and the ability to reflect and make changes.</p> <p>Doing the best you can.</p>
Resilience			

These four values are at the core of our restorative practice and our relationships for learning.

Strategic Plan 2023-2025



Hauora

Provide a safe, inclusive, respectful learning environment to support holistic wellbeing, for ākoka to be courageous and have agency in their own learning.

*Poipoia te kākano kia puawi
Nuture the seed and it shall grow*

Mana

Acknowledging and fostering the abilities and strengths of ākoka, to empower success as an individual, and together as a whānau.

*Ehara taku toa i te toa takitahi,
engari he toa takitini
Success is not the work of an
individual, but the work of
many*

Tūrangawaewae

To be a tauraka waka (landing place) that instils a sense of belonging, pride and connection for ākoka, their whānau, staff and the wider community.

*Titiro whakamuri - Look back
and reflect
Kokiri whakanua - So you can
move forward*

Tūrangawaewae

- 1.1 Strengthen our relationship with whānau, hapu and iwi. (NELP 2, 3)
- 1.2 Develop and enhance an authentic culturally-based learning environment grounded in our Cultural Narrative. (NELP 1, 2, 3, 5)
- 1.3 Continue to develop the school facilities with a focus on providing a welcoming and safe environment that encourages and contributes to a healthy learning environment. (NELP 1, 3, 4)

Mana

- 2.1 Improve outcomes for all students, particularly Māori, Pasifika and priority learners, through a focus on excellence in teaching and the development of learning programmes that are responsive to student need. (NELP 2, 3, 6)
- 2.2 To support all our students on their education journey through Bayfield by providing the appropriate pathways. (NELP 2, 6, 7)
- 2.3 Implement the refreshed New Zealand curriculum with an emphasis on our localised context. (NELP 3, 4, 5, 6)

Hauora

- 3.1 Engage students by being a school in which manaakitanga and our core school values enhance learning by being visible and lived daily. (NELP 1, 2, 5)
- 3.2 Provide appropriate support for all learners and their whānau to enable their personal learning goals to be met. (NELP 2, 3, 6)
- 3.3 Promote high levels of student attendance through improved student engagement and support. (NELP 1, 3)
- 3.4 Developing a collegial staff culture grounded in the school values. (NELP 6)

Annual Plan 2024

Strategic Goal - Tūrangawaewae

To be a tauraka waka (landing place) that instils a sense of belonging, pride and connection for ākoka, their whānau, staff and the wider community.

Titiro whakamuri - Look back and reflect

Kokiri whakanua - So you can move forward

1.2 Develop and enhance an authentic culturally-based learning environment grounded in our Cultural Narrative.

Notable improvement of use in all learning areas.

FOCUS

ACTIONS

2024 MEASURE

EMBEDDING THE CULTURAL NARRATIVE IN OUR ENVIRONMENT

-Heads of Learning and staff unpack the Cultural Narrative and map against current curriculum offering to highlight further areas for inclusion.

-Through Heads of Learning use the Cultural Narrative to drive further localisation of curriculum.

-Use the Cultural Narrative to further develop the iconography around the school campus.

-Include the Cultural Narrative on the school website.

-With the Whānau Rōpu develop a concept and identify possible funding for the installation of a whareniui.

The collective school curriculum shows greater integration of the Cultural Narrative.

Greater use of localised resource in the curriculum is on display and identifiable through curriculum audit.

Improved iconography on display.

Cultural Narrative accessible through the website.

Concept commissioned.

Funding structure developed.

Annual Plan 2024

Strategic Goal - Mana

Acknowledging and fostering the abilities and strengths of ākoka, to empower success as an individual, and together as a whānau.

Ehara taku toa i te toa takitahi, engari he toa takitini

Success is not the work of an individual, but the work of many

2.1 Improve outcomes for all students, particularly Māori, Pasifika and priority learners, through a focus on excellence in teaching and the development of learning programmes that are responsive to student need.

-The achievement differential between Māori and New Zealand European students is reduced to 6% at NCEA Level 1 and 7% at Level 3, at least 70% of Year 13 students gain Level 3.

FOCUS	ACTIONS	2024 MEASURE
GROW CAPABILITIES OF ALL STAFF	-Development and documentation of an effective teaching profile.	A documented profile is developed.
	-A comprehensive programme of Professional Development is developed to support staff in key teaching strategies.	All teaching staff engage in Professional Development on Universal Design, cultural responsiveness and relational practice.
	-Working with the Positive Behaviour team, systems of staff support are developed that can be utilised at the individual level through the growth cycle.	Staff feel supported with classroom management.
	-Utilising the growth approach and identify opportunities for development. -Develop a whole school approach for gathering student voice.	Increased opportunities are identified and provided for staff. Student voice is collected and shows satisfaction with learning experience.

Annual Plan 2024

Strategic Goal - Hauora

Provide a safe, inclusive, respectful learning environment to support holistic wellbeing, for ākoka to be courageous and have agency in their own learning.

Poipoia te kākano kia puawi -Nuture the seed and it shall grow

3.3 Promote high levels of student attendance through improved student engagement and support
50% or more attending regularly (>90% attendance), less than 10% chronically absent (<70% attendance)

FOCUS

ACTIONS

2024 MEASURE

DEVELOP AND IMPLEMENT A PLAN TO SUPPORT STUDENT ATTENDANCE

-Work actively with outside agencies to support ākoka.

Students are referred to agencies/ attendance service in a timely manner.

-Continue to resource the attendance support worker to enable Deans to work with identified whānau.

Deans are supplied with data to follow up students with moderate attendance issues.

-Develop and refine attendance support processes.

Attendance is entered accurately and on time.

-Recognise and acknowledge great attendance.

Students receive feedback on attendance.

-For all staff to increase the profile / positive outcomes of regular attendance.

The importance of good attendance is regularly featured at the tutor class / year and whole school level.

-Restructure Year 9 teaching classes in order to improve engagement and support.

The new House teaching classes are implemented and evaluated.

Annual Plan 2024

Strategic Goal - Hauora

Provide a safe, inclusive, respectful learning environment to support holistic wellbeing, for ākoka to be courageous and have agency in their own learning.

Poipoia te kākano kia puawi -Nurture the seed and it shall grow

Engage students by being a school in which manaakitanga and our core school values enhance learning by being visible and lived daily.

For 70% of junior students to demonstrate an added value gain in Base9 assessments by the end of Year 10.

Using the student management system to support the ongoing increase in positive behaviour.

FOCUS

ACTIONS

2024 MEASURE

IMPROVE THE EXPOSURE AND USE OF THE SCHOOL VALUES

-Continue to develop teaching and engagement processes that further develop and embed our inclusive environment.

Increased sense of belonging seen in student survey.

-Develop a whole school approach for gathering student voice with respect to self-reporting of well-being.

Surveys used in the senior school that reflect what is being used in the junior school.

-Redesign and implement student coaching in the senior school.

A flexible coaching approach is implemented.

-Further develop and deliver coaching / learning based on the school values.

The increased profile leads to a decrease in pastoral entries.

-Improve the profile of the Junior Diploma and the link to the school values.

An increase in the number of students gaining the base level Diploma.

-Review and adapt the graduate profile.

A revised graduate profile is adopted.