



ST FRANCIS DE SALES SCHOOL

TE KURA O HATO WERAHIKO TE HERA

STRATEGIC PLAN 2022-2024

and

2024 ANNUAL PLAN

The measure of love is love without measure

Kāore he mutunga o te aroha

CONTENTS

CONTENTS

Catholic Special Character

Local Histories

Wellington Catholic Schools Kāhui Ako

Kāhui Ako Theory of Improvement

Kāhui Ako Levers of Change

Aspirations of our Community

Vision

Mission

Values

SFDS Local Curriculum

Strategic Goals and Resource Allocation

2024 Annual Plan

2024 School Wide Achievement Targets

Catholic Special Character

Our school patron, St Francis de Sales taught us: ***“The measure of love is love without measure” ~ Kāore he mutunga o te aroha***

As a Catholic school we:

- Support and live by the Charism of Compassion
- Live and teach the values of Jesus Christ as recorded in the gospels and in the practices, worship and doctrine of the Catholic Church
- Acknowledge parents as the first educators of their children and support them in this role
- Provide for Children's spiritual growth through prayer, liturgy and sacrament.
- Plan experiences of service to others within school, in our community and through Caritas programmes.
- Learn about ways to support tika, through Caritas programmes. We apply restorative justice within our behaviour management.
- Celebrate Lent, Easter, Advent, Lent, Feast Day of St Francis de Sales, and the Feast of The Assumption.
- Teach a Religious Education program to assist learners to develop their faith, and knowledge of God and the Catholic faith
- Provide an environment in which each member of our school community is able to live and express their faith.

Local Histories

St Francis de Sales School is a state integrated Catholic school for ākonga in Year One to Eight. We are located in the beautiful Island Bay - ***Te Mapunga Kāinga***. *Te Mapunga Kāinga* was a favoured place of settlement for *Ngāi Tara* and *Ngāti Ira*. Both the hills and the flat were used as *pā* sites. Old ovens, refuse of shell, bone and stone have been found in the *pā* both at this site and at an unidentified village directly across the road on the water's edge. The Island, *Taputeranga*, sits proudly in the centre of the bay.



Ngāti Toa Rangatira and *Te Ātiawa Taranaki Whanui* hold mana over the whenua/land as acknowledged by the symbolic gifting of *Tawhito Whenua* (the *mere pounamu*, or greenstone club) to *Ngāti Toa* in the 1820s. It was on *Taputeranga* Island that *Tamairangi*, the princess of the paramount chief of *Ngāti Ira*, sang for her freedom. She was a well-esteemed *Māori* wahine of great *mana* so she was accorded the privilege of her standing, being allowed to live on *Kāpiti* Island with her sons after this time. A *Pou Whenua* overlooking the sea (pictured beside) pays respect to *tipuna* of *Te Mapunga Kāinga*.

After an agreement following Treaty settlements, *Ngāti Toa Rangatira* and *Te Āti Awa Taranaki Whanui* work alongside one another across *Pōneke - Wellington*. It is within the *Ngāti Toa* vision / *Moemoeā* that the natural environments are kept / returned to health and they continue to act as *kaitiaki* and leaders for *taiao* / natural resources for future generations. Within the mission of *Te Rūnanganui o Te Āti Awa ki te Upoko o Te Ika a Māui* there is a commitment to reduce inequity; enhance wellbeing; and support people looking for help.



In the late 1890s, Italian fishermen settled in the bay, learning from local *Māori* about the best places to fish. A new step on the journey saw Island Bay affectionately referred to by some as 'Little Italy'. Our current Nonnas grew up in an Island Bay that was predominantly Italian families who only spoke Italian, working with each other, socialising with each other, attending church and supporting their families together - along with Greek, Polish and Dutch settlers. Very few people spoke English in Island Bay right up until in the mid 1900s.

The first Saint Francis de Sales School was opened by the Sisters of the Sacred Heart in Avon Street in Island Bay in 1905. In 1926 the school moved to a new site and the name changed to Saint Madeline Sophie in honour of the founder of the Sisters of the Sacred Heart. The school continued to be run by the Sisters of the Sacred Heart until 1979. Integration with the state system took place in 1983. The Proprietor of the school was then the Catholic Archbishop of the Archdiocese of Wellington.

A new school, with eight classes, was built on the present Mersey Street site. As it was now next to the parish church it was decided to rename the school Saint Francis de Sales and in January 1985 the new school was officially opened. St Francis de Sales School now has 14 classrooms, is well resourced and continues to provide an excellent holistic education for our ākonga / learners.

Wellington Catholic Schools Kāhui Ako

St Francis de Sales School is part of Wellington Catholic Schools Kahui Ako. The vision of our Kāhui is, *"We take pride in providing an excellent holistic Catholic education to enable our community of learners on their Catholic journey – where each student is known"*.

Kāhui Ako Theory of Improvement

In addressing our schools' shared achievement challenges, our teachers need to know that they can make a positive difference, and be able to check that their practice is achieving the desired outcomes while supporting learners within our Catholic Schools to encounter Christ. Efficacy is the ability to produce the desired outcome / result.

Kāhui Ako Levers of Change

As a group of 13 schools that have been working together for four years, we believe there are levers for change that will make a difference for all learners: students and staff across the Kāhui Ako. These levers have evolved from our dialogue and hunches as a community and are supported by research into best practice about how to raise student achievement.

- Culturally Sustaining Teaching and Learning
- Well-Being / Being Well to Learn
- Transitions
- Agency



Each lever, on its own, is not enough - all four levers need to be engaged for learners to enjoy success. Leaders and teachers within the 13 schools in our Kāhui Ako work collaboratively to increase our capacity and responsiveness to our Wellington catholic education community.

Aspirations of our Community

Vision

The vision/whāinga matua (pae tawhiti) for St Francis de Sales School is:

*Each student developing, to the best of their abilities, **a Love of God, Love of Learning and Love of Life.**
Kia pūāwai i roto i te ākongā te aroha ki te atua, te aroha ki te ako, me te aroha ki tona ao.*

Our vision reminds us of the uniqueness of every student, and that their development is an on-going process.

Mission

The mission/whāinga (pae tata) of the entire community of St Francis de Sales School – i.e. learners, parents/ caregivers, staff and the Board of Trustees is:

To contribute our individual talents, skills and resources to help achieve the Vision for the School. Mā tō rourou, mā taku rourou, ka ora te kura.

Values

*All those at St Francis de Sales School support the charism of compassion and live by **Ngā Hua o te Wairua Tapu – The Fruits of the Holy Spirit** (Gal 5: 22-24)*

- ***Love / Aroha***
- ***Joy / Harikoa***
- ***Peace / Rangimārie***
- ***Patience / Manawanuitanga***
- ***Kindness / Atawhai***
- ***Faithfulness / Piripono***
- ***Gentleness / Hūmārire***
- ***Self-Control / Tikanga whakahaere***
- ***Generosity / Ngākaunui***

SFDS Local Curriculum

The Catholic Character is the framework within which our [Local Curriculum](#) is delivered; it is integral to everything that takes place in the school, or on behalf of our school and our community. Our local curriculum brings to life our community's vision, values and goals. Parent guide to [Local Curriculum](#).

Strategic Goals and Resource Allocation

Long term strategic goals (3-5 years)	Links to Education requirements	Over the next 3-5 years we expect to see...	Resource Allocation
Our Localised Curriculum: Implement, evaluate and further develop the SFDS Local Curriculum.	Learners with their whānau are at the centre of education. Barrier free access (NELPs) Giving effect to Te Tiriti o Waitangi (Ed. Act.)	Opportunities for our ākonga to learn from our whānau about our past, present and future and enrich our SFDS community through our localised curriculum	Classroom release time for teachers (MOE Funded) Allocation within teacher meeting time Class release time for leaders (BOT funded additional staffing) Creatives in Schools Project (\$17K, MOE funded) Te Ahu o te Reo Māori staff PLD (MOE funded) Kāhui Ako Within School Lead payment and release (MOE Funded) Principal time for community engagement
		Conditions for te reo Māori to be valued, learned, spoken, read, seen and heard by ākonga, kaimahi and whānau through korero and Hero	
Catholic Character: Implement Tō Tātou Whakapono, within our Local Curriculum	Preservation of special character of State integrated schools (Ed Act) Quality Teaching and Leadership (NELP)	Effective and responsive Implementation of Tō Tātou Whakapono	Classroom release time for teachers (MOE funded) Donations for contribution to RE programme requested from families Hero Annual Subscription (BOT funded) Kāhui Ako Within School Lead payment and release (MOE Funded) Principal time for leadership
		Nurtured, shaped spiritual characteristics of our ākonga within the context of wellbeing and liturgical celebrations	
		Enrichment of our Catholic special character	
		The growth of Catholic leaders	
		Real time reporting that is responsive to Tō Tātou Whakapono, and to our learners and whānau	
Professional Capability and Inquiry: Build capability and professional learning to empower our teachers to inquire into their practice.	Quality Teaching and Leadership (NELP) Learners at the centre of education (NELP)	Culturally Sustaining Practices across our school	Classroom release time for teachers (MOE funded) PCT mentorship and release time (MOE Funded) Kāhui Ako Within School Lead payment and release (MOE Funded) Additional release time for PB4L team (MOE funded) Principal time for leadership
		Positive behaviour for learning across our school	

2024 Annual Plan

St Francis de Sales School (Island Bay) - 2024 Annual Plan										
Through the actions below, we contribute our individual talents, skills and resources to help achieve the Vision for the School. Mā tō rourou, mā taku rourou, ka ora te kura...										
OBJECTIVES FOR EDUCATION		Learners at the centre Learners with their whānau are at the centre of education.	Barrier-Free Access Great education opportunities and outcomes are within reach for every learner.	Quality Teaching and Leadership Quality teaching and leadership make the difference for learners and their whānau.	Future of Learning and Work Learning that is relevant to the lives of New Zealanders today and throughout their lives.					
Long term strategic goals (3-5 years)	Over the next 3-5 years we will reach these goals by...	Term One Key Actions	Term Two Key Actions	Term Three Key Actions	Term Four Key Actions	Success Measures				
Our Localised Curriculum: Implement, evaluate and further develop the SFDS Local Curriculum.	Taking opportunities to learn from our whānau about our past, present and future and enrich our SFDS community through our localised curriculum		Community Wananga - Puraku		Community Wananga		Community Wananga		Completed Waharoa at entrance to school will reflect our school's past, present and future	
	Creating the conditions for te reo Māori to be valued, learned, spoken, read, seen and heard by ākonga, kaimahi and whānau through korero and Hero	Begin implementing Te Reo me Ona Tikanga progressions throughout the school. Explore ways to extend relationship with Ngāhi Toa Rangitira, through MAC	Begin drafting Hero processes in consultation with whānau	Further development of Hero processes for reporting on Te Reo me ona tikanga	Experiment with sharing learning through whānau Hui (as optional alternative to learning conferences)			Target 1: All learners will continue to improve their understanding of Te Reo Māori (measure: Te Reo PAT)		
Catholic Character: Implement Tō Tātou Whakapono within our Local Curriculum	Providing professional learning opportunities for kaimahi on Tō Tātou Whakapono	Engage with Tō Tātou Whakapono PLD: Planning & Assessment Essentials							Tō Tātou Whakapono will be fully implemented in Year 1-3, including a prototype for reporting on Hero	
	Nurturing and shaping spiritual characteristics of our ākonga within the context of wellbeing and liturgical celebrations			Kāhui Ako Mid-winter hui - 'Kia Kotahi ai te Wairua' - As One Spirit						
	Taking opportunities to enrich our SFDS community through our Catholic special character	Engage with Social Justice PLD: 'Twilight Cluster Korero'	Engage with Tō Tātou Whakapono PLD: Breaking Open Tō Tātou Whakapono	Engage with Tō Tātou Whakapono PLD: Integrated Planning & Assessment Essentials		Engage with Social Justice PLD: 'Twilight Cluster Korero'				
	Taking opportunities to grow Catholic leaders	RE 501 Religious Education Today								
	Developing Hero real time reporting, ensuring it is responsive to assessing, evaluating and reporting to whānau on Tō Tātou Whakapono				Develop Phase 1 Tō Tātou Whakapono Goals for Hero		Launch Phase 1 Tō Tātou Whakapono Goals to whānau			
Professional Capability and Inquiry: Build capability and professional learning to empower our teachers to inquire into their practice.	Better Start Literacy (BSLA) training for Year 1-3 kaimahi									
	Phonological awareness training for Year 4-8 kaiaiko									
	Participate in 'Courageous Conversations' PLD									
	Providing professional learning opportunities for kaimahi related to Culturally Sustaining Practices		Complete modules for Teaching English Language Learners for Year 1-8 kaiaiko	Complete modules for Teaching English Language Learners for Year 1-8 kaiaiko	Complete modules for Teaching English Language Learners for Year 1-8 kaiaiko	Complete modules for Teaching English Language Learners for Year 1-8 kaiaiko			Build capability and professional learning to empower our teachers to inquire into their practice.	
	Participate in PB4L School Wide - release time provided									
	Providing professional learning opportunities for kaimahi related to positive behaviour for learning	Participate KIVA professional learning for teachers	Participate in Te Reo Māori PLD: Te Ahu o te Reo Māori							
Business as usual	We will continue to implement the National Education Learning Priorities by...	Term One: Key business as usual actions	Term Two: Key business as usual actions	Term Three: Key business as usual actions	Term Four: Key business as usual actions	Success Measures				
BAU 1	Working alongside whānau and external services to identify ākonga who need additional support in their learning and remove barriers to them accessing learning	Carry out start of year inclusion transition	Update inclusion support on Hero	Update inclusion support on Hero	Update inclusion support on Hero	Transition of inclusion support to 2025	Analysis of Variance			
		Establish targets and support plans	Evaluate and adapt support plans	Evaluate and adapt support plans	Evaluate and adapt support plans					
BAU 2	Prioritising our school values of Aroha, Hāriko, Rangimārie, Manawanuitanga, Atawhai, Piripono, Hūmārire, Tikanga whakahaere, Ngākaunui	Finalise values curriculum plan to support teachers	Focus on values within curriculum planning	Focus on values within staff prayer, Curriculum and fortnightly values presentations, and Weekly SFDS news						Target 2: 75% of the ākonga who were working towards expectation in Literacy will make accelerated progress and be at expectation by the end of 2024 (measure: Hero, informed by PaCT, BSLA, etc)
BAU 3	Supporting staff confidence and competence	Complete staff PLD related to inclusion	Evaluate and forward plan support with PCT Kaiaiko and mentor	Engage PCT kaiaiko in school visits, PLD opportunities, etc	Finalise requirements for completion of mentor programme					
BAU 5	Supporting learners/ākonga to see the connection between what they're learning and the world of work, including work that supports catholic social teaching	Implement RE Curriculum activities related to the work of Caritas								
Link to Board plan for 2022 - 2024										
	Principal	Teacher with leadership role	Deputy Principal	Inclusion Lead	Team Leaders	Tagged Teachers	Kāhui Ako Within School Lead (WSL)	Board		

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2024 School Wide Achievement Targets

Strategic Goal	Build capability and professional learning to empower our teachers to inquire into their practice.
Business as Usual:	<p>We will continue to implement the National Education Learning Priorities by...</p> <p>BAU1: Working alongside whānau and external services to Identify ākonga who need additional support in their learning and remove barriers to them accessing learning</p> <p>BAU 3: Supporting staff confidence and competence</p>
Target 1:	All learners will continue to improve their understanding of Te Reo Māori.
Baseline Data:	<p>In comparison to 2022 baseline data, the 2023 Te Reo Māori Assessment showed:</p> <p>59% of learners improved 16% of learners stayed the same 25% of learners regressed</p>
Target 2:	75% of the ākonga who were working towards expectation in Literacy will make accelerated progress and be at expectation by the end of 2024.
Baseline Data:	<p>27 ākonga were working towards expectation in writing at the end of 2023 19 ākonga were working towards expectation in reading at the end of 2023 16 ākonga were working towards expectation in both reading and writing at the end of 2023 12 of this cohort of ākonga were also targeted through ALL in 2023</p>