



# GREEN BAY SCHOOL

**Positivity**Matika **Respect**Whakaute **Initiative**Auahatia

## STRATEGIC PLAN 2024-2025

### OUR PROCESS

Green Bay School went through the following consultation process to determine their strategic goals:

- Consultation with Tāngata whenua
- Consultation with MAC and Te Reo teacher
- Consultation with SENCO
- Consultation with DPs
- Consultation with Board
- Consultation with students, including from a range of cultural contexts.
- Consultation with all staff
- Consultation with whānau/parents
- Consultation with external agencies
- Analysis of student progress and achievement data.



# Green Bay School Strategic Goals 2024-2025

## OUR CULTURE

Culturally responsive practices that enable equitable outcomes for tāngata whenua and tāngata Tiriti and supports wellbeing.

### Initiatives:

- Strengthen culturally responsive practice across the school.
- Create a safe environment and school culture where our values are lived.
- Build teacher understanding and capability in understanding and responding to neurodiverse learners.
- Enviro initiatives are supported and developed to support wellbeing.
- Healthy Active Learning (Sport Waitakere) initiatives support student wellbeing.

All of section 127(1) Board Primary Objectives.

NELP's 1,2,3,4,5,6

Attendance and Engagement Strategy, Wellbeing in Education Strategy, The New Zealand Child and Wellbeing Strategy Ka Hikitia - Ka Hāpaitia, Tau Mai te Reo, Oranga Tamariki Act 1989, The Action Plan for Pacific Education 2020-2030, NZSTA's guidance for giving effect to Te Tiriti o Waitangi

## OUR LEARNING

All students and staff at Green Bay School strive for personal excellence.

### Initiatives:

- Every Year 1-2 teacher is BSLA trained.
- Writer's toolbox utilised in all senior classes.
- Strengthen Maths practice and pedagogy across the school.
- Explore and begin to implement elements of the Refreshed NZ Curriculum.
- Specialist face to face literacy and mathematics programmes delivered by providers.

Section 127(1 a-d, 2 a&b) Board Primary Objectives.

NELP's 1,2,3,4,5,6

Attendance and Engagement Strategy, Te Mātaiaho and the Common Practice Model .The Te Mātaiaho Implementation supports pack, The Literacy and Communication and Maths Strategy

## OUR COMMUNITY

Strong educational connections and relationships with whānau, our community and local iwi.

### Initiatives:

- Develop seamless transitions to, from and across the school.
- Strengthen community relationships through school events.
- Support whānau of neurodiverse learners.

All of sections 127 (1 a-c & 2b) Board Primary Objectives .

NELP's 1,2,3,4,5,6

Attendance and Engagement Strategy, Wellbeing in Education Strategy, The New Zealand Child and Wellbeing Strategy Ka Hikitia - Ka Hāpaitia, Tau Mai te Reo, Oranga Tamariki Act 1989, The Action Plan for Pacific Education 2020-2030, NZSTA's guidance for giving effect to Te Tiriti o Waitangi



# Green Bay School Strategic Goals 2024-2025

## PERSONNEL

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Green Bay School is a good employer.

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### Initiatives:

- Regular Self-Review
- Effective appraisal and attestation process
- Professional Growth Cycle

All of section 127(1 & 2e) Board Primary Objectives.  
NELP's 1 & 6  
NZ Bill of Rights 1990, Human Rights Act 1993.

## PROPERTY & FINANCE

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Diligent and planned use of resources enable quality teaching and learning.

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### Initiatives:

- Upgrade Senior Playground.
- Implement part so the the 5YA and 10YPP.
- Site Master Plan Review.
- Board Professional Development for finance and governance.
- Continue robust planning of property.
- Continue promoting fundraising and grants.

All of section 127(2 c & e) Board Primary Objectives.  
NELP 1,  
Crown Entities Act, 2004.

## HEALTH & SAFETY

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A safe environment that fosters healthy partnerships.

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### Initiatives:

- Continue to progress transport plan to Auckland Council transport.
- Work on a summary of information for injuries and actions.
- Continue to support staff and student wellbeing.

All of section 127(1 & 2e) Board Primary Objectives.  
NELP 7  
NZ Bill of Rights 1990, Human Rights Act 1993.



# Strategic 2 year Roadmap: **Our Culture**

## GOAL

Culturally responsive practices that enable equitable outcomes for tāngata whenua and tāngata Tiriti and supports wellbeing.

## NELP's

1, 2, 3, 4,5,6

2024				2025			
Term 1	Term 2	Term 3	Term 4	Term 1	Term 2	Term 3	Term 4
Strengthen culturally responsive practice across the school.							
PLAN	IMPLEMENT			REVIEW	EMBED		
Create a safe environment and school culture where our values are lived.							
PLAN	IMPLEMENT				REVIEW		
Build teacher understanding and capability in understanding and responding to neurodiverse learners.							
PLAN	IMPLEMENT				REVIEW		
Enviro-School initiatives are supported and developed to support wellbeing.							
PLAN	IMPLEMENT	REVIEW	PLAN	IMPLEMENT	REVIEW		
Healthy Active Learning (Sport Waitakere) initiatives support student wellbeing.							
PLAN	IMPLEMENT	REVIEW	PLAN	IMPLEMENT	REVIEW		



# Strategic 2 year Roadmap: **Our Learning**

## GOAL

All students and staff at Green Bay School strive for personal excellence.

2024				2025			
Term 1	Term 2	Term 3	Term 4	Term 1	Term 2	Term 3	Term 4
Every year 1-2 teacher is BSLA trained.							
	PLAN	TRAIN	REVIEW	IMPLEMENT			
Writer's toolbox utilised in all senior classes.							
PLAN	TRAIN	IMPLEMENT	REVIEW	IMPLEMENT	REVIEW		
Strengthen Maths practice and pedagogy across the school.							
	PLAN	IMPLEMENT	REVIEW	IMPLEMENT	REVIEW		
Explore and begin to implement elements of the Refreshed NZ Curriculum.							
		PLAN	IMPLEMENT	REVIEW			
Specialist face to face literacy and mathematics programmes delivered by providers.							
PLAN	IMPLEMENT	REVIEW	PLAN	IMPLEMENT	REVIEW		

## NELP's

1, 2, 3, 4, 5, 6



# Strategic 2 year Roadmap: **Our Community**

## GOAL

Strong educational connections and relationships with whānau, our community and iwi Māori.

## NELP's

1, 2, 3, 4, 5, 6

2024				2025			
Term 1	Term 2	Term 3	Term 4	Term 1	Term 2	Term 3	Term 4
Develop seamless transitions to, from and across the school.							
REVIEW	PLAN	IMPLEMENT	REVIEW	PLAN	IMPLEMENT	REVIEW	REVIEW
Strengthen community relationships through school events.							
PLAN	IMPLEMENT	REVIEW	PLAN	IMPLEMENT	REVIEW	REVIEW	REVIEW
Support whānau of neurodiverse learners.							
PLAN	IMPLEMENT	REVIEW	PLAN	IMPLEMENT	REVIEW	REVIEW	REVIEW



## GOALS

### PERSONNEL

Green Bay School is a good employer.

### PROPERTY & FINANCE

Diligent and planned use of resources enable quality teaching and learning.

### HEALTH & SAFETY

A safe environment that fosters healthy partnerships.

## NELP PRIORITIES

1, 6, 7

# Strategic 2 year Roadmap: Personnel, Property & Finance & Health & Safety

2024				2025			
Term 1	Term 2	Term 3	Term 4	Term 1	Term 2	Term 3	Term 4
All Initiatives							
PLAN	IMPLEMENT	REVIEW		PLAN	IMPLEMENT	REVIEW	
All Initiatives							
PLAN	IMPLEMENT	REVIEW		PLAN	IMPLEMENT	REVIEW	
All Initiatives							
PLAN	IMPLEMENT	REVIEW		PLAN	IMPLEMENT	REVIEW	



# Green Bay School Annual Plan

**Our Culture:** Culturally responsive practices that enable equitable outcomes and support wellbeing.

STRATEGIC INITIATIVES	OUTCOMES	MEASURES	WHO WILL LEAD?	RESOURCING
Strengthen culturally responsive practice across the school.	<p>Teachers are deliberately planning for and using culturally responsive teaching approaches in their practice.</p> <p>Te Kawerau ā Maki School Engagement and Development Programme – Mana Kura outcomes are met and implemented</p>	<p>Teacher planning. Classroom observations. Teacher PGC reflections. School engagement and Development plan in place. Student progress data.</p>	<p>MAC - Phil Te Reo/Tikanga Teacher  Anand &amp; Alex</p>	<p>Staffing  \$6,000</p>
Embed school values into the school culture and contexts through positive behaviour for learning.	<p>Students feel safe and know how to show the school values in various school contexts. Increased Attendance. Reported Behavioural incidents are decreased.</p>	<p>Student voice. Teacher voice. Attendance data Behavioural incident reports.</p>	<p>SLT PB4L Team</p>	<p>PB4L funding</p>
Build teacher understanding and capability in understanding and responding to neurodiverse learners.	<p>Conversations, mentoring, coaching and professional learning is occurring to build teacher knowledge and capability in understanding and responding to neurodiverse learners. Teachers are deliberately considering their neurodiverse learners when planning.</p>	<p>SENCO planning. Teacher PGC reflections Student &amp; whānau voice Teacher planning Student progress data.</p>	<p>SENCO SLT</p>	<p>NA</p>
Enviro initiatives are supported and developed to support wellbeing.	<p>Keep New Zealand Beautiful, Enviroschools, EOTC, Garden to Table &amp; Teacher PLD continued and enhanced.</p>	<p>Enviro Plan. Teacher voice Student voice</p>	<p>Enviro-School in-school lead &amp; external facilitator</p>	<p>Enviro-School funding</p>
Healthy Active Learning (Sport Waitakere) initiatives support student wellbeing.	<p>All teachers are deliberately planning for and delivering quality HPE lessons at least twice a week. Quality play, active recreation, sport, and physical activity experiences are planned for during break times. All students are provided with the opportunity to participate in quality play, active recreation, sport, and physical activity in the community.</p>	<p>HAL action plan Teacher HPE planning Student voice Participation register.</p>	<p>Healthy Active Learning Facilitator and SLT</p>	<p>Healthy Active Learning funding</p>



# Strategic 1 year Roadmap: **Our Culture**

## GOAL

Culturally responsive practices that enable equitable outcomes for tāngata whenua and tāngata Tiriti and supports wellbeing.

## NELP's

1, 2, 3, 4,5,6

2024			
TERM 1	TERM 2	TERM 3	TERM 4
Strengthen culturally responsive practice across the school.			
Plan for PLD	In-class Te Reo and Tikanga lessons. Shadow-coaching teachers to begin to take the lead. SLT attend e Kawerau ā Maki School Engagement and Development Programme – Mana Kura		Review progress and learning. Plan forward for 2025.
Create a safe environment and school culture where our values are lived.			
Review PB4L in action. Plan for school-wide embedding	School-wide implementation of PB4L actions to embed values.		Collate data to measure progress and plan forward for 2025.
Build teacher understanding and capability in understanding and responding to neurodiverse learners.			
SENCO & SLT review teacher understanding & practice across the school & resource gather.	Deliberate conversations, mentoring, coaching and PLD. Exemplars of planning to deliberately consider neurodiverse learners.		Review teacher understanding and practice, and student and whānau voice.
Enviro-School initiatives are supported and developed to support wellbeing.			
Use 2024 recommendations to create 2025 action plan.	Implement action plan.		Review progress made and plan forward.
Healthy Active Learning (Sport Waitakere) initiatives support student wellbeing.			
Co-design 2024 action plan.	Implement action plan.		Review progress and plan forward.



# Green Bay School Annual Plan

**Our Learning:** All students and staff at Green Bay School strive for personal excellence.

STRATEGIC INITIATIVES	OUTCOMES	MEASURES	WHO WILL LEAD?	RESOURCING
Every Year 1-2 teacher is BSLA trained.	BSLA is embedded in all Year 1 & 2 classes. BSLA is part of junior teacher onboarding. Students achievement data will improve to between 85-95%	BSLA in-school training register. Onboarding documentation. Student achievement data and voice.	BSLA in-school facilitator	Board
Senior class teachers are resourced and trained to use Writer's Toolbox.	Writer's Toolbox is utilised in all senior classes Writer's Toolbox is part of senior teacher onboarding. Students achievement data will improve to between 85-95%	Teacher planning. Onboarding documentation. Student achievement data and voice.	SLT. Senior Literacy Lead	Literacy budget
Maths PLD to strengthen practice and pedagogy across the school.	Maths practice and pedagogy is strengthened across the school. Students achievement data will improve o between 85-95%	PLD provider reports Student achievement data and voice.	PLD provider	MoE PLD funding
Explore and begin to implement the Refreshed NZ Curriculum.	Teachers understand the major elements of the refreshed curriculum. ANZH is embedded into planning and practice. Common Practice Model is explored.	Teacher voice. Teacher planning. Common practice model documentation.	SLT Curriculum working group	MoE resource personnel.
Specialist face to face literacy and mathematics programmes delivered by providers.	Students achievement data will improve o between 85-95%	External provider reports. Student achievement data and voice.	SLT Specialist providers	Loss of Learning North Island Weather Event Grant



# Strategic 1 year Roadmap: **Our Learning**

## GOAL

All students and staff at Green Bay School strive for personal excellence.

## NELP's

1, 2, 3, 4,5,6

2024			
TERM 1	TERM 2	TERM 3	TERM 4
Every year 1-2 teacher is BSLA trained.			
Plan for training: release, resources, support.	Teachers undergo BSLA training alongside in-school facilitator.		Review progress in teacher practice and student learning.
Writer's toolbox utilised in all senior classes.			
Gather resources, create action plan.	Train teachers (Literacy Lead)	Teachers implement writers toolbox with support.	Review progress in teacher practice and student learning.
Strengthen Maths practice and pedagogy across the school.			
	Plan alongside PLD provider.	Implement action plan.	Review progress in teacher practice and student learning.
Explore and begin to implement elements of the Refreshed NZ Curriculum.			
		PLAN	IMPLEMENT
Specialist face to face literacy and mathematics programmes delivered by providers.			
Create action plan.	Implement programmes.		Review progress.



# Green Bay School Annual Plan

**Our Community:** Strong educational connections and relationships with whānau, our community and local iwi.

STRATEGIC INITIATIVES	OUTCOMES	MEASURES	WHO WILL LEAD?	RESOURCING
Develop seamless transitions to, from and across the school.	Whānau hui when students transition into school. Whānau information evenings. Teacher, Whānau and High School communication.	Transition to school action plan enacted.	SLT	Transitions
Strengthen community relationships through school events.	Planned school community events held at least twice a year, that are coordinated between the school and Parent Support Group.	Event calendar.	SLT & Parent Support Group	Parent support funding
Support whānau of neurodiverse learners.	Whānau attend incredible years training. SENCO working more closely with whānau of neurodiverse learners. Whānau meet other parents with support.	Incredible years training register. SENCO report. Whānau voice	SENCO	SENCO



# Strategic 1 year Roadmap: **Our Community**

## GOAL

Strong educational connections and relationships with whānau, our community and iwi Māori.

## NELP's

1, 2, 3, 4,5,6

2024			
TERM 1	TERM 2	TERM 3	TERM 4
Develop seamless transitions to, from and across the school.			
Review current state of transitions into, within and form the school and classes.	Co-create transitions action plan.	Implement transitions action plan.	Review transitions.
Strengthen community relationships through school events.			
Work with Parent Support Group and Board to co-create events calendar.	Implement school-community events.	Review and plan forward.	
Support whānau of neurodiverse learners.			
SENCO co-creates plan for whānau support & learning.	Implement support and learning for whānau.	Review and plan forward.	



# Green Bay School Annual Plan

STRATEGIC INITIATIVE	OUTCOMES	MEASURES	WHO WILL LEAD?	RESOURCING
<b>PERSONNEL</b> Green Bay School is a good employer	Regular Self-Review Effective appraisal and attestation process Professional Growth Cycle	Self review plan. Appraisal and attestation documentation. Professional Growth Cycle documentation.	Board and Principal	<b>Staffing</b>
<b>PROPERTY &amp; FINANCE</b> Diligent and planned use of resources enable quality teaching and learning.	Upgrade senior playground Implement parts of 5YA/10YPP Site Master Plan Reviewed Board professional development for finance and governance Continue robust planning of property Continue promoting fundraising and grants	Playground upgrade sign off. 5YA/10YPP implementation plan. Site Master plan sign off. Board report. Property report. Finance report.	Board and Principal	5YA & 10YPP funding
<b>HEALTH &amp; SAFETY</b> A safe environment that fosters healthy partnerships.	Continue to progress transport plan to Auckland Council Transport Work on a summary of information for injuries and actions Continue to support staff and student well-being	Transport plan progress plan. Injuries and actions documentation. Staff & student voice.	Board and Principal	Health & Safety budget



## GOALS

### PERSONNEL

Green Bay School is a good employer.

### PROPERTY & FINANCE

Diligent and planned use of resources enable quality teaching and learning.

### HEALTH & SAFETY

A safe environment that fosters healthy partnerships.

## NELP's

1, 6, 7

# Strategic 1 year Roadmap: Personnel, Property & Finance & Health & Safety

2024			
TERM 1	TERM 2	TERM 3	TERM 4
All Initiatives			
PGC reviewed and teacher goals set. Self review plan documentation co-created. Appraisal documentation reviewed and readied.	Teacher goals implemented. Self review plan followed. Appraisal implemented.		Teacher sharing and review of PGC learnings and progress. Review 2024 self-review plan and plan forward for 2025. Appraisals completed.
All Initiatives			
Work with contractors on playground upgrade plan. Plan for 5YA/10YPP actions Work with contractor to plan for site master review. Map-out Board finance & governance PLD. Review and update property plan. Seek fundraising and grant opportunities.	Senior playground upgrade. Implement 5YA/10YPP actions. Site Master Review Board professional development for finance and governance Property plan implemented. Fundraising and grants accessed		Review all actions and plan forward for 2025.
All Initiatives			
Reconnect with Auckland Transport re transport plan. Research best practice recording of injuries and co-design a template. Review staff and student wellbeing and set action plan.	Continue to progress transport plan to Auckland Council Transport Trial summary of information for injuries and actions Implement actions to support staff and student well-being		Review progress on transport plan. Review trial summary of information for injuries and actions and set for 2025. Review staff and student wellbeing.