

FLAT BUSH SCHOOL

STRATEGIC PLAN 2025-2026

MISSION

To provide children with opportunities to be confident, connected and actively involved lifelong learners who are proactive citizens of the world

VISION

“Kia angitu tatou katoa”
Success for ALL

VALUES

Whakawhanaungatanga, Manaakitanga, Atawhai, Tu Pono, Mahi Ngatahi, Arohatia

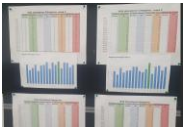

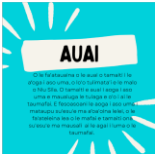
Strategic Goals	Strategic Programmes	Initiatives 2025	Success Measures
<p>QUALITY TEACHING Our teachers are highly effective and powerful agents of change with pedagogy built on efficacy and through collaborative inquiry</p>	<ul style="list-style-type: none"> Maths PLD on new curriculum Structured Literacy with Massey and maintain & build upon RT3T introduced in 2024 Coaching and Mentoring Team and Teacher Inquiries Attendance checks 	<ul style="list-style-type: none"> Improve attendance to meet government initiative of 80% students at 90% attendance Implementing new curriculum - Maths and English Improve whole school achievement 	<ul style="list-style-type: none"> All learners making improved achievement progress in reading, writing and maths Achievement data used to inform next learning steps Teachers running new programmes and feeling confident and knowledgeable
<p>CULTURALLY RESPONSIVE PRACTICE all students have a learning experience that is respectful and responsive to their culture, identity and heritage</p>	<ul style="list-style-type: none"> FBS Curriculum reflects our learner's culture which is viewed as a strength and integrated with our inquiry Talanoa Ako programme for whanau and Talanoa Ako Structured Literacy and Maths for learners 	<ul style="list-style-type: none"> Ensure our learner's cultural heritage and identities are valued Celebration and involvement of all Language weeks Use of Te Reo Maori and tikanga across all year levels 	<ul style="list-style-type: none"> All FBS learners confidently presenting their cultural knowledge and accepting of others cultures Visual evidence of teachers integrating culturally responsive practices
<p>STUDENT WELL BEING All students feel safe and secure at school and their physical, mental and emotional needs are met</p>	<ul style="list-style-type: none"> Continue to implement Mitey Framework across all year levels PLD for staff on Trauma informed practice and Managing Stress Include programmes for students that focus on well being- SHADES art sessions with Chad, Dressed in Confidence, Life Ed 	<ul style="list-style-type: none"> Provide access to school counselors or SWIS workers or external mental health professionals. Support all students especially those experiencing difficulties by using Mindfulness and Resilience Programmes or Trauma informed practices 	<ul style="list-style-type: none"> Reduction in mental health-related absences Positive feedback from students about well being programmes now in school Increased access to counseling services (tracked through referral data)
<p>COMMUNITY ENGAGEMENT Our whānau are active participants in their child's learning experience.</p>	<ul style="list-style-type: none"> Create learning partnerships in programmes like Talanoa Ako and among our Kahui Ako Have regular engagement in the form of COS evenings, school picnic, cultural events, Mauri Ora Whanau meetings and involvement with cultural groups Reporting to the school community about attendance - regularly on fb and newsletters 	<ul style="list-style-type: none"> Strengthening home/school communication Hands-on workshops on topics like literacy, numeracy, digital safety and well-being Whānau sharing their skills, professional and cultural knowledge in the classroom 	<ul style="list-style-type: none"> Number of whānau attending consultation hui and actively contributing to school life Whānau well-being and engagement survey shows a high level of trust and connection with the school. Increase in partnerships with iwi, local businesses and organizations supporting student learning

2025 Annual Implementation Plan

Attendance Action Plan

GOAL 1: To improve overall attendance and reduce persistent absenteeism in line with the New Zealand government's Stepped Attendance Response (STAR) system, aiming for 80% of students to be present for 90% of the term by 2030.

Statistics at the end of 2024: We had 37.6% of students attending 90% of the time, 29.6% of students attending 80% of the time, 17.8% of students attending 70% of the time and 15% of students attending less than 70% of the time. No patterns for different ethnicities.




Action	Intent	Impact
<p>Data Analysis and Monitoring</p> 	<ul style="list-style-type: none"> • Implement the STAR system's stepped approach to track and categorize attendance issues. • Regularly analyze attendance data to identify trends and patterns. • Use government attendance benchmarks to set targets for improvement. • Implement an early warning system to flag students at risk of poor attendance. 	<ul style="list-style-type: none"> • Early identification of attendance issues, allowing for timely intervention. FBS will have clearer insights into attendance patterns, leading to more targeted and effective responses.
<p>Incentives and Recognition</p> 	<ul style="list-style-type: none"> • Align school-based reward systems with STAR system guidelines, such as recognition for students meeting attendance targets. • Celebrate improved attendance in newsletters, assemblies and social media. • Establish friendly class competitions to encourage full attendance. 	<ul style="list-style-type: none"> • Positive reinforcement will encourage students to attend more regularly. Friendly competition and public recognition can create a culture where attendance is valued and celebrated.
<p>Parental Engagement</p> 	<ul style="list-style-type: none"> • Educate parents on the importance of attendance and the STAR system's role in supporting students. • Provide translated materials and accessible communication channels for diverse families. • Work with the EWISS or school social worker Sarah to provide support for families struggling with attendance issues. 	<ul style="list-style-type: none"> • Increased parental awareness and involvement in attendance improvement. Parents will be more proactive in ensuring their children attend school regularly, reducing unexplained absences.

2025 Annual Implementation Plan

Clearer Curriculum Action Plan

GOAL 2: To successfully implement the new curriculum to enhance student learning and achievements so that at least **80% of our students reach the expected achievement levels by the end of 2025**. We will achieve this by providing professional development, aligning teaching practices and using data-driven strategies to ensure effective delivery and regular progress monitoring to help every student succeed.

Statistics at the end of 2024: In 2024 our goal was for 100% of our students to be at or above their level. This was not met. At the end of 2024, for Maths we had 50.4% at and above their level, for Reading we had 55.8% at and above their level and for Writing we had less than half of our students at and above their level.

Action	Intent	Impact
Provide professional development 	<ul style="list-style-type: none"> Equip teachers and build confidence in implementing teaching practices with effective strategies that enhance student learning and achievement Provide teachers with professional development and the necessary support and resources to teach the new curriculum effectively Use the science of learning to empower teachers with insights that help them personalize learning and enhance student engagement Foster a culture of continuous learning and collaboration among teachers 	<p>Stronger Teaching Practices: Teachers confidently use high-impact strategies aligned with the new curriculum.</p> <p>Long-Term Growth: A school-wide culture of continuous improvement and collaboration in teaching and learning is established.</p>
Implementation of the new curriculum 	<ul style="list-style-type: none"> Ensure all students receive a consistent and high-quality learning experience in Maths and English Align teaching practices with the science of learning and the new curriculum for improved student outcomes Create a structured approach that builds foundational skills and deepens student understanding 	<p>Consistent Learning Experiences: Students across all year levels receive a structured and cohesive education.</p> <p>Better Student Engagement: Lessons become more relevant, interactive, and tailored to diverse learning needs.</p>
Use data-driven teaching strategies 	<ul style="list-style-type: none"> Ensure every student receives the right level of support based on their individual learning needs Use current data to inform teaching decisions and improve student outcomes Close learning gaps and ensure all students make measureable progress throughout the year Track progress effectively and adjust teaching strategies to maximize student achievement 	<p>Improved Student Achievement: More students reach or exceed expected learning levels in Maths and English.</p> <p>Effective Use of Data: Teachers track progress, identify gaps early, and provide timely support.</p>