

HENDERSON PRIMARY SCHOOL

Face the future with confidence.

Kia matakite! Kia māia!

WORK HARD

Pakeke Mahi

ACT SAFELY

Mahi Ora

RESPECT

Mānaki

MAKE GOOD CHOICES

Kia Pai Kowhiringa

HEARTED

MANAGING SELF

RELATING TO OTHERS

PARTICIPATING & CONTRIBUTING

THINKING

USING LANGUAGE, SYMBOLS & TEXTS

*He tuāhira te kākano tāhī
ā te beginning existed one culture
He taonga te kākano mā
treasure the bicultural nature of NZ
He wāhi te kākano māhā
the multicultural nature
of our community.*



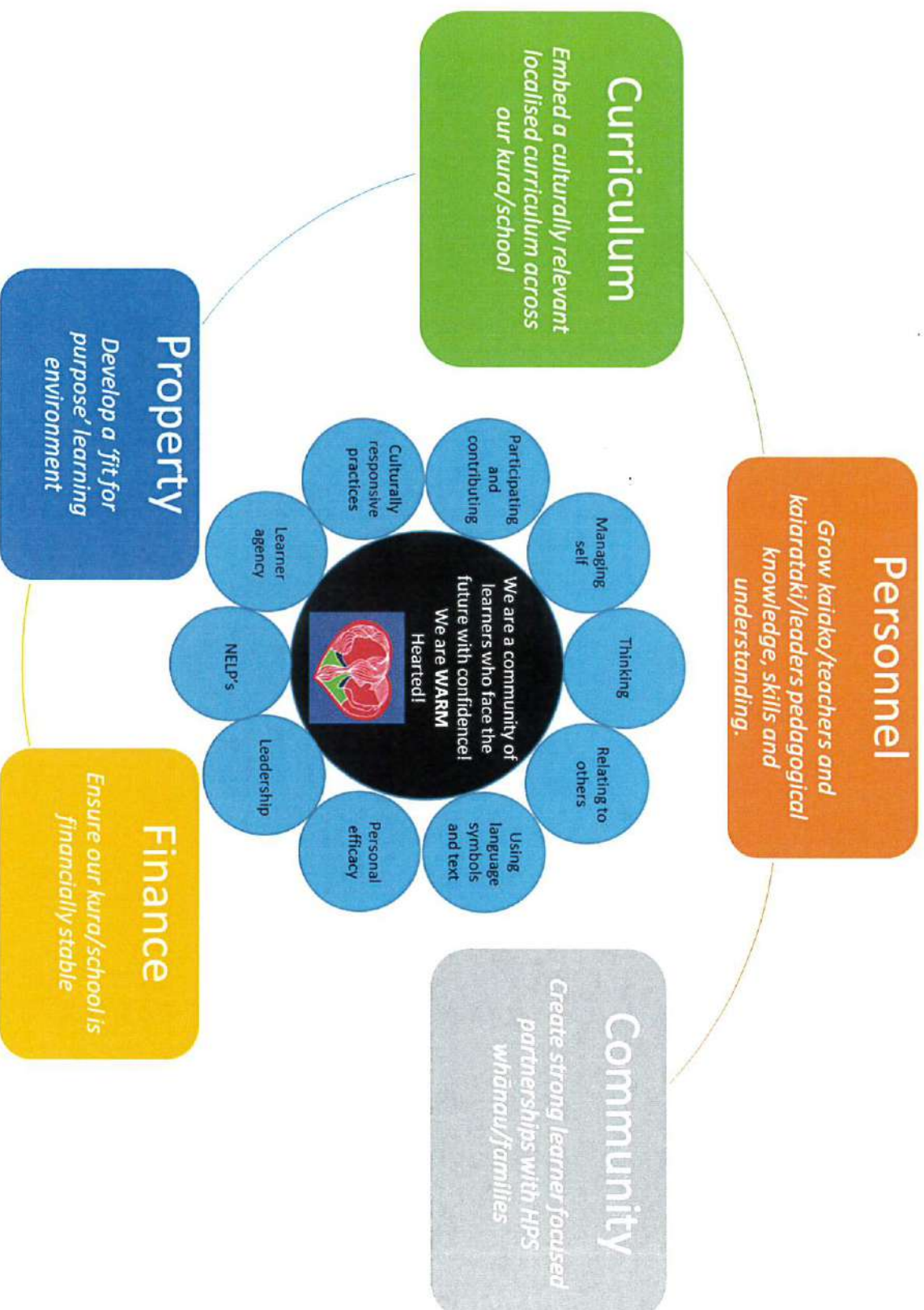
Strategic Section

HENDERSON PRIMARY SCHOOL

Strategic Goals!

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Strategic Plan 2024—2026

Curriculum Strategic Goal <i>Embed a culturally relevant localised curriculum across our kura/school</i>	Success <i>Tamariki/children are empowered as learners</i>	Personnel Strategic Goal <i>Grow kaiako/teachers and kaiarataki/leaders pedagogical knowledge, skills and understanding.</i>	Success <i>Knowledgeable, skilled kaiako/teachers and kaiarataki/leaders with a growing understanding of pedagogy and andragogy</i>	Community Strategic Goal <i>Create strong learner focused partnerships with HPS whānau/families</i>	Success <i>HPS tamariki/children, whānau/families, kaiako/teachers and kaiarataki/leaders are partners in empowering learners</i>	Property Strategic Goal <i>Develop a 'fit for purpose' learning environment</i>	Success <i>A healthy, safe learning environment is enjoyed by all HPS tamariki/children and kaimahi/employees</i>	Finance Strategic Goal <i>Ensure our kura/school is financially stable</i>	Success <i>A financially stable kura is empowered to support teaching and learning</i>
Initiatives and Operations <i>Align HPS Curriculum with the NZ curriculum</i>	Initiatives and Operations <i>Improve outcomes for priority learners</i> <i>Develop student agency by moving from compliance to engagement to empowerment</i> <i>Implement and review HPS Literacy and Numeracy progressions</i>	Initiatives and Operations <i>Improve kaiako and kaiarataki practice through embedding a Professional Growth Cycle (PGC)</i> <i>Strengthen our normalisation of te ao Māori/ Māori world view at our kura through the Mana Kura project with Te Kawerau ā Maki</i>	Initiatives and Operations <i>Create a high quality learning community by developing strong partnerships with HPS whānau</i> <i>Implement a cycle of regular community consultation with HPS whānau</i>	Initiatives and Operations <i>Implement 5 year agreement (SYA) planned work</i> <i>Implement HPS 10 year Property Strategic Plan</i> <i>Develop flexible learning environments that enhance collaboration</i> <i>Develop environmentally sustainable energy sources</i>	Initiatives and Operations <i>Develop and implement HPS 10 year Finance Strategic Plan</i> <i>Establish and implement financially sustainable practices</i>	Work hard Pakeke Mahi Act safely Mahi Ora Respect Manaaki Make good choices Kia Parikowhiringa Hearted			
<i>All tamariki working at or above Level 3 of the NZC, in Reading, Writing and Maths, by the end of Year 6</i> <i>Remove food as a barrier to learning</i>	<i>On-going development of digital literacy best practice</i> <i>On-going engagement with WAPA2020 community of schools</i>								

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Strategic Initiatives Timeline 2024—2026

Strategic Initiatives	2024	2025	2026
	Student agency		
Literacy and Numeracy progressions			
Professional Growth Cycle (PGC)			
Structured Literacy PLD (Year 2 of 3)			
Implement 5 YA planned work			Develop 5 YA plan
Mana Kura PLD			
Bikes in Schools			
Remove food as a barrier to learning			
Flexible learning environments (R1-6)			
		Environmentally sustainable energy sources	

Strategic Operations Timeline 2024—2026

Strategic Operations	2024	2025	2026
	Align HPS Curriculum with the NZ curriculum		
	Strengthen our normalisation of te ao Māori		
	Priority learners		
	All tamariki working at or above Level 3 of the NZC, in Reading, Writing and Maths, by the end of Year 6.		
	Digital literacy		
	WAPA2020 community of schools		
Develop strong partnerships with HPS whānau			
Cycle of regular community consultation with HPS whānau			
Implement HPS 10 year Property Strategic Plan			
Implement HPS 10 year Finance Strategic Plan			
Implement financially sustainable practices			

Curriculum Strategic Roadmap 2024-2026

Strategic Goal: *Embed a culturally relevant localised curriculum across our kura/school.*

What does success look like? *Tamariki/children are empowered as learners.*

Initiatives and Operations:

- *Align HPS Curriculum with the NZ Curriculum (NZC).*
- *Improve outcomes for priority learners; Māori, Pasifika and learners with special education needs.*
- *Develop student agency by moving from compliance to engagement to empowerment.*
- *Implement and review HPS Literacy and Numeracy progressions.*
- *All tamariki working at or above Level 3 of the NZC, in Reading, Writing and Maths, by the end of Year 6.*
- *Remove food as a barrier to learning.*

<i>School-wide Foci</i>	<i>2024</i>	<i>2025</i>	<i>2026</i>
Align HPS Curriculum with the NZ Curriculum	On-going		
Improve outcomes for priority learners	On-going		
Develop Student Agency	Year 3	Year 4	Year 5
Literacy and Numeracy progressions for all tamariki	Year 3	Year 4	Year 5
All tamariki working at or above Level 3 by the end of Y6	On-going		
Ka Ora, Ka Ako-Free and Healthy School Lunches Programme	Year 4	Year 5	Year 6

Nb: Links to Personnel Initiatives and Operations

Personnel Strategic Roadmap 2024-2026

Strategic Goal: *Grow kaiako/teachers and kaiarataki/leaders pedagogical knowledge, skills and understanding.*

What does success look like? *Knowledgeable, skilled kaiako/teachers and kaiarataki/leaders with a growing understanding of pedagogy and andragogy.*

Initiatives and Operations:

- *Improve kaiako and kaiarataki practice through embedding a Professional Growth Cycle.*
- *Strengthen our normalisation of Te Ao Māori/The Māori World View at our kura/school through the Mana Kura project with Te Kawerau ā Maki.*
- *Develop and implement HPS literacy programmes (Structured literacy PLD) by 2025*
- *On-going development of digital literacy best practice.*
- *On-going engagement with WAPA2020 community of schools.*

	2024	2025	2026
Professional Growth Cycle	Ensure a PGC system is in place for all kaiako/teachers to enhance personal efficacy Ensure kaiako engage in a Professional Growth Cycle Engage kaimahi/staff and tamariki in self-review surveys... Term 3- NZCER Teaching and School Practices Survey Term 4- NZCER Inclusive Practices Student Survey (Y3-6)	Ensure a PGC system is in place for all kaiako/teachers to enhance personal efficacy Ensure kaiako engage in a Professional Growth Cycle Engage kaimahi/staff and tamariki in self-review surveys... Term 3- NZCER Teaching and School Practices Survey Term 4- NZCER Inclusive Practices Student Survey (Y3-6)	Ensure a PGC system is in place for all kaiako/teachers to enhance personal efficacy Ensure kaiako engage in a Professional Growth Cycle Engage kaimahi/staff and tamariki in self-review surveys... Term 3- NZCER Teaching and School Practices Survey Term 4- NZCER Inclusive Practices Student Survey (Y3-6)
Mana Kura project	Year 1	Year 2	Year 3
Literacy (Structured literacy) PLD contract	Year 1	Year 2	
Digital Literacy (e-learning)	On-going		
WAPA2020 community of schools	On-going		

Nb: Links to Curriculum Initiatives and Operations

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Community Strategic Roadmap 2024-2026

Strategic Goal: *Embed a culturally relevant localised curriculum across our kura/school.*

What does success look like? *Tamariki/children are empowered as learners.*

Initiatives and Operations:

-Create a high quality learning community by developing strong partnerships with HPS whānau.

-Implement a cycle of regular community consultation with HPS whānau.

	2024	2025	2026
Term 1	HPS Charter Community Consultation	HPS Charter Community Consultation	HPS Charter Community Consultation
Term 2	HPS whānau/fanau Community Consultation talanoa - update karewa/floats	HPS Whānau Community Consultation talanoa - update karewa/floats	Review HPS Vision and Values
Term 3	HPS whānau/fanau Community Consultation talanoa - update karewa/float	HPS Health and Physical Wellbeing Curriculum	Review HPS Whānau Community Consultation framework - update aspirations and punga/anchors
Term 4	2025 Charter Strategic Goals Consultation	2026 Charter Strategic Goals Consultation	2027 Charter Strategic Goals Consultation

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Property Strategic Roadmap 2024-2026

Strategic Goal: *Develop a 'fit for purpose' learning environment.*

What does success look like? *A healthy, safe learning environment is enjoyed by all HPS tamariki/children and kaimahi/employees.*

Initiatives and Operations:

- Implement 5 YA planned work*
- Implement HPS 10 year Property Strategic Plan.*
- Develop flexible learning environments that enhance collaboration.*
- Develop environmentally sustainable energy sources.*

Finance Strategic Roadmap 2024-2026

Strategic Goal: *Ensure our kura/school is financially stable.*

What does success look like? *A financially stable kura is empowered to support teaching and learning.*

Initiatives and Operations:

- Develop and implement HPS 10 year Finance Strategic Plan.*
- Establish and implement financially sustainable practices.*

nb: HPS 10 year Property and Finance Strategic Plan follows.

HENDERSON PRIMARY SCHOOL

10 YEAR STRATEGIC PLAN - PROPERTY AND FINANCE - 2019 TO 2028

PROPERTY GOAL:	Develop a 'fit for purpose' learning environment.									
FINANCE GOAL:	Ensure our kura/school is financially stable.									
	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Reserves	80,000	80,000	80,000	150,000	170,000	190,000	210,000	230,000	250,000	270,000
Cyclical Maintenance - External Painting	80,000		20,000	20,000 & Explore repaint of substandard areas	20,000	20,000	20,000	20,000	20,000	20,000
Cyclical Maintenance - Cesspits, Roof & Gutters		Clean all		Clean all		Clean all		Clean all		Clean all
5/10Year MoE Capital Works		Rm 6-9 upgrade & \$146,916 School Investment package		10YPP/SYA prep \$288K SYA and \$200K MoE top up					10YPP/SYA prep	
Playgrounds	30,000 New Top Court Playground		Edge/Bark upgrade		Edge/Bark upgrade		Edge/Bark upgrade		Edge/Bark upgrade	
Special projects:	Solar 22,000 (55,000 total)	Check protected oak on field	Bikes in Schools project		Check protected oak on field		Explore Solar increase &/or storage	Bike track asphalt- top coat re-spray	Check protected oak on field	
Digital Literacy/E-learning	Explore upgrade			Explore upgrade			Explore upgrade			Explore upgrade
Operational Budget - Annual budget balance to zero	0	0	0	0	0	0	0	0	0	0

Asset replacement (covered by previous years depreciation)	68,000	72 000	75,000	75,000	80 000	85,200	TBC	TBC	TBC	TBC
HPS Leases/Agreements	TELA x9	TELA x1 Energy Broker	TELA x3 Photocopiers Rubbish	TELA x9 Eftpos Energy Broker	TELA x3	TELA x 1	TELA x9 Photocopiers	TELA x1	TELA x3	TELA x9
Uncommitted funds	90,385	59,000	128,000	63,000	60000	50000	TBC	TBC	TBC	TBC