

## BMPS Strategic Plan 2021 – 2024

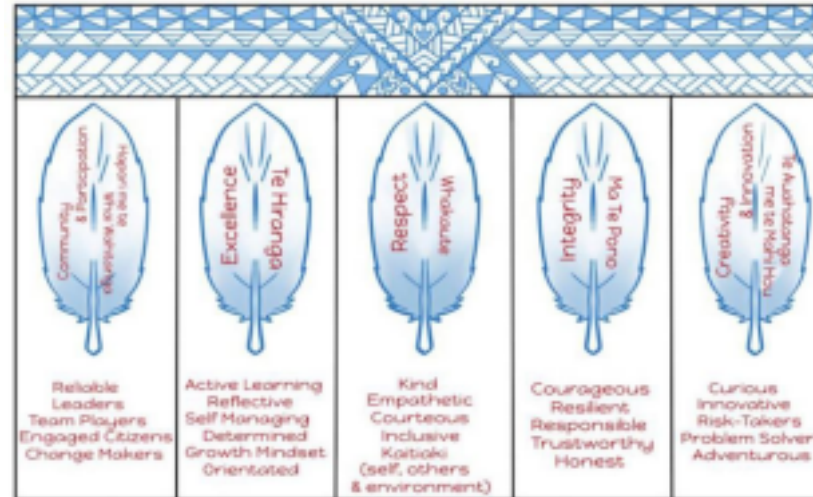
**Our Purpose: Developing a community of learners where:**

***“Anything is Possible”***

Strategic Goals		
A school community who live our vision and values.	A school community who strive to achieve excellence - their personal best.	A school community who are engaged, environmentally responsible and future focused.
Initiatives	Initiatives	Initiatives
Inspire the community to live the school vision and values	Accelerate learning for all children	Empower parents/whanau to actively support learning
Strengthen teacher inquiry into practice through effective PLD and goals set in the Professional Growth Cycle (PGC)	Provide a high quality, inclusive and engaging curriculum	Prepare our students to be environmentally aware and responsible citizens
Provide relevant Professional Development	Ensure improved success for our Māori learners	Become digitally fluent and creative users of technology

## Tō Tātou Ara

### The BMPS Way



## Māori dimension s and Cultural Diversity

*A culture of respect and celebration of achievement underpins our philosophy as we work in partnership with all members of our School community. Bairds Mainfreight Primary School will be inclusive and responsive of all cultures, as appropriate to its community, we have developed policies, plans and practices that reflect New Zealand's cultural diversity and unique position of Māori. In recognising the unique position of Māori, we will take all reasonable steps to provide instruction in Tikanga Māori (Māori Culture) and Te Reo Māori (Māori Language). This School is committed to growing a community of successful lifelong learners; including Māori, Pasifika and other students as well as meeting the needs of children who have issues with learning and achieving. We are however an English medium school and do not host any full immersion Māori language classes.*

<p><b>Bairds Mainfreight Primary School and Otara</b></p>	<p>Otara or Te Puke O Tara (The Hill of Tara) was developed in the 1960's and became the place where many Maori families settled when they moved to Auckland from their whenua across Aotearoa. Otara still has a wide range of Maori Whanau whose real roots are elsewhere. Later a second influx occurred when Pasifika families started to migrate to NZ. Our school roll reflects the Otara community of 2021 with just over 20% Maori, about 77% Pasifika and the last few percent being Asian, Pakeha and other ethnicities.</p> <p>Even though BMPS is situated near the heart of the OTARA community our current Tamariki come from a much wider geographical area. This means that for many of our Whanau the school is for them the real hub of their community. BMPS children are from all over South Auckland as many families attempt to maintain earlier links with the school. This will change when the Ministry of Education enrollment scheme is in place for BMPS from the start of term 2, 2021.</p> <p>Education in Otara area is provided by many pre-schools, ten primary schools one intermediate, one year 1 to 13 collegiate, one year 7 to 13 College and several secondary schools. One of the primary schools is a Kura Kaupapa Maori and one college hosts Maori and Samoan language hubs.</p> <p>The pathways for BMPS children through education in the community change regularly and will continue to do so as the community changes and evolves. BMPS has a proud, 60 year history, of adapting and changing to meet the needs of its growing community to ensure the ongoing educational success of our learners.</p>
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## BMPS Strategic Goal #1 2021 – 2024

A school community who live and support our vision and values.

Initiatives		Outcomes		
		2021	2022	2023
<p><b>Inspire the community to live the school</b></p>		<p>Students and teachers can articulate our vision and values</p>	<p>The school community can articulate our vision and values</p>	<p>Our school curriculum reflects our vision and values</p>

<b>vision and values</b>				
<b>Provide relevant Professional Development</b>		Clarity PLD is school wide and differentiated for staff to meet their needs. PLD emphasis in 2021 will be on CLARITY and Writing.	PLD is personalised and differentiated for all staff to meet their own needs and improve outcomes for children	PLD is personalised and differentiated with a wide range of opportunities that are staff led
<b>Strengthen teacher inquiry into practice through and the PGC</b>		Teachers will further develop their skills and better understand the inquiry model. A number of staff members will lead this development.	There is a culture of shared responsibility for inquiry amongst the teachers. All teachers share the responsibility for learning as inquiry.	A BMPS Inquiry model is embedded school-wide

## BMPS Strategic Goal #2 2021 – 2024

A school community who strive to achieve their personal best.

<b>Initiatives</b>		<b>Outcomes</b>
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		2021	2022	2023
<b>Accelerate learning for all children by focussing on clarity</b>		Teachers support learners to identify and articulate their learning progress and pathways to success	All learners can articulate their learning progress and pathways to success	All learners can confidently communicate their learning progress and pathways to success to their whānau
<b>Provide a high quality, inclusive and engaging curriculum</b>		<p>Teachers support learners to have agency over their learning and classroom systems serve the needs and interests of the learners</p> <p>Student voice is encouraged and heard</p>	<p>Learners take more ownership of their learning and are developing self regulating skills.</p> <p>Student voice is used to inform learning</p>	<p>Students link learning to their prior knowledge, passions and interests. Students are reflective and self monitor.</p> <p>Learners make authentic contributions to learning in the school</p>
<b>Ensure success for our Māori</b>		All teachers/staff understand and are using culturally	Staff have built a collective knowledge	Review and celebrate the use of culturally responsive practices

learners		responsive practices	regarding culturally responsive practices	at BMPS
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### BMPS Strategic Goal #3 2021 – 2024

A school community who is engaged, environmentally responsible and future focused.

Initiatives		Outcomes		
		2021	2022	2023
<b>Empower parents/whānau to actively support learning</b>		Through the HERO app and other means parents are informed about and able to be involved in and enhance their children's learning.	Strong learning focused partnerships between home and school.	The community is empowered, well informed and have a positive influence on children's learning.
<b>Prepare our children to be environmentally aware and responsible</b>		Enviro practices are taught and used consistently across the whole school.	Enviro practices to grow and encompass the wider community through whole school learning.	Sharing Enviro learning through school and wider community knowledge and participation.

<b>citizens</b>				
<b>Become digitally fluent and creative users of technology</b>		Through relevant PLD the Digital Technology curriculum is reflected in teacher planning and embedded in practice.	Teachers and students are becoming increasingly fluent in the knowledge and practice of Digital Technology.	Teachers and children are fluent in knowledge and practice of Digital Technology.

## Annual Plan 2021

### Strategic Goal 1: A school community who live our purpose and values

Initiative	Actions	Who	Timing and Costs	Measures of Success
Inspire the community to live the school vision and values	New artwork and signage around the school to reflect our school purpose and values.	Management	\$2 000	Art and signage up in the playground.
	Vision and Values to be well communicated through different school formats and as part of all school meetings.	All leadership		Community Survey - 60% parents have knowledge of our values
Grow strong and supportive transitions in and out of BMPS	Work with the ECE’s and Intermediate schools on transition with a focus on the transition into school and out at Year 6.	Management & RTLB’s	Minimal	Review completed with transition on school entry. Community survey feedback.
	Develop and use the BMPS Year 6 graduate profile with our Year 6 students	Leadership Team		Intermediate teachers will be using this in classrooms. Year 8 students to use as part of

				SLC.
	Use of RTLB’s as part of transition for our children with identified learning and behavioural needs for 2021	SENCO & DP		Students will have support in term 4 as part of the transition process.
Provide relevant Professional Development	As a staff work to develop a Culturally Responsive Pedagogy for BMPS	All Teachers	\$5 000 PLD	Term 2 and 4.
	Offer staff personalised and differentiated PLD linked to their PGC goals	As required		Record of all staff PLD
	Teacher Led workshops - differentiated and individualised.	Jules and Sheryl		Observation
	Develop consistency of clarity as a school wide goal and school -wide writing moderation	All Staff		Embedding a consistent process understood by all staff
Strengthen teacher inquiry into practice through mentoring, team inquiries and PLD	Further development of understanding and application of inquiry for all teaching staff.	Management	Minimal	Coaching Matrix
	Work on team inquiry model to inquire into teaching practice to improve teaching and learning.	All teachers		Observation of and feedback from team inquiries

## Annual Plan 2021

### Strategic Goal 2: A school community who strive to achieve their personal best

Initiative	Actions	Who	Timing and Costs	Measures of Success
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Accelerate learning for all	Strengthen and develop our programmes to cater for the diverse needs of our students.	All Teachers	Minimal all done in-school	Accelerated progress made for our ELL students using the ELLPs Deliver a range of STRETCH Programmes
	2021 Target Areas – 75% of students achieving at curriculum expectation in Reading, 65% of students achieving at curriculum expectation in Writing. 70% of students achieving at curriculum expectation in Mathematics.	All Staff		Achievement levels analysed and shared.
Provide a high quality, inclusive and engaging curriculum	Plan for and implement an integrated BMPS learning approach to the Year 0-2 curriculum To upskill Kiwi teachers curriculum knowledge.	Team Kiwi	During the year Minimal all done in-school	Teacher Survey
	To develop and implement learning programmes that support accelerated learning in Writing	All Teachers		Teacher Observations
	Extend the Digital Technology learning programmes in Yr 3-6 in order to equip students with the skills and knowledge needed to thrive in the 21st century.	Team Tui and Team Kahu.		Team Tui and Team Kahu will have Digital Technology programmes in place for term 3.
Provide relevant Professional Development	As a staff work alongside Jody to further develop <b>CLARITY</b> in all their teaching.	All staff, especially those new to BMPS.	PLD Budget \$6 000	MASAM matrix. Term 2 and 4.
	Offer staff personalised and differentiated PLD from the PGC (Appraisal) budget.			PLD record of staff applications
	Teacher Led workshops - differentiated and individualised.			
	Develop more consistency school -wide writing moderation			Develop a consistent process understood by all teachers
Ensure success for our Maori learners	All students participate in Te Reo lessons Online Te Reo Maori course for all children? <a href="https://www.waiako.com/">https://www.waiako.com/</a>	All class teachers	Throughout the year \$ 1 5000	100% participation in Te Reo learning.
	Investigate modifying teaching practise to accelerate Maori Learners	Leadership		Team planning to ensure that Te Reo learning is effectively in place.

## Annual Plan 2021

**Strategic Goal 3:** A school community which is engaged, environmentally responsible and future focused.

Initiative	Actions	Who	Timing and Costs	Measures of Success
Empower parents/ whanau to actively support learning	Embed the changes in Mid Year/EOY reports	Management	Minimal	Changes are made to reflect student progress made at school and NZC levelling
	To improve the use of HERO as the reporting tool for all levels	All staff		Feedback to Principal on use of seesaw as a reporting tool.
	Decide on an online messaging tool to improve communication with parents	Management		Principal can make a informed decision ready for term 2 2021.
Prepare our students to be environmentally aware and responsible citizens	Reintroduce the use of environmentally friendly programmes for the Recycling of all school generated waste	All Staff	Minimal	Children aware of which bins are for which refuse and use them appropriately.
	Enviro- friendly practices taught / reinforced throughout the school	All Teachers		Engagement of the whole school in environment friendly practices. School waste is minimised.
	School vegetable gardens redeveloped to be more of a community garden with parental involvement and support	Melissa?? ??? & Wayne	\$2 000	Great vegetable gardens with the community involved

Become digitally fluent and creative users of technology	Implementation and delivery of the 2020 Digital Technology strands as part of the Technology Curriculum.	All teachers	During term 2 \$ 3 000	Termly PLD delivered to staff
				Teacher Planning to include new DT strands
				Digital Technology lessons beginning term 2
				Increase in teacher knowledge and pedagogy – relating to Digital Technology

## Annual Plan 2021

### Strategic Goal 4. Grounds and Buildings Development Plan

Focus	Strategies	Who	Timing and Costs	Notes / Reviews
School Garden Maintenance	<ul style="list-style-type: none"> <li>Maintenance &amp; replanting of selected areas</li> <li>Maintenance of School &amp; Class Gardens</li> </ul>	Busy Lizzie & Wayne	\$10 000 Through 2021	Grounds Maintenance
Tiger Turf		Alan and Patrick	\$1 000 Term 1	Grounds Maintenance
Adventure Playground SIP project	<ul style="list-style-type: none"> <li>Playco Project</li> <li>Safe Fall Matting in place (Playco)</li> </ul>	Fee Nick Alan and David	Term 1 \$340K	Project completed and in use

Oak Tree Seating	<ul style="list-style-type: none"> <li>• Health &amp; Safety</li> <li>• Tree protection</li> </ul>	Ged & Co	\$70 000	Grounds Maintenance
Planting by the cycle track loop	<ul style="list-style-type: none"> <li>• Health and Safety</li> </ul>	Busy Lizzie & Wayne	\$18 000	
Resurfacing and Drainage of Staff Carpark by the Kindy	<ul style="list-style-type: none"> <li>• Health and Safety</li> </ul>	Nick & Alan	TBC	Grounds Maintenance
5YA Projects Nick at apf	<ul style="list-style-type: none"> <li>• Toilet upgrades</li> </ul>	Nick & Kieran 5YA	\$230K Term 1	Toilet Upgrades across the school completed
Upgrade Alarm Monitoring	<ul style="list-style-type: none"> <li>• Swap to ISS in term 1</li> </ul>	Alan	\$5 000 Term 1	Grounds Maintenance
Maintenance/Health and Safety	<ul style="list-style-type: none"> <li>• Exit Deck Kiwi 8</li> <li>• Seating in Rm 5 courtyard</li> </ul>	Doug Doug	\$10 000 \$5 000	Repairs & Maintenance Grounds