

KEA STREET SPECIALIST SCHOOL - Our Strategic Plan for 2020 to 2022

Our Vision: Together we care, learn and excel.
Ki a tōtou, Ka awahi, Ka ako, Ka piki ake.

Students' Vision Statement: See us, Hear us, Know us, Empower us.
Titiro mai, Whakarongo mai, Kōrero mai, Whakakaha i a mātou.

Our Values:

Respect	Independence	Community	Excellence
Whakamana	Whakatipuranga	Hapori	Kairangi

<p>Strategic Intention One Students at Kea Street are able to be the best they can be.</p>	<p>Strategic Intention Two Kea Street is a place of excellence in the field of special education.</p>	<p>Strategic Intention Three Kea Street is the school of choice for its community</p>
<p>We achieve this by:</p> <ul style="list-style-type: none"> ● Knowing and working with our families ● Listening to our students ● Putting the needs of our students first ● working from a “Strengths based model” ● Engaging students’ interests and preparing them for life outside school ● Valuing the input from our therapy team through effective implementation of the ‘Specialist Service Standards and Pathways. 	<p>We achieve this by:</p> <ul style="list-style-type: none"> ● Being inclusive ● Providing our school community with a safe, respectful, affirming and culturally responsive environment ● Employing quality staff ● Promoting best practice in all areas ● Providing staff with relevant, up to date professional development ● Valuing the work our staff and families do ● Having the best facilities and resources available ● Developing property that is fit for purpose 	<p>We achieve this by:</p> <ul style="list-style-type: none"> ● Listening and responding to our community ● Developing a physical environment that is safe and stimulating for students and staff ● Being active in our community ● Being proactive and supportive of others

	2020	2021	2022
<p>Strategic Intention One Students at Kea Street are able to be the best they can be. (NAG One, Three, Five.)</p>	<ul style="list-style-type: none"> ● Integration / work experience (if applicable) in the community, occurs to enrich and promote authentic learning and experiences. ● Review SSS and Pathways “Engagement and Assessment and Analysis.” ● Develop procedures based on the SSS and Pathways above. 	<ul style="list-style-type: none"> ● Develop an ‘enviro-schools’ plan for Kea Street Specialist School. ● Further build partnerships with community agencies and private industry for joint venture opportunities - getting our kids in work ● Review SSS and Pathways “Programme Planning and Implementation.” ● Develop procedures based on the SSS and Pathways above. 	<ul style="list-style-type: none"> ● Review SSS and Pathways “Review and Enclosure.” ● Develop procedures based on the SSS and Pathways above.
<p>Strategic Intention Two Kea Street is a place of excellence in the field of special education. (NAG One, Two, Three, Four, Five.)</p>	<ul style="list-style-type: none"> ● Continue with professional learning in teacher effectiveness and relationship management ● Integrate Google Docs for Therapist staff to use. ● Continue purchase of smart TVs as part of replacement capital items. ● Provide PD in the use of ICT. ● Implement SPEC. 	<ul style="list-style-type: none"> ● Use of Google Docs is streamlined through collaboration to enrich teaching teams through efficiencies. ● Continue purchase of smart TVs as part of replacement capital items. ● Provide PD in the use of ICT. ● Look into the effectiveness of 	<ul style="list-style-type: none"> ● individual teacher ipads to utilise Apps through the smartboard. ● streamline efficiencies through google docs. ● Replace school server (recommended to maintain server) (\$15,000)

		teacher mentoring outside of the appraisal model.	
Property Developments	2020	2021	2022
	Design for Roll growth classroom	Roll growth classroom completed	
Asset Purchases	2020	2021	2022
	Extra funding for two teacher aides - \$45,000		
	Staff kitchen upgrade - \$4,000		
	10 - 12 seat wheel chair van - \$40,000	10 - 12 seat van	10 - 12 seat wheel chair van
	Re-Branding of school - \$20,000		
	Vacuum cleaner - \$5,000		
	Heat pump - \$3,200		
	Smartboards - two \$22,000	Smartboards - three	

		\$33,000	
	i-pads x 40 \$15,000	i-pads x 40	i-pads x 20
	Chromebooks	Chromebooks - 5	

Annual Plan 2020

Strategic Intention One: Students at Kea Street are able to be the best they can be. (NAG One, Three, Five.)						
Annual Target	NAG	What are we going to do?	Who is going to do what?	When will we review it?	How will we resource it?	Have we made it? Yes/ No/ Continuing
Learning: Every student will have an Individual Education Plan or ITP. 2021	One	Specialists Reports written and circulated to all teachers	Class teacher will organise the meeting with whanau and relevant specialists and/or agencies.	Teacher/Specialist meeting early Term 1/3 prior to reports and IEPs.	Time allocated to all Specialists in February/August to complete report.	Yes
Every student will achieve 80% or more		Teachers set SMART goals in consultation		Before March and		Due to

<p>of the targets set. 2021</p> <p>As above Method of formally reporting to our families twice a year</p>		<p>with parents/specialists building on student strengths.</p>		<p>September IEP. Circulated by 22/02/20.</p>		<p>the school being closed for an additional 5 weeks in terms 1 & 2 due to Covid the expected achievement of 80% was not met. This was</p>
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						not unexpected.
		Monitor targets that have been set.	Leadership team.	Ongoing throughout IEP cycle. Mid Year/ Mid December.		Yes
All capable students will be able to successfully use the local library and visit a local cafe, and other relevant City events. (e.g. Art Exhibitions)	One, Five	Capable students will access local everyday facilities as part of the school's philosophy of an enriched integration programme.	Classroom teachers.			Yes
Students will have access to ICT to enrich the teaching and learning programme.	One, Two	Students will have access to ICT to enrich the teaching and learning programme.	Campbell, classroom teachers and external providers if required.	Term 4, 2020.		Yes
		Maintain the management system that allows solo ipad administration control to protect students online.	Campbell	Term 1 and reviewed termly throughout, 2020.		Yes

		Teachers receive relevant technology PD specific to the needs of their class.	Internal			Yes
We will work towards attaining the Health Promoting Schools Gold award.		Review healthy eating across the school, milk water policy.	Deputy Principal	Ongoing throughout the year.		This program has been phased out.
We will continue the development and enhancement of the Physical Education curriculum.		Purchase PMP/PE equipment to enhance the stock.	Iain/Ashley		\$4,000.00	Yes
To maintain high quality therapy programmes.		Maintain internal review practices. Survey parents / teachers yearly re therapist provision. Therapist to provide LST with reports twice yearly.	LST maintains teachers termly reviews. LST and Therapist liaison. Therapists complete reports.	Term 3 annually Sept each year and results to LST and BoT On receipt	Budgeted yearly.	Yes

		Allocate time for teacher / therapist meetings twice yearly.				
		Maintain internal review practices. Survey parents / teachers yearly re therapist provision. Therapist to provide LST with reports twice yearly. Allocate time for teacher / therapist meetings twice yearly.	Campbell/ Sherie/Specialists	Term 1 Term 4		Yes Yes Yes
		Continue replacing Interactive 'Smartboards' as per Capital Expenditure Budget (5 need replacing over the next years)	Campbell		\$11,000 per unit incl install (approximately)	Ongoing due to 'leaky buildings' at host school.

		Termly checks and reports to Principal about the state of P.E delivery in each class.	All Class teachers via term review to Principal, Team leader report and leadership meetings.	Term 2.	Principal report template change to incorporate P.E comment.	Yes
Social. All students will develop life skills by interacting with the local community.		Visits to places of interest differentiated to suit individual classes.	Reflected in planned classroom programmes.			Yes
		School Ball for eligible students.	Ball Committee to lead.	Term 3.	School budget for Ball \$1000	Yes
		Disco for all pupils.	Organised by Leadership team.	Terms 2 and 4.		Due to Covid -19 this was not achieved
		Shared Lunches Food in Schools (Libelle)	Staff	Term 1 Whanau BBQ / Hangi Term 2 Matariki Term 3 Asian Term 4 Polynesian		Thematic lunches were not achieved due

						to Covid-19
		Whanau engagement.	Principal to lead.	Term by term.		Following MoE guidelines this was not achieved due to Covid-19.
Specialist Service Standards and Pathways		Review SSS and Pathways “Engagement and Assessment & Analysis.” Develop procedures based on the SSS and Pathways above.	Campbell Specialist Team Senior Leadership	Terms 1 -2 review Engagement and Assessment Terms 3 - 4 review Assessment & Analysis.	Release time for Campbell. weekly specialist team meetings. Recommendations shared between leadership and specialist team	Yes
Strategic Intention Two: Kea Street is a place of excellence in the field of special education. (NAGs One, Two, Three, Four, Five.)						
Annual Target	NAG	What are we going to	Who is going to do	When will we	How will we resource it?	Have

		do?	what?	review it?		we made it? Yes/No/Continuing
	Three	Delegated leadership to continue leadership roles in respective groups and provide feedback to staff.	DP, Principal, Teaching staff. Therapy Team.	Ongoing throughout the year.	PD Budget.	Yes
		Review Early Words programme. Plan where to from here.	Kathryn. Term 1 PD each Monday afternoon	Term 2.(review)	No cost/in house	Yes
		Provide PD to upskill new staff RE Autism.	School Psychologists Dr.Tony Atwood	Term 1. Ongoing throughout the year	PD Budget.	Yes
		NUMICON Maths	Ron in house		No cost	Yes
		Provide new staff PD on MAPA as needed.	MAPA trainer.	Terms 1, 2, 3.	PD Budget UBRS first	Not achieved
		Review and adapt "Restraint" Policy.	All teaching staff.	Term 1.		Yes

		Therapist PD.	Therapists	Term 1.	PD Budget (SLTs)	Ongoing
		UBRS/MAPA	MOE	Term 1/2.	No cost funded by MOE	Yes
		Te Reo Maori.	Anna/Aiden	Ongoing.	Marae visit	Planned for term 4
		Play based learning/ Lego Therapy	Shelley/Anna	Throughout the year.	Ngati Whakaue funded	Yes
		Epilepsy training.	Marjo Tenhagen		No cost	Yes
		First Aid Refresher.	As per ongoing cycle. (Kathryn)		\$95 pp Refresher \$215 fullpp	Ongoing
		Team Building	Jenny Gray facilitator	Staff Only Day 31 January 2020	PD BUdget \$2,000	Yes
		SPEC (South Pacific Educational Courses)	Senior classes 1a/1b	March 13 3 Staff	PD budget \$750	Yes
Strategic Intention Three: Kea Street is proactively chosen as the school of choice by its community.						
Annual Target	NAG	What are we going to do?	Who is going to do what?	When will we review it?	How will we resource it?	Have we mad

						Complete it? Yes/ No/ Continuing
To positively promote Kea Street in the Rotorua community.		Be visible within the community.	All staff. Involvement in Kahui/ Ako.	Throughout the year.		Yes
		Using the media positively.	Led by the Principal.	Throughout the year.		Yes
		School events open to the public.	School assemblies, expo etc.	Throughout the year.		Yes
		Being proactive in raising the profile of our school through communicating with other entities.	Reporoa Lions, Lakes Disability Trust, Community of Learning, ECE Centres, Ngati Whakaue, Idea Services	Throughout the year. Funding for PB Learning (NW) E.O.T.C Idea Services		Yes
		Maintain positive relationships with the Ministry of Education.	Leadership Team. Led by the Principal.	Throughout the year.		Yes
		Annual Open Day.	Led by Principal.			Not held due to

						Covid-19
		Leadership will monitor Specialist Practice	Led by Assistant Principal C. Harrison	Twice a year	Timetabled meetings termly for teachers and specialists Specialists report writing times on planner and reports out prior to IEPs.	Survey by Teachers and Whanau T4 IEP survey by Parents of IEP.
Board of Trustees Annual Plan						
Annual Target Property	NAG	What are we going to do?	Who is going to do what?	When will we do/review it?	How will we resource it?	Have we made it? Yes/No/Continuing

<p>To ensure that the scheduled projects for Years 4 and 5 of the 5YA are implemented.</p>	<p>Four</p>	<p>Liaise with the MOE and our architects to make sure that the projects scheduled for Years 4 and 5 are completed on time.</p>	<p>Tere, BoardChair,Principal</p>	<p>November, 2020.</p>	<p>5YA funding.</p>	<p>Project 1: Complete Project 2: Underway Project 3: Complete Project 4: Underway</p>
<p>Property Plan Development</p>	<p>One, Five</p>	<p>To develop a property plan that future proofs our school including an offsite class for our senior students and accommodation for our New Entrants. Let the MOE lead the discussion with other schools plus the board Chair, Principal and Staff Rep.</p>	<p>Board Chair, Principal.</p>			<p>Not achieved</p>

Safety	Five	Maintain satellite schools health and safety policies and procedures that are applicable to Kea Street Specialist School.	Principal, Deputy Principal and Assistant Principals.	September 2020.		
Vehicle replacement plan.		Develop a vehicle replacement plan so that students and staff are able to be safely transported at all times	Ashley Stubbings	June 2020.		Yes
School Name Change		To investigate changing the school's name to Rotorua Specialist School	BOT Chair, Principal	September 2020		Yes
Annual Target Assets	NAG	What are we going to do?	Who is going to do what?	When will we do/review it?	How will we resource it?	Have we made it? Yes/No/Continuing
Asset Purchases						
Spending some of our reserves.		The staff will identify areas of need within				Yes

		the school so the board may allocate funds.				
		Extra funding for two teacher aides			\$45,000	Yes
		Staff kitchen upgrade			\$4,000	No
		Wheel chair van			\$40,000	Yes
		Re-Branding			\$20,000	Yes
		Vacuum cleaner			\$5,000	Yes
		Heat Pump			\$3,200	Yes
		Smartboards x two			\$22,000	No
		i-pads - x 40			\$15,000	No
		Chromebooks				N/A

National Administration Guidelines (NAGs)		
NAG One	Curriculum	The Board of Trustees and staff will provide the highest possible learning outcomes for students.
NAG Two	Documentation and Self-Review	The Board of Trustees and senior management team will ensure the school has effective and efficient school administration systems and processes.

NAG Three	Personnel	The Board of Trustees and senior management team will aim to recruit, retain and support the development of high quality staff.
NAG Four	Finance and Property	The Board of Trustees and senior management team will provide safe and effective financial and asset management.
NAG Five	Health and Safety	The Board of Trustees and senior management team will endeavour to provide a safe and effective teaching and learning environment.
NAG Six	Administration and Governance	The Board of Trustees will confidently and effectively govern.