

NON-EXAMPLE



Bush View School: Charter 2004

The following is an example of a Charter and Strategic Plan. While this Charter contains some of the elements needed, **it would not meet the requirements of the legislation, nor would it provide a sound basis for improving student learning.**

Mission Statement

All Children will be challenged to reach their academic, physical, social, spiritual and cultural potential

Mission Statements are unique to each school. The Bush View School Mission statement is brief and links to sound educational values. The test of its effectiveness is the degree to which it is known, understood and is relevant to the community, staff and board.

Vision Statement

Continuous improvement

The Vision Statement 'Continuous improvement' does have a clear and ongoing future orientation and is about ongoing change and development. It is a very general statement providing little focus for effort or any idea of improvement in what.

Green Fields School's Core Values

To respect all people as unique individuals irrespective of gender, culture, ability or disability
To strive to be fair to everyone
To work in partnership with our parents, families and community

Values Statement: Again, these are unique to the school, the important questions are; where did these values come from? Do they reflect the core values of the staff, community and board? Are they widely known, implemented and modelled in the daily operation of the school?

Green Fields School's Priorities

- *To improve outcomes for Maori students*
- *To work towards high levels of achievement for all students*
- *To improve achievement levels in Literacy and Numeracy*
- *To use valid student achievement data to review teaching and learning programmes*
- *To work towards improved outcomes for students at risk – behaviour, learning, special needs, E.S.O.L.*
- *To provide good quality resources and facilities for teaching and learning*

School Priorities: These are reasonable but substantially reflect national priorities from National Administration Guideline 1. There is little evidence that they really reflect a consideration of what is important for the school, its students and community.



Bush View School: Strategic Plan 2004 - 2006

Results of self review 2003:

- To develop policies, plans and targets for improving achievement for Maori students
- To increase programmes for gifted and talented students
- To improve reports to the Board of Trustees
- To include results of surveys in the 2004 Annual Plan
- To develop staff appraisal systems and resource professional development

Strategic Goals 2004:

- To emphasise Literacy and Numeracy programmes
- Ongoing review of curriculum plans
- Maintain an attractive and safe learning environment
- Resource and encourage professional development
- To develop effective learning and behaviour programmes
- Continue to develop effective data gathering about student achievement to inform decision making
- To continue to develop programmes for gifted and talented students
- To report regularly to the Board of Trustees

Strategic Goals 2005 – 2006:

- Continue focus on Literacy and Numeracy programmes
- Continue to improve effectiveness of ICT as a teaching and learning tool
- Introduce a focus on the Arts
- Plan and resource staff Professional Development
- Review and develop programmes for Gifted and Talented Students
- Strengthen relationships with our Maori Whanau
- To remodel the school hall and provide a good quality performing arts space

Strategic Goals

These goals are largely a restatement of some of the National Administration Guidelines. While the “results of self review 2003” imply there is consideration of the current situation of the school, there is no indication of what the needs of the students in the school are as a basis for determining priorities. This is beginning to look like a minimal exercise in compliance.

The charter goals are broad statements of intent; there is no planning to show how these goals may be achieved.



Bush View School: Annual Plan 2004

Annual Plan 2004 – Tasks and Targets

The annual plan is a series of tasks or objectives. While they do state intended outcomes there is no evidence of planning to achieve these outcomes so it is not an action plan.

The tasks and objectives relate to improving teaching and learning but are not stated as clearly measurable targets. There is no evidence of consideration of current student achievement levels. Expected outcomes are general statements and not framed as measurable targets.

Annual Plan Tasks and Targets	Expected Outcome
1. Allocate staff resources to implement a withdrawal programme for Gifted and Talented students	Withdrawal programme in action
2. Review staff appraisal system	Changes to improve identified and implemented
3. Implement programmes across the school ensuring inclusion of Maori students	Greater levels of engagement by Maori students
4. Raise literacy levels by integrating literacy with other learning areas and using ICT	Improvement in PAT reading scores
5. Staff to set clear goals for all student learning	Classroom planning will identify and include learning goals for all students. Learning goals will be evaluated.
6. To become part of the 'ICT for Learning Contract'	More effective use of ICT as a teaching and learning resource
7. To plan and resource staff Professional Development to achieve these tasks and targets	Professional development plan for the year developed. All staff involved

Reporting

The Principal would be able to report on the achievement of these tasks. However, without clearly framed Targets and collection and analysis of achievement data, a useful and good quality Analysis of Variance cannot be written.