

# FERNDALE SCHOOL STRATEGIC PLAN 2020-2023

## FERNDALE SCHOOL MOTTO: “The Best I Can Be”

### VISION:

Ferndale students will be empowered with the confidence to fulfill their potential by being actively involved in learning with a relevant, challenging, enjoyable curriculum to prepare them for the future and encourage lifelong learning.

Ka whakapakaritia ngā ākonga o Ferndale kia tū kaha rātou i te ao, i ā rātou mahi i te marautanga o te kura e akiaki nei i a rātou, ā, kia whai tonu rātou i te mātauranga.

### VALUES:

Communication - Whakawhitiwhitinga Kōrero

Independence - Tino Rangatiratanga

Respect - Whakanui

Excellence - Hiranga

Enjoyment - Painga

## STRATEGIC PLAN 2020-2023

### Learning Ako

### Connections and Partnerships Whanaungatanga

### Wellbeing Hauora

“Growing Independence and Fulfilling Potential”

“Growing Our Community Together”

“Growing Health and Happiness”

### GOALS

Ferndale School will...  
Grow relevant, challenging and enjoyable learning experiences to enable all learners (students, staff, whanau) to progress and be the best that they can be.

Ferndale School will...  
Grow rich and effective connections and partnerships within our school and our wider community.

Ferndale School will...  
Grow a positive environment that will promote wellness and resilience.

### INITIATIVES

**Teaching and Learning**  
Enhance our teaching and learning approach to create outstanding and engaging learning opportunities for all.

**Within Ferndale** (inc Collaboration and Communication)  
Increase opportunities and expectations for staff to collaborate and communicate within teams and across the school.

**Students** (inc Student Voice)  
Increase opportunities for students to be heard.  
Enable students to continue to grow their mental, physical, emotional, social and cultural wellbeing.

**Professional Learning & Development (PLD) & Appraisal**  
Support and challenge professional growth of all staff to develop their capabilities for teaching, learning and leading both now and in the future.

**Whanau** (inc Cultural Responsiveness and Collaboration)  
Increase the diversity of opportunities and expectations for stronger connections with whanau to help them engage in their young person’s learning and in the school community.

**Staff**  
Grow and strengthen a culture that supports staff wellbeing.  
Encourage staff to be proactive in maintaining their own wellbeing.

**Environment**  
Utilise current spaces effectively and create new spaces that will benefit and enable success of our Ferndale community.

**Partner Schools**  
Continue to grow opportunities and expectations for inclusive practice to enrich the lives of all people in co-located settings.

**Wider Community** (inc agencies, cultures...)  
Strengthen connections with a variety of relevant support networks to nurture Ferndale learners to embrace their identity and grow.

### SUCCESS - How will we know we’re successful?

Our students are actively engaged in their learning and making progress.  
Our staff are self-motivated, active drivers of their own learning, focussed on student progress and achievement.

Our staff, whanau, and wider community contribute to the learning and success of our students.  
Our staff, whanau and wider community will feel connected and supported.

Our community thrives.

## FERNDALE SCHOOL ANNUAL PLAN 2020

Learning Ako	Connections and Partnerships Whanaungatanga	Wellbeing Hauora
<p><b>Teaching and Learning</b></p> <ol style="list-style-type: none"> <li>1. <b>Curriculum</b> - Complete Ferndale's local curriculum and embed across the school, share the curriculum with the school community, begin implementation of the digital curriculum, complete toolkit, and consider strategic resourcing.</li> <li>2. <b>IEP/ITPs</b> - Embed practice around goal setting and monitor this.</li> <li>3. <b>Assessment</b> - Select assessment tools relevant to student needs.</li> <li>4. <b>Communication</b> - Grow practices to enable students to have a voice including increasing communication opportunities and use of AAC in a culturally responsive manner - ensure all staff are trained in AAC and are supported in developing practice in all settings.</li> <li>5. <b>Learning Through Play</b> - Explore opportunities for Learning Through Play to develop programmes and approaches enabling students to progress their communication, social skills, and their understanding of the world - establish a special interest group with selected staff participating in PLD.</li> <li>6. <b>Therapy Model</b> - Trial, evaluate and further develop a collaborative, education-based therapy model around the learner which utilises expertise throughout the school to improve and enhance student outcomes.</li> </ol>	<p><b>Within Ferndale</b></p> <ol style="list-style-type: none"> <li>10. <b>Collaborative Practice</b> - Continue to grow supportive connections within teams and across the school utilizing strengths and developing practice to enhance and improve student outcomes.</li> </ol>	<p><b>Students</b></p> <ol style="list-style-type: none"> <li>15. <b>Student Wellbeing</b> - Continue to provide opportunities for students to be heard through their learning programmes and student leadership opportunities.</li> </ol> <p>Develop and embed programmes and practices to grow and enhance student mental, physical, emotional, social and cultural wellbeing including their ability to regulate.</p>
<p><b>PLD and Appraisal</b></p> <ol style="list-style-type: none"> <li>7. <b>PLD</b> - Provide relevant PLD in identified priority areas of engagement that will raise staff practice to improve and enhance student outcomes.</li> <li>8. <b>Therapist Appraisal</b> - Develop a therapist appraisal system focused on growing therapist practice to enhance and improve student outcomes.</li> </ol> <p><b>Teacher Appraisal</b> - Continue to refine teacher appraisal systems with a focus on enhancing and improving student outcomes.</p>	<p><b>Whanau</b></p> <ol style="list-style-type: none"> <li>11. <b>Whanau Connections</b> - Enhance communication and connections with whanau to empower them to be engaged, connected and informed about their student's learning - explore school-wide use of electronic communication apps with whanau, investigate whanau preference around communication.</li> <li>12. <b>Whanau Connections</b> - Enhance communication and connections between whanau and the Ferndale School BOT to empower whanau to be engaged, connected and informed about Ferndale School.</li> </ol>	<p><b>Staff</b></p> <ol style="list-style-type: none"> <li>16. <b>Staff Wellbeing</b> - Develop and embed programmes and practices to enhance a school culture of care to enable staff to take responsibility for their own wellbeing and grow their resilience.</li> </ol>
<p><b>Environment</b></p> <ol style="list-style-type: none"> <li>9. <b>Property</b> - Design and develop spaces that are functional and fit for purpose.</li> </ol>	<p><b>Partner Schools</b></p> <ol style="list-style-type: none"> <li>13. <b>Partnership Development</b> - Collaborate with partner schools to grow inclusive practices and apply for support funding and investigate sustainability.</li> </ol>	
	<p><b>Wider Community</b></p> <ol style="list-style-type: none"> <li>14. <b>Iwi and Cultural Connections</b> - Develop links with local iwi to strengthen and grow whanaungatanga for the benefit of all.</li> </ol>	

All annual initiatives will be monitored and evaluated through the Ferndale School self-review process, with specific staff and/or team members being assigned responsibility to oversee and progress the initiatives.

**Initial Exploration** - **Developing and Implementing** - **Embedding and Monitoring**