



Strategic Plan 2024 - 2025

OUR SCHOOL VISION

To provide a supportive and inclusive environment where our students/ākonga are empowered to reach their full potential.




Ruru
SPECIALIST SCHOOL

OUR SCHOOL VALUES

- RESPECT**
FOR SELF, OTHERS, AND THE COMMUNITY.
- INCLUSION**
EMPATHY, EQUITY, AND DIVERSITY ARE CELEBRATED.
- MANAAKITANGA**
RELATIONSHIPS, CONNECTION, AND CARE ARE FUNDAMENTAL.
- INTEGRITY**
HONESTY, RESPONSIBILITY, AND ACCOUNTABILITY.
- EXCELLENCE**
HIGH EXPECTATIONS AND QUALITY PROGRAMMES DELIVER RESULTS.

Ruru
SPECIALIST SCHOOL

OUR 3B'S

- B** RESPECTFUL!

- B** PREPARED!

- B** AWESOME!


Strategic Goal Alignment
Education and Training Act 2020

s127 - Objectives of boards in governing schools	EXCELLENCE	MANAAKITANGA
Every student at the school is able to attain their highest possible standard in education achievement	✓	
The school: <ul style="list-style-type: none"> is a physically and emotionally safe place for all students and staff. gives effect to relevant student rights. takes all reasonable steps to eliminate racism, stigma, bullying, and any other forms of discrimination within the school 		✓
The school is inclusive of and caters for students with differing needs		✓
The school gives effect to Te Tiriti o Waitangi including by: <ul style="list-style-type: none"> working to ensure its plans, policies and local curriculum reflect local tikanga Māori, mātauranga Māori and te ao Māori. taking all reasonable steps to make instruction available in tikanga Māori and te reo Māori. achieving equitable outcomes for Māori students. 		✓

Background Information

Goals are as a result of the following over the 2023 year:	
<ul style="list-style-type: none"> Curriculum planning committee focus. Teacher self-reflections Whānau voice – IEP/ICP meetings Leadership Surveys Areas of deficit identified. Whānau voice collation in a variety of ways 	<ul style="list-style-type: none"> Collection and analysis of information about learning/curriculum Analysis of IEP/ICP data Whānau curriculum comments Meeting with Whānau Haua
The same processes will be used to measure progress in 2024 and 2025.	

Strategic Goal Alignment
National Education Learning Priorities

		EXCELLENCE	MANAAKITANGA
1	LEARNERS AT THE CENTRE - Learners with their whānau are at the centre of education		
1	Ensure places of learning are safe, inclusive, and free from racism, discrimination, and bullying		✓
2	Have high aspirations for every learner/ākonga, and support these by partnering with their whānau and communities to design and deliver education that responds to their needs, and sustains their identities, languages, and cultures	✓	
2	BARRIER FREE ACCESS - Great education opportunities and outcomes are within reach for every learner		
3	Reduce barriers to education for all, including for Māori and Pacific learners/ākonga, disabled learners/ākonga and those with learning support needs		✓
4	Ensure every learner/ ākonga gains sound foundation skills, including language*, literacy and numeracy	✓	
3	QUALITY TEACHING AND LEADERSHIP - Quality teaching and leadership make the difference for learners and their whānau		
5	Meaningfully incorporate te reo Māori and tikanga Māori into the everyday life of the place of learning		✓
6	Develop staff to strengthen teaching, leadership, and learner support capability across the education workforce	✓	
4	FUTURE OF LEARNING AND WORK - Learning that is relevant to the lives of New Zealanders today and throughout their lives		
7	Collaborate with industries and employers to ensure learners/ ākonga have the skills, knowledge, and pathways to succeed in work	✓	

Ruru Specialist School Strategic Goals 2024- 2025

STRATEGIC GOAL 1: Promote hauora as an integral aspect of the school culture and spirit through education programmes, events promoting well being and staff modelling positive behaviours		Te Tiriti o Waitangi		
		Art 1	Art 2	Art 3
2024	<p>Develop and strengthen students' knowledge and awareness in and around water</p> <p>Ākonga will develop water safety knowledge and awareness</p> <p>Kaiako will refine and develop our Water Safety programme</p> <p>Kaiako will receive PD on the teaching of a water safety programme</p>		✓	
	<p>Develop and strengthen students' knowledge and awareness in and around water</p> <p>Akonga will receive formal recognition through an accredited swim programme.</p> <p>Kaiako will provide and support opportunities for Swim skills programmes.</p> <p>Kura will provide the opportunities and resources to support quality swim skills programmes.</p>		✓	

STRATEGIC GOAL 2: Investigate opportunities to enhance, weave and embed Cultural responsive practices in all aspects of school operations		Te Tiriti o Waitangi		
		Art 1	Art 2	Art 3
2024	<p>Explore, secure and monitor quality, appropriate PLD</p> <p>Ākonga will be engaged in cultural responsive and respectful programmes and experiences</p> <p>Kaiako will engage in culturally responsive PLD and deliver authentic teaching programmes</p>	✓	✓	✓
	<p>Build upon and further develop authentic and respectful cultural awareness within our school</p> <p>Ākonga will develop an understanding of cultural background and a strong sense of self- identity.</p> <p>Kaiako will enhance each student's identity, and foster inclusion throughout school.</p>	✓	✓	✓











Te Tiriti o Waitangi

Article 1 Kāwanatanga/Governance - Article 2 Rangatiratanga/ Authority - Article 3 Ōritetanga/ Equity

2024 Annual Plan

	1	2
Strategic Goal	Promote hauora as an integral aspect of the school culture and spirit through education programmes, events promoting well being and staff modelling positive behaviours	Investigate opportunities to enhance, weave and embed Cultural responsive practices in all aspects of school operations
School Value	<p>RESPECT INCLUSION MANAAKITANGA INTEGRITY EXCELLENCE</p>	<p>RESPECT INCLUSION MANAAKITANGA INTEGRITY EXCELLENCE</p>
Strategy	Develop and strengthen students' knowledge and awareness and safety in and around water	Explore, secure and monitor quality, appropriate PLD
Outcomes Expected	<p>Ākonga will develop water safety knowledge and awareness</p> <p>Kaiako will refine and develop our Water Safety programme</p> <p>Kaiako will receive PD on the teaching of a water safety programme</p>	<p>Ākonga will be engaged in cultural responsive and respectful programmes and experiences</p> <p>Kaiako will engage in culturally responsive PLD and deliver authentic teaching programmes</p>
Baseline Data	<p>60% of students will be exposed to a water safety programme (Whānau survey, Kiwi Swim Safe- pre-test/ Feb)</p> <p>In February 2024 64% of Teachers and 15% of Teacher Aides indicated they have experience leading confidence activities in the water. 17% of Teachers and 12% of Teacher Aides indicated they have experience of teaching Dryland activities.</p>	<p>Teachers and therapists results of the Cultural competency questionnaire February 2024</p> <p>RURU Te reo Māori Teacher Self Assessment Data - February 2024</p> <p>Legend: #1- Te Kōre, #2- Te Po, #3- Te Whai Ao, #4- Te Ao Marama, #5- Mauri Ora</p> <p>TE KORE: I am not yet confident in this area TE PO I KITEA: I have a little confidence KI TE WHAI AO: I am growing in confidence KI TE AO MARAMA: I am confident in this area TIHEI MAURIORA: I am confident and comfortable in this area (within my own capabilities)</p>
Achievement Target	<p>100% of students will be exposed to a water safety programme (Oct)</p> <p>All Teachers will participate in up-to-date PD to refine and develop water safety programme knowledge Oct</p>	<p>That all teachers and therapists complete the Cultural competency questionnaire (Chapter 5 Niho Taniwha) to gauge and reflect on the progress they've made</p>

2025 Annual Plan

	1	2
Strategic Goal	Promote hauora as an integral aspect of the school culture and spirit through education programmes, events promoting well being and staff modelling positive behaviours	Investigate opportunities to enhance, weave and embed Cultural responsive practices in all aspects of school operations
School Value	 RESPECT  INCLUSION  MANAAKITANGA  INTEGRITY  EXCELLENCE	 RESPECT  INCLUSION  MANAAKITANGA  INTEGRITY  EXCELLENCE
Strategy	Develop and strengthen students’ knowledge and awareness and safety in and around water	Build upon and further develop authentic and respectful cultural awareness within our school
Outcomes Expected	<p>Akonga will receive formal recognition through an accredited swim programme.</p> <p>Kaiako will provide and support opportunities for Swim skills programmes.</p> <p>Kura will provide the opportunities and resources to support quality swim skills programmes.</p>	<p>Ākonga will develop an understanding of cultural background and a strong sense of self- identity.</p> <p>Kaiako will enhance each student’s identity, and foster inclusion throughout school.</p>
Baseline Data	Will be gathered from the classroom teacher at the beginning of 2025 using the Swim NZ assessment tool	Culturally diversity within the school will be identified
Achievement Target	100% participation in accredited swim programme	Recognise and celebrate the cultural diversity of our school