



**MT COOK
SCHOOL**

Strategic Plan 2023 ~ 2026



Mt Cook School is a community where belonging, curiosity and creativity matters.

Ko te Kura o Mt Cook he hapori e whai mana ana, te pakiki me te mahi auaha.

Mana Tamariki - Manaakitanga - Auahatanga - Waewae Kai Kapua



Ko Wai ā Mt Cook Kura? Nō hea koe?

Who is Mt Cook School ? Where are you from?

Ko Pukeahu te maunga

Mt Cook School is committed to being active partners of Te Tiriti o Waitangi. We acknowledge Ngati Toa and Taranaki Whānui ki te Upoko o Te Ika as the mana whenua of our rohe and proudly celebrate Māori as the Tangata Whenua of Aotearoa.

Ko Waimapihi te awa

As such, Mt Cook School incorporates Te Ao Māori, tikanga, local narratives and the histories of Aotearoa, into our everyday school practices. Mt Cook School integrates te reo Māori within the 4 components reading, writing, listening and speaking.

Ko Toi-te-huatahi te waka

Mt Cook School has a diverse community that is demonstrated through a wealth of cultures. As such, Mt Cook School rejoices in the languages, celebrations, traditions, stories and histories of our communities.

Ko Ngati Toa rawa ko Taranaki Whānui ki te Upoko nga iwi

Mt Cook School is committed to understanding and respecting the diversity of New Zealand's multicultural society. Ensuring equitable outcomes for Māori learners and learners who are new to Aotearoa.

Ko Te Kura o Mt Cook matou.

Each whānau who walks through our waharoa adds to the collective culture of Mt Cook School.

Our Vision and Mission focuses on providing an environment where all tamariki reach **their** full potential. We want to focus on decolonisation and promote the strengths and skills of our tamariki and whānau.

<p>Our School Vision: <i>Mt Cook School is a community where belonging, curiosity and creativity matters.</i></p>	<p>To support the realisation of our vision, it is Our School's Mission to develop:</p> <ul style="list-style-type: none"> ● Curiosity - we are inquisitive, playful and take an interest in the world around them ● Confidence - we are able to work with others, take responsibility and share their ideas and opinions ● Perseverance - we challenge ourselves, solve problems, take risks and keep trying ● Adaptability - we are flexible, reflective and we adjust to changing factors, conditions, and environments.
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Nga Uara o te Kura

Our School Values are central to and interwoven through everything we do at Mt Cook School. They guide our practices, interactions and decision-making processes, creating the environment in which our learners are nurtured and supported in preparation to soar in our world.

<p>Mana Tamariki speaks of being empowered to have a voice, being respected and understanding our unique qualities.</p>	<p>Manaakitanga speaks of a sense of belonging, acknowledging the mana of others in an inclusive environment.</p>	<p>Auahatanga speaks to the creative nature of learning, safely sharing ideas and opinions, thinking outside of the square and problem solving.</p>	<p>Waewae Kai Kapua speaks of being adventurous in all aspects of life, having aspirations and dreams.</p>
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Strategic Plan

School Vision:

Mt Cook School is a community where belonging, curiosity and creativity matters.

School Mission:

To support the realisation of our vision, it is **Our School's Mission** to develop:

- **Curiosity** - we are inquisitive, playful and take an interest in the world around them
- **Confidence** - we are able to work with others, take responsibility and share their ideas and opinions
- **Perseverance** - we challenge ourselves, solve problems, take risks and keep trying
- **Adaptability** - we are flexible, reflective and we adjust to changing factors, conditions, and environments.

Strategic Goals

**2023 -
2026**

- **Equity:**
To achieve academic equity for Māori and Pacifica learners. To achieve academic equity for students with English as a second language. Achieve academic equity for students with learning needs.
- **Identity:**
To understand and celebrate students for who they are, where they come from and the communities they are part of, enabling them to confidently take their place in the world. Tamariki well-being is central to all decisions.
- **Living Curriculum:**
To create a positive, healthy, connected and inclusive climate for learning, that develops engaged, resourceful and lifelong learners. Develop a curriculum that celebrates te Ao Māori and the histories of Aotearoa and that is reflective of our rich multicultural community.
- **Teaching & Learning**
To provide high quality delivery of teaching and learning by actively role modelling lifelong learning; ensuring that the wellbeing of staff is fully supported.

Poutama

The Poutama pattern represents the process of scaffolding (Knowing your learner, 2010) as learners are provided with a framework and support to enable them to acquire new skills and knowledge, and to consolidate these before attempting the next challenge.



Our Strategic Plan actively realised in an environment that embraces and emanates our school values.

What are we currently doing to support our Strategic Plan?

Mana Tamariki ~ Manaakitanga ~ Auahatanga ~ Waewae Kai Kapua



Children	Connections	Curriculum	Communities	Communication
CARE programme Fruit in Schools Kids Can Kai for Whānau Pātaka Kai Learning Needs Register Touchstone tamariki GATE	Positive relationships with external support agencies. Professional Development Learning programmes. Exploration of our central locations.	EOTC Play Based Learning Strong focus on explicit teaching Rich curriculum that embraces place-based learning Te Ao Māori is part of everyday practices	BOT that represents our school Elim Church support Soup Kitchen Hall Groups Local businesses Whānau volunteers	Facebook posts HERO Newsletters Reports Seesaw Translation support
Mt Cook School values well-being and delivers strong pastoral care. We provide rich, relevant learning opportunities which cater to the needs, interests and aspirations of the	Mt Cook School is a school where a positive & inclusive culture supports powerful relationships. We foster a working environment that is positive and values professional experience.	Mt Cook School provides rich teaching and learning programmes in order to help each child achieve to the best of their abilities within a positive, emotionally safe, accepting, well resourced and managed learning environment.	Mt Cook School has established and nurtured relationships within the wider school community.	Mt Cook School regularly shares success and celebrates all stakeholders. We monitor and report on tamariki progress in ways that have a positive impact on learning, give clear, dependable and helpful information.



Strategic - Annual Plan Overview

Mt Cook School is a community where belonging, curiosity and creativity matters.

Strategic Goals	Baseline Data	2023 Targets	2024 Targets	2025 Targets
<p><u>Equity</u> To achieve educational equity for Māori and Pacifica learners, students with English as a second language, and for students with learning needs.</p>	<p>We employ an ESOL teacher on .8, to enable the delivery of strong sound learning programmes.</p> <p>We have a te reo programme running through our classes from Year 1 to Year 8.</p> <p>7 staff members completed a 1 year Te Reo course to better understand te Ao Māori.</p> <p>We have carvings in our school depicting Aotearoa Atua.</p>	<p>Develop awareness across the school of personal bias and the impact of this on teaching, learning and educational equity for all tamariki</p> <p>Design learning experiences that have Te Ao Māori world view, where matauranga Māori is authentically woven throughout.</p>	<p>Develop a MCS Curriculum that is steeped in Te Ao Maori world view.</p> <p>Develop teaching and learning programmes that embrace the uniqueness of Aotearoa while providing space for other cultures to be shared and celebrated.</p>	<p>Our MCS Curriculum will be delivered creatively and promote tamariki curiosity.</p> <p>Ensure there is visible representation throughout our school of Māori, Pacifica, ESOL and neurodivergent and gender diversity tamariki / communities.</p>
<p><u>Identity:</u> To understand and celebrate students for who they are, where they come from and the communities they are part of, enabling them to confidently take their place in the world. Tamariki well-being is central to all decisions.</p>	<p>Mt Cook School integrates the celebrations, traditions and festivals from our communities within our learning programmes.</p> <p>Mt Cook School integrates te Ao Māori into our everyday learning programmes.</p> <p>Mt Cook School held community events that focused on sharing cultural traditions.</p>	<p>Establish links with Iwi in order to establish karakia and waiata across the kura and explore the Māori name for our school.</p> <p>Begin to develop our Mt Cook School tamariki profile that embraces Iwi aspirations.</p> <p>Tamariki have a strong voice and sense of belonging.</p>	<p>Work with local iwi to align Iwi Educational Strategies with Mt Cook School strategies.</p> <p>Integrate local narratives as core learning tools across the school.</p> <p>Make our cultural diversity visible throughout our school.</p>	<p>Have a reciprocal relationship with iwi within our rohe.</p> <p>Promote an iwi presence in the school and on marae.</p> <p>Provide opportunities for our communities to be involved in everyday teaching and learning practices.</p>

<p><u>Living Curriculum:</u> To create a positive, healthy, connected and inclusive environment for learning, that develops engaged, resourceful lifelong learners. Develop a curriculum that celebrates te Ao Māori and the histories of Aotearoa and that is reflective of our rich multicultural community.</p>	<p>Mt Cook School have had a long history of high quality PLD including Murray Gadd.</p> <p>Mt Cook School staff drive equity and therefore have a strong pastoral care programme.</p> <p>Introduced school wide touch stones for all year level in reading, writing and maths.</p> <p>Mt Cook is currently under-going Science and Maths PLD.</p>	<p>Build knowledge around teaching and learning the Aotearoa Histories Curriculum / Social Sciences through Te Ao Māori world view.</p> <p>Revisit literacy PLD from Murray Gadd for new teachers and a refresher for existing teachers.</p> <p>Develop place-based learning experiences.</p> <p>Analyse school wide data to determine school wide focuses for the year.</p> <p>Establish leadership roles for ākonga in our tuakana rohe.</p>	<p>Begin to develop a Mt Cook Curriculum with core narratives that support te ao Māori.</p> <p>Develop a Mt Cook School Curriculum that shows evidence of what a child brings, special celebrations, personalised education, who our school is.</p> <p>Support all tamariki to experience 'playfulness' and joy in their learning; to ensure that they are able to develop and follow their passions.</p> <p>Develop an elective programme for the ākonga in our tuakana rohe.</p>	<p>Mt Cook School Curriculum will be a living document that connects to iwi, Māoritanga, our diverse communities and our school.</p> <p>Mt Cook School Curriculum will be embedded in all we do at Mt Cook School.</p> <p>Using data to inform Strategic Plan, Annual Plan, Budget, PLD, property and employment decisions.</p>
<p><u>Teaching & Learning</u> To provide high quality delivery of teaching and learning by actively role modelling lifelong learning.</p>	<p>Mt Cook School has recently employed a new Principal. This Principal moved from another school out of the Wellington area.</p> <p>Mt Cook has a long history of developing leaders within the school. Over the last 20 years leadership roles have been given to existing staff members.</p>	<p>In order to meet the needs of tamariki we will work closely with social agencies to support whānau beyond the school gates.</p> <p>Have teaching & learning hui focused on professional growth cycle.</p> <p>Property and buildings will be designed to maximise learning opportunities.</p>	<p>Use data and evidence to determine Teaching and learning focuses, and PLD areas of whole school focuses.</p> <p>Ensure that our school budget supports PLD opportunities for staff.</p> <p>Develop an appraisal system that supports the current Mt Cook culture.</p> <p>Learning spaces will be rich and diverse. All property will be safe and healthy.</p>	<p>Use data, evidence and teacher knowledge and interests to determine individual PLD plans.</p> <p>Appraisal driven by staff supporting each other. Develop a staff buddy support system.</p> <p>Create an educational space where outside teachers want to be employed.</p>



Annual Action Plan & Measurable Outcomes

Initiative 1: Equity:

To achieve academic equity for Māori and Pacifica learners. To achieve academic equity for students with English as a second language. And achieve academic equity for students with learning needs.

Resources:

- Prioritise leadership release
- Engagement with iwi, whānau, ākonga and staff
- Engagement with external organisations
- Finance release for management and an te Reo Māori teacher
- PLD budget

Measures:

- Identify data in Maths, reading, Writing for ESOL and non-ESOL tamariki
- Identify data in Maths, reading, Writing for Māori and non-Maori tamariki
- Identify data in Maths, reading, Writing for Pacifica and non Pacifica tamariki.
- Increase in attendance data across the school.
- Increase engagement across the school

Actions	Term 1	Term 2	Term 3	Term 4
Develop awareness across the school of personal bias and the impact of this on teaching, learning and equity for all tamariki.	Whole school focuses on how we Stop Institutional Racism. This will be support by SIR Aotearoa Develop core documents outlining teaching practices expectations for writing and reading implementing Te Aro Māori world views	Review Mt Cook School and Mt Cook Technology programmes looking at how we implement Te Tiriti o Waitangi Develop core documents outlining teaching practices expectations for Social Sciences implementing Te Aro Māori world views	Hold hui with staff, contributing Schools and ākonga to gather feedback on our teaching and learning programmes. Develop core documents outlining teaching practices expectations for The Arts implementing Te Aro Māori world views	Develop a transparent and clear action plan to move the school towards an anti-racism school culture and programmes. Develop core documents outlining teaching practices expectations for Science implementing Te Aro Māori world views
	Leadership released to provide specialised teaching and learning for our staff & ākonga			

<p>Design learning experiences that have Te Ao Māori and matauranga Māori authentically woven into them.</p>	<p>Powhiri to welcome all new staff and whānau and tamariki</p> <p>Use the Maramataka Calendar to plan school events.</p> <p>Engage with Māori whānau to make connections with iwi, leaders in the Te Ao Māori world.</p> <p>Employ a te reo Māori teacher to develop our te reo Maori programme and tikanga delivery.</p>	<p>Begin to develop a progression across the school of tikanga practices including te reo.</p> <p>Hold hui for Māori whānau and other whānau to understand their goals and dreams.</p> <p>Plan termly events to engage with Māori whānau and share ākongā celebrations and successes.</p> <p>Develop pou to represent our values.</p>	<p>Develop expectations of our teaching and learning programme around Aotearoa Histories.</p> <p>Communicate understanding of Aotearoa Histories through murals from around the world</p> <p>Begin to develop a progression across the school of tikanga practices including te reo.</p>	<p>Community Art festival</p> <p>Begin to develop a progression across the school of tikanga practices including te reo.</p>
<p>Gather holistic data including hauora.</p>	<p>Share the Staff Wellbeing survey data. Review data into an action plan.</p> <p>Review 2022 & 2023 data including engagement and attendance.</p>	<p>Complete a Student Wellbeing survey.</p> <p>Review 2022 mid-of-year data and gather 2023 data including reading, maths and writing.</p>	<p>Share Student Wellbeing survey data. Review data into an action plan.</p> <p>Review 2022 & 2023 data including engagement and attendance.</p>	<p>Review 2022 end of year data and gather 2023 data including engagement, attendance, reading, maths and writing.</p>

Initiative 2: Identity:

To understand and celebrate students for who they are, where they come from and the communities they are part of, enabling them to confidently take their place in the world. Tamariki well-being is central to all decisions.

Resources:

- PLD & Koha budget
- Engage internal and external PLD
- Use Management to provide Release time for teachers to build knowledge and understandings
- Finance release for management and an te Reo Māori teacher

Measures:

- Increased whanau engagement and participation across the school
- Increased cultural presence in all aspects of the school.
- Termly communications between classroom teachers and whanau about teaching and learning and reestablish community events
- Increased use and understanding of te reo Māori in staff meetings, classrooms and whole school contexts

Actions	Term 1	Term 2	Term 3	Term 4
<p>Establish connections with Iwi in order to develop Te Ao Māori, tikanga, te reo Māori</p>	<p>TOD hui - who are we and who are our tamariki?</p> <p>Whānau Hui focused on understanding their dreams and wishes for their tamariki and for their kura.</p> <p>POUTAMA - We would like to reintroduce termly powhiri to welcome new whānau, ākonga and staff.</p>	<p>TOD hui - Visit local sites that have a significance to Te Ao Māori</p> <p>Whānau Hui focused on understanding what you would like to see taught at your kura and how could you help?</p> <p>POUTAMA - We would like to explore the Māori name for our school and our pepeha.</p>	<p>TOD hui - Growing te Reo Māori through the 4 areas listening, reading, writing and speaking</p> <p>Whānau Hui focused on building a Mt Cook School Graduate</p> <p>POUTAMA - We would like to explore key Māori narratives to use as the foundation of our Mt Cook School Curriculum.</p> <p>Ngake and Whātaimai the taniwha of Wellington harbour.</p>	<p>TOD hui - Focus on local narratives.</p> <p>Whānau Hui focused on understanding what you would see taught at your kura and how could you help?</p> <p>POUTAMA - We would like to explore the Māori name for our school and our pepeha.</p> <p>Learning focused on Taonga Puoro</p>
<p>Fortnightly Newsletters with student contributions, celebrating and sharing what is going on at the school.</p>				

Begin to develop our Mt Cook School tamariki profile that embraces Iwi aspirations.	Review learning expectations. Share our learning expectations with our community.	Gather staff voice for tamariki profile. Hold staff hui with staff to look at academic and social expectations	Gather student and whānau voice for tamariki profile. Hold whānau hui, create an online survey form whānau and ākonga, sharing their voices	Compile and draft a Mt Cook School tamariki profile that represents our community.
	Embed language, traditions, celebrations, festivities are an everyday experience in our school as well as a termly whānau event.			
	Hold termly specific whānau hui to discuss whānau goals and aspirations for their ākonga.			
Tamariki have a strong voice and sense of belonging.	Care assemblies will be run be tamariki Students Peer Mediators Develop a whole school behaviour plan	Student journalists for the school newsletter and Facebook posts Student lead supports at play times. Develop a Check In and Check Out programme.	Student librarians and Office support Student Leaders Peer Support Group	Review whole school Behaviour Plan for 2024 Review Check In and Check Out programme Review Student Leadership roles for 2024
	Weekly sessions of tuakana teina.			

Initiative 3: Living Curriculum:

To create a positive, healthy, connected and inclusive environment for learning, that develops engaged, resourceful lifelong learners. Develop a curriculum that celebrates te Ao Māori and the histories of Aotearoa and that is reflective of our rich multicultural community.

Resources:

- Internal review on current Mathematics programmes
- Equip classrooms with adequate learning resources for high quality teaching and learning programmes.
- Budget PLD to upskill teachers & curriculum resource budgets
- Personnel resourcing to support specialist programs and new initiatives with support staff.

Measures:

- Increased rates of tamariki achievement in the core curriculum areas especially mathematics
- Increased rates of tamariki engagement in the core curriculum areas especially mathematics
- Well resourced classrooms in the core curriculum areas especially mathematics
- Confident teachers and staff teaching the core curriculum areas especially mathematics.

Actions	Term 1	Term 2	Term 3	Term 4
Build knowledge around teaching and learning the Aotearoa Histories Curriculum / Social Sciences through Te Ao Māori world view.	Kate and Marije will review and modify the Mt Cook School Mathematics expectations for the school. Introduce the Maramataka Calendar to support the school organisation of events.	Look at our existing MCS Curriculum with staff and discuss. What can we add, What can we remove? Review existing MCS Curriculum documentation	Look at our existing MCS Curriculum with our community and discuss. What can we add, What can we remove?	Review student maths data. Design MCS Curriculum
	Narratives to support teaching and learning			
	Pre colonisation in Aotearoa Ngā Atua o Aotearoa Atua	Maui series The Battle of the Mountains Ngake and Whātaimai the taniwha of Wellington harbour.	1350 - Māori from East Polynesia arrived in Aotearoa in several waka.	Carmen Rupe The Antibipass Protests Te Anua Tuiono Dawn Raids

	Ngā Atua Wāhina o Aotearoa Mata o Te Marama	The Adventures of Tupaia Aotearoa The New Zealand Story	1840 - Te Tiriti o Waitangi/The Treaty of Waitangi 1843 - 1872 - Māori Land Wars	The Parihaka Woman Protests Shaping Aotearoa
Develop place-based learning experiences.	TOD Explore as a staff the stories and histories around our school's geographic location	Visit local sites around the harbour.	Working alongside Pukeahu Educational Central	Working alongside Sam, Ruby and Te Papa to grow our understanding of Taonga Puoro
	Monthly visit across the ropu			
Literacy PLD on foundational teaching skills from Murray Gadd for new teachers and a refresher for existing teachers.	Teacher Only Day for all Mt Cook School staff with Murray Gadd Modelling and Classroom Observations	Review and develop a plan for teaching and learning for writing and reading. Review and develop a plan for teaching and learning for maths.	Review and develop a plan for teaching and learning for Science. Review and develop a plan for teaching and learning for The Arts	Review and develop a plan for teaching and learning for Social Sciences. Review and develop a plan for teaching and learning for Physical Education..
Analyse school wide data to determine school wide focuses for the year.	Review 2022 data including engagement, attendance, reading, maths and writing.	Gather 2023 data including engagement, attendance, reading, maths and writing.	Review 2022 data including engagement, attendance, reading, maths and writing.	Gather 2023 data including engagement, attendance, reading, maths and writing

Initiative 4: Teaching and Learning:

To provide high quality delivery of teaching and learning by actively role modelling lifelong learning.

Resources:

- Prioritise leadership release
- Engagement with external organisations
- PLD budget
- Value staff strengths, skills and passions
- Equip classrooms with adequate PLD opportunities

Measures:

- Support teacher confidence and pedagogy in reading, writing, mathematics and science.
- Support increased rates of student achievement in reading, writing, mathematics and science.
- Support increased rates of student engagement in reading, writing, mathematics and science.
- Positive relationships with external agencies

Actions	Term 1	Term 2	Term 3	Term 4
In order to meet the needs of tamariki we will work closely with social agencies to support whānau beyond the school gates.	<p>Establish 2022-2023 across the school learning register</p> <p>Identify supports of at-risk learners across the school.</p> <p>Monitor ICS, ESOL, ORS referrals from 2022 & 2023.</p> <p>SENCO, MOE, RTLB, RTLIT hui</p>	<p>Referrals to be completed with external agencies where additional support is required</p> <p>Collect and analysis core curriculum assessment data</p> <p>Monitor educational progress for touchstone tamariki</p> <p>SENCO, MOE, RTLB, RTLIT hui</p>	<p>Review programmes. initiatives and supports for touchstone tamariki</p> <p>Monitor educational progress for touchstone tamariki</p> <p>SENCO, MOE, RTLB, RTLIT hui</p> <p>ESOL, LSC referrals</p>	<p>Review programmes. initiatives and supports for touchstone tamariki</p> <p>Monitor educational progress for touchstone tamariki</p> <p>SENCO, MOE, RTLB, RTLIT hui</p>
Have teaching & learning hui focused on professional growth cycle.	Murray Gadd refresher for experienced teachers and beginner course for new teachers.	Introduction to Tātaiako - Cultural Competencies for Teachers of Māori Learners.	<p>Marjie, Kate and I support teachers in using Tātaiako as a review and reflection tool.</p> <p>Teachers will share their professional cycle with Kate,</p>	Complete a SWOT analysis into outcomes for 2024 to support decision making moving forward.

	<p>Murray modelling in teachers classrooms - Walk and Talk sessions</p> <p>Murray observing/supporting teachers in classes.</p>	<p>Marjie, Kate, Simon and I support teachers in accessing Tātaiako as a review and reflection tool.</p> <p>Teachers will work alongside a buddy to highlight where they are on the professional growth cycle.</p>	<p>Marjie, Simon and I and discuss possible goals.</p>	
<p>Property and buildings will be designed to maximise learning opportunities.</p>	<p>Renovation of Administration block</p> <p>Replacement of Roofing</p> <p>Internal & External painting</p>	<p>Renovation of Administration block</p> <p>Heating & flooring replacement</p> <p>Internal & External painting</p>	<p>Renovation of existing administration block</p> <p>External painting / Hall maintenance</p>	<p>Playground</p> <p>External painting</p>