

## Strategic Plan 2024-2025



### Our Vision – Moemoeā

*We develop creative thinkers who overcome challenges and thrive in a diverse world.*

*Ka whakawhanakehia e mātou ngā kaiwhakaaro auaha e puta ai i ngā wero me te tipu i roto i tēnei ao hurihuri.*

## Introduction

The Clyde Quay School (CQS) Strategic Plan is a key planning document that sets out the school's objectives and targets for the year.

Our refreshed Strategic Plan provides an overarching view of our: vision, mission, strategic priorities and our key focus areas for 2024/25 at CQS. The plan is set out in a way to ensure the board, staff and management can manage and execute on expectations outlined within.

The plan also provides transparency for our community and an opportunity for them to hold us accountable for our management. Underpinning this strategic plan are the values that guide CQS decision making across our community being our students, families, staff, management, parent groups and board.

The Ministry of Education has reviewed strategic planning and adjusted its requirements for the years ahead. They've signalled that schools must come together as a community – families, students, staff, and the board, to develop and produce strategic plans that guides and delivers the things that are most important to the CQS community. CQS has achieved this by engagement and consultation with its community, for the past year, to discover and understand what is most important.

In 2023, CQS comprehensively consulted with its community via a targeted online survey which provided significant insight from over 70 whanau, a large proportion of its community. CQS has reviewed and drawn insights from what our community is asking of us, which has shaped this strategic plan for 2024/25 and the annual plan.

CQS received encouraging feedback through the consultation, namely positive feedback on the quality and approachability of CQS staff, how well CQS is living by its values and its commitment to Te Tiriti o Waitangi. Areas for improvement included more clarity on academic progress reporting, approaches to extension learning (particularly mathematics), sports and recreation opportunities, and desired improvements to the physical school environment, all of which CQS has a plan to uplift.

This consultation and ongoing engagement with our community has provided the board with an excellent base to understand, define and prioritise what is important to our community, and we articulate this through this strategic plan, and the associated action list in our annual plan for 2024.

COVID-19 has over the past few years presented CQS and its community with significant disruption, change and uncertainty. COVID-19 saw the school closed, and our community become disengaged (like other schools around New Zealand). As a result of this, we are focussing on re-engaging our community and ensuring that school attendance returns to levels prior to COVID-19.

CQS is thankful and fortunate to have a community that supports it, and CQS takes reassurance that it is well positioned to build on the current engagement and attendance levels as a result. The consultation is proof of how much the CQS community values the school and its teachers, and the level of support that exists to enhance the vibrant environment.

This new way of planning together has helped CQS board and management to improve its planning and reporting practices, and to deliver equitable outcomes for all learners. We are very grateful for our community's commitment to support our strategic plan and annual plan.

CQS makes a commitment to see improved learner outcomes, to continue the professional development of staff, to revitalise its campus, to improve learning environments, and to engage and inform its supportive community.

Our new strategic plan and annual plan for 2024 reflects hundreds of hours of input from teachers, management, the board and our community. We feel it is a strong, ambitious yet achievable plan to continue to strive towards our vision;

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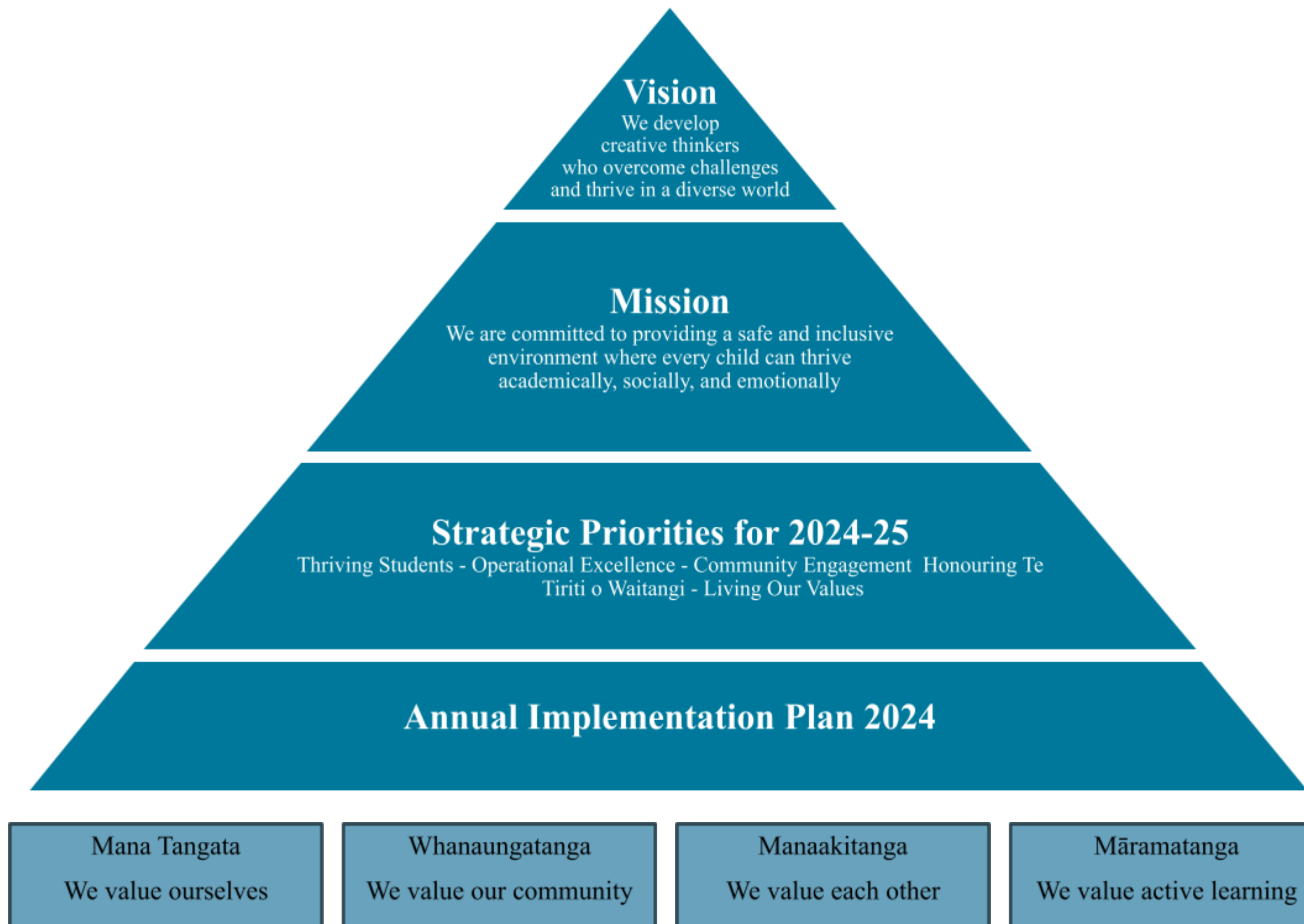
Ngā mihi nui ki a koutou

**Clyde Quay School Board, February 2024**

## Section One: Our Strategic Framework

Clyde Quay School (CQS) is a co-educational full primary school. Our student role reflects the unique social, cultural and economic heart of our community in Mount Victoria, Wellington, along with intake from surrounding inner city suburbs. CQS serves a diverse, well-educated community, from a broad range of backgrounds. Our community takes an active interest in the school and has high expectations of the school's performance. Our current school community echoes our rich, multicultural history, which is reflected in the cultural diversity of our students and families. With around 30 languages and ethnicities represented across our student population, we have become a multicultural melting pot of languages, world-views, religions and philosophies.

CQS has benefitted from a long history of engaged parents, an effective board and strong, stable leadership. In this strategic plan, we continue our focus on enabling the achievement of equity and excellence, with well-considered processes and practices that support our vision 'to develop creative thinkers who overcome challenges and thrive in a diverse world'. Our strategic framework sets out our vision, mission and values – these are our constant long-term focus, our strategic priorities – these are our priorities for the next few years, and our Annual Plan for 2024 which details the ways in which we are planning to deliver towards our vision.



## Section 2: Developing our Strategic Plan 2024-25

### Our School Vision & Community Goals

We reviewed school performance across several measurements and assessed how well we have progressed against our previous strategies, on academic results and combined this with the significant feedback received from our community consultation to understand the areas that are performing well and highly valued by our school community and areas that need to be prioritised for improvement.

We have summarised these as;

- Continue to pursue academic excellence and our every child thrives approach to education
- Outstanding teachers who deserve our support
- Our physical environment (inside & out) could do with some love & development
- We value our commitment to Te Tiriti o Waitangi
- We live our values every day

### National Education and Learning Priorities

The Statement of National Education and Learning Priorities (NELP) set out the Government's priorities for education that will ensure the success and well-being of all learners. They are statutory documents issued under the Education and Training Act 2020 that direct government and education sector activities towards the actions that will make the biggest difference and ensure that we can strengthen the education system to deliver successful outcomes for all learners/ākonga. School boards are required to reflect NELP within their strategic planning.

- **NELP Priority 1:** Ensure places of learning are safe, inclusive, and free from racism, discrimination, and bullying
- **NELP Priority 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
- **NELP Priority 3:** Reduce barriers to education for all, including for Māori and Pacific learners/ākonga, disabled learners/ākonga and those with learning support needs
- **NELP Priority 4:** Ensure every learner/ākonga gains sound foundation skills, including language, literacy, and numeracy
- **NELP Priority 5:** Meaningfully incorporate te reo Māori and tikanga Māori into the everyday life of the place of learning
- **NELP Priority 6:** Develop staff to strengthen teaching, leadership, and learner support capability across the education workforce

### Section 3: Our Strategic Priorities – 2024-25

CQS Strategic Priorities 2024-25				
1: Thriving Students	2: Operational Excellence	3: Community Engagement	4: Honouring Te Tiriti o Waitangi	5: Living Our Values
Thriving students are at the centre of all we do, we take a holistic approach to learners' needs and pursue excellence.	Teaching and learning are fully enabled through strong, capable leadership, strong finances, and enhanced property.	We strive for strong communication and relations between schools, whānau and communities.	We honour Te Tiriti o Waitangi, we are committed to the achievements of our Māori students and to strengthening our Tikanga and Te Reo	We live our school values, they are reflected in our self-belief, our care for each other and our community, and our passion for learning
NELP: 2, 3, 4, 6	NELP: 1, 6	NELP 2, 3	NELP: 3, 5, 6	NELP: 1, 3, 6
<p>Objectives</p> <p>1a) We strive for academic excellence and building strong confident learners</p> <p>1b) Our students become critical thinkers, creative problem solvers, and active community members.</p> <p>1c) Build and maintain a highly engaged, well resourced &amp; supported teaching staff</p> <p>1d) Provide an inclusive education to ensure every child benefits from a quality learning environment</p> <p>1e) Provide enriching extracurricular opportunities to foster personal growth, enhance social interactions, and promote teamwork.</p> <p>1f) Strengthen parent access to students' progress and performance</p>	<p>Objectives</p> <p>2a) Maintain strong, sustainable financial planning to meet short-medium term financial stability</p> <p>2b) Pursue modernisation and remediation of property and grounds to establish a high-quality learning environment</p> <p>2c) Actively maintain a strategic planning, monitoring, and reviewing cycle to support strong management and governance performance</p> <p>2d) Attract, retain, and develop high-calibre teaching staff to promote the best learning outcomes for students, teachers and whanau.</p> <p>2e) Optimise classroom resources &amp; technology</p>	<p>Objectives</p> <p>3a) Provide excellent communication channels and two-way communication between school and home</p> <p>3b) Deliver excellent EOTC and extracurricular activities through higher community engagement</p> <p>3c) Provide inviting and enjoyable events that build connection and community</p> <p>3c) Build participation in ongoing school community projects</p>	<p>Objectives</p> <p>4a) Provide a culturally safe space for Māori students to succeed</p> <p>4b) All learners have confidence and participation in Te Ao Māori</p> <p>4c) Build a meaningful, long-term relationship with mana whenua</p> <p>4d) Continue to invest and grow Te reo capability of all staff</p> <p>4e) CQS students graduate as responsible and engaged citizens of Aotearoa New Zealand</p>	<p>Objectives</p> <p>5a) Demonstrate Mana Tangata – We value ourselves</p> <p>5b) Demonstrate Whanaungatanga - We value our community</p> <p>5c) Demonstrate Manaakitanga – We value other people</p> <p>5d) Demonstrate Māramatanga - We value active learning</p>