

Northern Health School Annual Plan 2010

Strategic Area	Key Goal	Objective	Planned Actions	Progress	Result Achieved
Governance	The Board supports the staff in the provision of high quality learning outcomes for all students	Relationships with MoE maintained	<ul style="list-style-type: none"> Agree on resourcing model for Health Schools 	<p>Feb: meeting with MoE Wellington and agreement to develop a plan for setting the Notional roll.</p> <p>July: a proposed system received and under discussion by the three Boards</p>	Agreement on ratio and system with MoE.
		Increase awareness of our school's services	<ul style="list-style-type: none"> Conduct presentations with clusters of schools Develop a plan with the other health schools for raising awareness. <p>Gazette article developed in conjunction with the Ministry and the three health schools.</p>	<p>May: Gazette article drafted and circulated to Board and Principals.</p> <p>August: Taupo principals meeting presentation.</p> <p>November: Taranaki Principals meeting</p>	Gazette article published with three more follow up articles planned. Presentations completed with two principals cluster groups
Cultural	Maori and Pacific achievement equals whole school achievement	<ul style="list-style-type: none"> Maori and Pacific staff recruited 	<ul style="list-style-type: none"> Recruit staff with appropriate qualifications through community consultation 	<p>May: staff member employed in Rongo Atea with Maori background.</p>	Staff member with Maori heritage appointed in Rongo Atea.
		<ul style="list-style-type: none"> A balance of Board members maintained 	<ul style="list-style-type: none"> Review the balance of members following board elections and co-opt as necessary. 	<p>October: discussions regarding possible co-options and prospective members contacted.</p>	<p>March: applications for the new Board received by the Ministry.</p> <p>May: new Board appointed</p> <p>November: New Board member co-opted.</p>
		<ul style="list-style-type: none"> Links with community, hospital, whanau and Pasifika groups maintained 	<ul style="list-style-type: none"> Identify key Maori and Pasifika leaders for consultation Meet with local cultural groups 		Groups identified, but no meetings held.
		<ul style="list-style-type: none"> Learning needs for each student are met in a culturally appropriate manner. 	<ul style="list-style-type: none"> Develop staff ability to work in culturally appropriate ways Develop resources for staff working with Maori and Pasifika students. 	<p>March: PD presentation by staff working with responsibility in this area.</p> <p>September: PD presentation in this area at whole staff PD</p> <p>May: Staff surveyed regarding their needs in this area.</p>	2 staff with responsibility for this area identified and a programme of up skilling developed and implemented.
Staff	Staff contribute to the cultural and achievement needs of our students.	<ul style="list-style-type: none"> International relationships maintained and extended. 	<ul style="list-style-type: none"> Continue dialogue with international cluster of schools Principal to attend 2010 Hope conference 	<p>March: "Perth cluster" approached regarding possible Video Conference meeting.</p> <p>August: planning under way for HOPE conference</p> <p>October: Conference travel booked and contacts finalised. Planning under way for an Australasian conference in 2011 in Sydney.</p>	In conjunction with the Principal of SRHS, the NHS Principal attended the HOPE conference in Munich and visited schools and presented to the Ministry in British Columbia Canada.
		<ul style="list-style-type: none"> A pool of flexible, skilled 	<ul style="list-style-type: none"> Review the provision of permanent 	<p>May: relievers identified in each Unit</p>	October: Permanent staffing

Northern Health School Annual Plan 2010

Curriculum		relievers recruited	<p>staff at each Unit in relation to changes in roll numbers</p> <ul style="list-style-type: none"> Recruit permanent staff where necessary. Recruit and train extra relievers where necessary Conduct on-going training for existing relief pool 	<p>to cope with growth. Training / induction standardised from RH.</p> <p>May: full time staffing in the BOP area increased by 1.6</p> <p>August: extra staffing deployed to meet the needs of Units with rising rolls. Planning to increase home visits to twice a week.</p> <p>September: permanent appointments in Tauranga and Whakatane.</p>	<p>reviewed and appointments made in the BOP to meet roll growth needs.</p> <p>All Units have trained relief staff and a core of permanent staff.</p>
		<ul style="list-style-type: none"> Curriculum specific knowledge requirements are considered in employment of staff 	<ul style="list-style-type: none"> Identify curriculum needs in Units before recruitment of new staff Increase the range of subject skill across the school. 	<p>September: Curriculum knowledge taken into account with permanent positions.</p>	<p>All permanent and fixed term appointments have been made taking curriculum knowledge into account.</p>
	Implementation of curriculum results in highest possible student achievement	<ul style="list-style-type: none"> Deliver high quality literacy and numeracy programmes 	<ul style="list-style-type: none"> Develop assessment system to meet the needs of National Standards. Standardise assessment tools across the school Develop recording and reporting functions within the school database. 	<p>March: school wide assessment tools agreed in English and maths for National Standards.</p> <p>May: Ministry contact approached for guidance with NS implementation.</p> <p>June: Senior Management attending Ministry workshops on NS implementation. Feedback received from the Ministry, including a promise of inclusion in further discussions</p> <p>July: Ministry acceptance of health school plan for implementation of standards</p> <p>September: Whole staff PD related to implementation of national Standards programme.</p>	<p>Health Schools' role in standards agreed with the Ministry.</p> <p>Assessment tools standardised and eTAP modified to suit.</p> <p>Evaluation of eTAPs current national standard reporting module under way.</p>
		<ul style="list-style-type: none"> Virtual learning systems enhanced and expanded 	<ul style="list-style-type: none"> Incorporate on-line resources into new school website. Investigate purchase of externally provided Unit standard course material. Develop a deployment system for digital TCS course material Develop Y 9 and 10 NHS curriculum programmes. Induct teaching staff into the use of LIVE 	<p>May: Staff at a further two Units have been inducted into LIVE.</p> <p>July: collaboration with SRHS under way for PD using Moodle and creation of courses for staff to use across the school.</p> <p>September: Staff adding content to online learning part of the website.</p>	<p>Moodle website in operation. Staff training completed at whole school PD.</p> <p>Resources being added to the site.</p> <p>TCS course material being distributed from Regional House.</p> <p>Year 9/10 course material developed as part of staff PD.</p> <p>More staff inducted into LIVE use.</p>

Northern Health School Annual Plan 2010

Finance and Property		<ul style="list-style-type: none"> Learning environments meet needs of students 	<ul style="list-style-type: none"> Conduct a review of the learning environments in each Unit. Address the support centre issues already identified in Rotorua and Tauranga. 	<p>June: formal applications to the Ministry for expansion of Tauranga and Rotorua Units and set up for Whakatane.</p>	<p>Learning centres evaluated and the process for upgrading those requiring improvement is under way. The Ministry approval process has impeded this process.</p>
		<ul style="list-style-type: none"> Achievement analysis provides detail across cohorts, subjects and sites 	<ul style="list-style-type: none"> Report on curriculum using new eTAP format, using illness, age, gender and year groupings Identify Best Practice across the school Develop a Best Practice handbook 	<p>March: two staff identified and working on Best practice handbook. Worked with the whole staff at PD.</p> <p>September: Draft best Practice document presented to staff for comment.</p> <p>April: eTAP format developed and under trial.</p>	<p>First half year comparative report, 2009/2010 completed and presented.</p> <p>Full Year 2009/2010 report completed and presented.</p> <p>Best practice document developed and made available on line.</p>
		<ul style="list-style-type: none"> Education programmes are of a consistently high standard 	<ul style="list-style-type: none"> Investigate consistency of delivery across the school 	<p>August: Staff self analysis of teaching skills using video initialised</p>	<p>Staff self and peer review used to improve standards.</p>
		<ul style="list-style-type: none"> Students are supported in reintegration into schools of enrolment 	<ul style="list-style-type: none"> Obtain feedback from 25% of withdrawn students and their schools Develop a measure of reintegration success Investigate ways to improve the transition process. 		<p>Transition practice reviewed with the development of the good practice guide. Outcome shared with staff. Student and parent feedback obtained and analysed.</p>
		<ul style="list-style-type: none"> Parent/student/school of enrolment survey results show high levels of satisfaction 	<ul style="list-style-type: none"> Report on satisfaction results from the surveys. Maintain satisfaction levels at or above 95% satisfaction. 		<p>Satisfaction survey results reported. Parent responses above 95% for all areas except transition, student responses all above 95% S/E response rate very poor and results not reported. Parent and student response rate 38%.</p>
		<p>Resource allocation meets the learning needs of students</p> <ul style="list-style-type: none"> Accommodation of roll growth Special school property 	<ul style="list-style-type: none"> Review property needs in each Unit Provision of property improved in areas identified as below standard Bring property in line with Special school property guideline allowances, where they fall short. 		<p>Learning centres evaluated and the process for upgrading those requiring improvement is under way. The Ministry approval process has impeded this process.</p>
		<ul style="list-style-type: none"> Improve substandard accommodation of specific units 	<ul style="list-style-type: none"> Tauranga, Rotorua and Whakatane property provision improved to meet Ministry guidelines. 	<p>April: Property identified in Rotorua for possible relocation.</p> <p>May: approach to Glenholm School turned down by their Board.</p>	<p>Tauranga Property established.</p> <p>Whakatane property established.</p>

Northern Health School Annual Plan 2010

Administration				<p>April: On site meeting with Ministry in Tauranga regarding property. May: Support Centre identified in local Whakatane Intermediate school. May: Property identified for lease in Tauranga and Rotorua and school property identified in Whakatane. Lease application sent to MoE for Tauranga. June: process identified for applications and formal applications sent to MoE for Tauranga, Rotorua and Whakatane August: Costing requested by MoE for changes to existing Tauranga Building. Consultant retained to do so. October: Consultant report and three lease options sent to MoE for Tauranga. Property consultant report obtained for Rotorua.</p>	Rotorua property application waiting on Ministry approval. Setup grant applications awaiting Ministry approval.	
		<ul style="list-style-type: none"> Income and expenditure meets set target 	<ul style="list-style-type: none"> Conduct August budget review and report on progress 		Review conducted and presented to the Board.	
		<ul style="list-style-type: none"> Financial procedures regularly reviewed 	<ul style="list-style-type: none"> Align budget provision to new resourcing proposals from MoE. 			June: no change to funding from MoE review.
	Staff are supported in the delivery of effective learning programmes	<ul style="list-style-type: none"> Communication channels enable staff to access support promptly 	<ul style="list-style-type: none"> Video conferencing provision extended through the school Conduct regular team meetings to discuss issues facing the school. 	May: VC trial organised for Whangarei.		July: VC set up in Tauranga for use by new senior teacher
		<ul style="list-style-type: none"> Communication channels enable collaboration among staff 	<ul style="list-style-type: none"> New NHS website developed Video conferencing and team meetings used to improve collaboration 	<p>April: New website ready for populating with data. June: VC installed in Tauranga and used for senior staff meetings</p>		The combination of a new public website and Moodle for use as a student learning management system completed and in place.
		<ul style="list-style-type: none"> Systems are accessible and easy to use 	<ul style="list-style-type: none"> Internet and access speeds increased across the school Private office network investigated and installed. 	March: Fibre connection at RH commissioned.		Fibre connection installed in Regional House and server system realigned to make optimum use of it. Connections to all Units now use common settings.
		<ul style="list-style-type: none"> RHS guidelines, policies and procedures regularly reviewed to enable effective management 	<ul style="list-style-type: none"> Guidelines updated to reflect Policy changes and current practice. 			Guidelines updated and distributed.

Northern Health School Annual Plan 2010

Health and Safety	Protect the well-being and safety of staff and students	<ul style="list-style-type: none">• Suitable and safe working environments provided for staff and students	<ul style="list-style-type: none">• Provide staff training in behaviour management and crisis intervention.• Review and update working in homes protocols		April: Crisis intervention training at whole school PD
--------------------------	---	--	--	--	--