



JOHN PAUL II HIGH SCHOOL

Te Kura Tuarua o Hone Paora Tuarua

GREYMOUTH - WESTLAND

Mawhera – Tai Poutini

(School No 304)

APPENDIX A

Analysis of Variance (ANOVA)

2016

Note: This strategic plan was generated in most part through the Board and School's Self review process. While some areas of this plan have had significant BOT and staff input, other areas have not, although, the draft document is presented for comment, review and amendment to the Board of Trustees prior to submission. This was an evolving document!



JOHN PAUL II HIGH SCHOOL – GREYMOUTH – ANNUAL PLAN - 2016
SPECIAL CHARACTER ACTION PLAN



Strategic (Local Goal) 1: To continue strengthening the Special Character of our school.

CONSULTATION Special Character A&R committee meeting 01-12-15
 E-mail full community 10-12-15
 Full BOT 08-12-15

Objective 1: To increase our school’s involvement in our Catholic Community, TE IWI WHĀNUI KATORIKA, through defined strategies.

Target Group: All Students.

Performance Targets	Actions			Reporting	Variance
<p>Spirituality</p> <ul style="list-style-type: none"> • ‘Christ is the Key’ theme for year and it is our school moto! • Have our values driven by our motto! 	<ul style="list-style-type: none"> • Revisit our Values (PB4L focus) • Each term focus on one area of values – love of God, Love of others (3Cs) Love of self (integrity) 			<p>Opening Staff Liturgy focus on Christ is the Key, staff provided with stars to write Special Character goal to display in their offices. Staff thought of the Week focus on how Christ is the Key and drawing on their experiences of students and community to explain PB4L focus on 3C’s but emphasising the school motto and how our values stem from the Greatest Commandment, Year 10, 11, 12, 13 RE have all worked through School Values during classes linking in with the units being taught. Year 9 as part of Induction programme received copies of JP II values and spent time in discussion. Student Notices contain Values focus statements on the various values each day and staff are expected to spend time discussing them with their classes New Motto Posters have been placed around the school PB4L focus on Consideration. Assembly quiz for prize reinforcing values and positive behaviour. Staff spent time looking at strategies and reviewing procedures for behaviour modification at several staff meetings. This has helped reinforce positive general behaviour around the school. Focus on values continues on Daily Notices with explanations of how each is demonstrated in a practical way. Social Justice week provided an opportunity to reflect on our values in relations to the Caritas theme of ‘We all have a migration story’ It also helped students realise that our values have a practical component. WE have our Marist Mufti Day for our mission school in Kiribati on 21st October. Mrs Webster presented a short discussion at the September Board Meeting, on the core business of John Paul II High School and explained how the Special Character of the school is reflected in everything we do – Christ is the Key to all that we do.</p>	<p>Students are now better aware of what a ‘school of Special Catholic Character’ means. Our goal has been achieved 100% but as a recent survey of our students has shown many of them have not embraced the message for one reason or another, especially due to family reasons and part time work commitments.</p> <p align="center">0%</p>
<p>Evangelisation</p> <ul style="list-style-type: none"> • Students to have a Sacramental programme for Baptism/Confirmation/ First Communion available. 	<ul style="list-style-type: none"> • Sacramental programme for Baptism/Confirmation/ First Communion to continue at school. 			<p>New Parish advisor met with Mons and Father Peter and Tess to discuss sacramental programmes. A letter was sent home at the start of Term 2 inviting students to participate. Student Sacramental information was gathered and invitations were issued at the start of June, for those who had not received Sacraments, to participate in a 10-12 session programme leading to receiving the different Sacraments. Father Peter had been in contact with Mrs Webster advising of a school family requesting Baptism. Tess worked with Father Peter on this programme.</p>	<p>This is occurring in small steps and we plan to continue this next year. The goal has been achieved 100% in terms of it being offered</p>

				<p>Invitations were sent home to students identified as possible participants. 24 Invitations were issued, a reminder emailed to parents to reply, 10 replies with 8 students asking to take part. Tess identified a day each week to run the programme,</p> <p>Tess Father Peter and Father Tien had their first two meetings with the small group of students. 10 are planned for the programme.</p> <p>Sacramental Programme continued for the small group.</p> <p>Confirmation invitations were sent out but only one student replied and is completing the course.</p> <p>Two students completed the programme and were confirmed by Bishop Steve Lowe on 13 November.</p>	<p>but the up-take by students has not been great.</p> <p>0%</p>
<p>Partnership Board goal from 2015 to be continued re St Mary's and St Patrick's Parishes/schools having closer ties.</p>	<ul style="list-style-type: none"> School masses to continue at both Parishes. Some strategic goal/s for both Parishes and the three schools to align. Further goals TBA (these will evolve as the Year progresses after BOT consultation with the Parishes/schools). 			<p>Mass dates set and students given list of dates. These will appear in the newsletter each month. An email will be sent reminding parents.</p> <p>Hokitika Mass and Formal Mass are happening in the next two weeks. All these Masses were advertised in newsletters and emails were sent home.</p> <p>Hokitika Mass attendance was reasonable, several students were away with illness and some were away with sporting activities.</p> <p>With The Assumption of Mary celebrated on Sunday 14 August our school gathered on Monday afternoon for a short liturgy featuring PowerPoints made by two Year 10 IT students.</p> <p>Letter Received from St Mary's Parish asking for contact details of our students to get them involved in their Parish ministries. Our senior students from Hokitika will liaise with the Parish Council to try to raise the student attendance at Mass.</p> <p>Courtney Wright Watson organised Hokitika students to participate in the JPPII Formal Mass for Hokitika students on 29 October. This was an opportunity to meet the new Parish Priest.</p>	<p>The ties with St Patrick's Parish continues to strengthen. A start with the St Mary's Parish has continued to develop.</p> <p>25% variance.</p>
<p>School culture</p> <ul style="list-style-type: none"> Leadership training/development for House Mentors & The student leadership team (SLT). Develop a school choir 	<ul style="list-style-type: none"> Student leadership training at school to be extended to include not that just for the student executive(SE) and student mentors and mediators. Advertise for a school choir master for 1 to 2 hours a week. Form possiblelinks with the Parish/Parish choir? 			<p>Mentor Training, House Leader training and Mediation training have taken place. Marist Leadership Forum had the 4 Senior Executive attend. Brother Os visited to meet up with the 4 students and support them.</p> <p>House Leaders spent time each fortnight with Ms O'Regan and Ms Pringle in preparation for House. Time is spent helping them develop leadership and motivational strategies.</p> <p>The Senior Retreats also focussed on teamwork and trust helping Year 12 and 13 students with ideas for use in their various roles. Liam Douglas spent the day with Year 9 Retreat helping and learning leadership skills as "Careers Work shadowing"</p> <p>Mr Stone canvassed students at the end of Term 1 re Choir but there was little interest shown. Planned for next year with a choir teacher presently organised for 2017.</p> <p>Mediation Team advertised regularly and has had some "clients" Mrs Lauder</p>	<p>Mentoring = 0% Variance.</p> <p>Choir = 100% Variance.</p>

				<p>meets with the Team to ensure that they are following procedures. She has also outlined specific needs from Staff.</p> <p>Leadership applications have been updated and given out to the Year 12 students, Next year, with vertical forms there will be more emphasis on leadership for House Leaders.</p> <p>18 students have applied for Mentoring. Training is over 2 days at the beginning of December. The Head Students have been chosen and the different Leaders have been identified and will be acknowledged at the End of Year Mass and will be commissioned at the start of 2017.</p>	
<p>Stewardship</p> <ul style="list-style-type: none"> Induction of new staff & development of student religious education (RE) programmes to include more Marist & Mercy links. 	<ul style="list-style-type: none"> New staff induction includes more information on Marist & Mercy links. RE programmes include more information on Marist & Mercy links. 			<p>Mrs W met with new staff providing them with an induction package that outlines the Special Character of the school.</p> <p>Junior Induction programme was fine-tuned to meet the needs of the new Year 9 cohort. Other students new to school met and discussion of the Special Character and expectations.</p> <p>Year of Mercy focus helped the development of information on Mercy.</p> <p>Sister Mary Ellen visit to Staff outlined the idea of action.</p> <p>Year of Mercy information distributed to RE teachers for use in classes. Year 12 focus on Justice and Peace have spent much time looking at the concept of Mercy.</p> <p>Two staff were identified and invited to attend this year's Champagnat in the Pacific course in August.</p> <p>Mr Stone and Mrs Webster will be attending the Marist Assembly in December.</p> <p>Champagnat Feast Day on 6 June, was an opportunity to celebrate not only Marist presence in the school but also 150 years of Catholic Schooling in Grey. Ceremony for Citizenship for Jennie McMillan used as catalyst for celebration.</p> <p>T O'Regan and F Johns attended the Champagnat in the Pacific course and came back inspired and understanding the Marist focus of the school.</p> <p>Dan Dungey and Brother Osmond visited staff meeting presenting challenges for staff to look at the way we reflect the two charisms in our work with our students.</p> <p>Brother Os promoted the 200th celebration of the foundation of the Marist Brothers and the reunion that is being organised for the weekend of 1 December 2017. This would be a good way for ex pupils of JP II to join in the Marist Old Boys network and celebrate 37 years of John Paul II High School. Br Os visited to meet with the organising committee.</p>	<p>Variance =0%</p>
<p>Worship</p> <ul style="list-style-type: none"> Continue to develop the prayer/ Bible study opportunity with the Parish 	<ul style="list-style-type: none"> Bible study and prayer opportunities including 'the Rosary' and 'adoration' will be made 			<p>World Youth Day group established. Preparation taking place twice a week for four weeks, students have some homework to complete to help them understand the significance of the event. Mr Threadgill and Mrs Singer along with Mr Stone and Mrs Whitmore (parent helper) will attend.</p> <p>World Youth Day was very successful with all students very positive about</p>	<p>Some gaps in results for this goal but in terms of possible</p>

Youth Worker.	available to students during break times.				the experience. Both teachers enjoyed the experience and were very complementary about the students participation. Thank you cards have been sent to the organisers and Principals of both schools signed by the students.	opportunities the variance is 0% as a lot of the targets were beyond the control of the school.
Parishes <ul style="list-style-type: none"> Continue to forge closer links with the local Catholic Parish's and the school. 	<ul style="list-style-type: none"> Continue to work with the local Catholic Parish's to help implement common strategic Paris & school goals. 				A Greymouth Parish Strategic Plan has been developed and much work has been done to help set goals for the school and Parishes going into next year. Ties with the Hokitika Parish still progress slowly.	50%
KS = Principal DRS = Director of Religious Studies A&R SC = Audit and Review Special Character SE = Student Executive group(Heads plus BOT rep) SLT = Student leadership team (Student heads of various school groups including houses)						

The other dimensions – Values, Leadership, Service, Social Justice and Collaboration with Parish/Eucharistic communities are imbedded in the performance targets mentioned for the other six dimensions of the Catholic Community.



JOHN PAUL II HIGH SCHOOL – GREYMOUTH – ANNUAL PLAN - 2016
IMPROVING STUDENT ACHIEVEMENT ACTION PLAN



Strategic Goal 2: To Raise the achievement levels of Maori Students – environmental aspects.					Hui on 17 th September. 30 parents present with 20 Kapa haka students.			
Objective 1: Māori students will show a measurable improvement, relative to non-Māori peers in relation to the National Curriculum Objectives.						Target Group: All Māori students.		
Performance Targets		Actions			Reporting			Notes
Year 11 Maori students will achieve results equal to or better than their school counterparts in NCEA Level I in 2016.		One on one support from the Dean of Maori and Pasifica students.			Support for students has been provided and in the end 1 student out of the 5 Maori students did not achieve NCEA level I. We were very close in the end to achieving the goal. Maori = 80% passed while non Maori = 84.8% passed.			4.8%
What works best to help Maori achieve as Maori? REAP, Rural education and adult course for adults, may be able to help with this.		Provide PLD to all staff. Westland REAP to be asked.			This PLD was provided by Westland Reap and it was well received by all teaching staff.			0%
Teachers will continue to review and report on the achievement of all Māori & Pasifica students.		Maori & Pasifica roll provided to staff. Teachers record progress			This has continued throughout the year.			0%
Objective 2: Māori Students to be given all available opportunities to reach their individual potentials to the full.						Target Group: All Māori students.		
Performance Targets		Actions			Reporting			Variance
Year 9 and 10 Maori students will be achieving at a level at or above their Non Maori counterparts by the end of their level One NCEA Level I Year. (Using our NAME achievement evaluation tool).		One on one Literacy and numeracy support for targeted students.			Year 9 are well on track to do this but Year 10 are not where we would like, although two of the Maori students have separate learning plans and they will achieve NCEA Level I by the end of their Year 12 – with them out of the equation things are looking better. Yr 9 Maori passing= 100% and non-Maori = 97%. Yr 10 Maori passing (adjusted for two students with ILP's) = 67% and non- Maori = 78% .			At this stage Year 9 Maori Variance = +3% (5 students) and Year 10 (6 students) Maori = - 11%
Kapa Haka will have opportunities to learn more about Maori culture in 2016.		A Marae visit, preferably overnight.			Several over=night marae visits were provided for Year 12 and 13 Maori students via Whananga's.			0%
Objective 3: Student achievement levels to be raised through the introduction of student target setting and self monitoring their progress toward these targets.						Target Group: All students.		
Performance Targets		Actions			Reporting			Variance
All students will continue to monitor their progress regularly, throughout the year against targets they have set with their subject teachers.		Form teachers monitoring Diary records			This has generally worked well but not all students are good at monitoring their own goals although are ok with setting them.			0%

<p>Year 11 students will achieve a NCEA Level I pass rate higher than the national average and higher than the average for other decile 6 schools.</p>	<p>Targeted support for students at risk</p>				<p>We have achieved this goal in terms of the average for decile 4-7 schools but not for the over-all national average although we were very close. Decile 4-7 = 84.6%. JPIIHS = 84.6%, National = 85.1%</p>	<p>Decile 4-7 Variance = 0% Over-all Variance = --0.5%</p>
<p>Year 12 students will achieve at least an 85% pass rate in NCEA level II in 2016.</p>	<p>RTLB Year 11 to 13 funding for support teacher</p>				<p>This was achieved. JPIIHS = 88.2%</p>	<p>+3.2%</p>



**JOHN PAUL II HIGH SCHOOL – GREYMOUTH – ANNUAL PLAN - 2016
LITERACY ACTION PLAN**



Strategic Goal 3: To Improve student literacy levels within this school.

Objective 1: All teachers to strengthen student literacy skills within their specialist areas.

Target Group: All Teachers

Performance Targets	Actions				Reporting	Variance
Departments will continue to provide examples of literacy strategies to whole staff on a roster basis.	Sessions on literacy PD provided during the year.				Most departments had the opportunity to present how they were doing this. There will be a concerted effort to have this clearly time-tabled for 2017 meetings.	25%
The LLT will continue to visit classrooms and assist with the integration of Literacy development initiatives in normal teaching programmes.	Classroom visits and one on one meetings with HOD's and TIC's.				Future focus for Literacy needs to move into senior school as junior school seems to be working well. One issue this year has been writing for senior subjects and how that is being taught in each subject area. Visits went well during the year!	0%
Teachers are to link success criteria to identified literacy foci in department plans.	Programmes of learning include literacy teaching.				This could be an area for whole staff PLD in 2017. The process has started well and it is being imbedded into all departments.	0%

Objective 2: To improve student literacy skills cross-curricular.

Target Group: Yr 9, 10 and 11 students

Performance Targets	Actions				Reporting	Variance
The junior dean is to collect as much Literacy and numeracy data from contributing schools as possible.	Literacy data collated from contributing schools.				Excellent information is now coming through from all of our feeder Primary schools and generally in a timely manner.	0%
Identified low ability AsTTle reading results for Yr 9 and Yr 10 students will show improvement for all students in 2016.	All individual e-Astle reading results monitored throughout the year.				All students have made improvements. Targeted student results will be highlighted in the Special Education report in the full 2016 annual report. Targeted teacher aiding helped lifted the achievement level of our two 'High needs' students.	0%
100% of Year 11 students will obtain the 10 credit literacy requirement this year.	Close monitoring and targeting of at risk Year 11 students as the Year progresses.				100% of the cohort has achieved Literacy requirements, with all of those doing so through Achievement Standards.	0%

e-AsTTle = Numeracy and Literacy evaluative tool. LLT = Literacy Lead Teacher (CC)



**JOHN PAUL II HIGH SCHOOL – GREYMOUTH – ANNUAL PLAN - 2016
STAFF PROFESSIONAL LEARNING & DEVELOPMENT ACTION PLAN**



Strategic Goal 4: To raise student achievement through the provision of quality Professional Development opportunities for teaching staff.

Objective 1: All teachers will undergo on-site PLD and nominated teachers will undergo targeted PLD as required.

Target Group: All teachers

Performance Targets	Actions	Reporting	Variance
Continue to improve the evaluative capacity of teaching staff by strengthening the self –reviewing culture established in all learning areas in our school.	Provide support for individual TIC’s & HOD’s.	All departments are having regular minuted meetings. Next year we will be stepping up this process to include ‘teaching as inquiry’.	0%
Continue in-house PLD will focus on ‘Best Teaching practices’. Focus groups will again help staff develop areas they require for their teaching.	PLD planning will include departments sharing best practice strategies.	Staff fed back PLD experiences at staff meetings on Mondays. Focus groups were again used but the scope of these will be narrowed next year to predominantly fit in with ICT pedagogy in the classroom.	0%
Any teachers working with the new Achievement Standards or who seek PLD opportunities to reinforce their understanding will be provided with such PLD as required, or requested, especially IT PDL, subject to PD budget constraints.	NCEA PLD will be provided to staff as required.	The PLD committee managed to meet all needs this year.	0%
Teachers identified with specific problems relating to the process of teaching and learning will be assisted to seek and will be directed to undergo Professional Learning and Development. A focus in 2016 will be again on IT pedagogy.	PLD will be provided to staff as required in response to their identified needs via such indicators as their appraisal, attestation or form 4 minute walkthroughs.	A lot of subject specific PLD was available this year which was pleasing. Subject association seem to be better organised.	0%

PLD = Professional Learning & Development LLT = Literacy Lead teacher A&R-ER = Audit and Review Employment Responsibility Committee (BOT)



**JOHN PAUL II HIGH SCHOOL – GREYMOUTH – ANNUAL PLAN - 2016
NUMERACY / MATHEMATICS ACTION PLAN**



Strategic Aim 5: To increase the numeracy skills and consequently the mathematical skills of all students.

Objective 1: All Year 9 students will exhibit sound Number Skills and all Year 11 students will achieve the numeracy requirement of NCEA, Level 1.

Target Group: Years 9 and 11 Students

Performance Targets	Actions				Reporting	Variance
e-AsTTle testing will reflect a raising of performance level for identified low achieving Year 9 and 10 students.	e-asttle numeracy data collected on all Year 9 and 10 students several times in the year.				e-Asttle testing shows an improvement for all of the targeted students. Full details will be in the Special Education report in the full 2016 annual report for this group.	0%
Year 13 Calculus will again be taught within the school and will look at having an average achievement rate of at least 12 credits.	The progress of the 13 Calculus will be closely monitored.				An average of 15.5 Credits was achieved by the class.	0% (+ 3.5 Credits)
All Year 11 students satisfy the numeracy requirement of NCEA, Level 1 (Target = 100%).	Close monitoring of Year 11 Maths results to identify students at risk of not achieving the required level I credits. One on one support, especially in term four, for those at risk of not meeting the requirements for numeracy.				Initially it was reported that all of the students had achieved the numeracy requirement for NCEA Level I. One student however left us during the year and went into alternative education but is still counted in our official Ministry Stats. If she had gone to another school instead she would not have been counted.	2.6% (one student)



**JOHN PAUL II HIGH SCHOOL – GREYMOUTH – ANNUAL PLAN - 2016
SAFE SCHOOL ACTION PLAN**



Strategic Aim 6: To improve the general behaviour of students in classrooms to increase engagement which will result in additional learning as well as providing an even safer environment for students.

Objective 1: To collect and use Behaviour data to improve the school Behaviour Modification Programme (BMP) PB4L initiative!

Target Group: All students

Performance Targets	Actions				Reporting	Variance
Precise behaviour data will be collected to establish a detailed Baseline. The SMS system has the means to collate this data in a number of ways in order to identify “hot spots” which will need addressing in order to improve the current behaviour levels.	Computer behaviour categories used consistently by staff in our SMS				The Principal’s nominee took on the job as being the data analyst for the PB4L committee and the data provided direction for initiatives each term.	0%
Data collection, collation and analysis will enable the school to identify high frequency offences (or other, e.g. high teacher use) which will require the development and implementation of strategies to reduce the frequency of these identified offences. This is the focus of the School Wide Positive behaviour for Learning (PB4L) contract with the Ministry of Education we are in. This is our fourth year!	Behaviour Data processed and analysed regularly.				As above. Behaviours were identified early and enabled early interventions to support students at risk. Next year we are involved in the next initiative offered by the Ministry of education, as a follow up to PB4L, on Restorative Practice in schools.	0%
All teachers will continue to support the <i>Good Stuff Award</i> in their classrooms, including those for Special Character. Teacher submissions will be monitored. Collated results will be distributed to form teachers.	All teachers continue to issue good stuff awards for every subject, every term. <i>(Senior classes do not do so in term four!)</i>				This is working extremely well and is valued by all students.	0%

SMS = Student Management System

A&R- H&S = Audit and Review Health & Safety Committee (BOT)