

Westminster Christian School

est. 1981

Educating for Time and Eternity
Strategic Plan 2024-2025

Special Character Statement

Westminster Christian School is an interdenominational school from year 1 to year 8 established in 1981 to serve the formal educational needs of families within the religious context of New Zealand’s traditional Judeo/Christian heritage in the spirit of the following historic confessions of faith and universal creeds.

- The Westminster Confession
- The Belgic Confession, Heidelberg Catechism, Canons of Dort
- The Apostles, Nicene and Athanasioan Creeds

Mission Statement

Westminster Christian School through the Spirit of God educates the children of Christian parents for time and eternity by providing a Christ-centred academic curriculum founded on a Biblical Worldview.

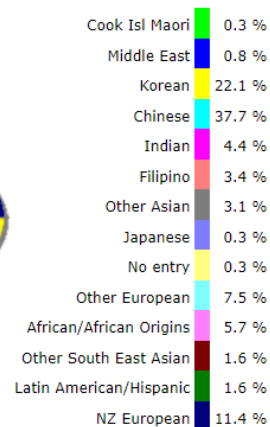
Vision Statement

To be an innovative and Christ-centred Primary and Intermediate school, providing our children, through the NZ Curriculum, the skills that will enable them to function and develop as active Christians for time and eternity. For students to become capable lifelong learners, who nurture their God-given abilities and talents in a responsible and respectful way in service to the school and wider community.

Summary of our School

Westminster Christian School is a destination state-integrated school of 385 students. Our families reside across the North and West areas of Auckland. As at Term 3 of 2023, our ethnicity breakdown is as follows:

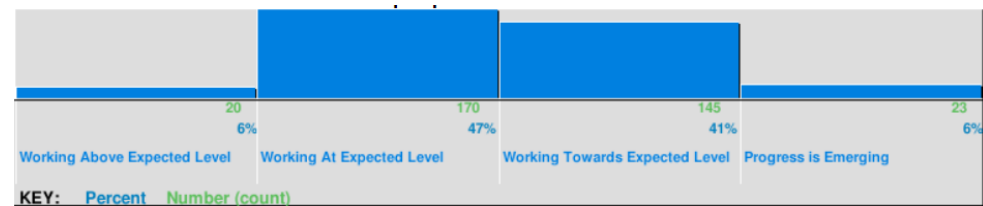
Cook Isl Maori	0 Males	1 Females	1	Or 0.3%
Middle East	1 Males	2 Females	3	Or 0.8%
Korean	38 Males	47 Females	85	Or 22.1%
Chinese	67 Males	78 Females	145	Or 37.7%
Indian	7 Males	10 Females	17	Or 4.4%
Filipino	9 Males	4 Females	13	Or 3.4%
Other Asian	7 Males	5 Females	12	Or 3.1%
Japanese	0 Males	1 Females	1	Or 0.3%
No entry	1 Males	0 Females	1	Or 0.3%
Other European	15 Males	14 Females	29	Or 7.5%
African/African Origins	8 Males	14 Females	22	Or 5.7%
Other South East Asian	5 Males	1 Females	6	Or 1.6%
Latin American/Hispanic	1 Males	5 Females	6	Or 1.6%
NZ European	30 Males	14 Females	44	Or 11.4%



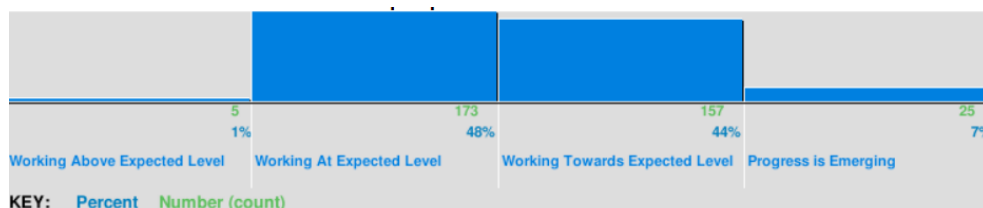
Our local Curriculum is based on the NZ Curriculum with a Biblical Worldview. Our year is broken down into Four Big Pictures (one per term); Identity in Christ, Relationships, Stewardship and Community.

Our 2022 End of Year Achievement Data showed the following:

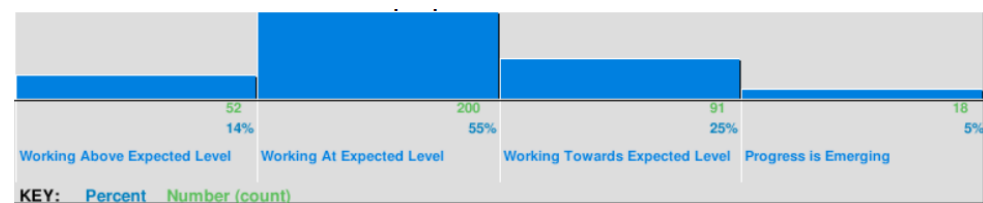
READING



WRITING



MATHEMATICS



2023 End of Year Results will be available in the Statement of Variance for 2023.

In 2023 we have approximately 170 ESOL students, not all are funded by the Ministry of Education. Our Target Students on IEPs total to 39 across the school with other students requiring extra support but not on IEPs. Only four of these students get Higher Needs or ORS funded support from the Ministry of Education.

Each year we carry out surveys with our staff, students and parents to understand their engagement with our strategic plan as well as other facets of our school. This year we have introduced Whanau Forum and Staff Forum where we reflect and discuss the annual goals. This data is collated and shared with the board to direct their planning for this Strategic Plan. We also share the results of the survey with the community.

Our school leadership team comprises of the principal and two deputy principals, one which oversees SENCO and the other Curriculum. The school has three teams, the juniors, seniors and the intermediates, each team has a team leader who are part of the senior leadership team. The school also has an executive assistant who is also a member of the leadership team.

Our Strategic Goals for 2023 were:

- Assessment in Literacy - Building on Assessment for Learning, teachers will apply their learning to Literacy.
- Connections through our School Values - Building on the introduction of PB4L, continue to implement our School Values and set clear Behaviour

Expectations and processes.

- Align our School with the NZ Curriculum Refresh - Through external and internal facilitation, the Westminster Christian School curriculum will be brought up to date to follow the NZ Curriculum Refresh.

We have now implemented the National Educational Learning Priorities as per below:

Objective 1: Learners at the centre – Learners with their whānau are at the centre of education

Objective 2: Barrier-free access – Great education opportunities and outcomes are within reach for every learner

Objective 3: Quality teaching and leadership – Quality teaching and leadership make the difference for learners and their whānau

Objective 4: Future of learning and work – Learning that is relevant to the lives of New Zealanders today and throughout their lives.

As per Education and Training Act 2020, the Board Primary Objectives are:

(a) every student at the school is able to attain their highest possible standard in educational achievement; and

(b) the school—

(i) is a physically and emotionally safe place for all students and staff; and

(ii) gives effect to relevant student rights set out in this Act, the New Zealand Bill of Rights Act 1990, and the Human Rights Act 1993; and

(iii) takes all reasonable steps to eliminate racism, stigma, bullying, and any other forms of discrimination within the school; and

(c) the school is inclusive of, and caters for, students with differing needs; and

(d) the school gives effect to Te Tiriti o Waitangi, including by—

(i) working to ensure that its plans, policies, and local curriculum reflect local tikanga Māori, mātauranga Māori, and te ao Māori; and

(ii) taking all reasonable steps to make instruction available in tikanga Māori and te reo Māori; and

(iii) achieving equitable outcomes for Māori students.

Strategic Goals	Board Primary Objectives	Links to Education Requirements	What do you expect to see?	How will we achieve or make progress towards our strategic goals?	How will you measure success?
Assessment in Literacy	Primary Objective (a), (c) and (d)	NELPS 1, 2 & 3 Well-being in Education Strategy Literacy & Communication Strategy	<ul style="list-style-type: none"> ● Continued Implementation of Assessment in Literacy ● Consistency in teaching across each team. ● Improved Results in Reading and Writing at the end of 2024 compared to 2022. 	<ul style="list-style-type: none"> ● Apply for MoE Funding to support Better Start Literacy (Junior Team) and Assessment for Literacy (Senior & Intermediate Teams) PLD. ● If unsuccessful, invest in the minimum until we do get funding. ● Team Leader and two teachers to undertake the PLD and then share the learning with the team. ● Subscribe to Write that Essay for the Intermediate Team. ● Integrate the use of the subscription into each term's writing plan. 	<ul style="list-style-type: none"> ● Comparison between Writing at end of 2022 to 2024 will show an increased number of students Achieving as opposed to Progressing. ● Comparison between Reading at end of 2022 to 2024 will show an increased number of students Achieving as opposed to Progressing.

Barrier Free, Culturally Responsive Practice	Primary Objective (a), (b), (c) and (d)	NELPS 1, 2, 3 & 4 Attendance & Engagement Strategy Well-being in Education Strategy Ka Hikitia - Ka Hāpaitia	<ul style="list-style-type: none"> Continued development in the staff's capabilities in Christian Education PB4L applied to behaviour management in every class and throughout the school. School Values promoted throughout the school and used in daily conversation. Our bicultural and multicultural make-up embraced and honoured. Kapa Haka, Te Reo Maori and Te Ao Maori incorporated into our daily and weekly teaching. The needs of our diverse learners met through our Special Needs and GATE programmes. Teachers will be resourced to provide the standard of education expected. 	<ul style="list-style-type: none"> Scheduled PLD related to our Big Pictures, Biblical Worldview and Christian Education delivered by our Principal, Lead Teacher of Special Character and guest facilitators where needed. PB4L Team released to implement the programme and equip all teachers to promote PB4L. PB4L PLD scheduled throughout the year, led by PB4L team and facilitators. Review our Te Ao Maori Policy and assess our processes and planning to ensure we are implementing what is required of Te Tiriti o Waitangi. Assess our class planning and classroom environments to ensure our students' cultures are being celebrated. Accountability through teams for our outlying students, ensuring the needs of our high achievers and Special Needs are met. Audit and replace/purchase required resources. 	<ul style="list-style-type: none"> Wellbeing Survey in term 3 will ask students that they feel like they belong. Compare to survey data from 2022. Analysis of Data from PB4L will show trends in behaviour management. Evident in classes, visuals, events, included in PB4L lesson planning. Students with IEPs will be meeting their individual goals. An increased staff-wide understanding of how to identify and respond to our gifted student needs through the review of our Gifted & Talented Policy. Team Leaders will report back on planning and class walk-through checks. Heritage Day will be held annually to recognise and celebrate our school's diverse cultures. News from the classrooms in Newsletters (WALTs)
EnviroSchools Programme and Local Curriculum	Primary Objective (a), (b), (c) and (d)	NELPS 1, 2, 3 & 4 Well-being in Education Strategy	<ul style="list-style-type: none"> Develop and Build Upon our Successes in EnviroSchools Programme and Local Curriculum Enviro Group continued in the intermediate, cascading across the primary to include all students. Increased staff member involvement across the school. Consistent and Collaborative Planning across the teams relevant to Westminster Christian School and our community. 	<ul style="list-style-type: none"> Fortnightly committee meetings to have accountability and ongoing traction across the staff. Weekly student workshops (eg. testing water in local streams, tree planting etc.) Garden to Table programme to be extended across the school. Curriculum Leads to meet with members of each team to ensure consistent planning, assessment and needs going forward. Curriculum Leads meet routinely with the Executive Team to further develop our local curriculum ensuring it aligns with the NZ Curriculum. 	<ul style="list-style-type: none"> Wednesday fortnightly committee meeting held and minutes, follow-ups and feedback recorded. Enviro Group highlights in Newsletter Garden to Table highlights in newsletter

STRATEGIC GOALS OVERVIEW

2023

2024

2025

GOAL 1 – ASSESSMENT IN LITERACY

Write That Essay – Int Team

Better Start Literacy – Junior Team

Assessment in Literacy – Senior & Int Team

ESOL Collaboration – part of ERO Review

GOAL 2 – CONNECTIONS THROUGH OUR VALUES

PB4L – Introduce & Implement Monday Lessons

PB4L – Implement Behaviour Matrix

PB4L – Implement Behaviour Flowchart

PB4L – Integration of updated Values

GOAL 2 – BARRIER FREE, CULTURALLY RESPONSIVE PRACTICE

PB4L – Monday Lessons, Values, Matrix & Flowchart Embedded in Common Practice

Review Te Ao Maori Policy & Audit Implementation

Develop Staff in Identifying Special Needs & Gifted Students, Review Programmes & Implement

Continue to grow in NZ Aotearoa Histories as well as embracing our cultural diversity

PLD Sessions relating to our Big Pictures & Special Character

GOAL 3 – ALIGN OUR SCHOOL CURRICULUM WITH THE NZ CURRICULUM REFRESH

NZ Aotearoa Histories

Mathematics

GOAL 3 – ENVIROCHOOLS PROGRAMME AND LOCAL CURRICULUM

Build a Support Team and Science Curriculum aligned to the EnviroSchools Programme

Cascade EnviroSchools & Garden-To-Table Programmes to wider school

Curr Leads and Exec meet regularly for accountability in planning and development of local curriculum

Introduce Fortnightly Committee Meetings