



Our Lady of the Snows School

nga wahine rakatira o te huka kura

Charter 2016

Our Lady of the Snows
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“Building Faith, Achieving Excellence”

Vision Statement

“Building Faith, Achieving Excellence”

(In order that we never lose sight of our vision it will be widely displayed to our parents, BOT and in the school.)

What Our Vision Statement Means:

- **Incorporate the founding ethos of the school**
- **Be motivated by gospel values and Church teachings**
- **Demonstrate these in our living and learning**
- **Explicitly taught in our F.A.I.T.H. Values and Religious Education Programmes**
- **Be informed on best practice**
- **Be committed to using the best of the latest teaching methods in harmony with the foundation skills and the very best of traditional teaching**
- **Meet children’s needs by using a variety of learning experiences and methods**
- **Staff and children set learning goals and regularly assess their progress against them**
- **We will keep active communication going between all our community stakeholders to better serve the educational needs of the children**
- **Strive to achieve excellence in all we do, academically, in sports and culturally**

Graduate Profile

We would like students leaving Our Lady of the Snows School to be:

Confident:

- **Motivated and confident in the knowledge that they are made in the image of God**
- **Actively demonstrating the Gospel Values in their attitudes and behaviours**
- **Resilient and able to be strong in who they are and what they value**
- **Empathetic, caring and compassionate in order to ensure justice**

Connected:

- **Able to work effectively in a team and assume leadership roles as appropriate**
- **An articulate and effective communicator using a wide range of tools within a variety of situations and settings**
- **Familiar with the rich traditions and language of the universal Catholic Church**
- **Able to recognise and value the dignity of individuals by acknowledging and respecting their unique language and culture**

Actively Involved:

- **Able to participate in a range of life contexts showing a sense of place and occasion**
- **Contributing to the well-being of New Zealand society; spiritually, socially, culturally, economically and environmentally**
- **Bringing the Gospel message to all aspects of their life**

Lifelong Learners:

- **Able to demonstrate knowledge and thinking skills across all learning areas**
- **Active seekers of learning challenges in life**
- **Goal orientated and striving for excellence, making the best use of their God-given talents**

Principles

that put students at the centre of teaching and learning and affirm New Zealand's unique identity

At Our lady of the Snows School the New Zealand Curriculum
Principles can be summarised in the following four
statements:

- Each child is valued as an individual with God-given gifts and potential - **cultural diversity / Treaty of Waitangi - inclusion**
- We teach to develop the physical, emotional, spiritual and intellectual dimensions of the person - **holistic / inclusion / cultural diversity / community engagement / coherence**
- High expectations and good teaching practices make a positive difference - **high expectations / learning to learn / coherence**
- We can't change the past but everything in the future is affected by your attitude - **future focused / community engagement / learning to learn / cultural diversity / sustainability**

Our Lady of the Snows Values Programme

F.A.I.T.H. Values

Family

Home – School – Church. All Pupils from Year 8 to New Entrant and Staff, we are all part of the Our Lady of the Snows family.

Achieving Excellence

Display Individual Excellence across a diverse range of disciplines and topics.

Integrity

Do the right thing without being prompted. Show honesty in all we do.

Tenacity (Try)

Take risks, give it a go and stick to the task with perseverance.

Honour and Respect

Honour and Respect yourself, others and the environment.

In order to realise our Vision Statement we are committed to resourcing our school in the following ways:

Who we are:

Our Lady of the Snows School is a decile 8 full primary school situated in Methven, Mid-Canterbury. This is a service town for a farming community and Mt Hutt Ski Field. Our school is 100 years old and has a proud history. Our Lady of the Snows consists of two classrooms, Year 0-3 and Year 4-8. We have a teacher aide who works with the children and we have several learning support teachers who visit the school to run programmes for individuals who have high needs or who have opted for extra curricular support. In addition we have an office administrator and contract cleaners.

In order to realise our Vision we offer;

- An excellent education in all areas of the NZ curriculum, which is delivered in the context of Christian beliefs as the Catholic Church teaches them.**
- Well qualified, enthusiastic teachers with the latest training and access to professional development programmes within the school and externally.**
- A full primary school (Year 1-8) which provides opportunities to develop leadership skills within a small welcoming setting.**
- Multilevel classrooms that allow children to develop early independence through interacting with older and younger pupils.**
- Opportunities for extension through school and private tutors and learning support teachers and cluster programmes.**
- Teacher aide support in areas of pupil need and full access to special education services.**
- Regular reporting and consulting on pupil progress with the parents and wider community.**
- A values programme that is taught throughout the school.**
- A high expectation of appropriate behaviour toward others in a school setting.**
- A school community that encourages family involvement in the education of their children and actively plans to use community resources to enhance the educational experiences of the children.**
- Modern and well appointed classrooms, a library and spacious grounds.**
- A school committed to the development of social, emotional, physical, intellectual and spiritual potential of our pupils.**
- Technology to support and enhance teaching programmes and provide a link to the global learning community.**

Cultural Diversity

When developing policies and practices for Our Lady of the Snows School every endeavour will be made to reflect New Zealand's cultural diversity including the unique position of Maori.

The Board takes all reasonable steps to provide instruction in Tikanga Maori (Maori Culture) and Te Reo (the Maori Language) for pupils whose parents/caregivers request it by:

- **Consulting our Arowhenua Renunga.**
- **Accessing outside advice—e.g., advisors/ Kamatua.**
- **Dual enrollment with the Correspondence School.**
- **Sharing resources with local schools.**

Whanau of our Maori pupils will be consulted on a regular basis in order to have their input when developing the school's strategic plan and to keep them informed on the progress of their child. Individual progress will be reported in writing and according to our assessment schedule. In Term 3 our Maori community will be consulted by the Board of Trustees and staff to have input into the following years strategic plan.

English as a second language speakers reflect a growing cultural diversity in the Mid Canterbury area. The school receives funding for these pupils and uses this to provide for the needs of our ESOL students.

The achievement of all students will be monitored and trends within identified cultural groups will be analysed and changes made to teaching and learning programmes to reflect identified needs.

Parents will be informed of any provision to meet their children's needs and on their progress according to the reporting schedule.

The Religious Education Programme includes Maori Spirituality as an integral part and in living our school values we must acknowledge the worth of all cultures.

Strategic Section ~ 2016

Over the course of the past year at Our Lady of the Snows School the staff, pupils, parents and Board have all had opportunities to provide feedback about the strategic direction of our school. Following a meeting with the community in term 3 and staff input in term 4 the Board of Trustees spent time reworking the goals to better suit the needs and aims of our children and community. The Board decided to narrow the focus of the goals to support the Principal and staff to more effectively plan and implement goals to raise the chances of successful outcomes for the children at OLS. The goals listed below now more fully reflect the aims of this community and the staff to make Our Lady of the Snows the most effective and best performing educational institution it can be.

The Board of Trustees delegated the task of writing the annual goals and annual plans for the charter to the Principal, Mr. Anthony Lamb.

The Strategic Goals for Our Lady of the Snows are:

Goal #1: Excellence in Teaching and Learning.

Goal #2: Living and Celebrating Our Catholic Faith and Gospel Values.

The next section of this charter outlines how the school plans to meet these goals over the course of this year.



Mr. Anthony Lamb
Principal
Our Lady of the Snows School
Methven

Strategic Section

Strategic Direction 2016 - 2018

Goal#1: Excellence in Teaching and Learning.

Annual Goals 2016 - 2018

- 1. To develop, plan and implement teaching programmes based on our school curriculum. With particular focus on working towards integrating learning areas outside the National Standards into literacy and mathematics while maintaining the uniqueness of each learning area. These being the social sciences, the arts, technology, science, health and physical education.**
- 2. To use S.M.A.R.T. Goals to plan teaching and learning with pupils and their families, and monitor each pupil using formative review towards excellence for each pupil against their goals.**
- 3. To teach and assess using the latest pedagogical methods to progress our pupils towards meeting and exceeding the National Standards for literacy and mathematics.**
- 4. To address the achievement of target pupils in literacy and mathematics and focus on foundation skills to raise achievement.**
- 5. To engage in staff PLD to work towards integration of new technology in the classroom as a tool for learning.**
- 6. To engage in targeted PLD to keep staff current with best practice and proven pedagogy to maximise effective teaching and learning.**
- 7. To use our community and environment to create learning experiences for our pupils to encourage excellence in a diverse range of interests and curriculum areas.**

Goal #1 - Excellence and Diversity in Teaching and Learning

Annual Goals & Targets	Actions to Achieve	Progress to-date	Timeframe					
			2016 - Term				Alert	Year
			1	2	3	4		2017-18
1. To develop, plan and implement teaching programmes based on our school curriculum. With particular focus on working towards integrating learning areas outside the National Standards into literacy and mathematics while maintaining the uniqueness of each learning area. These being the social sciences, the arts, technology, science, health and physical education.	<ul style="list-style-type: none"> Engage in a process of curriculum self review to bring the OLS school curriculum up to date. Plan integrated term units with themes that allow for better merging and integration of core subjects. Work towards interchange of pupils for teaching to needs across the school. Engage in PLD that is offered by cluster/Community of Learning groups within Mid-Canterbury to provide a toolbox from which to work when planning. 		X	X	X	X		Yes
2. To use S.M.A.R.T. Goals to plan teaching and learning with pupils and their families, and monitor each pupil using formative review towards excellence for each pupil against their goals.	<ul style="list-style-type: none"> Guide pupils to set goals at beginning of each term that reflect their learning needs. Meet with parents and pupils to share and add to goals with emphasis on learning relationship Actively monitor goals during term time and use pupil electronic profiles and blogs to engage in feedback with both pupils and parents. 		X	X	X	X		Yes
3. To teach and assess using the latest pedagogical methods to progress our pupils towards meeting and exceeding the National Standards for literacy and mathematics.	<ul style="list-style-type: none"> Actively review the knowledge and use of the latest research driven and proven effective pedagogical methods used within the classroom in mathematics and literacy Use staff skills matrix to identify and use staff to provide mentoring and PLD to other staff Staff meetings to check on progress of pupils towards the National Standards and to share ideas and re-assess target groups for targeted teacher time and support. Raise achievement of target group of pupils from 'Below' to 'at' or 'above' the national standards (Bring school reading results up to 80% 'at' or 'above' for 2016) 		X	X	X	X		Yes
4. To address the achievement of target pupils in literacy and mathematics and focus on foundation skills to raise achievement.	<ul style="list-style-type: none"> Assess and identify target groups from data and plan effective intervention programmes for each group. Set specific achievable goals for each group and concentrate on foundation skills (basic facts, spelling, reading 		X	X	X	X		Yes

	comprehension and decoding) as a platform to raise achievement.							
5. To engage in staff PD to work towards integration of new technology in the classroom as a tool for learning.	<ul style="list-style-type: none"> • Use Google Classroom and associated tools in each class to manage digital profiles for children. • Set specific time for teaching basic skills with technology and typing skills. • Engage in PLD to better understand how iPads can be used as a tool to enhance learning. • Use iPads effectively to consolidate teaching and learning of traditional skills and knowledge. 		X	X	X	X		Yes
6. To engage in PLD to keep staff current with best practice and proven pedagogy to maximise effective teaching and learning.	<ul style="list-style-type: none"> • Plan and implement PLD programme where all staff have the opportunity to engage in PLD that fits with teaching and learning goals in their class and is proven to be effective. • Monitor PLD programme to make sure that principles of best practice are followed. • Implement feedback and reporting on PLD and build into staff appraisal process. 		X	X	X	X		Yes
7. To use our community and environment to create learning experiences for our pupils to encourage excellence in a diverse range of interests and curriculum areas.	<ul style="list-style-type: none"> • Plan experiences in term themes that make use of the community and environment where necessary and available to enhance outcomes for pupils. 		X	X	X	X		Yes
Budget and Other Implications:		Staff PLD must be focussed on maximising use of freely available resources and training to limit spending while maintaining a high standard of professional development. Budget currently allows for travel expenses due to location of school and location of majority of PLD. CoL may change the impact of budget and lessen the necessity for travel as often as in the past. CoL is currently authoring achievement challenges as part of formation process.						

Strategic Section

Strategic Direction 2016 - 2018

Goal: **Living and Celebrating our Catholic Faith and Gospel Values.**

Annual Goals 2016 - 2018

- 1. To further develop and implement our school special character action plan to enhance the visibility of our school's unique Catholic ethos and environment.**
- 2. To review and implement school values and virtues programme based on Catholic Gospel teaching and the Charism of the Mercy Sisters.**
- 3. To teach the religious education programme as set out by the New Zealand Catholic Bishops conference and the New Zealand Catholic Education Office to meet and exceed the requirements of the Integration Act and the Catholic Schools religious education curriculum.**
- 4. To continue to implement an assessment and monitoring plan to track achievement against the curriculum goals of the Catholic Curriculum of New Zealand.**
- 5. To undertake professional development available to staff from the Catholic Education Office to work towards Classroom Accreditation for all staff and towards Leadership Level Accreditation for the Principal.**

Annual Goals & Targets	Actions to Achieve	Progress to-date	Timeframe					
			2016 - Term				Alert	Year
			1	2	3	4		2017-18
			X	X	X	X		Yes
1.To further develop and implement our school special character action plan to enhance the visibility of our school's unique Catholic ethos and environment.	<ul style="list-style-type: none"> Continue liturgy assemblies format as implemented in 2013. Class daily prayer routines at beginning of day before lunch and at end of day. Encourage participation in the Mass thorough positive role modeling by senior pupils and tagged staff members. Conduct internal special character review in terms 2 and 4 to check progress of goals as set out in special character action plan. 		X	X	X	X		Yes
2. To review and implement school values and virtues programme based on Catholic Gospel teaching and the Charism of the Mercy Sisters.	<ul style="list-style-type: none"> Carry out consultation with community led by special character committee to gain feedback on values and virtues programme. Review values programme and implement during term 1 to better reflect the special Catholic Character of the school. 		X	X	X	X		Yes
3.To teach the religious education programme as set out by the New Zealand Catholic Bishops conference and the New Zealand Catholic Education Office to meet and exceed the requirements of the Integration Act and the Catholic Schools religious education curriculum.	<ul style="list-style-type: none"> Review the OLS curriculum document in Religious education and plan lessons and activities that are relevant to the OLS learning community. Investigate and use the online assessment platform to track achievement of all pupils in R.E. Engage in PLD to better understand the requirements of the Catholic Church in the religious education of young people. Plan and implement a programme across the year that recognises and celebrates the milestones of Catholic Faith teaching. 		X	X	X	X		Yes
4. To continue to implement an assessment and monitoring plan to track achievement against the curriculum goals of the Catholic Curriculum of New Zealand.	<ul style="list-style-type: none"> As per above and: Use school assessment collection methods to track achievement. Report to the Board once per term on achievement in R.E. 		X	X	X	X		Yes
5. To undertake professional	<ul style="list-style-type: none"> Staff meetings with CEO staff as offered to build hours 		X	X	X	X		Yes

development available to staff from the Catholic Education Office to work towards Classroom Accreditation for all staff and towards Leadership Level Accreditation for the Principal.	<ul style="list-style-type: none"> towards accreditation. Ongoing personal development as available from CEO PD calendar 							
Budget and Other Implications:		Nil						

Student Achievement Targets ~ 2016

Student Achievement Target ~ Action Plan - Literacy ~ Reading and Writing 2016							
Goal(s) from Strategic Plan: 3. To teach and assess using the latest pedagogical methods to progress our pupils towards meeting and exceeding the National Standards for literacy and mathematics. 4. To address the achievement of target pupils in literacy and mathematics and focus on foundation skills to raise achievement.			Target Area: Literacy - English - Reading and Writing				
Target: To accelerate progress of a specific target group from below the National Standard to At or Above.			Group: 1 Year 1, 1 Year 2, 1 Year 3, 1 Year 4, 1 Year 5, 1 Year 6. Gender: 3 Girls 3 Boys Ethnicity: 1 Latin American, 1 Filipino, 1 New Zealand European, 1 Maori, 2 British/Irish.				
Why this target?: Results in reading show a low percentage of children (69.2%) achieving ‘At’ or ‘Above’ in the national standards for reading and (64.1%) for writing at the end of 2015, there is still a significant ‘tail’ of children ‘Below’ and ‘Well Below’ (30.8%) in reading and (35.9%) in writing. While some of these children are ESOL or have other learning difficulties and therefore starting from a lower level of attainment in comparison to their peers, the cohort of pupils ‘below’ the standard is from a range of ethnicities and have differing reasons for lower levels of progress that centre around lack of comprehension.							
Annual Goals & Targets	Actions to Achieve	Progress to-date		Timeframe			
1. To teach and assess using the latest pedagogical methods to progress our pupils towards meeting and exceeding the National Standards for literacy.	<ul style="list-style-type: none">Collect and analyse assessment data from 2015 and 2016 to inform planning for literacy programme.Children to be given extra readers or books for reading mileage.Set a regular library time to foster a love of reading			2015 - Term		Alert	
				1	2		3
				X	X	X	X

	<ul style="list-style-type: none"> • Develop a system of pupils reading for a purpose by following a scaffolded model of reporting back to the class about their reading experiences • Raise percentage of children 'at' or 'above' to 80% of school roll. 					
2.To address the achievement of target pupils in literacy and focus on foundation skills to raise achievement.	<ul style="list-style-type: none"> • Classroom practice to include a structured Phonics programme used to increase phonological awareness. • Classrooms to have a structured spelling programme with regular spelling going home for consolidation of skills • Reading group teaching has a focus on comprehension strategies * to build towards full fluency. • To build fluency using targeted strategies and interventions. 		X	X	X	X

Student Achievement Target ~ Action Plan - Mathematics 2016	
Goal(s) from Strategic Plan: 3. To teach and assess using the latest pedagogical methods to progress our pupils towards meeting and exceeding the National Standards for literacy and mathematics. 4. To address the achievement of target pupils in literacy and mathematics and focus on foundation skills to raise achievement.	Target Area: Mathematics
Target: To accelerate progress of a specific target group from below the National Standard to At or Above.	Group: 1 Year 1, 2 Year 4, 2 Year 5, 2 Year 6, 2 Year 7. Gender: 4 Girls 5 Boys Ethnicity: 2 Filipino, 3 New Zealand European, 2 Maori, 1

					British/Irish., 1 Other European.						
Why this target?: After analysing results from 2015 and drawing on observational and staff data we recognise that there are several factors for under achievement in mathematics											
Annual Goals & Targets		Actions to Achieve		Progress to-date			Timeframe				
1. To teach and assess using the latest pedagogical methods to progress our pupils towards meeting and exceeding the National Standards for mathematics.		<ul style="list-style-type: none">Collect and analyse assessment data from 2015 and 2016 to inform planning for Mathematics programme.Move the target group from ‘Below’ to ‘At’ or ‘Above’ the NSKeep a formative record of mathematics assessment attached to this action plan to monitor progress and identify pupils for extra helpMathematics planning to include numeracy and strand focus in proportions consistent with the NZC guidelines. <p><i>“During this school year, Number should be the focus of 60–80 percent of mathematics teaching time.”</i></p>					2015 - Term				Alert
							1	2	3	4	
							X	X	X	X	
2.To address the achievement of target pupils in mathematics and focus on foundation skills to raise achievement.		<ul style="list-style-type: none">Form basic facts target to raise group's achievement to 80% skills masteryTarget group to learn place value to 100000 by end of year.Teach target group to use standard written form to calculate +,-,÷,× to double operations.					X	X	X	X	

