



School Charter 2011 – 2013



**Our Vision
“Promoting Personal Best”**

In a school that:

- Has a safe and positive environment.
- Is progressive, desirable and well resourced.
- Promotes risk taking through challenging, individual development opportunities.

Our Core Beliefs

That effective leadership and quality staff provide role models for life long learning, openness, resilience and enjoyment, and ensure our students have a desire to learn and are prepared for the future.

Our People

Students

Parents / Caregivers

Staff

Board of Trustees

Home & School Association

Community

All people associated with Russley are valued and respected. These values are promoted through a “choices” programme.

**Self Control Environment
Co-operation Respect Loyalty
Honesty Fairness**

Our Values

We value and want students to develop the following generic skills and attitudes.

1. Learn a wide range of life skills that enhance communication, critical thinking, problem solving, decision making, adaptability and self management;
2. Develop a sense of self worth, self-confidence and a willingness *to have a go, take reasonable risks.*
3. Develop an understanding of the diversity of our society and an awareness of their place, and the place of others, in it;
4. Develop numeracy and literacy and the key competencies as a foundation for further learning;
5. Develop a joy of learning.

We believe it is important that students are encouraged to:

1. Take individual responsibility for and ownership of their own learning;
2. Show a willingness to take on new learning challenges;
3. Show an understanding for and acceptance of the fact that mistakes are an important part of learning;
4. Show an understanding for, and acceptance of, critical feedback;
5. Persevere when required;
6. Work effectively both individually and collaboratively with mutual trust and respect;
7. Value and contribute to their *school* and *wider* community.
8. Enjoy working in learning environments in which they feel valued and experience success;

We believe that it is important for the school leadership to:

1. Work with integrity and trust at all times;
2. Be consultative, approachable and dynamic in order to respond to new trends and ideas;
3. Be seen as leaders and communicators within their community;
4. Recognise and promote the special character of our school;
5. Support and develop teachers, recognising that effective teaching is the most significant in school factor affecting student achievement.

OUR STRATEGIC GOALS

| Area | Title | Aims | Objectives |
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| Student Performance (NAG 1) | Curriculum Content | To provide a balanced, broad based curriculum which recognises national requirements, gives priority to literacy, numeracy and key competencies and prepares students to face future challenges and benefit from opportunities. | Each year the Principal and staff will review and revise the school's curriculum plan as necessary. Decisions will be based on student achievement data and will inform the setting of future targets. |
| | Student Progress and Achievement | To monitor and report on students' progress in ways that have a positive impact on learning, give clear, dependable and helpful information about their achievements, and encourage shared responsibility among students, parents and teachers for reviewing performance and deciding goals for improvement. | Russley's curriculum plan will identify the key purposes, principles and practices for assessing, monitoring, recording and reporting on students' progress and achievement. |
| School Performance and Review (NAG 2) | Curriculum Delivery | To stimulate students' love of learning, desire to succeed and strength of self-confidence by matching curriculum, learning opportunities, teaching approaches and achievement expectations to their interests, needs, abilities and talents. To foster and develop an inclusive school environment where children of all abilities are continually reviewed and improved where appropriate. | Each year the Principal and staff will develop, revise and confirm the school's curriculum plan in collaboration with the Board. The plan will include specific objectives relating to the delivery of the curriculum and its content will ensure that opportunities for students with special needs and gifted and talented students are continually reviewed and improved where appropriate. |
| | Self-Review | To maintain a commitment to continuous improvements, and the identification of successes and areas for development through ongoing self-review of the school's performance in relation to our charter, policies, plans and the characteristics of our community. | The Board with the Principal and staff will develop and operate a strategic plan for the management of its operational objectives and development goals. The Board will have a timetable for the ongoing review of its policies and plans. |
| Use of Resources (NAG 3) | Personnel | To be a good and fair employer by promoting a working environment where high standards of professionalism and teamwork are encouraged and valued, where good interpersonal communications, relationships and loyalties are demonstrated, and where everyone is committed to their ongoing professional development in order to provide the best possible learning opportunities for our students. | The Board will have in place policies and plans to appoint quality staff, so that Russley can implement the intentions of this charter. The Board is committed to being a good employer. It will support staff development and operate a fair and effective performance management system. |
| | Finance | To make available, through prudent financial planning and | The Board will prepare an annual budget to fund |

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| | <p>(NAG 4)</p> <p>Property (NAG 4) Health & Safety (NAG 5) Administration (NAG 6)</p> | <p>management, the resources needed to maximise effective teaching and learning and the realisation of Russley's vision.</p> <p>To plan and manage programmes of property development, enhancement and upkeep, which ensure a high quality-learning environment with buildings, grounds and facilities that are attractive, safe and well suited to the demands of a progressive curriculum.</p> | <p>Russley's curriculum, personnel, property and administration priorities. The Board will monitor and control income and expenditure throughout the year, and ensure the preparation, audit and publication of annual accounts.</p> <p>The Board will comply with the conditions of any current asset management agreement as a good steward of the State's and community's assets, and prepare and implement a plan of property maintenance and development, including provision for safety & hygiene.</p> |
| <p>Use of Resources (NAG 2)</p> | <p>Community Partnership</p> | <p>To actively recognise and promote a home school partnership which fosters shared values, good communications, mutual support for each others roles and high confidence in what is done for the education and well being of students.</p> | <p>The Board will have a policy of promoting parent-community communications and involvement.</p> |
| <p>New Zealand's cultural diversity and the unique position of Māori culture</p> | | <p>Education Act: Our charter is required to meet these aims:</p> <ol style="list-style-type: none"> 1. Develop for the school, policies and practices that reflect New Zealand's cultural diversity, and the unique position of Māori culture. 2. Ensure all reasonable steps are taken to provide instruction in Tikanga Māori (Māori culture) and Te Reo Māori (Māori Language) for full time students whose parents request it. | <p>We will meet these aims by:</p> <ul style="list-style-type: none"> • Implementing policies in ways that reflect the cultural backgrounds, values and needs of individual students and their families, paying specific attention to Māori. • Working with the school's Māori Whanau through the Whanau Hui, to develop policies, plans and targets for the advancement of the achievement of Māori students. <p>Continuing to resource Te Reo and Kapahaka programmes. These are detailed in the Annual Management Plan.</p> |