



STRATEGIC PLAN 2023-2025 - DRAFT
VERSION: DECEMBER 2022

▶ Confident Connected Explorers ◀

STRATEGIC GOAL - COMMUNITY

Goal:	The learning spaces of KPS support a vibrant community where teachers, learners and parents/whānau are highly engaged and participating together
The challenges being addressed:	Changes in society, families Consequences/impact: increasing tensions and alienation where diversity needs aren't catered for or recognised. A breakdown of the social norms and mores that define our community.
What we're planning to do to mitigate the risks and impact of these challenges	Connectedness is central to our way of being – we're intentionally building a culture of inclusion, focusing on building resilience, empathy, vulnerability, open communications
What it will look like if we're successful – what we'll see and/or experience as a result	KPS will be a vibrant space Teachers, learners & parents/whānau are proud/keen to be a part of this and are active contributors to it KPS is a community within a community characterised by high trust and high engagement

Strategic Actions	2023				2024				2025			
Continue to develop focus group(s) for consultation (explore frequency, purpose, approach etc.)	■	■	■	■	■	■	■	■	■	■	■	■
Establish Community liaison role – develop JD and make appointment	■	■	■	■	■	■	■	■	■	■	■	■
Communications Plan (identify platforms, frequency, approaches etc.) – keeping the focus on students and learning	■	■	■	■	■	■	■	■	■	■	■	■
Create a whānau space/hub	■	■	■	■	■	■	■	■	■	■	■	■
Liaise with police, health, MSD	■	■	■	■	■	■	■	■	■	■	■	■
Visit other schools to learn	■	■	■	■	■	■	■	■	■	■	■	■
Events exemplify cultural inclusion	■	■	■	■	■	■	■	■	■	■	■	■

STRATEGIC GOAL - CURRICULUM

Goal:	The learner pathway reflects the dispositions our learners will require to thrive in the future. All learning experiences contribute to this and students are able to identify their progress and identify next steps in their learning. Progress towards this is monitored continually
The challenges being addressed:	Curriculum changes at national level <i>Consequences/impact:</i> constantly reacting to external pressures and initiatives, lack of internal coherence and resolve.
What we're planning to do to mitigate the risks and impact of these challenges	Our curriculum is defined by our focus on developing explorers – focused in developing agency, self-management and becoming positive contributors to community as an outcome. Within this frame we can embrace the changes that are initiated externally and weave them into our own.
What it will look like if we're successful – what we'll see and/or experience as a result	KPS curriculum is 'lived' in context (home, school, community) KPS teachers and pedagogical practices reflect/affirm the KPS curriculum Graduates demonstrate learner qualities as recorded in the KPS learner pathways.

Strategic Actions	2023				2024				2025			
Identify drivers – local curriculum	■	■	■	■	■	■	■	■	■	■	■	■
Develop 'kids-speak' for the drivers (definitions)	■	■	■	■	■	■	■	■	■	■	■	■
Illustrate what curriculum 'looks like' in practice	■	■	■	■	■	■	■	■	■	■	■	■
Articulate plan for community	■	■	■	■	■	■	■	■	■	■	■	■
Articulate and exemplify restorative practices/approach	■	■	■	■	■	■	■	■	■	■	■	■
Common planning expectations	■	■	■	■	■	■	■	■	■	■	■	■
Explicit links to drivers	■	■	■	■	■	■	■	■	■	■	■	■
Explicit goals, outcomes, progressions	■	■	■	■	■	■	■	■	■	■	■	■

STRATEGIC GOAL - CAPACITY

Goal:	Learning at KPS is led/driven by talented staff who are motivated by the shared vision and values of the school.
The challenges being addressed:	<i>Consequences/impact:</i> difficulties in establishing strong school culture and programmes due to lack of continuity. Difficulty in recruiting talented staff who align with the KPS vision.
What we're planning to do to mitigate the risks and impact of these challenges	Focus on building a school culture that is attractive to staff, and addresses their wellbeing and professional needs. Strong emphasis on collaboration and shared responsibility across the school – everyone playing their part.
What it will look like if we're successful – what we'll see and/or experience as a result	Teachers keen to apply to work at KPS Acceptable/positive level of staff turnover adding freshness and new ideas All staff motivated by KPS vision/values Working in collaborative teams High level of teacher agency expressed

Strategic Actions	2023				2024				2025			
Articulate and publish characteristics of a KPS teacher	■				■				■			
Recruitment process – explore opportunities for community participation					■	■						
Establish PLGs among staff and promote pro-active lines of inquiry and experimentation					■	■	■	■	■	■	■	■
PLD budget – proposal outline, discretionary amount for teachers to pursue inquiries etc	■				■				■			
ITE plan for student teachers		■	■	■	■				■			

STRATEGIC GOAL - CHANGE

Goal:	KPS is proactive in the way it embraces change, and utilises the talent and capabilities of staff and the community to address this within a culture of risk/experimentation.
The challenges being addressed:	<i>Consequences/impact:</i> people feeling overwhelmed, unable to cope, fear, lack of traction in key areas, withdrawal and negativity – leading to low levels of participation and contribution.
What we're planning to do to mitigate the risks and impact of these challenges	Taking a pro-active approach to being informed about and anticipating the key areas of change likely to impact KPS Emphasis on demonstrating the key 'explorer' attributes across the school Implementing structures and systems that build resilience.
What it will look like if we're successful – what we'll see and/or experience as a result	Proactive environment scanning – resilient community that is undeterred and empowered Distributed leadership – not hierarchy Action plans for each JD Buddy systems – internal support/accountability

Strategic Actions	2023				2024				2025			
Learning environment - 'haven' for staff												
Build culture of risk taking and experimentation												
Staff skills and interests register												
Develop next outdoor project to support curriculum goals												