



## KARORI NORMAL SCHOOL

We encourage our children to be the best they can be  
Tino pai ake

### Principal's and Chair's Annual Report 2015

2015 has been another very positive year at Karori Normal School (KNS). The Board of Trustees and staff continued to build a strong and productive partnership.

Staffing stability, particularly at the team leadership level was again a feature in 2015. This stability enables the school to build on previous professional development and look to maintain and sustain the positive change in culture which has occurred. Staff development focussed on catering for the diverse needs of our children across the curriculum.

In 2012 the then Board of Trustees reviewed and amended the school's charter and developed a KNS Charter 2012 to 2014. The previous charter's goals were focused on teaching and learning, use of ICT, and governance of the school. In Term 4 2014 the board began a community consultation exercise which included seeking feedback from parents/caregivers, staff and children. The Board used the experience and results of the last three years work, the current need for work on the schools grounds and buildings and, the results of the community consultation to update the goals. Once drafted, the school leadership team work-shopped the goals to test their relevance to the work ahead. They found a good fit.

The Charter was approved by the Board of Trustees in February 2015 and was submitted to the Ministry of Education by 01 March 2015.

The KNS Charter 2015 – 2017 contains three strategic goals:

1. All students are stimulated to achieve their personal best through a wide range of engaging and effective teaching and learning practices and experiences.
2. Students and staff have a strong sense of belonging and pride in their school environment that supports student well-being and a positive school culture.
3. Student learning is supported and understood through positive communications, engaged families and opportunities for parent involvement.

Progress in relation to each of these three-year strategic goals was monitored regularly at board meetings.

A highlight of the 2015 year was the visit of the Education Review Office (ERO) in June. The final report was extremely positive and affirming of both the work done since the previous ERO visit in 2012 and the future plans for the school. A full copy of the report can be viewed here; [Karori Normal School ERO Report](#) .

The school continues to experience significant roll-growth. The roll at the end of 2012 was 744, rising to 819 at the end of 2015. The roll is likely to be around 850 children by December 2016. The board expects this to be the school's peak roll and for student numbers to 'plateau', as the number of children entering the school as 5 year-olds is matched by the numbers of children leaving to secondary school.

The school environment, particularly buildings, was again a significant focus for the board in 2015. The board property committee worked closely with Ashby Property Services Ltd and the Ministry of Education (MoE) to continue to plan for and carry out significant future property projects. In 2015 the following projects were completed:

- Three new classrooms were built to replace the prefabs which were demolished in 2014. These three new classrooms are an Innovative Learning Environment design.
- The School Hall was upgraded using funding raised in the 2013 and 2014 galas and funds received from the Karori Brooklyn Community Charitable Trust.
- The playbank was upgraded using a combination of board reserves and funds received from the Karori Brooklyn Community Charitable Trust.
- A 10 to 15 -year landscaping plan for the school grounds was developed.

The following significant property projects are planned for next two to three year period:

- An upgrade and modernisation of the Junior Block and the Library.
- An upgrade of the Old Administration Block to make it more suitable to use as teaching and learning spaces.
- An upgrade of the Senior Block which has weather-tightness issues.
- The implementation of the first steps in the landscaping plan including the development of an assault course/playground on the field.

Considerable thanks and acknowledgement must also go to the school community who continue to be actively involved with KNS in many ways. We are fortunate to have a parent/caregiver community who regularly support the school's endeavours both in and

outside the classroom. Of particular note is the contribution of the KNS PTA and the Gala Committee. The PTA, very ably led by chairperson, Bronwyn Barberel, have been more than generous with their time, energy and enthusiasm. The school, and the community as a whole, have benefitted greatly from their fundraising projects and community building initiatives.

The 2015 Gala, once again, was a huge success raising in excess of \$65000. We are indebted to the many dedicated parents, staff, sponsors and community members who contribute to this event and thank the gala committee, for the immeasurable amount of time and effort they contributed to this event over the last year. The financial result the gala produces is greatly appreciated, as is the equally significant contribution it makes to the community spirit at KNS.

**BOARD OF TRUSTEES 2015**

- Kay Webster Parent Representative until April 2016 & Chairperson
- Julia Forsyth Parent Representative until April 2016
- Miett Fear Parent Representative until April 2016
- Ruth Wilkie Parent Representative until December 2015
- Glenn Stevenson Parent Representative until April 2016
- James Appleton Staff Representative until April 2016
- Conrad Kelly Principal
- Liz Gibson Board Secretary
- Cathy Swanson Board Secretary

To support the board’s charter and policies an ambitious annual plan was implemented which addressed each of the school charter’s three strategic goals. A summary of achievement related to these objectives is detailed below:

**Goal 1 - All students are stimulated to achieve their personal best through a wide range of engaging and effective teaching and learning practices/experiences.**

<p><b>Objective 1. (Literacy &amp; Numeracy)</b></p> <ul style="list-style-type: none"> <li>• Improving student achievement by, targeting children who are ‘at risk’ or ‘causing concern’ as well as providing programmes that cater for children well above the standard for their year group.</li> <li>• Children’s learning will be enhanced through the provision of engaging and relevant teaching and learning programmes in which strong links to rich curriculum programmes are evident.</li> </ul>	<ul style="list-style-type: none"> <li>• A set of targets in reading, writing and mathematics were set in February 2015.</li> <li>• An analysis of variance in relation to the 2014 targets in reading, writing and mathematics was written and submitted to the MoE.</li> <li>• A set of targets for 2015 in reading, writing and mathematics were developed and submitted submission to the MoE.</li> <li>• 2015 end-of-year schoolwide data in relation to NS was analysed in February 2016 and a set of targets was set for the 2016 year.</li> <li>• An analysis of variance for the 2015 NS targets was developed and sent to the MoE.</li> </ul>
<p><b>Objective 2. (Rich Curriculum)</b></p> <ul style="list-style-type: none"> <li>• Children’s learning will be enhanced through the provision of engaging and relevant teaching and learning programmes in which strong links to literacy and numeracy programmes are evident.</li> </ul>	<ul style="list-style-type: none"> <li>• A parent/caregiver and staff sports committee was developed and this group worked together to address a number of the issues in the school’s sport programme.</li> <li>• Kiwisport funding was used to provide transport to sports events and sports equipment as well as additional staffing to enhance the opportunities we provide for our children.</li> <li>• The ESOL leader supported teachers and teaching teams in planning programmes for children.</li> <li>• Professional Development Programmes (PDP) for teachers continued to focus on catering for the diverse needs of our children. The inclusive culture at the school was viewed as a strength by the ERO team.</li> <li>• The Core and Rich Curriculum teams worked closely in delivering PDP and this was valued by staff.</li> <li>• A school-wide behaviour plan was developed, which will be implemented in 2016.</li> </ul>

**Goal 2 - Students and staff have a strong sense of belonging and pride in their school environment that supports student well-being and a positive school culture.**

<p><b>Objective 3. (Curriculum – Celebrating Success and Promoting a Positive School Culture)</b></p> <ul style="list-style-type: none"> <li>• Students and staff have a strong sense of belonging and pride in their school environment</li> </ul>	<ul style="list-style-type: none"> <li>• A school-wide behaviour plan was developed, which will be implemented in 2016.</li> <li>• A range of opportunities were provided for children to contribute to the ongoing development of the school’s physical environment including the 10 to 15-year landscaping plan.</li> <li>• A wide-range of opportunities were provided for children participate in the performing arts and sports.</li> </ul>
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<p><b>Objective 4. (Property – Landscaping)</b></p> <ul style="list-style-type: none"> <li>• A long-term (20 – 25 year) grounds/landscaping plan will have been developed and initial steps in implementing the plan will have begun.</li> </ul>	<ul style="list-style-type: none"> <li>• A long-term development plan for the school grounds has been developed.</li> <li>• The first steps in the implementation of the plan have begun.</li> </ul>
<p><b>Objective 5. (Property - Buildings)</b></p> <ul style="list-style-type: none"> <li>• Continued implementation of the 2012 – 2022 10-Year Property Plan (10 YPP) and the 2012 – 2017 5-Year Property Agreement (5YA)</li> <li>• MoE – Building Improvement Projects (BIP) will have been planned and begun to be implemented.</li> <li>• Board Funded Property Projects planned for 2015 will be completed.</li> </ul>	<ul style="list-style-type: none"> <li>• Three new classrooms have been built.</li> <li>• The hall upgrade has taken place.</li> <li>• Planning for the renovation of the library and Rooms 1, 2 and 3 has been completed and this project will commence in Term 2 2016.</li> <li>• Planning for the renovation of the Old Admin Block and for the BIP work in the Senior Block has been delayed and will now begin in 2017.</li> </ul>

**Goal 3 - Student learning is supported and understood through positive communications, engaged families and opportunities for parent involvement.**

<p><b>Objective 6. (Positive Communication)</b></p> <ul style="list-style-type: none"> <li>• Children's, social, cultural and academic learning is enhanced through positive communication between families and the school.</li> </ul>	<ul style="list-style-type: none"> <li>• A celebration staff meeting was held at the end of each of the first three terms.</li> <li>• The school values were actively promoted by staff and formed the basis of the school's behaviour management plan.</li> <li>• Team assemblies focussed on celebrating and sharing children's learning and achievement.</li> <li>• A rolling cycle of reporting to parents of children in their first 120 weeks of schooling in relation to the National Standards was fully implemented.</li> <li>• Continuing to develop strong links with parents/caregivers regarding classroom learning will continue to be a focus in 2016.</li> </ul>
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**Conclusion**

Finally we would like to acknowledge the roles of the following groups within our school:

- **The school's leadership team and team leaders** who have promoted and modelled positive change within the school and led many initiatives both at team and whole school level.
- **All members of the teaching staff team** who have worked tremendously hard to ensure that all our children enjoy high quality learning experiences.
- **Our support staff team** who are always prepared to 'go the extra mile' so that teachers can focus on the job of teaching.
- **Our Board of Trustees** who have continued strive to improve school governance and student achievement at KNS.
- **Our parent community** for the support you give us. Without a positive parent/school partnership education cannot be as effective as possible for our children.
- Finally our **children** for making each day at Karori Normal School rewarding and meaningful.

**Glenn Stevenson**  
BoT Chair

**Conrad Kelly**  
Principal