



## KARORI NORMAL SCHOOL

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

### Principal's and Board Chairperson's Report 2021

The 2021 school year was again heavily impacted by COVID 19. The strong, high trust partnership between the school staff and the wider KNS community was very much in evidence in dealing with the challenges presented by the pandemic and resulting lockdown, vaccine mandates, shifts in Alert Levels and the introduction of the COVID Protection Framework. All these changes were dealt with in partnership with our community.

Staffing stability continued to be a feature, enabling us to build on previous professional development and look to maintain and sustain the school's improvement focussed culture. This stability and trust built up over many years was key to the partnership approach mentioned above, as parents/caregivers and staff worked together to help tamariki build resilience and cope with the challenges of COVID-19.

Staff development focussed on, consolidating; our learning around the Digital Technology aspect of the curriculum and the Universal Design for Learning framework, as well as growing staff confidence in the use of Te Reo Maori, their understanding of Tikanga Maori and developing Culturally Responsive Practice (CRP).

In October 2020 the board began the process of developing a new three-year charter. This was an opportunity to re-visit what is important at our school and the board took comfort in the strong alignment between the parent/caregiver community aspirations and those of the KNS staff. Following the consultation the board developed four strategic goals for the period 2021 – 2023. These goals built on the work of the previous three years and were agreed at the board's February 2021 meeting:

- (Kauneke) - Ka tipu ake te ako / paetae o ia tamaiti, ia tamaiti, ā, ka whakaritea ia tamaiti mō te ao hurihuri. - (Progress) - Every child's learning/achievement progresses, and every child is equipped for an ever-changing world
- (Tāngata) Ko te iho o te kura, te manaakitanga, te manawaroa me te rato. - (People) - Our care, service and resilience are at our core
- (Wāhi) - Ka mahi tahi tātou ki te tiaki i tō tātou wāhi. - (Place) - We all work together as one to look after our place.
- (Rangapū) - Ka whakakakau, ā, ka whakanui tātou i a tātou e tipu ana. - (Partnership) - Communicate and celebrate as we grow

Further information about our progress towards our charter goals during 2021 is set out below.

Karori Normal School continued to work with, Wellington College, Wellington Girls' College, Northland School, Kelburn Normal School, Brooklyn School, Karori West Normal School, Makara Model School and Wadestown School as part of Te Kāhui Ako o Te Whanganui a Tara. Working as part of the Kāhui Ako continues to provide an exciting opportunity for us to work with other local schools to improve schooling for tamariki not just in their time at KNS, but as they transition to and through secondary school. The Kāhui Ako's focus on 'supporting the wellbeing of all students', has proved invaluable as we work together to overcome the challenges presented by COVID.

Considerable thanks and acknowledgement must 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 inside and outside the classroom. Of particular note is the contribution of the KNS PTA.

The PTA, very ably led by co-chairs, Thea Wallace and Helena Court, 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 PTA showed great perseverance throughout the year as they dealt with the changes of Alert Levels etc. and still managed to go ahead with a number of events.

The 2021 Gala was unfortunately unable to go ahead. This was a difficult decision for the gala committee to make and no doubt disappointing for our community. However, it was the right decision. The cancellation was based on the uncertainty caused by COVID-19 as well as feedback from stallholders and committee members. We hope to see the gala return in some form in 2022. A number of other regular items also had to be cancelled during 2021, including, the 2021 Artsplash/Dancesplash Festival. The festival is a highlight in our performing arts calendar and we hope that it will be able to take place in 2022.

The school environment, was again a significant focus for the Board. In December 2018 the Board was informed that significant capital works would be carried out at the school to rectify the many historical issues related to the school's buildings. The Board continues to work with the Ministry of Education to develop plans to address the poor state of the school's buildings, within budget constraints. The astroturf was replaced during the year and we thank NZCT, the Lion Foundation and the Four Winds Foundation for their support of this. The school's boiler was also replaced and the heating in Rooms 4 and 5 was supplemented by the addition of heat pumps.

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 tamariki.

### BOARD OF TRUSTEES 2021

- Bronwyn Barberel Parent Representative and Chairperson until September 2021

- Blair Wightman Parent Representative
- Simon Johnson Parent Representative and Chairperson from September 2021
- Helena Court Parent Representative
- Nicole Rex Parent Representative
- Jacqui Croft Staff Representative
- Conrad Kelly Principal
- Jacquie Kean Board Secretary - Appointed
- Kristin Brandon Board Secretary – Appointed

## KNS Charter 2021 - 2023

The KNS Charter 2021 – 2023 contains four strategic goals:

1. (Kauneke) - Ka tipu ake te ako / paetae o ia tamaiti, ia tamaiti, ā, ka whakaritea ia tamaiti mō te ao hurihuri. - (Progress) - Every child's learning/achievement progresses, and every child is equipped for an ever-changing world
2. (Tāngata) Ko te iho o te kura, te manaakitanga, te manawaroa me te rato. - (People) - Our care, service and resilience are at our core
3. (Wāhi) - Ka mahi tahi tātou ki te tiaki i tō tātou wāhi. - (Place) - We all work together as one to look after our place.
4. (Rangapū) - Ka whakakakau, ā, ka whakanui tātou i a tātou e tipu ana. - (Partnership) - Communicate and celebrate as we grow

Progress in relation to each of these three-year strategic goals is monitored regularly at Board meetings. To support the Board's charter and policies a 2021 annual plan was implemented which addressed each of the four strategic goals. A summary of achievement related to the annual plan's objectives is detailed below:

### **Whāinga 1 (Kauneke) - Ka tipu ake te ako / paetae o ia tamaiti, ia tamaiti, ā, ka whakaritea ia tamaiti mō te ao hurihuri. - Goal 1 (Progress) - Every child's learning/achievement progresses, and every child is equipped for an ever-changing world**

Objectives:	Outcomes
<ul style="list-style-type: none"> <li>• Ensuring that planning is in place to enable learning to continue at home, for all tamariki, should there be a COVID-19 related lockdown.</li> <li>• Tamariki and staff growing in confidence in their use of Te Reo, understanding of Tikanga Māori and knowledge regarding local contexts and local places of significance. (Links to Kāhui Ako Achievement Challenge 2)</li> <li>• Teachers building their knowledge and understanding of culturally responsive practice, and implementing programmes which better meet the needs of all tamariki.</li> <li>• The achievement of our Māori students is shared with their whānau in a way that is agreed with whānau.</li> <li>• Sustaining, implementing and inducting: <ul style="list-style-type: none"> <li>– The Digital Technology Curriculum</li> <li>– The UDL framework.</li> <li>– Student Agency (Kāhui Ako Achievement Challenge 3)</li> </ul> </li> </ul> <p>Ensuring that these three key aspect of our KNS curriculum continue to be embedded at KNS.</p> <ul style="list-style-type: none"> <li>• Opportunities for teachers to trial collaboration within teams and across the school, in preparation for the new learning spaces, being delivered through the MoE capital works project.</li> </ul>	<ul style="list-style-type: none"> <li>• Home learning was provided to all families when the move to Alert Level 4 on 17/08/2021. This was generally well received by families.</li> <li>• All classes participated in te Reo lessons with our te Reo teacher and all teams participated in weekly Kapa Haka, with our Kapa Haka tutor.</li> <li>• Ten staff completed the Te Ahu o te Reo Māori programme, provided by the MoE.</li> <li>• A Staff only Day focussing of Culturally Responsive Practice (CRP) was held on 13/09/2021.</li> <li>• COVID-19 Alert Level restrictions prevented us from holding a whānau hui, we were therefore unable to consult face-to-face regarding how best to share Māori students achievement with their whānau in a way that was agreed with whānau.</li> <li>• Staff feedback indicated that we had sustained and continued to embed the UDL framework and student agency in our programmes and approach.</li> <li>• Staff feedback also suggested that further PLD opportunities need to be provided for some staff in digital technology area.</li> <li>• Staff feedback indicated that opportunities for teachers to trial team collaboration were provided and generally viewed positively.</li> </ul>

**Whāinga 2 (Tāngata) Ko te iho o te kura, te manaakitanga, te manawaroa me te rato. - Goal 2 (People) - Our care, service and resilience are at our core**

<b>Objectives:</b>	<b>Outcomes</b>
<ul style="list-style-type: none"> <li>• Clarity of expectations for staff and students.</li> <li>• Staff and tamariki having a shared understanding of the KNS Values.</li> <li>• The Kāhui Ako focus on student well-being. (Kāhui Ako Achievement Challenge 1)</li> <li>• Sustaining, implementing and inducting: <ul style="list-style-type: none"> <li>– Teaching programmes which promote tamariki developing greater resilience and perseverance, and understanding that mistakes are opportunities to learn.</li> <li>– The development and documentation of a programme to promote and support staff wellbeing.</li> </ul> </li> <li>• Students will have opportunities to develop and practice leadership skills focussed on service to others.</li> <li>• The growth of staff leadership capability, for those currently in leadership roles and emerging leaders.</li> <li>• Parent/Caregiver feedback being used to review Health programmes to ensure that tamariki's needs are being met.</li> </ul>	<ul style="list-style-type: none"> <li>• Ako classes were introduced in Term 1, with tamariki working in 'vertical groupings', for a time every Friday. Feedback from staff indicated that there was greater clarity and shared understanding of expectations. Feedback also indicated that the school values should be reviewed and this will take place in 2022.</li> <li>• The weighted average score in the parent/caregiver survey regarding KNS staff supporting tamariki to become more resilient was 8.75. There was also feedback indicating that parents/caregivers were unsure what programmes were in place at KNS to develop resilience. Communicating to parents/caregivers regarding programmes in this area will be a 2022 focus.</li> <li>• The weighted average score in the parent/caregiver survey regarding tamariki's physical safety was 8.99.</li> <li>• The weighted average score in the parent/caregiver survey regarding tamariki's emotional safety was 8.78.</li> <li>• Service focussed opportunities were provided however, these were restricted by COVID-19.</li> <li>• A range of staff participated in leadership training throughout the year.</li> <li>• Parent/caregiver feedback was sought related to health programmes. In 2022 the 'Navigating the Journey' programme will be implemented throughout the school</li> </ul>

**Whāinga 3 (Wāhi) - Ka mahi tahi tātou ki te tiaki i tō tātou wāhi. - Goal 3 (Place) - We all work together as one to look after our place.**

<b>Objectives:</b>	<b>Outcomes</b>
<ul style="list-style-type: none"> <li>• The provision of a physical environment which caters for the learning and well-being of our tamariki and staff.</li> <li>• It being clear that we are a school in Aotearoa/New Zealand</li> </ul>	<ul style="list-style-type: none"> <li>• The weighted average score in the staff survey regarding the physical working environment was 6.50.</li> <li>• Delays outside the board's control meant that, the master planning and design aspects of the major capital works programme were not completed in 2021 and the tender process was not started.</li> <li>• The office/admin storage and space solution and the alternate 'soft fall surface' under the senior playground, planned for 2021 will take place in 2022.</li> <li>• Plans regarding the junior playground, including its location, were unable to be agreed because of delays in the capital works master planning process.</li> <li>• The process for the development of a new 10YPP has begun but is not yet complete. Again this delay was outside the board's control.</li> <li>• The school's boiler was replaced.</li> <li>• Heat pumps were fitted to Block 2.</li> <li>• The AstroTurf was replaced.</li> </ul>

**Whāinga 4 (Rangapū) - Ka whakakakau, ā, ka whakanui tātou i a tātou e tipu ana. - Goal 4 (Partnership) - Communicate and celebrate as we grow**

<b>Objectives:</b>	<b>Outcomes</b>
<ul style="list-style-type: none"> <li>• Effective communication and partnership with the KNS community.</li> <li>• Sustaining, implementing and inducting: <ul style="list-style-type: none"> <li>– KNS' open door policy.</li> </ul> </li> <li>• Ensuring that this key aspect of our KNS culture continues to be embedded at KNS and that a diverse range of views are considered in programme planning.</li> </ul>	<ul style="list-style-type: none"> <li>• A review of the school's communication was carried out and a 2022 communication plan was developed.</li> <li>• The weighted average score in the parent/caregiver survey regarding how concerns were dealt with was 9.06.</li> <li>• The weighted average score in the parent/caregiver survey regarding school/community partnership was 8.32.</li> <li>• The weighted average score in the parent/caregiver survey regarding tamariki feeling their culture was valued was 8.79.</li> </ul>

## Conclusion

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

- **The school's senior leadership team, team leaders and curriculum 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 tamariki 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 to provide strong effective governance to improve student achievement at KNS. In particular, we would like to thank Bronwyn Barberel for her outstanding leadership as Board Chairperson over the past three years.
- **Our parent community** for the support you give us. Without a positive parent/school partnership education cannot be as effective as possible for our tamariki.
- Finally our **tamariki** for making each day at Karori Normal School rewarding and meaningful.

**Simon Johnson**  
BoT Chair

**Conrad Kelly**  
Principal