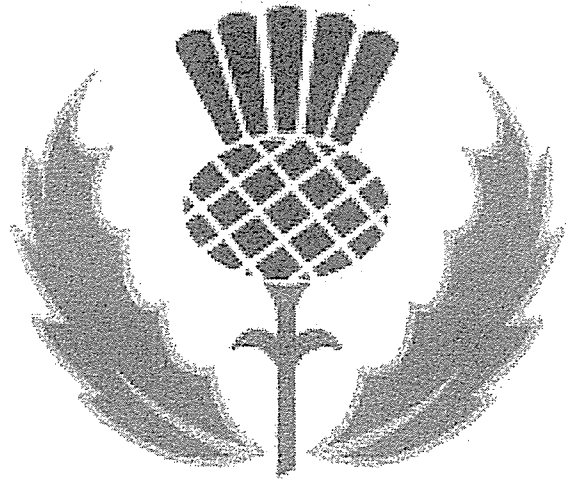




BALMACEWEN INTERMEDIATE

Strategic Plan 2024-2025

**Balmacewen Intermediate School
Strategic Plan
2024 - 2025**

Our Plan

Our plan has been developed through consultation and represents the values and aspirations of the Balmacewen Intermediate community. In all parts this plan recognises Te Tiriti o Waitangi past, present and future.

Our plan is developed to meet the intent of the Education and Training Act 2020 and the National Education and Learning Priorities.

Our Vision

Learning is forever - Ko te ako mo ake tonu atu

We Value

Perseverance - Manawanui

Excellence - Kairangi

Respect - Whakaute

Kindness - Atawhai

1. People

Our school will promote the physical, mental and emotional well-being of our staff and students.

S127 (1) (a,b,c,d)

NELP 1, 2, 3

What we will do

Our students will develop self-confidence, relate positively to others and feel safe at school.

Our staff will feel supported and valued and our community to feel connected.

Functional Areas

Curriculum, Our Staff, Our Students

2. Learning

Our programmes will support student achievement through authentic and engaging contexts.

S127 (1) (a,c,d)

NELP 1, 2, 3

What we will do

Our programmes are planned to meet student needs and support them to develop skills and attitudes for success. Our programmes will support our staff to learn and grow professionally.

Functional Areas

Professional development, Curriculum, Our Staff, Our Students, Student Achievement

3. Resources, Finance and Governance

Our resources, finances and legislative requirements will be managed to provide the best possible environment for staff and students.

S127 (1) (a,b,c,d)

NELP 1, 2, 3

What we will do

We will effectively manage our school's physical and financial resources to support student achievement and the well-being of all.

Functional Areas

Finance, Physical Resources, , Curriculum, Our Staff, Our Students

Curriculum 2025

Area	How will it be addressed?	Responsibility	Timeframe	Cost	Review
Google Gemini and AI tools	All teachers will have a Gemini subscription. Build knowledge and skills of teachers. Develop resources and strategies to use AI to enhance student learning.	Principal SLT Lead teachers	All year	1 x FSU	SLT
Literacy	Continue to develop writing programmes that build student confidence and achievement in writing.	SLT	All year	1 x FSU	SLT
Mathematics	Implement Maths No Problem maths programme. Align assessment and planning to new curriculum guidelines.	SLT	All year	1 xFSU	SLT
Project Based Learning	Monitor and maintain PBL programmes	SLT	All year		

Finance 2025

Area	How will it be addressed?	Responsibility	Timeframe	Cost	Review
School Accounts	Accounts are approved and paid monthly. Financial reporting to each Board meeting	Principal Office Staff	Ongoing	Xero subscription	Principal, Finance sub committee
Student Invoices	Invoice parents termly with collated costs. E-mail invoices to parents.	Office Staff	Ongoing		Principal
Annual Accounts	Ensure that Accounts are prepared on time.	Principal Office Staff	Ongoing	\$5,500	Principal Finance sub committee
Annual Audit	Completion of Audit within timeframe	Principal Office Staff Deloitte	March	\$5,000	Principal Finance sub committee
Budget Preparation	Preparation of next year's Budget	Finance Sub Com.	Oct/Nov		Finance sub committee
Investment	To best utilise Board investment income.	Finance Sub Com.	Ongoing revolving TD's		Finance sub committee

Physical Resources 2025

Area	How will it be addressed?	Responsibility	Timeframe	Cost	Review
Exterior Paint	Exterior paint to identified areas.	Principal	Ongoing	Estimate \$25,000	Principal Property sub
Health and safety	Health and safety information meetings with staff. Monitor and maintain Safety Action Plans.	Principal, caretaker and staff.	Ongoing	\$3,000	Principal
Maintenance and minor capital works	Carry out preventative and remedial maintenance tasks as they arise.	Principal/caretaker	Ongoing	\$30,000	Principal
Sustainability	Paper recycling Plastics and glass recycling	Staff/caretaker	Ongoing		Principal/staff

Professional Development 2025

Area	How will it be addressed?	Responsibility	Timeframe	Cost	Review
Professional Growth Cycle	Provide ongoing support and mentoring through facilitated discussion and sharing opportunities in staff meetings.	Principal SLT	All Year		Principal SLT
Literacy	Develop writing programmes through staff meetings and opportunities for outside facilitators.	Principal SLT Lead teachers	All Year	2 x FSU	Principal SLT
Google Gemini and AI tools	Build knowledge and skills to use Google Gemini and AI tools.	Principal SLT			
Mathematics	Monitor and maintain maths programme through staff meeting and year group support. Planning and alignment to new curriculum guidelines.	SLT	Term 1, 2, 3	1 x FSU	Principal SLT
Leadership	Opportunities for senior leadership and aspiring leaders to attend seminars/conferences and school visits.	Principal/SLT	All Year	\$8, 000	Principal, SLT

“The Balmac Way”	Ongoing professional development to link Values, Super Skills and Teacher Toolkit through staff meeting discussion and activity.	SLT	Ongoing		SLT
Individual	Needs based individual support. Seminars, class and school visits.	Principal Teachers self nominate	All Year	\$14, 000	Principal
Project Based Learning	Whole staff involvement in PBL pedagogy and skills. PBL 101 workshop in Term 1 for 3 new staff.	SLT	Term 1		Principal SLT

Our Students 2025

Area	How will it be addressed?	Responsibility	Timeframe	Cost	Review
School Values	That Balmacewen Values are promoted to all students daily in our school.	All staff	Ongoing		SLT
Balmac Super Skills	The Balmac Super Skills are promoted to students as a skill set for learning.	All teachers	Ongoing		SLT
Extra Curricular Opportunities	The school continues to provide a wide range of learning opportunities for students. Teachers lead a variety of high interest groups and teams.	SLT Staff	Ongoing		SLT
Pastoral Care and support of students	All staff are responsive to student needs. Teachers will be proactive in addressing support measures for students.	All staff	Ongoing		SLT
Health Curriculum	Mental Health and Digital citizenship education programmes. Pubertal Change Education, Adolescent specific health programmes.	SLT Teachers	Ref Health programme.		SLT
Student Achievement Target	85% of our students will achieve at or above the expected level in reading and maths and at 75% in writing.	Everyone	Ongoing		SLT

Our Staff 2025

Area	How will it be addressed?	Responsibility	Timeframe	Cost	Review
Whole school Professional Development	Whole staff Writing Professional Development	SLT	All Year	Ref PD	SLT Sub-com
Personal Professional Development	Staff are encouraged to participate in areas of interest. May include tertiary study or conference attendance.	SLT	Ongoing	Ref PD	Principal Sub-com
Allocation of Units	Distribution of Salary units as per School procedure	Principal	Term 4		Principal Sub-com
Appointments	Selection committee to be formed as and when required	Principal Personnel sub comm	Ongoing		Sub-com
Staff Health and well-being	Subsidy of \$150 available to all full time staff. Pro rata subsidy to part time staff.	Andrew	Ongoing		Principal Sub-com
	Flu shots offered to all staff.				
	Well-being information delivered through staff meetings.	SLT			
Leadership	Senior leadership team build positive relationships and communication through professional learning opportunities.	SLT	Ongoing		Principal Sub-com
Professional Growth Cycle	Develop and implement PGC system consistent with guidelines	SLT	Term 1		Principal