

# STRATEGIC PLAN

## 2023 - 2026



Ehara taku toa i te toa takitahi, Engari he toa takitini

The result of one's work and achievement is the product of many hands.



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This Sir Keith Park School Charter was ratified by the BOT. The annually updated and approved charter will be sent to the MOE. The target variance reports will be included as part of the annual audit cycle. In developing the charter, consultation was undertaken with the community and staff.



# Section 1:

## School Information



**- Ehara taku toa i te toa takitahi, Engari he toa takitini -  
The result of one's work and achievement is the product of many hands**

**Mission Statement:** Empowering our learners, through respect, teamwork, and specialised education, to realise their potential.

*Mā te mahitahi, me te manakitanga i te mana atua, a ia tamaiti motuhake ka tutuki pai ona ake pū Manawa.*

#### OUR VISION

**When learners leave Sir Keith Park School, we would like them to...**

- Be confident in their identity - active participants in their own customs, cultures, beliefs, and languages.
- Have self-esteem - confident in their unique abilities and talents
- be respectful, and tolerant of, others' customs, cultures, beliefs, and languages.
- Be able to participate meaningfully in their family and community life with as much independence as possible.

#### OUR VALUES

**At Sir Keith Park School we value...  
I roto i te Kura o Sir Keith Park anei nga  
ara tika...**

- **Teamwork - Whanaungatanga**  
We take part and learn together  
*Ka mahi tahi, tatou, ka ako tahi hoki matou*
- **Respect - Manaakitanga**  
We promote learning through positive relationships between learners, staff and families  
*Ka whakatairanga tātou i te akoranga me te whakatutukitanga mā te whanaungatanga ka hangaia i runga i te aroha, te tika me te pono*
- **Integrity – Ngākau Pono**  
We support and care for each other honestly and respectfully  
*Ka tautoko, ka manaaki tētahi i tētahi i runga i te tūāpapa o te pono me te kauanuanu o tētahi ki tetahi*

#### OUR COMMUNITY GOALS

**Our community would like  
Sir Keith Park School to...**

- provide a quality, inclusive, needs-based education for all students (UDL)
- provide high quality teaching and leadership - whakamana
- provide a dynamic, well resourced, focused, and safe learning environment for students, staff and community
- continue to foster a positive attitude toward health and well being
- recognise, respect, and reflect our bi-cultural and multi-cultural diversity
- foster a sense of belonging and connection to our kura, to whanau, to friends, and to the community.

**KNOW ~ ENGAGE ~ EMPOWER**



**KNOW**

**ENGAGE**

**EMPOWER**



**Akonga**

**Whanau**

**Whaiaro**

**Kaimahi**

**Mahi Tohunga**

**Hapori**



# Strategic Plan 2023 – 2026

## School Information

Sir Keith Park Special School - opened in 1975 – is located in Favona, Mangere, in South Auckland. The school caters for learners aged 5 – 21 years, who have intellectual and multiple complex learning disabilities. We are zoned for attendance along with our two neighbouring specialist schools. Learners attending the school have usually been verified as requiring ongoing learning support throughout their schooling (ORS).

### **Learners are our Focus (Ākonga):**

We believe *all* students are learners. Every decision made at Sir Keith Park School has an ultimate focus on positive learning outcomes for the students. All learning contributes to enhancing the learners' quality of life. Students should enjoy learning at Sir Keith Park School. They are encouraged to be leaders, and to develop friendships with their peers. Learners should feel valued, accepted, empowered, and involved. Learners are valued and supported as individuals; difference is normal!

### **Cultural Diversity (Akurea Ahurea):**

We are a multicultural learning community. At Sir Keith Park School, diversity is our strength. The majority of learners attending the school identify as Pasifika – [Samoan, Tongan, Cook Island Māori, Fijian, Niuean, Kiribatian, Tokelauan]. NZ Māori are the next largest group, with the remaining learners identifying as NZ European and other ethnicities.

Our staff - our most effective and valued resource - also identify with various ethnicities such as: NZ European; NZ Māori; Pasifika (Tongan, Cook Island, Samoan, Niuean, Fijian, Rotuman); South African; Indian; Filipino; and Bulgarian.

Sir Keith Park School is our Turangawaewae. We recognise and advocate the right to community for our learners and families, and we work collaboratively to create this community. Disability does not define the student. Rather, it is acknowledged as a part of their unique identity. Respect for others is fostered, and is one of our core values. Diverse cultural backgrounds are valued and positively acknowledged in everyday school life.

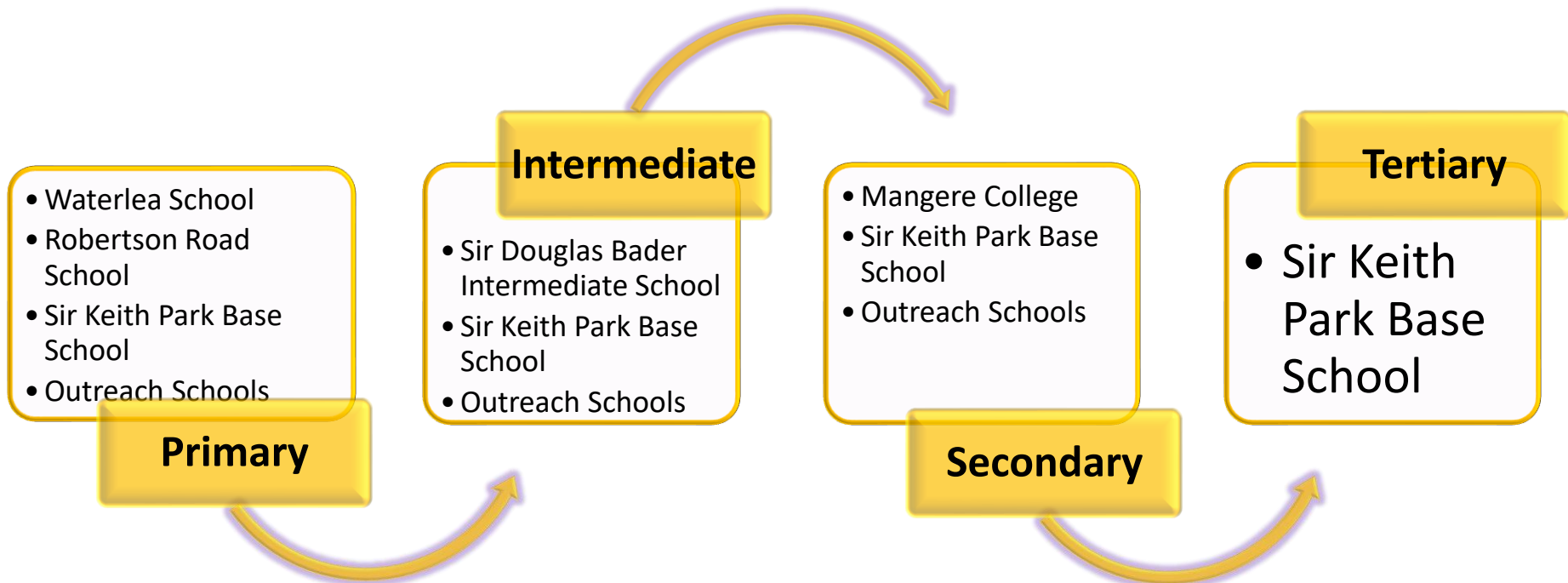
### **Inclusive Education (Te Ako Whakauru):**

*“Inclusive education is about the full participation and achievement of all learners. In fully inclusive schools, children and young people with special education needs are engaged and achieving through being present, participating and learning.”* MOE, 2013.

At Sir Keith Park School we believe delivering an inclusive education is not dependent upon any one setting.

We provide a range of educational settings for learning, from our most supportive setting at the Base School (HQ) to satellite classes in local mainstream schools. We also support learners enrolled in mainstream schools through our Specialist Teacher Outreach and Fundholding Services.

### **Learning Pathways within Sir Keith Park Specialist School:**



**Quality teaching and learning (Ako):**

Curriculum at Sir Keith Park is enabling, responsive, and dynamic, and based on best practice evidence. Teachers are committed to the craft of teaching.

We set high expectations for achievement for every student and staff member, with our Individualised Learning Plans being aligned to the long term learning vision developed in collaboration with whanau / care-givers and our transdisciplinary team. Current teaching and learning theories are reflected in practice.

Students have access to a bespoke curriculum which is enjoyable, and relevant to their lives and their futures. We believe that doing things differently for different people is the right thing to do – ‘one size’ does not fit all.

Active participation in motivating learning experiences is expected. Learners are encouraged to take risks as they learn and understand that mistakes are opportunities towards success. The specialist team work with learners within their classes to support participation and learning.

The quality of our relationships and partnerships – based on mutual respect and trust - creates effective learning. Our whakatauki : Ehara taku toa i te toa takitahi, Engara he toa takitini –The result of one’s work and achievement is the product of many hands – has been chosen because it reflects this priority focus.

Staff are supported to use effective, respectful behaviour management practices so that every learner can be successful. This contributes to the physical, emotional, spiritual and social health of our school community.

We embrace the notion that all staff and students are learners. We acknowledge and celebrate achievements of all members of our school community. Teaching and learning is our core focus.

**Partnerships (Mahi Ngātahi):**

Positive, respectful partnerships with our parents / whanau / care-givers and wider community enhance our students’ learning. We believe that we have a shared responsibility to work together to promote students learning.

We foster positive collaborative relationships with host schools, local schools, support agencies and other community groups, and aim to be an active member of our local and wider educational community. We are the ORS fundholder for 5 local schools, and we provide an Outreach Service to support learners who have ORS verification and are enrolled in local mainstream schools. We take part in Mangere Initiatives as well as Auckland, National, and International Special Education Initiatives.



Sir Keith Park School is part of the Whakatipu Akoranga Kahui Ako (CoL), along with Southern Cross Campus, Robertson Road School, Koru School, Mangere East School, and Sutton Park School. This partnership will strengthen over time and have a significant positive impact on the learning outcomes for learners across the community.

Our Board of Trustees bridges these links between the school and our community, whilst effectively governing the school. We are open about what we are doing, and publicly celebrate the life of the school.

### **Collective Responsibility (Kawenga Tohatoha):**

We are all in this together. He waka eke noa! We believe that our collective efforts make a positive difference to many lives. Through our positive approaches, we promote a 'can do' and constructive attitude. We all have the responsibility to uphold the values and practices of the school. If we see things we disagree with, or are challenged by, we have a duty to speak out and to advocate. The things we walk past are the things we condone. We value the place of authentic relationships with learners and whanau, and we work hard to ensure we create meaningful and engaging learning experiences. We are collectively responsible for creating community and culture around our learners.

### **Resources (Rauemi):**

Skilled staff, following our shared vision and values, are the school's most valued and effective resource. Sir Keith Park School actively encourages professional self-review, and facilitates upskilling of staff through professional development opportunities. We encourage the sharing of expertise and special education knowledge. Sir Keith Park is a school with strong, supportive, caring and positive leaders. Syndicate leaders, along with lead teachers and teacher aides, provide in-class support for other teachers and support staff.

The Board of Trustees aims to provide equitable and adequate resourcing to meet the diverse needs of our learners.

Despite its age, the physical environment of the school is clean, attractive and safe. The Board of Trustees funded the building of our school hall complex; meeting room; our heating swimming pool; our house; and an activities room; and continue to maintain them to a high standard. They maintain a fleet of five vans to enable our learners to participate in educational activities within the local community.

The use of ICT to support students' learning is a commitment for the school. All classes at 'HQ' are networked, and the satellite classes are joined to their host school networks.

We use all our available resources to maximise the benefits for our learners. Mā te huruhuru te manu ka rere. It is the feathers that make the bird fly.

**Effective Communication (Korero Whai Hua):**

We have chosen Teamwork, Respect, and Integrity as the core values which permeate our 'school life'. The key component of all these values is high quality shared communication in everyday interactions within the whole school community. To achieve our mission and vision we must find ways to empower our community, and learners in particular, to 'have a voice' and express their choices, views and opinions. Being able to communicate with others is one of the best life skills a person can develop. Sir Keith Park School will respect and promote all forms of communication.

# Strategic Plan 2023 - 2026

## Te Ao Māori | Te Kura O Sir Keith Park

***We recognise the unique position of Māori Culture, and embrace the bi-cultural perspective:***

- Sir Keith Park School is our turangawaewae
- All staff will be supported to understand, to respect and to acknowledge Māori as the tangata whenua of Aotearoa New Zealand.
- We acknowledge the principles the Treaty of Waitangi – reciprocity, active protection, partnership, equity & equal treatment – and in all matters the school should reflect the bicultural nature of Aotearoa New Zealand.
- Sir Keith Park School will endeavour to be a part of our Māori community and to be of support to our whānau
- Māori learners will be engaged in their learning and will achieve educational success as Māori, with pride in their unique identity, language and culture.

Te Ao Māori (tikanga and te reo) in the school's curriculum: We ...

- Actively seek opportunities for all learners and staff to gain understanding and respect for tikanga Māori e.g. event days, cultural hours, professional development, karakia, waiata, powhiri. Tikanga is visibly respected and central to our kaupapa.
- Value Te reo me ona tikanga which is planned and taught in weekly sessions; and interwoven into all curriculum areas and wider school life
- Ensure waiata and its kaupapa, and Kapa haka performances are an integral part of our school celebrations and formal occasions
- Acknowledge Tāngata Whenua, and building our knowledge of our local area and history is intrinsic into what we do.

To discover the views and concerns of the school's Māori community we will:

- Sustain a partnership with local kaumātua / kuia / Māori community
- Consult with the Māori community when making decisions about Māori education, thus honouring the principle of Tino Rangatiratanga.
- Hui twice a year with Whānau – family evening / IEP meetings / hui
- Māori trustee representation on Board of Trustees – voted in or co-opted on



### Cultural Diversity and Pasifika Dimension For Our School

“Pasifika” or “Pacific” Peoples are collective terms used to refer to men, women & children of Melanesian, Micronesian, and Polynesian descent or heritage or ancestry who have migrated to, or have been born in, Aoteroa New Zealand. Pasifika people are not homogenous - they identify both with the collective group and with their ethnic-specific Pacific Homeland such as Samoa, Cook Islands, Tonga, Niue, Tokelau, Fiji, Solomon Islands, Tuvalu and many more. This may include single or mixed heritages.

Sir Keith Park School will

- Grow reciprocal relationships and partnerships with Pasifika families & communities
- Foster respect for, and understanding of, the learners’ cultural and spiritual backgrounds, and aspirations.
- Value the languages learners bring to school.
- Feature Pasifika visual arts
- Develop strengths in Pasifika cultural performances.

***To ensure SKP is a positive and inclusive multi-cultural learning community we will***

- Sustain effective links between home, school, and other culturally significant contexts for learners e.g. church and sports groups
- Involve the Pasifika community when making decisions about Pasifika education
- Consult regularly with families / care-givers – family evening / IEP meetings / fono / newsletters
- Aim for a minimum of Samoan, Tongan, and Cook Island trustee representation on Board of Trustees – voted in or co-opted on







## Section 1

### School Information

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#### Sir Keith Park School Strategic Plan

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Sir Keith Park Specialist School

33 Robertson Road

Mangere

Auckland

New Zealand

Tel: 09 275 4455

Email: [admin@skp.school.nz](mailto:admin@skp.school.nz)

Web: [www.skp.school.nz](http://www.skp.school.nz)