





## Cultural Perspective

Sara Cohen School's curriculum will recognise the unique position of Māori within New Zealand society. It will provide students with experiences and understandings in cultural traditions, language and local and national histories.

The Board will respond to any request for instruction in Te Reo Māori by:

- Advising parents of the current level of Te Reo and Tikanga Māori available at the school
- Advising parents where the nearest school is that provides a higher instruction of Te Reo and Tikanga Māori

The Board will consult with local parents and iwi.

To ensure that these aims are achieved the Sara Cohen Board of Trustees is committed to providing:

Student Achievement	Overall continuous improvement in student progress, achievement and engagement	NAGS 1 & 2
Strategic Planning and Self-Review	Setting strategic direction for the school and a continuous programme of self review.	NAG 2
Personnel	A positive, supportive environment for staff, through quality recruitment, performance management and continual development.	NAG 3
Property	A vibrant, versatile and modern learning environment.	NAG 4
Finance	Budget to fund the school's curriculum, personnel, property and administrative activities.	NAG 4
Health and Safety	A safe and healthy physical and emotional learning environment.	NAG 5
Community Partnership	Opportunity for communication, consultation and engagement with the wider community.	NAG 2

This charter should be read in conjunction with:

- ❖ The Sara Cohen School Annual Plan 2021
- ❖ The Sara Cohen School Governance Policies
- ❖ The Sara Cohen School Operational Procedures
- ❖ Sara Cohen School: Self-Review 2019 - 2021
- ❖ The Sara Cohen School Budget 2021

## Strategic Goals 2021

### **Strategic Goal 1**

All Sara Cohen students will be engaged in learning that recognises each individual's needs, language and identity, and reflects the school's visions and values.

### **Strategic Goal 2**

Our whanau and community is actively engaged in the life of our unique school while respecting all cultures represented within the school and recognising the special position of Māori culture within New Zealand

### **STRATEGIC PLAN 2021**

<b>Strategic Goal 1</b>		
All Sara Cohen students will be engaged in learning that recognises each individual's needs, language and identity, and reflects the school's visions and values		
2021	2022	2023

<p>1.1 Develop a plan to support the successful transition of students and resources to the new school in 2023 (expected date of completion). This will include;</p> <ul style="list-style-type: none"> <li>- planning the transition as a staff</li> <li>- wellbeing of students</li> <li>- storage, sorting and organisation of resources</li> <li>- transparency and communication</li> <li>- .....</li> </ul>	<p>1.1 Implement our plan to support the successful transition of students and resources to the new school in 2023 (expected date of completion). This will include;</p> <ul style="list-style-type: none"> <li>- implementing the plan developed by staff</li> <li>- wellbeing of students</li> <li>- storage, sorting and organisation of resources</li> <li>- successfully communicating the process with the students, community and staff</li> <li>- Actual move to new site, staging, planned</li> </ul>	<p>1.1 We will seamlessly have moved into and be occupying our new school.</p>
<p>1.2 Health and Sexuality – We will develop, in consultation with our Sara Cohen Community, Staff and external agencies, a health and sexuality curriculum that is appropriate for our students.</p>	<p>1.2 Health and Sexuality – We will introduce and support staff and students with the new health and sexuality curriculum for Sara Cohen students.</p>	<p>1.2 Health and Sexuality – We will continue to develop and support staff and students with the new health and sexuality curriculum for Sara Cohen students. We will review the appropriateness and effectiveness of the work we have done to date.</p>
<p>1.3 We will embed these graduate profiles within our school. These profiles are around the ability; Highly Levels of Support, Supported, Low Levels of Support. Graduate profiles will be aspirational and used a guide for developing appropriate goals and targets for students.</p>	<p>1.3 We will embed and review, in consultation with parents and caregivers the Health and Sexuality curriculum. We will survey the various stakeholders and review the effectiveness of the Health and Sexuality curriculum.</p>	<p>1.3 BAU</p>
<p>1.4 Develop systems for the ongoing evaluation of specialist services.</p>	<p>1.4 Embed systems for the ongoing evaluation of specialist services.</p>	<p>1.4 Review systems for the ongoing evaluation of specialist services.</p>

<ul style="list-style-type: none"> <li>- Review current systems</li> <li>- Focus on effectiveness of therapeutic interventions</li> <li>- Develop effective reporting systems, both formative and summative for stakeholders.</li> <li>- From the evaluation findings, develop a plan for implementing recommendations.</li> </ul>	<ul style="list-style-type: none"> <li>- implement plan of recommendations from evaluation of previous systems.</li> <li>- Focus on effectiveness of therapeutic interventions</li> <li>- Use our findings to enhance therapeutic outcomes?</li> <li>- Embed effective reporting systems, both formative and summative for stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>- Review the changes we have made to the specialist service.</li> <li>- review the effectiveness of therapeutic interventions</li> <li>- Review our therapeutic outcomes?</li> <li>- Review the effectiveness of reporting systems, both formative and summative for stakeholders.</li> </ul>
<p>1.5 Develop and introduce wellbeing initiatives at Sara Cohen. These will be designed to provide opportunities to increase and support the emotional and physical well-being of students. These include;</p> <ul style="list-style-type: none"> <li>- Implementing mindfulness and yoga across the school</li> <li>- creating a gym/training space</li> <li>- providing personal training for students that would most benefit from it</li> <li>- provide support for classes to create and perform in a concert</li> <li>- increase swimming to an all year activity with instructor support</li> <li>- Effective communication around these initiatives to parents. Through CLPs/student goals, parent meeting on the topic and seesaw</li> </ul>	<p>1.5 Embed wellbeing initiatives at Sara Cohen. These initiatives are designed to provide opportunities to increase and support the emotional and physical well-being of students. These include;</p> <ul style="list-style-type: none"> <li>- Implementing mindfulness and yoga across the school</li> <li>- creating a gym/training space</li> <li>- providing personal training our students that would most benefit from it</li> <li>- provide support for classes to create and perform in a concert</li> <li>- increase swimming to an all year activity with instructor support</li> </ul>	<p>1.5 Review our wellbeing initiatives at Sara Cohen that are designed to provide opportunities to increase and support the emotional and physical well-being of students. This will include meetings surveys from our school community, meetings staff and parents, CLP meetings etc..</p>

<p>1.6 Teachers will continue to develop and include components of a culturally motivating curriculum in their class programmes. That recognise and value students cultural backgrounds, prior knowledge and experiences</p>	<p>1.6 We will review the extent to which teachers have developed their own cultural capacity and embedded their new learning to positively impact on student learning. We will continue to develop and include components of a culturally motivating curriculum within the school that recognises and values the culturally diverse makeup of our school. Making our welcoming and affirming for all students and their families.</p>	<p>1:6 BAU</p>
<p>1.7 Assessment – A comprehensive review of assessment practises and their effectiveness. This will shape the direction for school wide assessment</p>	<p>1:7 BAU</p>	<p>1:7 BAU</p>
<p>1.8 We will review the effectiveness of our ‘enterprise’ programmes. In order to measure the extent to which we have fostered our school vision and values and the extent of a beneficial impact on student learning.</p>	<p>1:8 BAU</p>	<p>1:8 BAU</p>
<p>1.9 Ongoing monitoring and review of reporting to parents and caregivers on the platforms we use to inform them of their child’s learning. These will include CLPs, narrative assessments, digital connections and face to face communication.</p>	<p>1:9 BAU</p>	<p>1:9 BAU</p>
<p>1.10 A comprehensive review of student and staff welfare that will be conducted by an independent consultant. This will be reported back to board to inform next steps</p>	<p>1:10 BAU</p>	<p>1:10 BAU</p>

<p style="text-align: center;"><b>Strategic Goal 2</b></p> <p style="text-align: center;">Our whānau and community is actively engaged in the life of our unique school while respecting all cultures represented within the school and recognising the special position of Māori culture within New Zealand.</p>		
2021	2022	2023
2.1 BoT and staff undertake PLD in the Treaty of Waitangi/Te Tiriti o Waitangi. PLD opportunities will build on the actions from.	2.1 The impact of the PLD training in cultural responsiveness undertaken by BoT and teaching staff will be reviewed and next steps identified.	2.1 BAU ensures that we maintain these learnings for subsequent boards.
2.2 Build strong links with the agencies who will share our Riselaw site. So we can develop meaningful and supportive partnerships. Share professional development, knowledge and skills.	2.2 Build strong links with the agencies who will share our Riselaw site. So we can develop meaningful and supportive partnerships. Share professional development, knowledge and skills	2.2 Develop and provide opportunities for Sara Cohen staff and the staff of agencies who share our space together to develop a relationship. That will provide opportunities to share professional knowledge and skills and create and us culture between our organisations.
2.3 Build strong links with the wider community to promote and grow Sara Cohen School. Develop partnerships with key partners like the Polytechnic. University. For Sara Cohen to be visible, positive and productive (service). Take opportunities for this to be recognised within the community/media.	2.3 Ongoing	2.3 Ongoing
2.4 Te reo me ona tikanga Māori is extended into our school and class environment.	2.4 Ongoing	2.4 Ongoing



<p>2.5 Community engagement plan is implemented and reviewed. We plan that this will include CLP meetings, Meet the teacher, digital platforms, face to face opportunities, regular community events. We will regularly consult with and survey parents about what they would like to see in these meetings.</p>	<p>2.5 Ongoing</p>	<p>2.5 Ongoing</p>
<p>2.6 Build a relationship with local iwi (Ngāi Tahu) and Sara Cohen School and develop the relationship with Kai Tahu to support us to the new school site.</p>	<p>2.6 Maintain and extend a relationship with local iwi (Ngāi Tahu) and Sara Cohen School</p>	<p>2.6 Review the relationship with local iwi (Ngāi Tahu) and Sara Cohen School</p>

## Annual Plan 2020

### Strategic Goal 1

All Sara Cohen students will be engaged in learning that recognises each individual's needs, language and identity, and reflects the school's visions and values

Update	Goal/Actions	Responsibility	Budget/Timeframe	Reporting
28th/4/21 - 1.1.2 - I have employed Sue Stevenson 0.2 to work through and organise our resources.	1.1 Develop a plan to support the successful transition of students and resources to the new school in 2023 (expected date of completion).  1.1.1 planning the transition as a staff 1.1.2 storage, sorting and organisation of resources 1.1.3 transparency and communication	Principal Senior Leadership	Storage, staffing	Principal DP
28th/4/21 - 1.2.1- meeting with parents in T4 2020. 1.2.2 - Rachel has had 0.2 release in T1 2021 this will drop to 0.1for the rest of the year, to focus on developing the framework. We have also engaged the services of Claire Ryan who will be supporting us throughout. 1.2.3 The framework has been developed and presented to staff for consultation.	1.2 Health and Sexuality – We will develop, in consultation with our Sara Cohen Community, Staff and external agencies, a health and sexuality curriculum that is appropriate for our students.  1.2.1 consultation with the school community 1.2.2 Allocation of resource (staffing, expertise, funding) 1.2.3 Develop a framework from which to work off	Rachael	\$10k - PD, consultant, events, resources/ This will be implemented as per Strategic Plan	Principal
	1.3 We will embed these graduate profiles within our school. These profiles are around the ability; Highly Supported, Supported, Low Levels of Support. Graduate	Anna	\$2k Staffing, PD, Printing costs.	Principal

	<p>profiles will be aspirational and used as a guide for developing appropriate goals and targets for students.</p> <p>1.3.1 add detail to framework  1.3.2 extend our goal focus to include a broad range of goals using the GP  1.3.3 Target and plan some units  1.3.4 develop our reporting and assessment to reflect this</p>			
<p>28th/4/21 -  1.4.1 Gary our lead therapist is currently reviewing current systems. He has created an at a glance spreadsheet of therapeutic interventions throughout the school. A therapy brochure has created that outlines the therapy service.</p>	<p>1.4 Develop systems for the ongoing evaluation of specialist services.  1.4.1 Review current systems  1.4.2 Focus on effectiveness of therapeutic interventions  1.4.3 Develop effective reporting systems  1.4.4 Develop a plan for implementing recommendations.</p>	Gary	\$500 printing of brochures.	Principal
<p>28th/4/21 -  1.5.1 yoga and mindfulness have been successfully implemented across the school.  1.5.2 We have ordered and paid for \$15k of gym equipment.  1.5.5 swimming lessons with our TA/Instructor Caitlin, have been going on for half of the school in term 1.</p>	<p>1.5 Develop and introduce wellbeing initiatives at Sara Cohen. These will be designed to provide opportunities to increase and support the emotional and physical well-being of students.  These include;  1.5.1 Implementing mindfulness and yoga  1.5.2 creating a gym/training space  1.5.3 providing personal training  1.5.4 classes to create and perform in a concert  1.5.5 swimming instructor support. All year swimming.  1.5.6 communication with parents. Through CLPs/student goals, parent meetings on the topic and social media.</p>	<p>Matt  Aaron (TA)  Logan (PT)  Caitlin (TA)</p>	<p>\$40k Gym equipment.  Staffing</p>	Principal
<p>28th/4/21 -  1.6.1 preparations are underway</p>	<p>1.6 Teachers will continue to develop and include components of a culturally motivating curriculum in their</p>	<p>All Staff  Racheal</p>	<p>\$5k for food parent</p>	<p>Principal  Parents</p>

for all of these events. Hangi dinner celebrating Matariki. New waiata for Polyfest and assemblies. All classes are preparing items for these events. There will be expertise that will be available to support this.	<p>class programmes. That recognise and value students cultural backgrounds, prior knowledge and experiences</p> <p>1.6.1 key events like polyfest, Maori and pasifika performance, matariki</p> <p>1.6.2 Olympic unit - will recognise and celebrate cultures represented in our school</p> <p>1.6.3 whanau hui and fono</p> <p>1.6.4 language weeks</p>	Jocelyn	<p>evenings.</p> <p>\$5k for a hangi pit at the riselaw road school.</p> <p>\$1k for resources</p>	
28th/4/21 - 1.7.1 Staff have feedback a PMI around our narratives. The findings have been shared with them.	<p>1.7 Assessment – A comprehensive review of assessment practises and their effectiveness. This will shape the direction for school wide assessment</p> <p>1.7.1 Survey stakeholders</p> <p>1.7.2 Analyse data and feedback</p> <p>1.7.3 Report back findings</p>	Anna Ben		Principal BoT
	<p>1.8 We will review the effectiveness of our ‘enterprise’ programmes. In order to measure the extent to which we have fostered our school vision and values and the extent of a beneficial impact on student learning.</p> <p>1.8.1 Survey stakeholders</p> <p>1.8.2 Analyse data and feedback</p> <p>1.8.3 Report back findings</p>	Tony		
	<p>1.9 Ongoing monitoring and review of reporting to parents and caregivers on the platforms we use to inform them of their child’s learning. These will include CLPs, narrative assessments, digital connections and face to face communication.</p>	Ben		Principal BoT
	<p>1.10 A comprehensive review of student and staff welfare that will be conducted by an independent consultant. This will be reported back to board to inform next steps</p>	Matt		BoT

## Annual Plan 2020

### Strategic Goal 2

Our whānau and community is actively engaged in the life of our unique school while respecting all cultures represented within the school and recognising the special position of Māori culture within New Zealand.

Update	Goal/Actions	Responsibility	Budget/Timeframe	Reporting
28th/4/21 - 2.1.1 Professional development opportunity for a ToW conference with Dunedin principals. In term 2.	2.1 BoT and staff undertake PLD in the Treaty of Waitangi/Te Tiriti o Waitangi. PLD opportunities will build on the actions from. 2.1.1 Professional development opportunities 2.1.2 Staff meetings to support understanding of ToW obligations	Matthew	\$1k Pd \$1k Matt ToW course	
28th/4/21 - 2.2.1 Signing of contracts is imminent. I have also made contact with the principals of the various schools. 2.2.2 Sara Cohen has provided excellent service in getting the school to an acceptable standard for occupancy. A lot of trouble shooting and ensuring that things get done. We have established ourselves as the host school.	2.2 Build strong links with the agencies who will share our Riselaw site. So we can develop meaningful and supportive partnerships. Share professional development, knowledge and skills.  2.2.1 opportunities to meet and greet 2.2.2 provide good service to them as a host school	Matthew Gary O Justine	\$\$\$\$\$\$\$	
28th/4/21 - 2.3.1 had a meeting with	2.3 Build strong links with the wider community to promote and grow Sara Cohen School. Develop	Matthew Therapists		

<p>Brayden Murray from OP. They are still very interested and things will progress next term. We will look to develop an MOU.</p> <p>2.3.2 Sara Cohen will be hosting students from numerous organisations - OT, Physio, Nursing, Social Work, Mental Health, Medical.</p> <p>2.3.3 Possible partnership with the school of psychology and/or clinical psychology.</p>	<p>partnerships with key partners like the Polytechnic. University. For Sara Cohen to be visible, positive and productive (service). Take opportunities for this to be recognised within the community/media.</p> <p>2.3.1 partnership with OP 2.3.2 hosting students 2.3.3 partnerships with other organisations</p>			
	<p>2.4 Te reo me ona tikanga Māori is extended into our school and class environment.</p>			
<p>28th/4/21 - Parent evening around sports for people with special needs. Parent evening with the architects at Riselaw. CLP evening completed.</p>	<p>2.5 Community engagement plan is implemented and reviewed. We plan that this will include CLP meetings, Meet the teacher, digital platforms, face to face opportunities, regular community events. We will regularly consult with and survey parents about what they would like to see in these meetings.</p>	<p>Rachael Matt</p>	<p>\$3k for associated costs for functions.</p>	<p>BoT</p>
	<p>2.6 Build a relationship with local iwi (Ngāi Tahu) and Sara Cohen School and develop the relationship with Kai Tahu to support us to the new school site.</p>	<p>Matt</p>		