

Goal 1: Ensure the future of our Catholic Community in North Otago by building a lifetime foundation in the Catholic faith, growing Catholic leaders and promoting a Christ-centred community.

During our teacher only day the staff reviewed our St Joseph's staff code of conduct and considered what this looks like: in the classroom, in the staffroom, in professional environment and out in the community. Fr Wayne participated in this process and there were some good conversations:

Our staff values:

- Christ is central
- Trust
- Honesty
- Loyalty to each other and our school
- Children and learning are our top priority

The whole staff participated in PD run by Interlead. We looked at Myers' Briggs personality types and the data from our end of 2019 staff survey. All staff are to have an appraisal goal from this work. Fr Wayne also participated in this program and Rory participated in half of the day.

These goals also tie in closely with our 3rd strategic goal.

Goal 2: All students have meaningful and engaging learning experiences, striving for excellent outcomes for all.

Towards the end of term 4 2019 our curriculum development team gathered the curriculum work we have done together over the last two years. We also looked at what our next steps would be and planned forward.

Over the holidays I gathered the curriculum work done by our staff team into a website: [St Joseph's Curriculum](#)

Our next steps have fed into our annual plan which ties in with our strategic plan and is broken down into term by term actions. These actions are then further broken down each term into our professional development staff meetings.

[All of this can be seen in St Joseph's Charter 2020-22](#)

The teaching staff have decided on student targets for 2020 based on last year's achievement and what we know about the students:

[Junior School Reading Target 2020](#)

Senior School Writing Target 2020

Our curriculum development team also designed an overall [curriculum plan for 2020](#). This leads on and builds on learning in 2019 and ensures curriculum coverage.

We continue to work closely with St Kevin's who are working along the same lines as us for curriculum development, based on localised curriculum based on capabilities (see [this tab](#) on our curriculum website for a full explanation of capabilities and how we have come to this point).

This year we have one reading recovery teacher, Tua Misiloi, who will have 2 students on the program. We are also trialling the Quick 60 resource which some schools have moved to in order to maximise reading intervention for early reading difficulties. This may, in time, replace reading recovery.

Seven of our staff, including 2 teacher aides, attended a Sheena Cameron day workshop on a balanced reading program. They all feedback that this was very good professional development.

In the first week of term our teacher aides have been given professional development time to work together to read around and explore aspects of learning needs and resources to support learning needs to help them in their work throughout the year.

Goal 3: Staff experience belonging and loyalty to St Joseph's and give enthusiasm, commitment and excellence.

All resource rooms emptied, cleaned, resources gathered into subjects and redistributed into subject areas. Staff have often complained that we are poorly resourced. We have bought many things that have been lost or broken. When we want something, no-one knows where it is. Having the resources grouped and easily accessible should help with some of these issues. During this process we have found many things that nobody (including me) knew we had.

The Board has funded to close off the spare portion of both toilets which has made a dedicated PE storage and music storage area. We applied for and received funding for a lot of new PE equipment in 2019 and this will help us to keep it in an orderly fashion. The staff are grateful to the Board for supporting this.

During the holiday I cleaned out the STEAM room and re-set it up as a STEAM room with coding equipment, and tools for a “Maker Space” which essentially means a construction area. Our new teacher, Leigh Thomas is skilled in these aspects of technology and this is her base teaching area.

There is a new and full [induction program](#) which will be running over term 1 for our two new staff and the staff member new in term 4 2019.

Support for staff who have provisional or subject to confirmation registration:

- 1 Provisionally registered teacher - mentor = Nicola, enrolled in Otago Polytechnic support program and our own PRT mentoring program. [Provisional teacher induction program outline](#)
- 1 Provisionally registered teacher - (overseas trained) - mentor = Lorraine, enrolled in Otago Polytechnic support program and our own mentoring program.
- 1 Subject to Confirmation teacher due to time out of teaching - mentor = Nicola, no external resource available for this category and will be running our own STC program, [Subject to confirmation mentoring outline](#).

COMPLIANCE

Our Analysis of Variance from 2019 has gone to the Ministry.

Our charter is ready to go once the Board approves it.

We are now working on our annual report and financial report for 2019.

Equal Employment Opportunity - our staff have been surveyed on Equal Employment Opportunity. A summary of this will be available at the next board meeting and a statement will go in our annual report.

Our staff have been briefed on our medicines, managing minor/moderate injury and illness procedures and are implementing them.

All non-teaching staff have current police vets on file.

Term Dates 2020

Monday 27 January - some staff attending Sheena Cameron reading comprehension PD (optional)

Teacher only days: Thursday 30 January, Monday 3 February.

Monday Feb 4 - Thursday 9 April with Waitangi Day, Otago Anniversary & Good Friday = 92 half days

Tuesday 28 April - Friday 3 July with Queens Birthday = 96 half days (Monday 4th May TOD, accord)

Monday 20 July - Friday 25 September = 100 half days (2 TODs)

12 Oct - Thurs 17 Dec - with Labour Day = 96 half days (1 TOD)

= 384 half days open (including 4 days taken as teacher only days from Teachers' Accord) - this is the required amount of half days.

Risk Management - identified hazards are still monitored/controlled and constantly under re-evaluation. We have removed a kowhai tree from the juniors which had rotten roots and was leaning over.

Preference Enrolments

We have 12 open places taken (we have a total of 16 to give)
10 extra with special permission due to being siblings of children in open places
3 extra with special permission due to previously being in a Catholic school.

Roll

139
5 to OIS
2 to Christchurch
1 to Ardgowan

Arrivals

2 new entrants
1 year 4 (from Ardgowan)