

**STAND  
OUT**

**SEPLA-CON 19**

Monday 22nd July – Rosehill Racecourse  
Tuesday 23rd July – Rydges Parramatta



## Developing staff NORMS to enable success for all students in a special school.

Miss Jess Hall<sup>1</sup>, Mr Dave Speden<sup>1</sup>

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### **Biography:**

Dave Speden BOcc Ther, NZROT  
Kimi Ora School

Dave Speden is an occupational therapist, and Head of Therapy, at Kimi Ora School Wellington. He has extensive experience in facilitating the use of assistive technology in his practice. He has presented at several national and international conferences on his use of assistive technology at Kimi Ora School.

Dave has lectured on assistive technology at the Otago Polytechnic School of Occupational Therapy for the past 12 years.

Jess Hall, BEd

Deputy Principal, Kimi Ora School

Jess is a teacher and Deputy Principal at Kimi Ora School in Wellington, NZ. She is passionate about making every student's voice heard, developing rich and varied programs that display student's abilities and providing students and staff with appropriate and valued curriculum development and assessment. Jess has worked with other special schools in NZ to develop the CRSSC (Central Regional Special Schools Curriculum,) literacy and numeracy curriculum and is a leader in the development of ePortfolios for special needs students. She has presented at national and international conferences on her use of ePortfolios for formative assessment, using social media to develop relationships with wider whanau and implementation and assessment of the CRSSC Curriculum.

Between 2011 and 2014 Kimi Ora School experienced a nearly fifty percent increase in school roll and also a change of leadership. During this time, as a staff, we needed to take a look at how we worked together to ensure a productive learning environment for our students and a supportive environment for our staff.

As educators, we are all aware that change can highlight any cracks within a school. We wanted to establish a positive culture and direction at our school, therefore we set about establishing a school wide set of NORMS.

NORMS are ways in which we, as a transdisciplinary staff of 120 amazing people, brainstormed, researched and agreed to ways in which we work at Kimi Ora School. Our NORMS have enabled us to:

As staff, reach our potential and maximise our student achievement.

Provide an efficient system for how we work together at Kimi Ora School to deliver a holistic education to our students.

Establish ways in which we all agree we will work as a transdisciplinary team at Kimi Ora School.

Provide a common language that enables us to hold each other accountable

Developing NORMS in our school has seen the culture, expectations and accountability in our staff change, in the most positive ways possible. As a leadership team we are incredibly proud of how our

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staff responded to our shared development of them. No matter who you are at our school: teacher, therapist, teachers aide or caretaker, everyone had a say in the development of our NORMS.

All staff hold each other accountable and now feel more positive, valued and appreciated in being part of the team that is Kimi Ora.

Participants in this presentation can expect to come away with the following key ideas/understandings:

What are NORMS, how are they different in different aspects of our lives and why do we need them?

Developing the ability to sit down and ask themselves and the people they are leading their school with 'Why am I here?'

Look into how school values and visions are key parts of developing our NORMS.

Discuss and 'nut out' the values and expectations that mean the most to them as staff members of a school.

Follow our case study of how we introduced, developed and hold ourselves accountable for our school NORMS. This will provide participants with a framework for developing their own set of NORMS in their workplace.