



School Charter and Annual report for 2022
Strategic Plan for 2023
Te Kauwhata College

2020 -2023

Principals' endorsement:	Deborah Hohneck
Board of Trustees' endorsement:	Emma Harris-Adams (Presiding member for the School Board)
Submission date to Ministry of Education:	March 2023

Annual School Improvement Plan/Strategic Goal 2021 -2023

2023 Targets

Year 7, 8, 9 and 10 - Move up at least two curriculum sub-levels using the e-asTTle Literacy and Numeracy data as a measure.

Level 1 NCEA - 90% gain Literacy and Numeracy

Level 2 NCEA - 80% gain respective Year Level target

Level 3 NCEA - 90 % gain respective Year Level target

Attendance: We will improve whole school regular attendance to 70% by the end of Term 4.

That we will all deliberately enact the GROW values, Kia Tupu, to enable all aakonga to prosper and flourish, kia hua and kia puaawai.

We will do this by:

- ◆ explicit teaching of the Key Competencies at all levels of the college, to improve student engagement and enable all aakonga to realise their potential.
- ◆ by participating and contributing in partnership with iwi and tauwi in making active connections to the wellbeing of the land, the people and their cultures.
- ◆ To interrogate student achievement data to identify potential barriers to individual degrees of success.

This is accompanied by deliberate focus on reading across all curriculum areas.

Strategic Year Plan 2023

What	How	Where we are	Next Steps	Who	When
Objective 1 - LEARNERS AT THE CENTRE					
Iwi engagement	School presence and involvement at iwi and mana whenua events whenever appropriate and possible.	Principal, Kaiako and student representatives attend important and relevant occasions as often as possible. Participation in PLD with Mana whenua and delivery of this to rest of staff.	Maintain and strengthen connections. Find ways to provide opportunities for mana whenua and whaanau to add their voice to planning processes.	Everybody	On going
Whaanau	Engagement events Consultation	Held very successful Big Night Out	Need to engage whaanau in Strategic planning, and more urgently in managing student behaviour.	Everybody	Each term

Kaahui Ako	Support for new leader	Active involvement in shared achievement challenge. Support for staff to attend PLD sessions with Ohorei consultancy despite PPTA industrial action.	Continue.	SLT and AS tchrs	ongoing
Community	Engage in consultation on a regular basis Represent all parent groups	Board representation at school events to give parents the opportunity to ask questions/ have conversations/give feedback.	Provide different and varied opportunities to collect whaanau / community voice.	Board	ongoing
Enrolment	Enrolment processes followed	Zone to take effect in April. School Enrolment committee to follow processes.	Determine Ballot processes etc.	SLT Board	April
Reporting	Quality reporting to parents	Review of reporting 2022. Whaanau feedback gathered.	Changes to be put in place in accordance with community feedback.	SLT	ongoing
Attendance	Aim to meet MOE target – 90% regularly attending. Communicate with whaanau and support agencies. Created Kaiawhina role to support preventing truancy	Weekly attendance meetings. Work with Kaiawhina and liaise with truancy and attendance personnel.	Identify and acknowledge good attendance regularly. Coordinate sharing of information with truancy service. Report back on effectiveness and determine next steps.	Attendance manager	End term 1
Objective 2 - BARRIER FREE ACCESS					
Pastoral Care	2022 review	Mana system. Pilot for term 1. Need for all to buy in. Aim to restore mana of all parties. Need for review of stand down and suspension processes - particular need for interventions before the board level is reached.	Report on effectiveness and identify next steps. Involve Board and school community in further planning. Collaborate with other schools in review of processes and procedures.	Pastoral Leader SLT	End term 1
Priority Learners	Identify numbers names and needs	Have developed an ESOL mentor group to support students with language barriers. Have identified Lit/ Num needs and created timetable to accommodate meeting these.	Create a plan, access funding, provide or access specialist teaching.	Learning support, SLT others	ongoing
Objective 3 - QUALITY TEACHING AND LEADERSHIP					
Management Leadership	Engaging in quality leadership PLD Review of Mngmt structure 2022	Slight revision of middle leadership. Review and reallocation of Senior Leader portfolios.	Refine and review again as personnel changes demand.	SLT	Term 2
Personnel	Qualified and effective teachers employed	Fully staffed, at the time of writing, but experiencing challenges replacing teachers who choose to work closer to school as the cost of living and transports cost rise.	Timetable and class size adjustments may become necessary.	SLT	Ongoing
Professional Development	PLD programme within school focus on Lit/Num, NZ Histories, refreshed NZ curriculum and New NCEA	Have developed a team approach to leading PLD and assisting teachers to perform well.	Challenges in delivering PLD because of PPTA industrial action. Also need to slow down the	PLD team SLT and all staff	March and Ongoing

		Observation and Feedback Cycle as part of Teacher Growth Plan.	pace of change imposed from MOE and NZQA. Focus on one development at a time.		
Curriculum and Timetable	Responsive and adaptive curriculum and timetabling	Currently providing classes according to student choice and staff availability. Limited by the lack of specialist in key areas.	Review systems and structures around curriculum and timetable	DP Curriculum	Term 2
Objective 4 – FUTURE OF LEARNING AND WORK					
Pathways Curriculum	Use external agencies when Curriculum cannot be provided here at school	Vocational Pathways development	Build greater awareness of Pathways across all curriculum areas.	Careers dept	On going
Tertiary connections	Active engagement with Waikato University and Wintec as well as other providers across the motu	A careers and Gateway teacher is employed full time, who is also the Year 12 and 13 Dean. We have a part-time assistant who coordinates work experience placements. Provision of various ready to work qualifications.	Maintain a healthy relationship with community employers and local tertiary providers.	Careers dept	On going
Careers Ed	Careers education at junior levels and in Mentor classes.	Promote awareness of connections between various Careers with subjects taught.	Promote and develop programmes for juniors though MyMahi.	Careers dept	On going
Other	Create a 'Te Kupenga' type unit	Dire need for another facility to cater for the at risk/disengaged/ in need of transition.	Seek funding. Staffing. Resourcing. Personnel.	SLT Careers Learn Supt Wellbeing team	asap
OBJECTIVE 5 - WORLD CLASS INCLUSIVE PUBLIC EDUCATION					
Matauranga Maaori	Ongoing staff PLD Creation of a PL delivery team consisting of SCT, WS and AS teachers and a co-ordinator	Ongoing staff PLD AS and WS teachers leading. Embedding of tikanga and Te Reo into daily practice and planning documents.	Ongoing Staff PLD Further engagement of mana whenua and whaanau groups in planning and feedback processes.	PLD team SLT Board	All year
Research and development	Keep up to date with relevant PLD	Engaging with New NCEA Refreshed NZC and ANZH.		SLT and all staff	ongoing
GOVERNANCE					
Review	Gather information from stakeholders to inform ongoing review and reflection	3-year cycle of review of policies and procedures via a board workplan.	Consider increasing board and whaanau/ community input into strategic planning.	Everyone	Ongoing.
Buildings and Grounds	Property committee meets regularly to review maintenance and development of school buildings. 5YA and 10YPP	Property group report to each Board meeting.	Continue this.	SLT and Board	Ongoing
Finance	Sound fiscal management	Finance committee meets regularly, reports to Board each month. Budget approved and accounts audited annually	Continue this.	SLT and Board	Ongoing

