

# TUAKAU COLLEGE

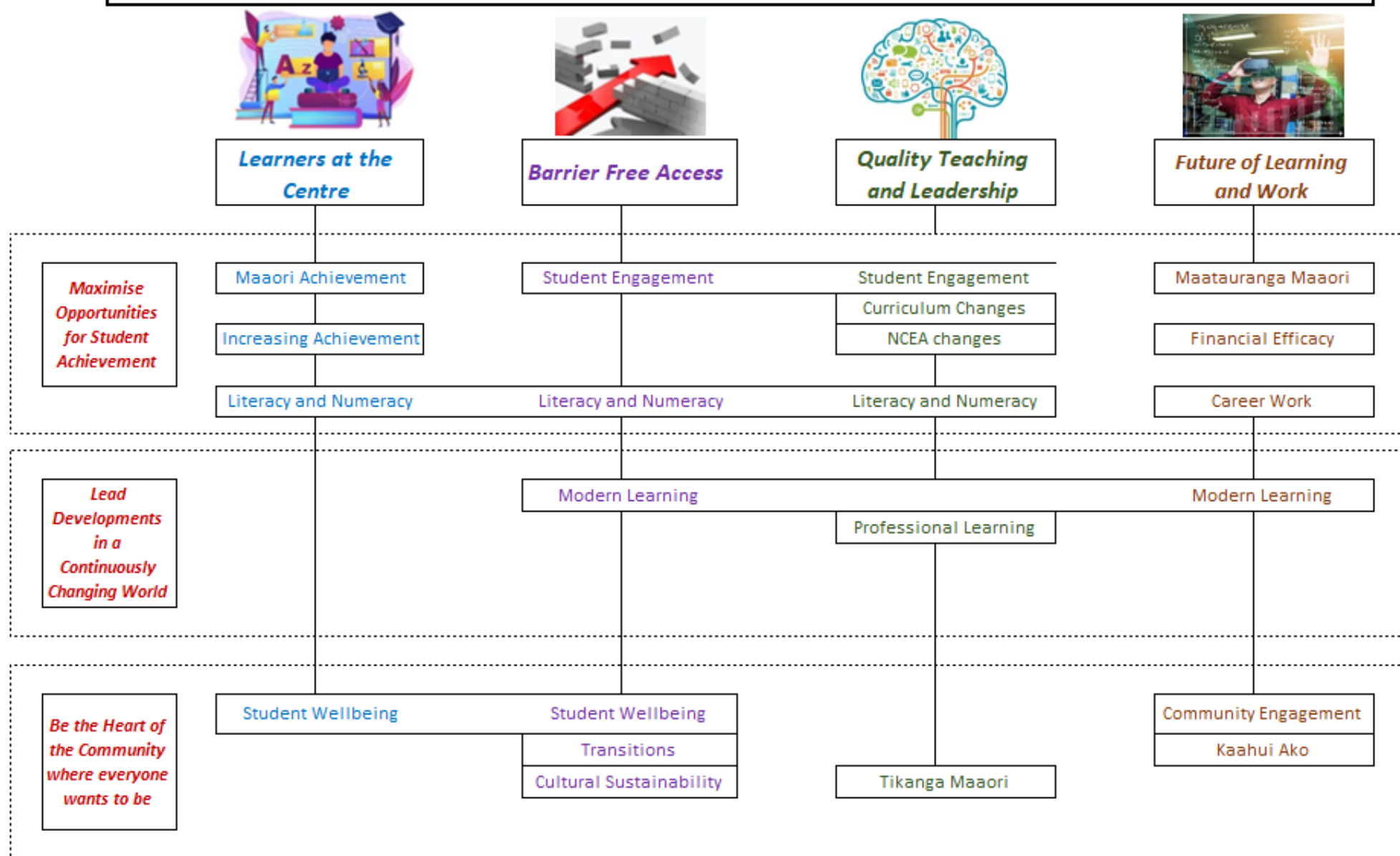
Pai rawa atu i nga mea katoa • The very best in all things

## Strategic Plan 2024-25

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**Tuakau College prepares students for life through a quality education promoting excellence in all things**



The strategic Plan is divided into the National Education and Learning Priorities

## LEARNERS AT THE CENTRE

Learners with their whaanau are at the centre of education

Focus	2024	2025	2026	2027	2028
Maaori Achievement	<ul style="list-style-type: none"> <li>Continue to track and monitor Maaori achievement</li> </ul>	<ul style="list-style-type: none"> <li>The gap between Maaori achievement and others narrows</li> </ul>	<ul style="list-style-type: none"> <li>The gap continues to narrow with ongoing review</li> </ul>	<ul style="list-style-type: none"> <li>Review the work to narrow the gap and implement changes</li> </ul>	<ul style="list-style-type: none"> <li>Maaori achievement is the same as other groups</li> </ul>
	<ul style="list-style-type: none"> <li>Evaluate the Te Reo Maaori pathway and Investigate and put in place a progress measure for Reo Rua classes</li> </ul>	<ul style="list-style-type: none"> <li>Implement changes and a progress measure is in place</li> </ul>	<ul style="list-style-type: none"> <li>Evaluate the changes</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing work</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing work</li> </ul>
	<ul style="list-style-type: none"> <li>Liaise with the Primary schools re: achievement of Reo Rua tamariki</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing liaison is required to ensure an agreed transition of Maaori students is seamless</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Sharing of information from all schools occurs</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
Increasing Achievement	<ul style="list-style-type: none"> <li>Increase the number of students achieving Diplomas in Year 8 and 10</li> </ul>	<ul style="list-style-type: none"> <li>Review criteria for Diplomas</li> </ul>	<ul style="list-style-type: none"> <li>Implement the review findings</li> </ul>	<ul style="list-style-type: none"> <li>More increases in Diploma numbers at the higher levels</li> </ul>	<ul style="list-style-type: none"> <li>Review again</li> </ul>
	<ul style="list-style-type: none"> <li>eASttle is used to advance achievement</li> </ul>	<ul style="list-style-type: none"> <li>Review the process of eASttle and its impact on achievement</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing work to ensure eASttle is effective</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>Assessments are relevant to the units of work they are completing</li> </ul>	<ul style="list-style-type: none"> <li>As new standards are implemented staff are well prepared for student success</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>Continue tracking and monitoring to ensure students are achieving</li> </ul>	<ul style="list-style-type: none"> <li>Review the process for improvement especially with a larger school</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing tracking and monitoring</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>Ensure new assessments at all levels are achieved</li> </ul>	<ul style="list-style-type: none"> <li>Review of new standards and changes made</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>Increase endorsements in all levels, especially Y13- by at least 10%</li> </ul>	<ul style="list-style-type: none"> <li>Overall endorsements go up by 10%</li> </ul>	<ul style="list-style-type: none"> <li>Overall endorsements go up by 10%</li> </ul>	<ul style="list-style-type: none"> <li>Review further strategies</li> </ul>	<ul style="list-style-type: none"> <li>Achievement levels at Y13 have improved to national levels.</li> </ul>
	<ul style="list-style-type: none"> <li>Review the levels of achievement by subject for boys and implement strategies to improve Boys achievement levels and endorsement levels</li> </ul>	<ul style="list-style-type: none"> <li>Increase levels of boy's achievement by 10% more</li> </ul>	<ul style="list-style-type: none"> <li>Achievement levels are the same as girls</li> </ul>	<ul style="list-style-type: none"> <li>Review and implement</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>

	<ul style="list-style-type: none"> <li>Review how to improve UE levels and put strategies in place to get UE for those students that want it</li> </ul>	<ul style="list-style-type: none"> <li>A plan to improve UE passes is implemented</li> </ul>	<ul style="list-style-type: none"> <li>UE levels move towards national averages</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>
Literacy and Numeracy	<ul style="list-style-type: none"> <li>A school wide plan is in place to improve literacy, numeracy, writing</li> </ul>	<ul style="list-style-type: none"> <li>Continue to focus in the Junior College</li> <li>Ongoing review occurs</li> </ul>	<ul style="list-style-type: none"> <li>Put a plan in place to support contributing schools with literacy</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>Literacy/numeracy support for all students is in place</li> </ul>	<ul style="list-style-type: none"> <li>An increase in small group work is implemented in Te Whare Ako</li> </ul>	<ul style="list-style-type: none"> <li>Review Teacher Assistant numbers to ensure Student Support with Lit Num occurs</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>Teachers are upskilled with ongoing PLD to improve Lit/Num in all classes</li> </ul>	<ul style="list-style-type: none"> <li>Teaching Assistants are trained to assist with Lit/Num improvement</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing PLD in all areas</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>Student Reports reflect the literacy/numeracy focus</li> </ul>	<ul style="list-style-type: none"> <li>Review and implement changes</li> </ul>	<ul style="list-style-type: none"> <li>Review and implement changes</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>Further preparation of the students for the Literacy/numeracy exams is improved</li> </ul>	<ul style="list-style-type: none"> <li>Improved preparation of the students for the Literacy/numeracy exams is improved</li> </ul>	<ul style="list-style-type: none"> <li>Review of the preparation of the students for the Literacy/numeracy exams is improved</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
Student Wellbeing	<ul style="list-style-type: none"> <li>Complete a student Wellbeing survey to determine further strategies for improvement</li> </ul>	<ul style="list-style-type: none"> <li>Implement the finding of the survey so a consistent approach to this occurs across the school</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review with changes made</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing Review</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review</li> </ul>
	<ul style="list-style-type: none"> <li>Overt communication re: School expectations are made to parents &amp; caregivers</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing communications</li> </ul>	<ul style="list-style-type: none"> <li>Review this approach</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>Positive Behaviour for Learning Strategies are focussed on</li> </ul>	<ul style="list-style-type: none"> <li>PB4L are reviewed and changes made</li> </ul>	<ul style="list-style-type: none"> <li>New changes are implemented</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>An 'anti Bullying' strategy is in place especially subtle bullying</li> </ul>	<ul style="list-style-type: none"> <li>PLD completed by all staff</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing work and expectations are articulated</li> </ul>	<ul style="list-style-type: none"> <li>Review and implementation of strategies</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>Discrimination of any kind is looked at and strategies are put in place.</li> </ul>	<ul style="list-style-type: none"> <li>Expectations around use of language and anti-discrimination techniques are in place.</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review and making the necessary changes</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>

	<ul style="list-style-type: none"> <li>An increase in whaanau time to assist with student wellbeing is investigated</li> </ul>	<ul style="list-style-type: none"> <li>Implement a programme in whaanau time</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review and necessary changes are made</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>A review on Student Diversity is to see how it is embraced in school culture</li> </ul>	<ul style="list-style-type: none"> <li>Implement changes to improve student diversity in the things we do</li> </ul>	<ul style="list-style-type: none"> <li>A review of the changes occurs</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>

## BARRIER FREE ACCESS

Great Education opportunities and outcomes are within reach for every learner

Focus	2024	2025	2026	2027	2028
Student Engagement	<ul style="list-style-type: none"> <li>Attendance is tracked and monitored to ensure 90%+</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review is completed</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>The Attendance service is improved to meet the MOE goals</li> </ul>	<ul style="list-style-type: none"> <li>A more proactive Attendance service across the district is seen</li> </ul>	<ul style="list-style-type: none"> <li>New contract with improved KPIs are implemented</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>All learning areas review student engagement in their subjects</li> </ul>	<ul style="list-style-type: none"> <li>Changes to courses are made to increase engagement</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing changes to ensure high engagement in classes</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>Student Voice is used to improve engagement</li> </ul>	<ul style="list-style-type: none"> <li>Implement the finding of student voice</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review and implement new changes</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>The values are reiterated, emphasised and communicated</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing to ensure student engagement is value based</li> </ul>	<ul style="list-style-type: none"> <li>An ongoing review occurs and changes are implemented</li> </ul>	<ul style="list-style-type: none"> <li>Review of school values occurs</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>Student involvement in decision making is increased</li> </ul>	<ul style="list-style-type: none"> <li>A new possible student leadership model is implemented</li> </ul>	<ul style="list-style-type: none"> <li>Further reviews have occurred and changes implemented</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>A strong Student-Parent-Teacher partnerships are reviewed</li> </ul>	<ul style="list-style-type: none"> <li>Changes are implemented</li> </ul>	<ul style="list-style-type: none"> <li>A further review in terms of these relationships occurs</li> </ul>	<ul style="list-style-type: none"> <li>Further changes are implemented</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
Literacy and Numeracy	<ul style="list-style-type: none"> <li>Literacy and Numeracy processes reduces the barriers to learning</li> </ul>	<ul style="list-style-type: none"> <li>Review the barriers and implement changes</li> <li>Improvements in levels of these are seen</li> </ul>	<ul style="list-style-type: none"> <li>Continue to review and implement changes</li> </ul>	<ul style="list-style-type: none"> <li>Literacy and numeracy is clearly improved with the strategies used</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review and implementation of changes.</li> </ul>
Modern Learning	<ul style="list-style-type: none"> <li>BYOD processes ensure every student has access to a device and ICT support</li> </ul>	<ul style="list-style-type: none"> <li>Most students have their own devices and the infrastructure at school allows this</li> </ul>	<ul style="list-style-type: none"> <li>Review BYOD for further changes and the use of AI</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>AI is prevalent and teacher and student</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing PLD with staff occurs and articulating</li> </ul>	<ul style="list-style-type: none"> <li>Strategy is reviewed and changes occur</li> </ul>	<ul style="list-style-type: none"> <li>With new AI on the landscape, ongoing review</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>

	understanding is essential to using it effectively	requirements to school community		and implementation is required.	
	<ul style="list-style-type: none"> <li>Master plan implementation is active and dates are met so there are enough class spaces for students and teachers</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review as Stage#1 is planned</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of Stage#1</li> </ul>	<ul style="list-style-type: none"> <li>Review of Stage#1 as plans for Stage#2 is completed</li> </ul>	<ul style="list-style-type: none"> <li>Stage#2 approved and implemented</li> </ul>
	<ul style="list-style-type: none"> <li>Classroom designs have student input and the designs are consistent with the Master Plan</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review occurs</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>A review on the Timetable to ensure it is not a barrier to student learning and teaching</li> </ul>	<ul style="list-style-type: none"> <li>The findings are implemented for the 2025 timetable</li> </ul>	<ul style="list-style-type: none"> <li>A further review ensures barrier free access is achieved</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>'Phone Free 2023' continues to meet government priority</li> </ul>	<ul style="list-style-type: none"> <li>All students have access to device that are not phones</li> </ul>	<ul style="list-style-type: none"> <li>Devices are not a limiting factor in any students education</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
Transitions	<ul style="list-style-type: none"> <li>A review of transitions for other schools is completed to ensure the barriers are reduced</li> </ul>	<ul style="list-style-type: none"> <li>Implementation review occurs</li> </ul>	<ul style="list-style-type: none"> <li>This work continues as contributing schools change</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>Develop better relationships with contributing school</li> </ul>	<ul style="list-style-type: none"> <li>Meet regularly to ensure free-flow of information</li> </ul>	<ul style="list-style-type: none"> <li>A consistent approach is seen</li> </ul>	<ul style="list-style-type: none"> <li>A review of the process as schools change</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>Processes are strengthened as students move between Year levels within the school</li> </ul>	<ul style="list-style-type: none"> <li>Internal structures and processes are adjusted for improvement</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review to ensure we meet the needs of the students</li> </ul>	<ul style="list-style-type: none"> <li>Implement further changes</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>Review the transitions of ORS students</li> </ul>	<ul style="list-style-type: none"> <li>Implement changes required to ensure IEPS and their transition is barrier free</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review as the numbers of students increase</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>Induction of new overseas teachers is strengthened.</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing support and guidance are implemented</li> </ul>	<ul style="list-style-type: none"> <li>A further review ensures coverage</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
Cultural Sustainability	<ul style="list-style-type: none"> <li>An increase in cultural celebrations is prevalent</li> </ul>	<ul style="list-style-type: none"> <li>These are consistently on the calendar</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing work to ensure diversity is celebrated</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review to ensure celebrating diversity</li> </ul>	<ul style="list-style-type: none"> <li>Culturally rich and diverse activities are in place</li> </ul>
	<ul style="list-style-type: none"> <li>Every culture is made to feel welcome</li> </ul>	<ul style="list-style-type: none"> <li>A review of school processes</li> </ul>	<ul style="list-style-type: none"> <li>Implement changes that need to occur</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review and implementation</li> </ul>	<ul style="list-style-type: none"> <li>Implementing change is ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>Review and improve the cultural identity around</li> </ul>	<ul style="list-style-type: none"> <li>Signage is reviewed and changed</li> </ul>	<ul style="list-style-type: none"> <li>Implement changes as the school growth changes</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>

	the College with murals, words etc		the physical look of the school		
	<ul style="list-style-type: none"> <li>Ongoing cultural sustainability in regard to Tiriti o Waitangi occurs</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing PLD and work is completed</li> </ul>	<ul style="list-style-type: none"> <li>Te Tiriti o Waitangi regularly articulated in all the work completed</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>

## QUALITY TEACHING AND LEADERSHIP

Quality teaching and leadership make the difference for learners and their whanau

Focus	2024	2025	2026	2027	2028
Student Engagement	<ul style="list-style-type: none"> <li>Professional learning continues to ensure quality teaching and leadership is developed</li> </ul>	<ul style="list-style-type: none"> <li>Measure student engagement based on PLD provided</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review as each goal is achieved</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>PGC cycle is reviewed and updated</li> </ul>	<ul style="list-style-type: none"> <li>All staff have a PGC cycle in place</li> </ul>	<ul style="list-style-type: none"> <li>A review of the PGC cycle to ensure effectiveness</li> </ul>	<ul style="list-style-type: none"> <li>Implement changes</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review</li> </ul>
	<ul style="list-style-type: none"> <li>Collaborative learning techniques are used to improve engagement</li> </ul>	<ul style="list-style-type: none"> <li>A culture of collegiality, collaboration to improve engagement</li> </ul>	<ul style="list-style-type: none"> <li>Review how this is going and implement changes</li> </ul>	<ul style="list-style-type: none"> <li>Further development maybe required</li> </ul>	<ul style="list-style-type: none"> <li>Collaboration improves engagement.</li> </ul>
Curriculum Changes	<ul style="list-style-type: none"> <li>NZ Histories is in progress and used as context for curriculum</li> </ul>	<ul style="list-style-type: none"> <li>Adjustment are made to NZ Histories based on government changes</li> </ul>	<ul style="list-style-type: none"> <li>Review of this especially and implement</li> </ul>	<ul style="list-style-type: none"> <li>Determine the effectiveness of this on the curriculum</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>Revision of units of work and schemes to the changes in curriculum</li> </ul>	<ul style="list-style-type: none"> <li>All units of work have been reviewed especially with a focus on Lit/Num</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review</li> </ul>
	<ul style="list-style-type: none"> <li>A review of curriculum versus assessment</li> </ul>	<ul style="list-style-type: none"> <li>Implement changes to ensure curriculum predominant</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing monitoring of curriculum versus assessment required</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
NCEA Changes	<ul style="list-style-type: none"> <li>Level 1 NCEA is implemented</li> </ul>	<ul style="list-style-type: none"> <li>Review of the implementation occurs</li> </ul>	<ul style="list-style-type: none"> <li>Level 1 standards have become embedded</li> </ul>	<ul style="list-style-type: none"> <li>Further refinement of the standards to courses</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>Further strengthening of the system to ensure students get Lit/Num</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing work required as requirements become embedded</li> </ul>	<ul style="list-style-type: none"> <li>Systems are embedded and improvement continues</li> </ul>	<ul style="list-style-type: none"> <li>The goals for achieving Lit/Num are achieved</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review</li> </ul>
	<ul style="list-style-type: none"> <li>Preparation continues for the changes to Level 2 and Level 3 NCEA</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing preparation for implementation in 2026</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of new standards in L2 and L3 NCEA</li> </ul>	<ul style="list-style-type: none"> <li>Review the implementation of the standards</li> </ul>	<ul style="list-style-type: none"> <li>L2 and L3 have become embedded with a further review</li> </ul>
	<ul style="list-style-type: none"> <li>An Endorsement review occurs with a plan in place for increasing in all areas</li> </ul>	<ul style="list-style-type: none"> <li>Embed the changes to ensure an increase in endorsements especially with boys</li> </ul>	<ul style="list-style-type: none"> <li>Continue to implement changes with endorsements gone up by 20%</li> </ul>	<ul style="list-style-type: none"> <li>Continues to review and increase</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing to ensure endorsements are the same as national averages</li> </ul>
	<ul style="list-style-type: none"> <li>A plan to encourage students to do Scholarship and to put a</li> </ul>	<ul style="list-style-type: none"> <li>10% more students' complete scholarship successfully</li> </ul>	<ul style="list-style-type: none"> <li>10% more students' complete scholarship successfully</li> </ul>	<ul style="list-style-type: none"> <li>Review the scholarship initiative and implement furthers support.</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review</li> </ul>



	programme in place to support this				
	<ul style="list-style-type: none"> <li>A plan to increase UE results are in place</li> </ul>	<ul style="list-style-type: none"> <li>All students that want to get UE achieved this</li> </ul>	<ul style="list-style-type: none"> <li>A review of strategies occurs</li> </ul>	<ul style="list-style-type: none"> <li>Changes are implemented</li> </ul>	<ul style="list-style-type: none"> <li>All students that want to get UE achieve this</li> </ul>
	<ul style="list-style-type: none"> <li>Tracking and monitoring of NCEA candidates continues</li> </ul>	<ul style="list-style-type: none"> <li>Tracking and monitoring of NCEA candidates continues</li> </ul>	<ul style="list-style-type: none"> <li>Tracking and monitoring of NCEA candidates continues</li> </ul>	<ul style="list-style-type: none"> <li>Tracking and monitoring of NCEA candidates continues</li> </ul>	<ul style="list-style-type: none"> <li>Tracking and monitoring of NCEA candidates continues</li> </ul>
Literacy and Numeracy	<ul style="list-style-type: none"> <li>Units of work and schemes have developed techniques to improve Lit/Num across all areas</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review and updates and recognition cross curricular approaches work</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review and updates and recognition cross curricular approaches work</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review and updates and recognition cross curricular approaches work</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review and updates and recognition cross curricular approaches work</li> </ul>
	<ul style="list-style-type: none"> <li>Literacy Numeracy leadership is strengthened</li> </ul>	<ul style="list-style-type: none"> <li>A Lit/Num Leadership team is further developed</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing work</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
Professional Learning	<ul style="list-style-type: none"> <li>A leadership review of all areas is completed and a plan is in place.</li> </ul>	<ul style="list-style-type: none"> <li>Implement the changes and look at the implications of these</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing implementation according to the plan</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing implementation according to the plan</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing implementation according to the plan</li> </ul>
	<ul style="list-style-type: none"> <li>PLD for Teaching to upskill and improve their work in the classroom</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing and further encourage to get them upskilled</li> </ul>	<ul style="list-style-type: none"> <li>Review the effectiveness of the teaching assistants</li> </ul>	<ul style="list-style-type: none"> <li>Implement changes where required</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>A professional learning register and plan is in place</li> </ul>	<ul style="list-style-type: none"> <li>Review and make changes</li> </ul>	<ul style="list-style-type: none"> <li>Review and make changes</li> </ul>	<ul style="list-style-type: none"> <li>Review and make changes</li> </ul>	<ul style="list-style-type: none"> <li>Review and make changes</li> </ul>
Tikanga Maaori	<ul style="list-style-type: none"> <li>Te Reo Maaori pathways are strengthened with more Reo speakers</li> </ul>	<ul style="list-style-type: none"> <li>Continue to employ Te Reo teachers</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review</li> </ul>
	<ul style="list-style-type: none"> <li>Review of Reo Rua to establish guidelines so students do not opt out</li> </ul>	<ul style="list-style-type: none"> <li>Community consultation has occurred with ongoing changes</li> </ul>	<ul style="list-style-type: none"> <li>Less and less students are opting out due to changes made</li> </ul>	<ul style="list-style-type: none"> <li>The programme is strengthened, and ongoing review occurs</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review</li> </ul>
	<ul style="list-style-type: none"> <li>PLD on Tikanga continues</li> </ul>	<ul style="list-style-type: none"> <li>Use of outside providers has increased</li> </ul>	<ul style="list-style-type: none"> <li>The programme have become differentiated</li> </ul>	<ul style="list-style-type: none"> <li>More and more teachers know tikanga</li> </ul>	<ul style="list-style-type: none"> <li>Further review has to occur</li> </ul>
	<ul style="list-style-type: none"> <li>Leadership recognition is achieved for Maaori learners and staff</li> </ul>	<ul style="list-style-type: none"> <li>A Maaori leadership model is in place</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review</li> </ul>
	<ul style="list-style-type: none"> <li>Community Liaison roles are determined and awarded</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing revision of the role of the community liaison's role</li> </ul>	<ul style="list-style-type: none"> <li>Implement more changes but unsure if this will continue</li> </ul>	<ul style="list-style-type: none"> <li>Unsure if it is continued</li> </ul>	<ul style="list-style-type: none"> <li>Unsure if it will be continued</li> </ul>
	<ul style="list-style-type: none"> <li>Careers approach to assist Maaori learners into courses and beyond school</li> </ul>	<ul style="list-style-type: none"> <li>This is re-enforced with a team put together</li> </ul>	<ul style="list-style-type: none"> <li>Builds on the beginning and goes from strength to strength</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>

## FUTURE OF LEARNING AND WORK

Learning that is relevant to the lives of New Zealanders today and throughout their lives

Focus	2024	2025	2026	2027	2028
Maatauranga Maaori	<ul style="list-style-type: none"> <li>Continue to look at the Maaori curriculum to see if the students are ready to transition to this curriculum</li> </ul>	<ul style="list-style-type: none"> <li>A plan is put in place to transition to Maatauranga Maaori</li> </ul>	<ul style="list-style-type: none"> <li>Implement the 'Maatauranga Maaori haerenga'</li> </ul>	<ul style="list-style-type: none"> <li>Implementation completed</li> </ul>	<ul style="list-style-type: none"> <li>A review of how the 'haerenga' went</li> </ul>
	<ul style="list-style-type: none"> <li>Professional learning for all Maaori language teachers occurs</li> </ul>	<ul style="list-style-type: none"> <li>Continue to develop a the staff to be confident in Maatauranga Maaori</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>Maaori Community consultation with Maatauranga Maori</li> </ul>	<ul style="list-style-type: none"> <li>A community advisory group is set up</li> </ul>	<ul style="list-style-type: none"> <li>Implement the advice of the group</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing consultation and advice</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing consultation and advice</li> </ul>
Financial Efficacy	<ul style="list-style-type: none"> <li>Financial processes review takes</li> </ul>	<ul style="list-style-type: none"> <li>Changes are implemented</li> </ul>	<ul style="list-style-type: none"> <li>Staff levels are reviewed</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review</li> </ul>
	<ul style="list-style-type: none"> <li>Investigate moving to Xero</li> </ul>	<ul style="list-style-type: none"> <li>Implement a plan for going to Xero</li> </ul>	<ul style="list-style-type: none"> <li>Fully move to Xero</li> </ul>	<ul style="list-style-type: none"> <li>Deal with ongoing issues</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>The Board develops financial guidelines as the school grows</li> </ul>	<ul style="list-style-type: none"> <li>Guidelines are put in place to meet the outcomes</li> </ul>	<ul style="list-style-type: none"> <li>Another review of goals</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing work on guidelines and outcomes</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing work on guidelines and outcomes</li> </ul>
Career Work	<ul style="list-style-type: none"> <li>Investigate more work experience for our Junior students</li> </ul>	<ul style="list-style-type: none"> <li>Careers Week across the kura is implemented</li> </ul>	<ul style="list-style-type: none"> <li>Build and develop further</li> </ul>	<ul style="list-style-type: none"> <li>Review and implement</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>Maaori Careers focus is implemented</li> </ul>	<ul style="list-style-type: none"> <li>Build to include a Junior focus and goals</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review and build capacity</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review</li> </ul>
Community Engagement	<ul style="list-style-type: none"> <li>Involvement in more community events</li> </ul>	<ul style="list-style-type: none"> <li>Increase involvement when opportunity arises</li> </ul>	<ul style="list-style-type: none"> <li>Review further involvement</li> </ul>	<ul style="list-style-type: none"> <li>Continue to build capacity</li> </ul>	<ul style="list-style-type: none"> <li>Review and implement further change</li> </ul>
	<ul style="list-style-type: none"> <li>Put on least one community event yearly</li> </ul>	<ul style="list-style-type: none"> <li>Consolidate event and look for others to lead</li> </ul>	<ul style="list-style-type: none"> <li>Evaluate the impact the community event has.</li> </ul>	<ul style="list-style-type: none"> <li>Review and implement changes</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
	<ul style="list-style-type: none"> <li>Community volunteer 'Giving back' starts</li> </ul>	<ul style="list-style-type: none"> <li>Review impact on the College</li> </ul>	<ul style="list-style-type: none"> <li>Implement changes and continue</li> </ul>	<ul style="list-style-type: none"> <li>Continue to be there for community</li> </ul>	<ul style="list-style-type: none"> <li>Review and change</li> </ul>
	<ul style="list-style-type: none"> <li>Community Liaison positions are in place</li> </ul>	<ul style="list-style-type: none"> <li>Feedback from the positions in regard to impact on community</li> </ul>	<ul style="list-style-type: none"> <li>Unsure if this carries on past here</li> </ul>	<ul style="list-style-type: none"> <li>Unsure if this carries on past here</li> </ul>	<ul style="list-style-type: none"> <li>Unsure if this carries on past here</li> </ul>
Kaahui Ako	<ul style="list-style-type: none"> <li>Continue to be active members of the Kaahui Ako</li> </ul>	<ul style="list-style-type: none"> <li>Ensure all WST, ASL feedback to the Board at the end of their time</li> </ul>	<ul style="list-style-type: none"> <li>New leaders for next two years are determined</li> </ul>	<ul style="list-style-type: none"> <li>New goals are set and achieved</li> </ul>	<ul style="list-style-type: none"> <li>Next two years are determined</li> </ul>

	<ul style="list-style-type: none"> <li>• WSTs are allocated specific roles within the school</li> </ul>	<ul style="list-style-type: none"> <li>• Work closely with SLT member on College/Kaahui goals</li> </ul>	<ul style="list-style-type: none"> <li>• New WSTs and goals are set</li> </ul>	<ul style="list-style-type: none"> <li>• Work closely with SLT on College/Kaahui goals</li> </ul>	<ul style="list-style-type: none"> <li>• New WSTs and goals are set</li> </ul>
	<ul style="list-style-type: none"> <li>• Cultural Responsive theme is supported</li> </ul>	<ul style="list-style-type: none"> <li>• Goals are set for this across the kaahui ako and met by the team</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing work across the schools</li> </ul>	<ul style="list-style-type: none"> <li>• Review of this and more actions developed</li> </ul>	<ul style="list-style-type: none"> <li>• Implement new focus with this area</li> </ul>
	<ul style="list-style-type: none"> <li>• Learner Support is supported</li> </ul>	<ul style="list-style-type: none"> <li>• A register is shared across the kaahui ako with SENCOS</li> </ul>	<ul style="list-style-type: none"> <li>• Collaborative action plan when dealing with students in this area</li> </ul>	<ul style="list-style-type: none"> <li>• Continued work to ensure SENCOS are supported</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>