

TE KURA O TE KAO

WHĀINGA



RAUTAKI

2024 - 2027

“KIA MĀRAMA”

Ngā whāinga rautaki mō Te Kura o Te Kao mō ngā tau 2024 – 2027

As approved by the Board on the 1st day of March 2024

Board Chair: **Maquita Lia**
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TE WHAKAPAPA O TE KURA O TE KAO

Most of the current roll can trace their whakapapa back five generations or more to the original students who were schooled by Mr Adamson in the raupō whare at Tangoake.

It was the parents of those original students who were instrumental in establishing the school, finding the teacher, petitioning the government, and donating the land where the kura now stands. The kura has gone through numerous transformations to adapt to local and national changes and to the needs of the community. The timeline below reflects the strong community support for the kura by whānau over the years.

1881	Te Kao Native School
1957	Te Kao Māori District High School Te Kao District High School Te Kao Area School Te Kura Takiwā o Te Kao
1996	Te Kao School / Te Kura o Te Kao
2016	Te Kura o Te Kao (kura ā-iwi)
2020	Te Wharekura o Te Kao



Tamariki o Te Kao i runga i te motokā o James Taaffe, 1920

TE ARONGA WHAKAMUA

Te Kura o Te Kao will provide a pathway that ensures our kāinga and tamariki acquire the attitudes, values, knowledge, understanding, and skills to confidently meet the challenges of an ever-changing society.



Te Kura o Te Kao Kapa Haka

TE TIROHANGA WHAKAMUA

Te Kura o Te Kao is a unique learning environment that lives Te Aupōuritanga. which nurtures the autonomy, decision making of our uri who are able to contribute to society as life-long learners.



Te Kura o Te Kao Kapa Haka

NGĀ TIKANGA WHAKAHAERE

Te Kura o Te Kao is blessed by our elders who gifted our kupu whakamānawa **Kia Mārama** – *Let there be light* – however, when related to the history and culture of our people, it means much more.

It is about being aware of our tikanga to guide us in all we do as Te Aupōuri, understanding our world, communicating clearly with one another and striving to improve our well-being.



Te Kura o Te Kao Rā Whakahoutanga 2021

These words reflect a timeless understanding that stretches back to our very creation and far into the future, concerned not only for their personal needs but the mana of our ancestors and our descendants.

These two little words encapsulate how we learn and solve problems, our history and our future, our traditions and our aspirations, from creation to eternity.

Te Kura o Te Kao uses each letter of the kupu whakamānawa “Kia Mārama” to elaborate our reo, tikanga, mātauranga Māori learning for the kura, whānau, hapori:



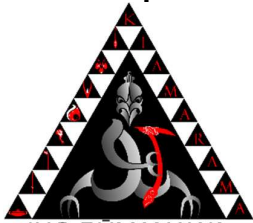
KAITIAKITANGA

Kaitiakitanga

He kaitiaki ahau...

Ko ahau te kaitiaki o tōku reo, o āku tikanga, o tōku kura, o tōku marae, o ōku whenua, o ōku moana me ngā taonga katoa a ōku tūpuna i tuku iho ai hei painga mō ngā uri whakatupu. Ko ahau te kaitiaki o tōku tinana, o tōku hinengaro, o tōku wairua, o tōku whānau. He kaitiaki ahau.

I am a responsible guardian.



IHO PŪMANAWA

Iho Pūmanawa

He iho pūmanawa ahau...

Kei roto i ahau e rere ana ngā toto mārohirohi o ōku tūpuna.

Kei roto i ahau te ihi, te wehi, te kaha, te māia i heke tika iho i ngā atua.

He pūkenga, he oranga kei ōku ringaringa; He māramatanga, he kitenga hōu kei tōku hinengaro; He taonga motuhake kei tōku ngākau - hei takoha atu ki te ao. He iho pūmanawa ahau.

I am unique and special with talents and skills to share with the world.



AUMĀRIETANGA

Aumārietanga

Kia aumārie ahau... Kia tau tōku mauri kia tuwhera ai tōku ngākau ki ngā akoranga o te ao. Kia rongu ahau i te hotu manawa, i te ia o te hau, o te wai, i te whitinga o te rā. Kia kite ahau i ngā hononga me ngā tohu o te ao. Kia ārahina aku takahanga e te wairua kia āta haere ai, ā, kia kore ai e poka noa, e takakino, e whara, i ngā tapu, i ngā mana. Kia aumārie ahau.

I am peaceful, humble and spiritually connected.



MANAAKITANGA

Manaakitanga

Kia kaha ahau ki te manaaki tāngata...Ko te manaaki manuhiri, ko te manaaki kaumātua, ko te manaaki tamariki hei whakakaha i ngā here tangata, hei whakaū i te

whanaungatanga, hei hiki i te mana o tōku kura, o tōku whānau, o tōku iwi. Kia kaha ahau ki te manaaki tāngata.

I am caring, generous and respectful.



ANGITŪ

Angitū

Kia whāia e ahau te tihi o angitū... Ahakoa he aha te mahi e mahia e ahau, me mahi kia kaha, me mahi kia tika, me mahi kia whai hua. Kia mahara ahau, “Ehara taku toa i te toa takitahi, engari he toa takitini.” Ko ōku tūpuna hei tauira mōku. Ko ahau hei tauira mō ngā uri whakaheke. Kia whāia e ahau te tihi o angitū.

I am aspiring to achieve and striving to excel.

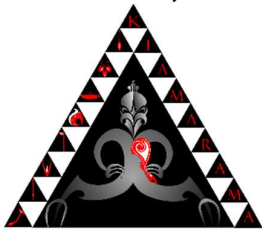


RANGATIRATANGA

Rangatiratanga

Kia rangatira tāku kawē i ahau... Kia rangatira, kia pono, āku kupu, kia rangatira, kia tika, āku mahi, kia rangatira, kia hūmārie, tōku tū hei kanohi mō tōku kura, mō tōku whānau me tōku iwi. Kia rangatira tāku kawē i ahau.

I am honest, courteous and reliable.



AROHANUI

Arohanui

Kia arohanui ahau... Kia marere. Kia mākoaha. Kia atawhai. Kia ū ki te pai. Kia arohanui ahau.

I am compassionate and tolerant.



MANAWANUI

Manawanui

Kia manawanui ahau... Kia ahū whakamua tonu. Kāua ahau e tūohu noa i te tūtukinga wāewāe. “Haere tonu Aupōuri, haere tonu rā! – Āke, āke, kia kaha, haere tonu rā!” Kia ū ki te kaupapa, ā, oti noa. Kia manawanui ahau.

I am patient, persevering and resilient.



Aupōuritanga

Nō Te Aupōuri ahau... E mōhio ana ahau ki tōku reo, ki āku tikanga, ki tōku pepeha, ki tōku whakapapa, ki ōku whanaunga, ki ngā kōrero me ngā waiata a tōku iwi. Ahakoa ahau haere ki hea, kāhore e motu te taura here i ahau ki tōku tūrangawaewae, ki tōku kāinga tupu, ki tōku marae, ki tōku iwi, ki tōku Aupōuritanga. Nō Te Aupōuri ahau.

I am grounded and connected by my culture, identity and belonging.

HE WHAKAPAPA O TE KURA

Te Aupōuri
Ko te Atua ki te rangi, ko Te Aupōuri ki te whenua

Te Kura o Te Kao
KIA MĀRAMA

Ngā Uri

MIHIPĀ
Iwi Leadership
TE AUPŌURI
Te Rūnanga
Te Kōhanga Reo
Potahi Marae
Whakawiti Ora
Pai
Pārengarenga
Inc

KAHUI
KAUMATUA

GOVERNANCE
Stewardship
POUMARUMARU

Board Chair
Parent Representatives
Principal – Executive
Staff Trustee

External Experts *as required:*
Te Runanga o Te Aupōuri
NZSTA, Ministry Services -
Finance, Property ... Principal
Appraiser, Property
Manager, Critical Friends,
PLD facilitator, NZEI

LEADERSHIP
Management
TUMUAKI
Tumuaki Pehipehi

Kāhui Kaiako
Practising Teachers (FCT)
Kaiako Tūturu
Kaiako Pia

Ancillary Staff
Kaiawhina
Kaiārahi Reo
Kura Administrator
Caretaker & Cleaner
Lunch Coordinators

TINO UARATANGA

The ability to live as Māori will be evident in:

- Increasing ability to read, write, listen, speak, view, and present in Te Reo in all settings.
- Increasing knowledge, understanding and appropriate application of Te Aupōuritanga, including history, music and art
- Strengthening the ability to embrace Te Ao Māori me ōna Tikanga

The ability to actively participate as global citizens of the world will be evident in:

- Increasing confidence and skill in values and attitudes
- Increasing ability in Reo Matatini, Pāngarau, Putaiao, Tikanga ā iwi Rapuara, Hangarau Matihiko, Hauora, Hākinakina and Mahi Toi.
- Display our kupu whakmānawa and mātāpono of KIA MARAMA and apply this to their daily lives
- Increasing abilities in whānaungatanga
- Being proud Aupouri uri while embracing their connection to Te Ao Māori

The ability to enjoy good health and a high standard of living will be evident in:

- Strengthen their understanding and enjoyment of positive hauora
- Taha Tinana, Taha Wairua, Taha Hinengaro, Social, emotional, relational and physical health
- Caring, respectful, and pleasant behaviour
- Commitment to growing, preparing, sharing, and eating for wellbeing and hauora.

WHĀNAU ENGAGEMENT

The Poumarumarū (Board of Trustees) is comprised of elected whānau members, the tumuaki, and teacher representative. Their primary purpose is to set the strategic direction of the Kura, to monitor student progress and achievement, and to lead and support whānau engagement and involvement in the life and culture of the Kura.

The Poumarumarū has published its governance and operational policies that articulate how their stewardship roles and duties are carried out. These are available for perusal at the kura office on request. Each individual board trustee understands that the key components of governance include:

- Leadership
- Accountability
- Employer Role
- Representation

The Poumarumarū holds monthly meetings at the Kura and with the exception of closed in-committee sessions,

MAHERE



Te Kura o Te Kao

WHĀNUI

2024 - 2027

“KIA MĀRAMA”

STRATEGIC GOAL 1			
All students will show progress and achievement with a particular focus on Rautaki Reo, Te Reo Mātaihini, Pāngarau			
URI	2024	2025	2026
	<p>Develop and maintain student efficacy through collaborative PLD around hanganga reo structured literacy.</p> <p>Report regularly on accelerated progress</p>	<p>Areas of need for 2025 will be identified and addressed</p>	<p>Areas of need for 2026 will be identified and addressed</p>

STRATEGIC GOAL 2			
All teaching staff will show commitment to a robust PLGC system that supports and strengthens student acceleration and professional learning and development			
KAIAKO	2024	2025	2026
	<p>Develop teacher directed, collaborative learning and growth that strengthens student acceleration and our kaupapa.</p> <p>Monitor robust PLGC practices that support and enhance learning and teaching, informed through the kura PLGC process</p> <p>Identify PLD around Team building</p>	<p>Areas of need for 2025 will be identified and addressed</p>	<p>Areas of need for 2026 will be identified and addressed</p>

STRATEGIC GOAL 3			
To increase and focus on the rautaki reo of kaimahi and ākonga at Te Kura o Te Kao and continue to embed our Aupouritanga across the kura			
KURA	2024	2025	2026
	<p>Strengthen our learning programs and Mārau ā kura across the Kura Teina & Wharekura with a continued focus on Aupouritanga</p> <p>Strengthen our Rautaki Reo ā kura and embed the reo within the Wharekura & Kura Teina</p>	<p>Areas of need for 2025 will be identified and addressed</p>	<p>Areas of need for 2026 will be identified and addressed</p>

HE MAHERE RAUTAKI

Whakamānawa
"KIA MĀRAMA"

Tauākī Whāinga

STRATEGIC PLAN 2024-2027

**STRATEGIC
GOAL 1:**
Ākonga

ANNUAL GOALS TO ACHIEVE

All students will show progress and achievement with a particular focus on Rautaki Reo, Te Reo Matatini, Pangarau

**STRATEGIC
GOAL 2:**
Kaiako

ANNUAL GOALS TO ACHIEVE

All teaching staff will show commitment to a robust PLGC system that supports and strengthens student acceleration and professional learning and development

**STRATEGIC
GOAL 3:**
Kura

ANNUAL GOALS TO ACHIEVE

To increase and focus on the rautaki reo of kaimahi and ākonga at Te Kura o Te Kao and continue to embed our Aupouritanga across the kura

AROTAHĪ:

To raise the achievement of students reported as working towards their learning levels, to make personal progress to meet their learning goals in core learning areas.

WHAINGA RAUTAKI: Akonga

All students will show progress and achievement with a particular focus on Rautaki Reo, Te Reo Matatini, Pangarau

Actions to Achieve	Responsibility	Expected Outcomes	Review
Develop and maintain student efficacy through collaborative PLD.	Kaiako Board Finance Tumuaki	1. Continuing to strengthen planning in the areas of Rautaki reo Te Reo Matatini and Pangarau to identify individual and group learning needs and the teaching strategies used to address those needs	All these areas will continue to be a focus of Tumuaki planning and assessment checks throughout the year.
Improve effectiveness of our analysis of data to achieve outcomes and learning targets	Kaiako Tumuaki	1. Implement KMS and planning and assessment tools 2. Using appropriate assessment tools and effective OTJ's 3. Review and modify learning programmes for ākongā working towards or above kura & learning expectations	
Report regularly on student progress	Kaiako Tumuaki SENCO	1. Collect baseline data Term 1, 2024 2. Analyse data according to the assessments and student needs 3. PLD to target student needs 4. Set and develop learning goals with ākongā and parents (whanau hui Term 1)	

<p>Teachers will complete PLD in Rautaki Reo and Structured Literacy / Tihei Pangarau / Te Reo kia Rere</p>		<p>1. Two staff meetings in Term 1 will be held to develop agreed expectations of what structured literacy will look like in classrooms.</p>	
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AROTAHĪ:

To ensure that a PLGC system is developed that supports staff learning and development and student acceleration.

WHAINGA RAUTAKI: Kaiako

All teaching staff will show commitment to a robust PLGC system that supports and strengthens student acceleration and professional learning and development

Actions to Achieve	Responsibility	Expected Outcomes	Review
Professional Learning Development opportunities will be provided to all Kaiako and kaiāwhina – where necessary – to strengthen their ability to meet the learning needs of all students.	Kaiako Tumuaki Kaiāwhina	<ol style="list-style-type: none">1. Develop their understanding and use of systems and processes for measuring, tracking and monitoring students' progress to identify and respond to students' next steps in learning throwing reviewing and improving the use of learning progressions.2. Use the current PLGC programme to record professional development and growth for kaiako	Week 9, Term 1 2024 – discussion around PLD and links to kura expectations Term 2

<p>Kaiako will participate in the in- school PLGC process to record and monitor progress on goals, achievements and evaluations</p>	<p>Kaiako Tumuaki</p>	<ol style="list-style-type: none"> 1. Participate in development of specific learning progressions for learning areas. 2. Kaiako PLD should include learning and comprehension of te reo Māori to support the implementation of our Mārau ā kura. 	<p>Kaiako to complete forms as per current PLGC</p> <p>Regular Kaiako discussions around structured literacy, understanding and implementation in their teaching and learning programmes.</p>
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AROTAHĪ:

To increase and focus on the rautaki reo of kaimahi and ākonga at Te Kura o Te Kao and continue to embed our Aupouritanga across the kura

WHAINGA RAUTAKI: Kura

To embed our Aupōuritanga & Reo within Te Kura o Kao

Actions to Achieve	Responsibility	Expected Outcomes	Review
<p>Strengthen our learning programs and Mārau ā kura across the Kura Teina & Wharekura with a continued focus on Aupōuritanga.</p>	<p>Board Tumuaki Staff</p>	<ol style="list-style-type: none"> 1. Explore options for accredited learning programs for Years 8-13 offered through NKAI and Te Tahuhu o te Matauranga. 2. Develop a reliable forecast over the next 4 years to determine our roll growth in each year level. 3. Research potential wānanga courses in collaboration with iwi, and local organisations with expertise in specific areas related to our kaupapa and Aupōuritanga. 4. Provide proper infrastructure within our 10YPP that reflects the growth and learning areas of our kura expansion plan. Continue to work with Ākau in the development of the Strategic Property Plan. 5. Extend our support learning programs for digital fluency across the kura. 	<p>All approaches and initiatives used or introduced will reflect and be responsive to the needs and aspirations of our Iwi, Hapu, Whanau and community.</p>

		6. Continue to provide online and face to face learning opportunities within our localised curriculum that meet the needs and aspirations of our iwi.	
Strengthen our Mārau ā kura and embed our kaupapa within the Wharekura & Kura Teina	Hapū Kaiako Tumuaki	<ol style="list-style-type: none"> 1. Gather kōrero from Kaimahi, tauira & whānau 2. Regularly visit and learn about significant places and landmarks in our Kāinga and iwi. 3. Noho Marae and kura wānanga 4. Engage with local resource people to help create learning experiences for our tamariki 5. Establish a strong network to support our Marae where our tamariki live Tikanga Māori under the kawa of Te Aupōuri 	
Update and review of our student Graduate Profile	Whanau Board Kaiako Tumuaki Akonga	<ol style="list-style-type: none"> 1. Collating student voice – Plan for students to actively engage in what success looks like for them. 2. Kaiako voice – Use a staff meeting to discuss and review our graduate profile. 3. Board voice 4. Whanau, community voice (whanau hui) 	Build a graduate profile as a Kura ā Iwi that celebrates the identity and learning experiences of our ākonga from years 0-8.



Te Kura o Te Kao

Statement of Variance

2023

Achievement Targets

As approved by the Board on the 1st day of March 2024

Board Chair: **Maquita Lia**
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MAHERE 2023 - Ākongā Achievement Targets

2023 AIM	To increase ākongā tau 1 – 8 achieving reo matatini and reo kaute, Manawa ora, Manawa toa mō Te Reo Matatini me te Pāngarau.			
BASELINE DATA	At the end of 2021, ākongā tau 1 – 8 NW Kōrero 54.2% achieved ora/toa NW Tuhituhi 71.8% achieved ora/toa NW Pānui 65.8% achieved ora/toa NW Pāngarau TRK 60% achieved ora/toa		At the end of 2022, ākongā tau 1 – 8 NW Kōrero 52% achieved ora/toa NW Tuhituhi 67.4% achieved ora/toa NW Pānui 63.1% achieved ora/toa NW Pāngarau TRK % achieved ora/toa	
2023 TARGETS	By the end of 2023, ākongā tau 1 – 8			
	TE TAPAPA / TE TUPU/ TE MAHINGA Tuhituhi Ka eke ngā tamariki tau 1-8 ki te 70% ki tō taumata mō te tau 2023.	TE TAPAPA / TE TUPU/ TE MAHINGA Pānui Ka eke ngā tamariki tau 1-8 ki te 70% ki tō rātou taumata mō te tau 2023.	TE TAPAPA / TETUPU/ TE MAHINGA Pāngarau Ka eke ngā tamariki tau 1-8 ki te 80% ki tō rātou taumata mō te tau 2023.	TE TAPAPA / TE TUPU/ TE MAHINGA Reo-ā-waha Ka eke ngā tamariki tau 1-8 ki te 70% ki tō rātou taumata mō te tau 2023.
Specific Action to Achieve our Target	By whom	By when	Indicators of progress and success	2023 Analysis of Variance 2024 Future Action
Kaiako Reo Māori participate in targeted PLD that lifts <i>Te Reo Matatini, Te Reo Kaute, marau-a-kura</i> confidence and proficiency	All Kaiako		Students gain competence, skill, knowledge from high quality reo Māori immersion learning	<i>This year we noticed a shift in the development of reo proficiency across staff and tamariki. Kaiako were able to experience good robust PLD with Kia Atamai to strengthen their knowledge of content and confidence in delivery across the marau. PLD delivery was well received and implementation of revised programmes were refined throughout the PLD journey. An outcome of this PLD we saw kaiako and tamariki engaging in good learning and teaching relationships and outcomes of learning.</i>
Classrooms are safe and inviting learning spaces that reflect student skill, knowledge, and inquiry	All kaiako	All year	Resources and references support student learning and their work is well displayed	<i>Akomanga reviewed with strategic planning rōpū Akau. Mahi from our taurira are well displayed. Routines, ture were implemented. Akomanga spaces reflected the skill, knowledge and inquiry happening in the akomanga across the kura.</i>
Ākongā actively engage in a range of stimulating, <i>kōrero mai, kōrero atu</i> learning experiences	All kaiako	All year	Ākongā maintain te reo Māori as the principal language of learning and conversation at kura	<i>The principal language of learning and instruction is Te Reo Māori. The encouragement of korero reo Māori across the kura was maintained regardless of the use of reo pakeha by some individual taurira. Kaiako across the kura continue to maintain Te</i>

			<i>Reo Māori across the kura. We will be deliberate in our Rautaki Reo kaupapa in 2024 to strengthen the puna kupu and korero ā waha across the kura.</i>
Ākonga and Kaiako learn together to acquire and advance matihiko skills and knowledge to meet their needs and interests	All kaiako All year	Staff alongside tamariki to strengthen ability around the use of Chromebooks more effectively to provide and motivate tamariki learning.	<i>We purchased more Laptop devices to cater for the tauira across the kura to help with motivating learning in the akomanga. Tauira have become confident with using devices and using promethean boards and laptops to support their own learning</i>
Kaiako meet the NAG 2A mandatory reporting requirements for students, parents and the Ministry	All kaiako Half/Full year	Students and parents receive and read details about progress and achievement.	<i>Kaiako and whanau hui held in term 1 and term 2. Throughout the year whanau receive updated progress on their tamariki and their achievements. Whānau parents received reports in term 2 and in term 4 2023.</i>
Ākonga receive constructive feedback and feed forward for their work those results from quality classroom practice and Kāhui Kaiako professional support.	All kaiako All year	Kaiako provide experiences that result in each ākonga enjoying shift, progress, and achievement to the next or higher level.	<i>Moderation of tamariki mahi and feedback given to tauira of their progress is really important. These coversations have allowed for good feedback and feed forward between kaiako. Through reflections and arotake kaiako were able to identify and deliver quality practise and pedagogy.</i>

Statement of Variance: Te Reo Matatini Achievement

Purpose: To enable the board, students and whānau to evaluate student reo matatini progress and achievement results against the annual targets in the kura charter.

FOCUS: Reo Matatini - kōrero, pānui, tuhituhi

STRATEGIC AIM: To lift student achievement by providing quality learning that expresses the Marau ā-Kura. This will entail Reo Matatini achievement focus with priority for reo kōrero, Pānui and Tuhituhi with PLD support for kaiako and support for ākongā at risk of not achieving.

ANNUAL AIMS:

1. Kaiako will design and articulate the Marau ā-Kura and programmes of learning for meeting the annual student achievement targets and to ensure each student experiences success
2. Kaiako will adhere to the kura Policy Framework and Procedures that ensure that planning, assessment, data analysis, and reporting requirements are met on time and on schedule
3. Tumuaki, working with kaiako, will provide bi-annual student achievement reports to students and their parents; and meet reporting requirements to the board and wider community.
4. Tumuaki will lead the implementation of Ākongā learning and voice to provide feedback and feed forward knowledge and learning to lift student achievement in Reo Matatini.

DATA, Term 4 2021 ākongā tau 1 - 8

NW Kōrero	54.2% achieved ora/toa		
NW Tuhituhi	71.8% achieved ora/toa		
NW Pānui	65.8% achieved ora/toa		

DATA, Term 4 2022 ākongā tau 1 - 8

NW Kōrero	52% achieved ora/toa		
NW Tuhituhi	67.4% achieved ora/toa		
NW Pānui	63.1% achieved ora/toa		

COMPARATIVE DATA, Term 4 2023 ākongā tau 1 - 8

NW Kōrero	70% achieved ora/toa		
NW Tuhituhi	68% achieved ora/toa		
NW Pānui	86% achieved ora/toa		

ANALYSIS:

The data from 2023 end of year results have shown a good shift with tamariki pānui, reo a waha and tuhituhi across the kura within Te Reo Matatini.

There was a good increase in pānui in te reo matatini. In pānui data increased from 63.1% to 86% in years 1-8. The set target for 2023 was 70%. We exceeded our set target for pānui, We had a slight increase in tuhituhi from 67.4% to 68%. Our set target for tuhituhi for 2023 was 70%. We did not quite reach this target, however we are aware that there is definitely room to strengthen the current programme delivery to remedy this within our akomanga across the kura teina. The data outcomes across Te Reo Matatini have seen good progress as kaiako continue to build their ability to deliver quality programmes to help lift and enhance the learning of our tamariki in the kura teina. We focused on lifting our reo a waha across the school which has seen a increase in reo ā waha across the kura, We know that this is still an area of focus as to the amount of reo pakeha still spoken around areas of the kura with our tamariki. In reo ā waha we saw an increase from 52%, to 70% with our main target of 70% for 2023..

Within the kura teina it was evident that kaiako with support showed an increase in their own knowledge in areas of reo matatini. It also identified the need to continue to support all kaiako with their Pānui programmes and pedagogy with PLD support from Kia Atamai facilitator to help strengthen delivery and outcomes for taura in all year levels with robust PLD sessions with kaiako across the kura in 2024.

Kaiako throughout the year had to improvise and design and articulate programmes of learning. Rautaki Reo Will be a major focus for the kura going forward in 2023, with deliberate reo development across the kura, kaiako, whānau.

Statement of Variance: Pāngarau Achievement

Purpose: To enable the board, students and whānau to evaluate student Pāngarau progress and achievement results against the annual targets in the kura charter.

FOCUS: Pāngarau

STRATEGIC AIM: To lift student achievement by providing quality learning that expresses the Marau ā-Kura. This will entail ngā whenu Pāngarau.

ANNUAL AIMS:

5. Kaiako will design and articulate the Marau ā-Kura and programmes of learning for meeting the annual student achievement targets and to ensure each student experiences success
6. Kaiako will adhere to the kura Policy Framework and Procedures that ensure that planning, assessment, data analysis, and reporting requirements are met on time and on schedule
7. Tumuaki, working with kaiako, will provide bi-annual student achievement reports to students and their parents; and meet reporting requirements to the board and wider community.
8. Tumuaki will lead the implementation of Ākonga learning and voice to provide feedback and feed forward knowledge and learning to lift student achievement in Pāngarau.

DATA, Term 4 2021 ākonga tau 1 - 8

NW Pāngarau	TRK	60% achieved ora/toa	40% Whai Manawa ora
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DATA, Term 4 2022 ākonga tau 1 - 8

NW Pāngarau	TRK	63.2% achieved ora/toa	36.8% Whai Manawa ora
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COMPARATIVE DATA, Term 4 2023 ākonga tau 1 - 8

72% Whai Manawa ora/toa	28% Whai Manawa ora
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ANALYSIS:

The data from 2023 end of year, has shown an increase in results with tamariki as an outcome of good PLD focus with Kia Atamai across the kura within Pāngarau.

There was an increase across the kura percentages, with comparative data in 2022 being 63.2% to an increase of 8.8% to 72% in 2023. The set target for 2023 was 80% for Pāngarau.

It was good to see a shift considering the effort from kaiako through PLD support with Kia Atamai. Although we didn't hit our target for the year we are satisfied that the professional development undertaken will continue to have a positive long term effect on

developments in Pāngarau. It was evident that focus on certain whenu still needs revisiting to continue to uplift student achievement and with kaiako and their development in knowledge to deliver certain Pāngarau whenu. The support given by Kia Atamai as focus on building teacher capability saw an increase in delivery knowledge, which also filtered through to our tamariki. We did see a shift across all year levels. We know that in 2023, the focus will be ensuring that all kaiako continue to strengthen and revisit areas of programmes to deliver cater the continued needs of tamariki and shift them within the identified areas with a focus on strengthening their knowledge in all whenu.

With the shift across most year levels, it is important that we continue to support the needs within the middle akomanga of the kura in years 4 to 5. In 2024, programmes will focus on these year levels in Pāngarau to support and lift student achievement. Pāngarau PLD will not be the main PLD focus, but we will continue to source support where needed to strengthen kaiako practice and delivery.

Kaiako throughout the year with guidance and support from Kia Atamai continued to improvise and design and articulate programmes of learning. Kaiako through planning, assessment, data analysis, and reporting were able to make informed decisions around student development in Pāngarau and the delivery of programmes to accommodate student needs. This will need to continue in 2024 to enable strengthening of programmes and delivery.

TARGETS: By the end of 2023, ākongā Te Tapapa, Te Tupu, Te Mahinga will achieve:

1. 70% or more reo matatini targets for pānui [as collaboratively decided by tumuaki and kaiako]
2. 80% or more reo kaute/pāngarau targets for tau-taurangi, ine-āhuahanga, tauanga-tūpono (NB, year 1 exempt from this whenu.
3. 70% or more reo matatini targets for kōrero [as collaboratively decided by tumuaki and kaiako]
4. 70% or more reo matatini targets for tuhituhi [as collaboratively decided by tumuaki and kaiako]

2023 ACTION PLANS	2023 OUTCOMES	2023 REASON FOR VARIANCE	2023 SUCCESS INDICATORS
<p>Kaiako:</p> <ol style="list-style-type: none"> i) Strengthen and revitalise programmes that continue to incorporate the <i>Marau ā kura</i>. ii) Engage cooperatively in Kāhui to complete set assessment goals. iii) lift professional performance to meet the Paerewa and PA/PR cycles iv) engage with PLD providers to improve quality teaching 	<p>The implementation of a collaborative cycle of kaiako PR – monitor, record, report – to improve kaiako classroom practice.</p> <ul style="list-style-type: none"> • planning of quality learning programmes • reflective evaluation and inquiry • kāhui engagement, shared roles, timely reporting • assessment on time and on schedule <p>PLD engagement and PLD report as part of PR process</p> <p>All kaiako are reminded and supported with meeting the required Paerewa and PA cycles.</p> <p>Kaiako are well supported by our PLD provider Kia Atamai and Kura ā iwi to help strengthen knowledge in Te Reo Matatini, aromatawai and delivery.</p>	<p>With our BT kaiako, we were able to spend some time continuing to embed the knowledge of our kaupapa and marau ā kura. It also highlighted areas of PLD support needed to upskill kaiako in the areas of aromatawai and revisit areas of pāngarau.</p> <p>PLD was organised to strengthen and upskill kaiako in these areas. Wrap around support was given to kaiako to plan and implement learnt practices and programme delivery.</p> <p>Ongoing hui with kaiako allowed for discussions around meeting the required Paerewa and their obligations to both their PA and the standards.</p> <p>The focus for PLD shifted at the end of year as we identified Te Reo Matatini as an area of focus.</p>	<p>Tumuaki and kaiako cooperate to increase student learning, progress, and achievement</p> <p>Kaiako PR shows a lift in quality teaching and Kōpaki aromihi and Tupuranga Ngaioatanga</p> <p>Effective kāhui, cooperation between kaiako, and reporting to tumuaki</p> <p>Assessment plan is accurately achieved on time and on schedule</p> <p>Kaiako engage in responsive and supportive PLD</p>

<p>Kāhui Kaiako:</p> <ul style="list-style-type: none"> i) support collegial cooperation through shared, supported roles ii) report weekly to tumuaki iii) provide forum for planning, assessing, moderating, reporting student achievement iv) report observations 	<p>Kāhui Kaiako builds effective collegial communication and cooperation for</p> <ul style="list-style-type: none"> - planning - preparation for assessments - analysis of student data - meeting the charter targets - meeting the kura calendar requirements - recording and reporting - contributing to kura - PLD engagement and PLD report as part of PR process 	<p>We held weekly hui as a collective at the beginning and then splitting into separate kahui for kura teina and wharekura, which allowed us to share and communicate in a whole kahui and in our respected areas in the kura. Weekly reflections and written completed arotake by all kaiako as a record of our progress and reflections on where to next, what was on top, positives and negatives.</p> <p>The kahui kaiako were able to express and provide a forum to support the needs of kaiako.</p>	<p>Tumuaki receives regular kāhui reports to gauge collegial cooperation</p> <p>Ākonga are satisfied with their quality learning programmes</p> <p>The board is confident that charter targets are progressing well.</p> <p>Kaiako engage in PLD and contribute to kura innovations</p> <p>Parents are confident and have a presence in kura events and activities</p>

MAHERE 2023 - Ākonga Achievement Targets Wharekura

2023 AIM	To increase ākonga tau 9 – 12 achieving Level 1 and level 2 NCEA Te Reo Māori Level 1 Te Reo Rangatira		
BASELINE DATA	At the end of 2022, ākonga tau 9 ki te tau 11		
	<p>Tau 9 Kōrero 100% achieved with 3x Kaiaka Tuhituhi 100% achieved with 1x paetae, 2 x kaiaka Pānui 75% achieved with 2x Paetae whakarongo 100% achieved with 1x Paetae, 1x Kaiaka, 1x Kairangi</p>	<p>Tau 10 Kōrero 100% achieved with 1x Kaiaka, 1x Kairangi Tuhituhi 100% achieved with 1x Kaiaka, 1x Kairangi Pānui 100% achieved with 1x Kaiaka, 1x Kairangi whakarongo 100% achieved with 1x Kaiaka, 1x Kairangi</p>	<p>Tau 11 Kōrero 100% achieved with Kaiaka Tuhituhi 100% achieved with Kaiaka Pānui 100% achieved with Kaiaka whakarongo 100% achieved with Kaiaka</p>
2023 TARGETS	By the end of 2023, ākonga tau 9 – 12		
	<p>TE WHAREKURA NCEA Level 1 Te Reo Māori Ka whiwhi ngā tamariki Tau 9 te taumata 1 Te Reo Māori mō te tau 2023.</p> <p>TE WHAREKURA NCEA Level 2 Te Reo Māori Ka whiwhi ngā tamariki Tau 10 te taumata 2 Te Reo Māori mō te tau 2023.</p> <p>TE WHAREKURA NCEA Level 1 Te Reo Rangatira Ka whiwhi ngā tamariki Tau 11 me te Tau 12 te taumata 1 Te Reo Māori mō te tau 2023.</p>		
Specific Action to Achieve our Target	By whom By when	Indicators of progress and success	2023 Analysis of Variance 2024 Future Action
Kaiako wharekura participate in	All Kaiako wharekura	All wharekura staff participated in targeted PLD for upskilling in delivery of programmes. Kaiako were able to source support from our tuakana kura, Te	There will need to be a continued support here as we build the wharekura toward Tau 13. This is

targeted PLD that lifts <i>Te marau-a-kura</i> , NCEA L1 & L2 & L3 areas of the Marau with confidence and proficiency		Kura Māori o Nga Tapuwae to ensure we were on the right track. We were also able to connect with our Kura ā iwi Whare Angitū kahui to support developments. The support from these entities allowed us as a kura to build confidence and proficiency in our Marau ā kura in Wharekura.	necessary as we build towards becoming an independent kura and gain our own accreditation in 2024.
Akomanga are safe and inviting learning spaces that reflect student skill, knowledge, and inquiry	All kaiako wharekura All year	This has been a challenge with providing the learning environment for the wharekura. This year we continued instruction in the old staffroom. We converted this to our temporary wharekura space. 2024 will bring about temporary roll growth buildings to cater for our wharekura classes and spaces as we grow 2024 and beyond.	Work with Property management and Akau as we develop the permanent buildings. Work through the strategic plan with a priority of what type of buildings we need to develop this area of the kura with a focus on learning environments that are suitable for the wharekura students.
Ākonga actively engage in a range of stimulating, <i>kōrero mai</i> , <i>kōrero atu</i> learning experiences	All kaiako wharekura All year	Throughout the year, wharekura students have had the opportunity to participate and engage with kaiako whether online or in class. This communication between kaiako and students around development and work has been stimulating to build good learning experiences.	As the amount of kaiako increases, the ability to extend on the korero amongst kaiako and tauira will continue to grow with the ability to continue to focus on good learning experiences between kaiako and tauira as they progress through kahuitara and Manawakura.
Ākonga and Kaiako learn together to acquire and advance matihiko skills and knowledge to meet their needs and interests with online delivery	All kaiako wharekura All year	All tauira in the wharekura have their own devices, which allowed them to connect with external kaiako from other kura. They are also able to use the Apple computer for any video developments for assignments. The Promethean board is another tool they are able to use as another search engine and presentation device.	We will continue to explore more forms of devices and tools for learning. The new wharekura space will have a technology hub whereby they can link and use the equipment and gear to help extend on their knowledge around using devices / matihiko.

<p>Wharekura kaiako meet the NAG 2A mandatory reporting requirements for students, parents and the Ministry</p>	<p>All kaiako wharekura Half/Full year</p>	<p>All whanau received reports for their tamariki learning in the wharekura in 2023. All reports were completed and comments given by external kaiako and internal kaiako for wharekura. throughout the year. More in particular at mid and end of year reporting times.</p>	<p>We are working on a new reporting template, which is suitable for the wharekura. Parent conference will be separate to the kura teina this year.</p>
<p>Ākonga receive constructive feedback and feed forward for their work that result from quality classroom practice and Kāhui Kaiako professional support.</p>	<p>All kaiako wharekura year All</p>	<p>Akonga are given quality feedback and feed forward throughout the year. It is important to us that taura akonga get constructive feedback around where their learning is and what next steps are needed. All akonga are exposed to different learning from both online and internal teaching. All kaiako are working collaboratively to ensure we are working together for the development of our taura.</p>	<p>The akonga will benefit from more one on one time with individual kaiako to allow taura to get a good understanding of their selected pathways of learning so we can wrap taura with the right support and also kaiako development on skills needed to teach multiple areas of the marau.</p>

Statement of Variance: Wharekura NCEA L1, L2 Te Reo Maori L1 Te Reo Rangatira

Purpose: To enable the board, students and whānau to evaluate wharekura progress and achievement results against the annual targets in the kura charter.

FOCUS: Reo NCEA L1, L2 & L3 - kōrero, pānui, tuhituhi, whakarongo

STRATEGIC AIM: To lift student achievement by providing quality learning in the wharekura that expresses the Marau ā-Kura. This will entail NCEA L1& L2 Te Reo Maori achievement focus with priority for reo kōrero, Pānui, whakarongo and Tuhituhi with PLD support for kaiako wharekura.

ANNUAL AIMS:

1. Kaiako will design and articulate the Marau ā-Kura and programmes of learning for meeting the annual student achievement targets and to ensure each student experiences success
2. Kaiako will adhere to the kura Policy Framework and Procedures that ensure that planning, assessment, data analysis, and reporting requirements are met on time and on schedule for the wharekura.
3. Tumuaki, working with kaiako wharekura, will provide bi-annual student achievement reports to students and their parents; and meet reporting requirements to the board and wider community.
4. Tumuaki will lead the implementation of Ākonga learning and voice to provide feedback and feed forward knowledge and learning to lift student achievement in NCEA L1, L2 Te Reo Māori & L1 Te Reo Rangatira.

DATA, Term 4 2021 ākonga tau 9 -10

Kaupapa Ako	Pass Percentage Tau 9	Pass Percentage Tau 10	Achieved with:
Kōrero	100%	100%	Excellence/ Kairangi
Tuhituhi	100%	100%	Merit/ Kaiaka
Pānui	(external not undertaken)	(external not undertaken)	
Whakarongo	100%	100%	Excellence/ Kairangi

Term 4 2022 ākonga tau 9-11

Kaupapa Ako	Pass Percentage & Achievement Tau 9	Pass Percentage & Achievement Tau 10	Pass Percentage & Achievement Tau 11
Kōrero	100%	100%	100%
Tuhituhi	66.7%	100%	100%
Pānui	100%	100%	100%
Whakarongo	100%	100%	100%

COMPARATIVE DATA, Term 4 2023 ākonga tau 9-12

Kaupapa Ako	Pass Percentage & Achievement Tau 9	Pass Percentage & Achievement Tau 10	Pass Percentage & Achievement Tau 11	Pass Percentage & Achievement Tau 12
Kōrero	50%	100%	100%	100%
Tuhituhi	100%	75%	100%	100%
Pānui			100%	100%
Whakarongo	100%	100%	100%	100%

Anaylsis:

Tau 9 (2 students)	Tau 10 (4 students)	Tau 11 (2 students)	Tau 12 (2 students)
<p>Kōrero: Both students completed this assessment with 1 passing at an achieved grade and 1 with a not achieved</p> <p>Whakarongo: Both students completed and passed this assessment with an achieved grade..</p> <p>Tuhituhi: Both students completed and passed this assessment with an achievement grade.</p>	<p>Kōrero: 1 student completed and passed level 1 with an achieved grade. 3 students completed and passed level 2 with an achieved.</p> <p>Whakarongo: 1 student completed and passed level 1 with an achieved grade. 1 student completed and passed level 2 with an achieved grade and 2 students passed and completed level 2 with a merit grade.</p> <p>Tuhituhi: 1 student passed and completed level 1 with a merit grade. 1 completed and passed level 2 with an achieved grade, 1 student with a merit grade at level 2 and 1 student not achieved.</p>	<p>Tuhituhi: Both students completed and passed Te Reo Rangatira kaupae tahi, 1 with an achieved grade and 1 with an excellence</p>	<p>Tuhituhi: Both students completed and passed Te Reo Rangatira kaupae tahi, 1 with an achieved grade and 1 with a merit</p>
<p>Pass: 100%</p> <p>Achieved: 83.33%</p>	<p>Pass: 100%</p> <p>Achieved: 91.67%</p>	<p>Pass: 100%</p> <p>Achievement: 100%</p>	<p>Pass: 100%</p> <p>Achievement: 100%</p>

TARGETS: By the end of 2023, taura of wharekura will achieve:

1. 85% or more Putaiao target [as collaboratively decided by tumuaki and kaiako]
2. 85% or more Pāngarau target for Taumata 5 tau-taurangi, ine-āhuahanga, tauanga-tūpono (NB, year 1 exempt from this whenu)
3. 85% or more English target [as collaboratively decided by tumuaki and kaiako]

2023 ACTION PLANS	2023 OUTCOMES	2023 REASON FOR VARIANCE
<p><i>English</i> Identify an English programme that all Wharekura taura can follow and complete over the year with a focus on upskilling akonga in English learning. Kaiako to upskill their own knowledge in this area of the marau.</p>	<p>Taura worked through a year 9 and year 10 English programme with learning workbooks covering all skills needed for students in year 9 and year 10 English. The English programme identified the need to transition our taura from Te Reo Māori to English learning as a need to continue to develop their proficiency in both English and Te Reo Māori. The English learning helped with understanding different conventions of language within both Māori and English. All akonga who were apart of this programme in 2023 completed all set tasks required for the course.</p>	<p>Taura initially found it difficult to complete certain tasks in English due to their limited ability to read and comprehend the English Language. As they progressed throughout the course, they became more confident and able to work through set tasks. As an outcome of this, we have decided to revisit earlier foundation English tasks for our wharekura akonga tau 8 as a build in to the year 9 booklets in 2024 that they are completing. This would give them suffice building blocks of learning for the English transition going forward. There will be a continuation of Year 9 & 10 Booklets in 2024 with the additional learning foundation programme to support a smooth transition for wharekura akonga tau 8.</p>
<p><i>Science</i> Identify a Science Programme that will deliver outcomes of knowledge in the areas of Biology, Physics and</p>	<p>In 2023, we completed sections of the SCIPAD Science marau. Through this booklet were able to</p>	<p>In 2023, akonga will continue to complete SCIPAD booklets for year 9&10. This course of work will be</p>

<p>Chemistry. Give akonga an insight in to the context of Science in Te Ao Pekeha & Te Ao Māori.</p>	<p>cover year 9 and 10 areas of learning in Science with online activities. We split the learning activities to ensure that we were able to cover certain content in 2023 and the continuation to complete therest of the course in 2024. Science will only cover tau 8&9, once they reach Tau 10 they will enter completing Tiaki Taiao mahi. The Science delivered in 2023 was a mixture of SCIPAD and delivery from Kura ā iwi Tiaki Taiao where uri gained accreditation for the work completed with this kaupapa under Te Whare Angitū gaining 18 NCEA Level 1 & Level 2 credits.</p>	<p>delivered by kaiako and completed by akonga meeting the relevant end of kaupapa test for all sections of the Science curriculum for year 9 and 10 learning. Akonga who are enrolled with Tiaki Taiao will attend 2 wānanga throughout the year. They will continue to be supported by Te Whare Angitū kaiako and we complete a Level 1 Level 2 and Level 3 credits in 2024</p>
<p><i>Pāngarau</i> Continue Tihei Pāngarau with wharekura as extension of Taumata 4 learning in Year 8 and 9 through to Taumata 5. Link with Te Kura Māori o Nga Tapuwae to deliver online Pāngarau support to year 11 and 12 students.</p>	<p>Within Pāngarau Tau 8, 9 & 10 akonga were completing Taumata 4 & 5 Tihei Pāngarau covering all necessary areas of the marau for Pāngarau. Year 11 & 12 akonga were connecting with their Pāngarau teacher online. This proved to be difficult as our tamariki were unable to link with their kaiako numerous times. We found that because we did'nt get much time with the online kaiako we needed to pick where we could to help tamariki gains some credits in Pāngarau. Despite this, we did work through booklet work on NCEA unit and standards in the Learning Workbooks for year 11 & 12 during the year.</p>	<p>It was evident that we needed to increase time allocation for online teaching time with our year 11 & 12 students. The need also for the onsite kaiako to support the programme delivery in 2023. It is our intention to employ and kaiako pāngarau to deliver this programme in 2024. There will also be other mahi to complete most importantly the numeracy credits they need to fulfil for NCEA learning for Pāngarau. The Year 8 & 9 programme will continue to have instruction and teaching from the Tau 8 & Tau 9 Mathematics Exercise books ensuring that they cover all aspects required for Tau 8 and Tau 9</p>

		Pāngarau expectations for their selected year levels throughout 2024.
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notes
