

Annual Plan 2024



Context

ANALYSIS OF VARIANCE 2023 DATA

End of Year Literacy Data

- Reading goal to raise māori reading achievement from 54% to 65%
- Writing data showed lower levels of achievement across the school in 2023

	Whole School	Māori	Pasifika	Pakeha and Asian
Reading	73%	69%	81%	84%
Writing	50%	51%	45%	61%

School-Wide Behaviour

- Goal was to achieve less than 22.5 major incidents on average
- Despite achieving our goal, other areas (repeated minors, minors, reported incidents) increased

Average Majors per term	Average Repeated Minors per term	Average Minors per term	Average Behaviour Incident per term
21.5 (86 total)	28.5 (114)	28 (112 total)	80.5 (322 total)

Truancy/Attendance/Engagement

- Attendance target was 88% and unfortunately our average attendance across the 2023 year was 86.5%
- Support programmes - Hauora Mentoring, Equine Therapy, Art group aligned and contributed to improved attendance %

Term 1 Attendance	Term 2 Attendance	Term 3 Attendance	Term 4 Attendance
85.1%	87.7%	87.0%	86.3%

End of year analysis of data in relation to 2023 targets indicated:

- Reading achievement data increased by 10% with māori achievement increasing by 15%
- Average major incidents had decreased by 1 per term, however average repeated minors, minors, and recorded incidents all increased.
- Average attendance for 2023 increased 5.13%

While two targets were achieved from 2023 (reading achievement and behaviour) we made some great improvements towards our other goal of attendance. Behaviour continues to be a work in progress as we begin to change the culture of school through PB4L-SW. Similarly, our attendance data improved and got close to achieving our target of 88% but fell short in the last few weeks of the year. In 2024, we will continue with an attendance goal. We will also adapt our learning goal to focus on improving literacy (as opposed to reading specifically). However, we will pivot our 3rd goal away from PB4L and more towards implementing our new school values. Therefore, the targets/focus will be placed on **Strategic Aim 1 - Learning**: Literacy achievement; **Strategic Aim 2 - Leading**: Attendance and Engagement; and **Strategic Aim 3 - Hauora**: School identity and sense of belonging. Baseline data and target details are listed in the 2024 school-wide annual plan.

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2024 - ANNUAL TARGETS/GOALS		
LEARNING: LITERACY	LEADING: ENGAGEMENT	HAUORA: SCHOOL VALUES
Goal is to improve whole school reading and writing achievement data of students achieving Within or Beyond expectations by 10%	Goal is to continue to improve the average attendance percentage of all students to at least 88%.	Goal is to effectively implement new school values into the school and wider community.
<p>To measure the progress and outcome of these targets we will use:</p> <ol style="list-style-type: none"> 1. Reading and Writing achievement: mid-year and end-of year data. 2. Track attendance in teams and schoolwide. Address any attendance issues by informing key stakeholders (i.e whānau, truancy officer) and supporting programmes for re-engaging with the school. 3. Survey students, whānau, and staff termly on what our school values how they are important to us 		

STRATEGIC AIM 1 : LEARNING			
<i>Provide a comprehensive and student-centered education that fosters academic excellence, critical thinking, and a passion for learning</i>			
ANNUAL PLAN - 2024 : LITERACY			
Actions: Planning and Implementation	Responsible	Time Frame	Outcome
Continue with structured literacy approach in the juniors	Lead Teacher	On-going	
Introduce Liz Kane's structured literacy to junior staff	Principal and Lead Teacher	Term 1 & 2	
Implement within-school writing moderation, and shared understanding of effective writing practices	Principal, DP, and staff	On-going	
Implement within-school reading assessment moderation, and a shared understanding of effective reading practices used in our school	Principal, DP, and staff	On-going	

Implement AVAILLL reading programme to engage reluctant readers in the senior team	Principal, and Lead Teacher	On-going	
Actions: Consolidation and Reflection	Responsible	Time Frame	Outcome
Self-review with staff	Principal	Term 2	
Complete end of year review and present to the BoT	Principal	Term 4	

STRATEGIC AIM 2 : LEADING

Develop strong leadership skills among both students and staff, promoting a sense of responsibility, initiative, and collaboration within the school community

ANNUAL PLAN - 2024 : ATTENDANCE/ENGAGEMENT

Actions: Planning and Implementation	Responsible	Time Frame	Outcome
Support teams to track attendance	Principal and team leaders	On-going	
Support attendance and engagement programmes such as boys and girls mentoring groups	Principal and LSC/SENCO	On-going	
Continue to acknowledge and celebrate 100% attendance rates	Principal and staff	End of each term	
Communicate attendance rates effectively with whānau, staff, and students	Principal and staff	On-going	
Continue to regularly report attendance data to staff and BOT	Principal and DP	On-going	
Actions: Consolidation and Reflection	Responsible	Time Frame	Outcome
Self-review with staff	Principal	Term 2	
Complete end of year review and present to the BoT	Principal	Term 4	

STRATEGIC AIM 3 : HAUORA

Create a supportive and nurturing school environment that prioritises the physical, emotional, and social well-being of students and staff

ANNUAL PLAN - 2024 : SCHOOL VALUES

Actions: Planning and Implementation	Responsible	Time Frame	Outcome
Establish new school values displays in each classroom, hall, and admin area	PB4L-SW Team	On-going	
Develop incentives, reward, and consequence systems to promote and encourage the use of our new school values.	PB4L - Leader and Coach	On-going	
Implement PB4L-SW throughout the school and community	All staff	On-going	
Regularly report behaviour data to staff and BOT	PB4L Leader	Term 1, 2, 3, 4	
Establish new signage of new school values	Principal	On-going	
Actions: Consolidation and Reflection	Responsible	Time Frame	Outcome
Self-review with staff	Principal	Term 2	
Complete end of year review and present to the BoT	Principal	Term 4	