



**TE WAKA KURA O
MOHUA**
GOLDEN BAY HIGH SCHOOL



2024

Strategic Plan and Annual Implementation Plan

Te Waka Kura o Mohua Golden Bay High School

Strategic Plan - 10 year view

Vision: Inspiring, World-Ready Rangatahi

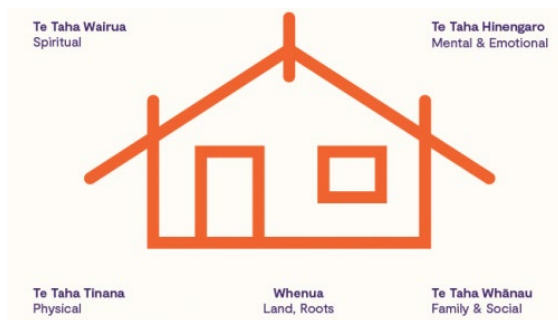
Values: Manaakitanga, Whanaungatanga, Kaitiakitanga, Wairuatanga

Motto: Ake Ake Kia Kaha

Goals:

1. Hauora: Wellbeing underpins all

- Wellbeing is defined as feeling good and functioning well.
- Te Whare Tapa Whā model.



- Proactively ensure that rangatahi and employee wellbeing is prioritised.

2. Rangatiratanga: Every student achieves educational success as themselves

- Success will look different for different students.
- Students and whānau will have control over their learning.
- Students will need to be supported in different ways to achieve educational success.
- This means a more flexible approach to structuring learning. There will be a combination of subject specific learning and following interests. More interconnection between age groups, engagement in the community and not trying to do as much, but doing things better.

3. Auahatanga: Rangatahi are creative, critically thinking, innovators

- Learning encourages and develops creativity, communication, problem solving, questioning and inquiry, opportunities for new skill development, the ability to adapt and even drive change.

4. Maramatanga: Learning is engaging and challenging, leading to a sense of accomplishment

- Learning inspires and creates passion and a sense of achievement in our rangatahi. A focus on development of understanding, insight and sense of purpose and joyfulness in students.

5. Whakawhanaungatanga: Significant connections within and beyond the school

- Our community, our natural environment and real world experiences are part of our learning environment. Utilise the local environment and community strengths, skills, and talents by developing close links with whānau, mana whenua and the wider community.

Te Waka Kura o Mohua Golden Bay High School

2024 -2025 Strategic Targets – Giving effect to the strategic goals on a 2 year timeframe

Target 1:

Grow student and staff wellbeing

Students:

- The school wide student and staff wellbeing plan continues to be implemented.
- Informal feedback from students and whānau reflect:
 - A safe, enjoyable and challenging learning environment
 - Feeling valued and a sense of belonging
 - Feeling listened to and part of decision making

Staff:

- Feedback from anonymous surveys reflect:
 - A safe, enjoyable and challenging workplace
 - Feeling valued and a sense of belonging
 - Feeling listened to and part of decision making

Target 2:

Challenge and support every learner with high quality, future focussed teaching & learning

- Achievement targets:
 - Junior Numeracy and Literacy – new more reliable measures determined
 - 93% of Year 11 students achieve literacy and numeracy co-requisite
 - NCEA Level 1, 2, 3 and UE are above equity index band average.
 - 90% of leavers have achieved Level 2 NCEA (Note – results not available until next mid year)
 - Evidence of the further upwards trend in the percentage of students participating in NCEA at each level gaining endorsements
- Evidence of appropriate programmes and progress for students with learning support needs.
- Student attendance is monitored and interventions put in place.
- Evidence of a trend of improving attendance.
- Revised NCEA Level 1 and 2 implemented.
- Local curriculum reviewed and enhanced in line with Curriculum Refresh requirements.

2024 and 2025 Indicators:

- Student achievement is on an upward trend.
- Evidence of increased student engagement.

Target 3:

Māori students enjoy accelerated educational success as Māori

- Positive feedback from students and whānau using a variety of formal and informal measures.
- Evidence of increased engagement with iwi and whānau.
- Evidence of increase and improvement in Te Reo Māori and tikanga around school.
- Each Māori student's progress and achievement is monitored and tracked, and interventions successfully put in place.
- Local Manawhenua ki Mohua curriculum is progressively installed.
- Progress of de-streaming continues.

Target 4:

Governance enhanced through

- **Develop a ten year strategy and three year strategic plan**
- **Strengthening internal evaluation**
- **Aligning vision, values, motto, graduate profile and logo with Manawhenua aspirations**
- **Property Development programme progressing**

- Ten year strategy finalised.
- Three year strategy plan developed.
- Vision, values, motto and logo implemented.
- Property programme progressing to satisfaction of Board.

2024 Annual Implementation Plan

Strategic Priority	Actions & Targets	Comments & Progress
1. Grow student and staff wellbeing	<p>1.1 Students</p> <ul style="list-style-type: none"> 1.1.1 Unpack the NZCER Wellbeing@School survey and create action plan 1.1.2 Conduct Wellbeing@School survey and analyse areas of improvement and areas for further development 1.1.3 Gather and act on student voice regarding bullying. Incorporate MoE bullying tools into process 1.1.4 Start uniform review process 1.1.5 Regular attendance of 70% or above for each term in 2024 <p>1.2 Staff</p> <ul style="list-style-type: none"> 1.2.1 Use the 2022 Teaching, School and Principal Leadership (TSPL) survey and draw up an action plan 1.2.2 Conduct the TSPL survey, analyse trends and respond to the feedback 1.2.3 Reinvigorate staff social committee 1.2.4 Health & Safety staff committee – focus on staff wellbeing 	
2. Every learner will be challenged and supported with high quality, future focussed teaching	<p>2.1 Graduate profile</p> <ul style="list-style-type: none"> 2.1.1 Unpack graduate profile with teaching staff <p>2.2 Culturally responsive and relational pedagogies</p> <ul style="list-style-type: none"> 2.2.1 Continue to work on relational processes <p>2.3 Student achievement</p> <ul style="list-style-type: none"> 2.3.1 NCEA Level 1 achievement of >90% 2.3.2 NCEA Level 2 achievement of >90% 2.3.3 NCEA Level 3 achievement of >75% 2.3.4 NCEA UE achievement of >60% 2.3.5 NCEA Level 1 cumulative (M + E) endorsement rate of >50% 2.3.6 NCEA Level 2 cumulative (M + E) endorsement rate of >40% 2.3.7 NCEA Level 3 cumulative (M + E) endorsement rate of >40% 	

2024 Annual Implementation Plan

Strategic Priority	Actions & Targets	Comments & Progress
	<p>2.4 Strengthen internal evaluation systems</p> <p>2.4.1 Review system for tracking of junior students' wellbeing, progress and achievement</p> <p>2.4.2 Consolidation of senior tracking and a range of interventions formalised</p> <p>2.4.3 Attendance reporting system developed</p> <p>2.5 PLD provided in differentiation and meeting needs of diverse learners</p> <p>2.6 Start review of timetable and curriculum delivery model (two year project)</p> <p>2.6.1 Consider literacy and numeracy</p> <p>2.6.2 Consider year 7 – 10 progression</p> <p>2.6.3 Consider NCEA delivery</p> <p>2.6.4 Consider pathways and barriers e.g. course pathways and prerequisites</p> <p>2.7 Further develop local curriculum (with Kāhui Ako)</p> <p>2.8 Grow performing arts learning opportunities</p> <p>2.9 Staff Leadership Development</p> <p>2.9.1 Mentoring and coaching 1:1 with Deans and HOLA team</p> <p>2.9.2 Introduce distributed Professional Growth Cycle model</p> <p>2.9.3 Community of Practice (CFPLD with Top of South Secondary Schools)</p>	

2024 Annual Implementation Plan

Strategic Priority	Actions & Targets	Comments & Progress
3. Māori students enjoy accelerated educational success as Māori	3.1 Responsive and relational pedagogy – see 2.2 3.2 Capture local pūrākau in a useful resource to support place based learning – Te whakapapa o Mohua 3.3 Te Ao Māori 3.3.1 Work with the Kāhui Ako and Manawhenua to co-develop local curriculum 3.3.2 Support staff and students with learning waiata, karakia and tikanga	
4. Governance enhanced through – Developing a ten year strategy – Strengthening internal evaluation – Aligning vision, values, motto, graduate profile and logo with Manawhenua aspirations – Property Development programme progressing	4.1 Unpack ten year strategy goals with view to directly informing strategic plan and annual implementation plan 2025 4.2 Rebrand school including new logo 4.3 Strengthen internal evaluation especially regarding junior achievement, wellbeing and attendance 4.3.1 Further develop the process for internal Board evaluation 4.4 Review policy platform to ensure it is comprehensive and fit for purpose 4.5 Monitor the property programme to Board satisfaction	

Green - Completed

Orange – Underway/In Progress/Partially Completed

Red – Not Started