

Te Tuutohinga o Te Kura o Ngaati Hauaa

2021



Vision

Whiitikingia te reo, te wairua, me ngoona
tikanga.

Mission Statement

Ko te taahuuhuu o teenei kura, ko te reo rangatira
Maa te reo e poipoi toona wairua, toona tinana, toona waihanga
Maa ngaa tikanga e whakatinana kia kaingaakau ki taana e whai ana.



Te Hou o te Rongo
Personnel

Te Nuku o ngaa Hau
Teaching & Learning

Te Taakina o te Kawa
Student Achievement

Te Taunga o ngaa Manu
Finance

Te Kuuititanga
Professional Growth

Te Aahuru Moowai
Property

Matariki
• Te Tohu o te rongomau, o te rangimaarie.
• Kua moohio ki te whakaaio i ngaa raruraru.
• Evaluate / Analyse

Te Tumu
• Ka tuitui i te iwi.
• He aarahi, he whakatau
• Create, Produce

Ahikaa
• Te Tuuaapapa
• Te mana whenua
• Remember

Manukura
• Ka arataki i te tangata.
• Ngaa manu taupua, ngaa manu taikoo
• Apply



Whakamarumaruru
• Ko ngaa wharau
• Understand

Te Tumu Partnerships

Te Waiora Self Review

Te Maaurutanga Health & Safety

Te Ngako o te Whakaaro

I ara mai te whakaaro moo te Marau aa Kura me te Tuutohinga i ngaa kohikohinga koorero i waenganui i te whaanau whaanui o te kura, me ngaa koorero hiitori, ngaa titonga. Ko te kauhanganui teetahi waahi motuhake o te rohe nei i toona waa. I tiipakohia teenei waahi me ngoona aahuatanga hei taumata ako moo te marau. Kaare he mutunga o te ako o te tamaiti, naa reira e huri aawhio ana ngaa taumata.

Ko te whakaaro moo ngaa ara ako o te marautanga me te Tuutohinga, Mahere Rautaki hoki, i ara mai i teetahi o ngaa titonga – Tiimata taku tira haere, e koorero ana moo ngeetehi tuutohu whenua o te waahi nei e noho motuhake ana ki a Ngaati Hauaa, otiraa ki a Tauwhare.

I aata taautu i ngeetehi o ngaa waahi, i whakahaangai i aua waahi ki ngaa Kaupapa, ki ngaa akoranga anoo hoki.

Tiimata taku tira haere....



**Tiimata taku tira haere mai i Tauwhare, Te Iti o Hauaa.
Ka huri te titiro ki Maungaakawa, te taumata o te
Kauwhanganui**

**Teeraa e toro ana te waahi e tuu raa te torona o te kiingi
ko te huinga o te iwi.**

Ka ara te pepeha kei Waikato te raakau e tupu ana.
Ka toro te Kauwhanganui hei taunga moo ngaa manu o te
motu e.

Heke tonu iho au ki Kemureti, ko te oko horoi o Matutaera
Au piki ake ki Maungatautari, kia mihi taurangi ki Pirongia
Maunga
Ko Arekahanara toona haona kaha

Ka titiro tonu atu ki te waahi raa, kia whiti atu au i nga wai
o Nukuhau
I puta tahanga mai a Tarapipipi i te koopuu o toona whaea

Whakawhiti atu te kuuititanga o te awa o Waikato
Whakatika te haere ki te whenua i here
ai te tama a Mahinarangi, **ko Raukawa**, i toona tuaraa -
tapa mai raa ko Tamahere

Kia tata tonu atu te waahi i tukua iho ai e
Wiremu Tamehana te puu o te riri e
Kia ara ko te puu o te whakaponu, kia hora
ai te marino ki te ao katoa

Ka haere tika tonu kia whiti atu au i nga wai o Onua
Te nohoanga a koro, a kui maa –
waahi puna kai, horoi puurere, huihuinga o te iwi whaanui

Tukunga kiri ki te hunga kua ngaro
Kua tatuu mai au ki te hau kaainga
Taku Tuurangawaewae e

Ko wai raa, ko wai raa –
ko Ngaati Hauaa e ngunguru nei, i tau, tau, whakatau mai raa
hi!

Gardner's Multiple Intelligences: Ngaa Ara Ako

In developing a concept for our Tuutohinga we have taken a composition and aligned significant areas, tuutohu whenua to the Ara Ako that show in our Marau aa Kura, that relate to our rohe, to Ngaati Hauaa and the kura, other than one area, which relates to Ngaa Taumata o te Kauhanganui. Taking from each of these specific attributes that align with the Ara Ako thus becoming our areas of Governance.

Te Taakina o te Kawa / Student Achievement

Te taumata o te Kauwhanganui. Teeraa e toro ana te waahi e tuu raa te torona o te kiingi, ko te huinga o te iwi. *Maungaakawa, te waahi i huihui ai ngaa Rangatira ki te whakataui i ngaa raru, ki te whakawhiti whakaaro, ki te arohaehae i ngaa take. I a tatou e tiro ana ki te ekenga panuku o ngaa aakonga, koinei ngaa aahuatanga, he arohaehae, he whakawhiti whakairo, he whakataui i te huarahi anga whakamua.*

Te Taunga o ngaa Manu / Finance

Ka ara te pepeha kei Waikato te rakau e tupu ana. Ka toro te Kauwhanganui hei taunga mo nga manu o te motu e. *Ko ngaa Rangatira e noho ana ki ngaa taumata o Te Kauwhanganui, e kaha nei te whai pukenga whakataui, aroturuki, whakaaro huritao. He pukenga ngeenei e haangai puu ana ki te taha puutea.*

Te Maaurutanga / Health & Safety

Heke tonu iho au ki Kemureti, ko te oko horoi o Matutaera. Au piki ake ki Maungatautari... *Ko Maungatautari he waahi e noho maauru ana moo ngaa tamariki a Taane. He waahi e noho tau ana te wairua, te tinana. Ko te haumarutanga teeraa moo te wao e tuuhono ana ki te haumarutanga me te oranga o te kura.*

Te Nuku o ngaa Hau / Teaching & Learning

Ka titiro tonu atu ki te waahi ra, kia whiti atu au i nga wai o Nukuhau. I puta tahanga mai a Tarapipipi i te koopu o toona whaea.. *Ko te nuinga o ngaa akoranga o te tamaiti ka tiimata i a ia i te koopu o toona whaea. Ko Tarapipipi teeraa i puta i Nukuhau.*

Te Kuuitanga / Professional Growth

Whakawhiti atu te kuuitanga o te awa o Waikato. Whakatika te haere ki te whenua i here ai te tama a Mahinarangi, ko Raukawa, i tona tuara - tapa mai ra ko Tamahere.. *He wahine kaha, he wahine maaia a Maahinarangi. Kaare e kore he nui ngana akoranga, he nui ngana whaainga, ngana rautaki kia tae pai mai ki Waikato. Koinaa ko te huringa ngaaaitanga e koorerohia nei.*

Te Hou o te Rongo / Personnel

Kia tata tonu atu te waahi i tukua iho ai e Wiremu Tamehana te puu o te riri e. Kia ara ko te puu o te whakapono, kia hora ai te marino ki te ao katoa. *Ka whakaarohia ki te waa i whakatakoto a Wiremu Tamehana i tana patu, kia maarire te pai o ngaa hau. Ka tiro ki te taha kaimahi, tiaki taangata, me maarire te whai i ngaa take hei oranga moo te katoa.*

Te Waiora / Self Review

Ka haere tika tonu kia whiti atu au i nga wai o Onua Te nohoanga a koro, a kui ma – waahi puna kai, horoi purere, huihuinga o te iwi whaanui... *E koorerohia ana te titonga nei, he waahi huihuinga moo te iwi whaanui, he waahi puna kai, horoi purere a Te Onua. Ki te whakaaro ki te noho tahi o te iwi, me te whakawhiti koorero, kaare e kore, ka arotake i te nohotahi, ka whai rautaki kia pai ake te noho o te iwi.*

Te aahuru moowai / Property

Kua tatu mai au ki te hau kainga Taku Turangawaewae e.. *Ahakoia te tuurangawaewae, te aahuru moowai, te hau kaainga, ko te whakaaro ia ki toona whenua tupu. Koia te puutake o te taha ki te whenua me ngoona whare katoa.*

Te Tumū – Partnerships

Ka tuitui i te iwi. He aarahi, he whakataui.. *Ki te tae atu he take i Te Kauwhanganui ki Te Tumūaki (i toona waa), ko taana he whai rautaki, he whai rongooa kia anga whakamua te iwi. He mahi whakakotahi, he mahi aarahi otiraa he mahi whakataui. Kia tutuki pai i teenei aahuatanga me mahi tahi ki te iwi whaanui.*





Vision

Whiitikingia te reo, te wairua, me ngoona tikanga.

Mission Statement

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Maa te reo e poipoi toona wairua, toona tinana, toona waihanga
Maa ngaa tikanga e whakatinana kia kaingaakau ki taana e whai ana.

Our Commitment to Vision and Mission statements will be embedded in our school culture.

We have made the commitment to journey the path of immersion education and as such demonstrate fully the success of Maatauranga Maaori, and Mana Motuhake as a pathway. We are associated with Ngaa Ringa Raupa o Ngaa Kura aa Iwi o Aotearoa and we attend regular waananga to ensure that we embrace the quality that this organisation offers the education sector. We are also members of the Tainui Kaahui Kura which is a community of learning made up of kura within the Tainui Waka Vicinity. This group was formed out of a natural coming together of the Waikato-Tainui Maaori Principals association. The wealth of knowledge and experience within this group is inspiring and a great support mechanism for all. In addition to these, we acknowledge the strategic direction of both Waikato-Tainui and Ngaati Hauaa Iwi trust and we actively participate when opportunities arise especially around their respected education strategy. Ultimately, we combine our association and/or relationships with these entities with our kura whaanau, hapuu, Marae and wider community to gain a greater understanding towards achieving the goals and aspirations of our School Charter.

We are confident with the Kaupapa of our kura based on our consultation, networking and current development and implementation of our recently new conceptual design in both Management and Governance.

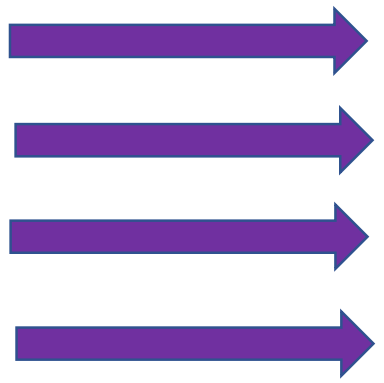
Te Kura o Ngaati Hauaa will give substance to the mission and its vision through:

- The maintenance and revitalisation of te reo Maaori to enable learners to be active contributors to marae, whanau, and iwi.
- The provision of planned and challenging learning opportunities and experiences in te reo Maaori, and other languages valued by our whanau.
- The identification and analysis of student achievement and strategic planning to address learning needs.
- The continued development of Kura-aa-iwi marautanga.
- The continued maintenance of the valued links between Te Kura o Ngaati Hauaa and its whanau, hapuu and iwi.
- Ngaati Hauaa is the foundation for principles and values.
- Ensuring that all students receive high quality education delivery and programmes.
- Ensuring that all staff are provided with the appropriate resources to deliver a high quality education.
- Learning experiences at this Kura encompasses the tikanga and kawa of Ngaati Hauaa in te reo Maori.
- The Kura environment values the child's dignity, the right for every child to learn, health & safety for all and recognises enthusiasm, effort and commitment.



Ngaa Maataapono

Ngaa Kaupapa Matua





Tikanga
 Heke iho i ngooku tupuna, hei aarahi i ngooku tapuwae
“Amohia ake te ora o te iwi, ka puta ki te whei ao”
 (Respectful, correct behaviour, culturally autonomous)

Rangatiratanga
 Paiheretia ngaa tuaakana, ngaa teina. Koia te mana motuhake moo tooku kura nei. Kapohia!!
“Whaaia te kotahitanga, paiheretia ki te rangimaarie, kia mau ki te aroha, hei aha te aha?”
 (Leaders, strong in identity, models, confident)

Ngaa Maataapono

Manaakitanga
 Ahakoa ko wai, noo whea, whakamanatia. Kia kaha!
“Kia niwha te ngaakau ki te whakauu ki ngaa mahi atawhai i te kura, i te iwi”
 (generous, caring of others, of the taiao, kura, whanau, iwi, hapuu)

Whakapono
 Ki te atua, ki te tangata, ki a au anoo hoki. Paimaarire!
“Kaua e aroha mai ki a ahau, me aroha koutou ki a koutou. Ki te aroha koutou ki a koutou, e aroha tahi mai ana ki a ahau!”
 (Steadfast in their beliefs, in others, in kaupapa, in kura,



Ngaa Kaupapa

Hauaatanga

Kua ruumakina ngaa tamariki ki te reo rangatira. Ko te reo rangatira te reo tuatahi o ngeetehi o ngaa tamariki.

E whakapono ana te kura ki ngaa aahuatanga o te noho tuakana/teina i te kura.

He motuhake ngaa kaupapa e whaa i te Marau aa Kura.

Ko te motuhaketanga o te kura ko toona Ngaati Hauaatanga.

E haere tonu ana ngaa waananga ki te taha o ngaa kaumaatua, o te iwi, o ngaa hapuu, o ngaa marae.

Kiingitanga

Tumuakitanga

Atuatanga

2021 Strategic Goals Overview

Te Taunga o ngaa Manu – Finance

Monitor and control school expenditure, and ensure that annual accounts are prepared, and audited as required by the Public Finance Act 1989 and the Education Act 1989 and ensure that allocation of funds reflect priorities as stated in the Charter and Strategic direction.

Te Taakina o te Kawa - Student Achievement

All tamariki/mokopuna will be progressing in relation to learning outcomes set in our Marau aa Kura, Ngaa Puaawaitanga o NKAI, me Ngaa Whanaketanga Ruumaki Maaori.

Te Hou o te Rongo – Personnel

Personnel systems are in place to ensure teacher, support staff and board members performance is monitored and supported in an environment where quality and teamwork are promoted and valued.

Te Tumu – Partnerships

Encourage and promote community involvement including iwi and hapuu initiatives to support learning programmes and student achievement.



Te Kuuititanga - Professional Growth

Provide opportunities for all to upskill and grow as professionals in their fields.

Te Waiora - Self Review

To ensure there are regular review and monitoring systems throughout the kura structure to analyse and inform next steps.

Te Nuku o ngaa Hau - Teaching & Learning

To use quality achievement and curriculum review data to focus on the development of best teaching practice and to improve teaching and learning.

Te Maaurutanga - Health & Safety

Provide a safe nurturing learning environment to enhance success

Te Aahuru Moowai – Property

Provide best facilities to create opportunities that reflect our unique character.

2021 MAHERE AA TAU – WHAAINGA MATUA

Te Taunga o nga Manu – Finance

Set, monitor and review 2021 budget. Ensure finance policy and systems are current and align with financial requirements such as audits etc

Te Taakina o te Kawa - Student Achievement

Confirm success criteria that align with our Marau aa Kura. Set targets based on accurate data collated from the 2021 end of year achievement reports in relation to Ngaa Whanaketanga.

Te Hou o te Rongo – Personnel

Implement and monitor the collaborative professional growth cycle and ensure that it is robust and promotes growth and development.

- Individual Goals
- Observations and open conversations
- Feedback and feedforward.

Te Tumu – Partnerships

Provide an opportunity for the whaanau and wider community to be involved in projects that will benefit the whole community.

Te Kuuitanga - Professional Growth

Prepare a professional growth cycle that includes individual, staff, board and schoolwide development.



Te Waiora - Self Review

Continue to encourage self review at staff and Board level using robust monitoring systems such as professional growth cycle, policies and procedure review.

Te Nuku o nga Hau - Teaching & Learning

Create, implement and monitor and review a Marau aa Kura unique to our schooling environment and its surroundings.

Te Maaurutanga - Health & Safety

Review all Health & Safety policies and ensure Robust monitoring that coincides with updated Health and safety reforms.

Te Aahuru Moowai – Property


Work with MOE and Peddlethorp to achieve some of the property aspirations that were conceptually created in 2018. Focus areas: Administration Block

Te Taakina o te Kawa - Student Achievement

Long Term Goal: *All tamariki/mokopuna will be progressing in relation to learning outcomes set in our Marau aa Kura, Ngaa Puaawaitanga o NKAI, me Ngaa Whanaketanga Ruumaki Maaori.*

2021 Strategic Objective: *Confirm success criteria that align with our Marau aa Kura. Set targets based on accurate data collated from the 2021 end of year achievement reports in relation to Ngaa Whanaketanga.*

PERSON(S) RESPONSIBLE: Principal, staff and tamariki

Target	Background (Evidence based)	Strategy How are we going to do this?	Timeframe When?
<ul style="list-style-type: none"> ➤ Ensure there is continued support for all Reo Matatini Programmes for those tamariki working in Manawa taki or Manawa aaki. ➤ All tamariki will have improved knowledge about our Marau aa Kura, and competently articulate this through Te Reo Matatini. ➤ All tamariki will be strong in their tuakiri 	<p>We have seen a significant improvement across all areas despite the roll growth. A lot of this is attributed to the commitment of all staff to the Ipu Koorero Programme, in-school PD and external staff PD in proficiency of reo. Staff have seen the importance of collaborating and moderating in order to make sound judgements. It is important to maintain the successes and continue to support our manawa aaki and manawa taki tamariki, through the strong oral language base and holistic alignment to our revised marau aa kura.</p> <p>Identified areas of strength for 2020 continue to be Reo aa waha with 90.6% of students achieving at or above Nga Whanaketanga Ruumaki Maori and Paangarau – Te Tau with 90.6% of students at or above Nga Whanaketanga Ruumaki Maori. Our PLD focuses for 2020 remained as Te Reo Maaori – Te Reo aa Waha, in particular the Te Ipu Koorero (PFS Programme). While our targets were based around tuhituhi, it was important to make sure all staff were familiar and had training in the Ipu Koorero programme to create strong reo-aa-waha throughout the kura. This in turn would help with consolidating both tuhituhi and paanui, and thus seeing great improvement across both these areas. Digital Technologies, providing platforms for staff to utilise their learning and facilitation of learning digitally. The Ipu Koorero programme is an accelerant programme focussing on Reo aa waha which is extremely important for our tamariki and for our roll growth.</p> <p>Our target group tuhituhi showed huge improvement with all 17 of the 37 aakonga working at manawa aaki now working at manawa ora, and 2 of the 4 aakonga in Manawa taki, now working in manawa aaki. With 79.2% of tamariki achieving at or above the expected level as opposed to the previous year of 56.9%</p>	<ul style="list-style-type: none"> • Ensure effective classroom practice and strategies for reo aa waha continue schoolwide to improve teaching and learning programmes. • Ensure there is continued support for all the reo matatini programmes for those tamariki working in Manawa taki or Manawa Āki, which better fit our Marau aa Kura • Final 2 staff members to complete professional development with Te Ipu Koorero and Task Based Learning Strategies. (Facilitated by Hinetai Tait and Haemata) • External Reo PD through Ngaa Kura aa Iwi, Ngaati Hauaa and Waikato – Tainui to continue to strengthen knowledge base to enhance facilitation. • <i>Focus on aligning all learning to our Marau aa Kura.</i> • <i>Revisit teaching programs to ensure all ara ako are covered in depth and PLD provided is implemented school wide.</i> • <i>Collaboration on implementation of new Marau aa kura and alignment with Reo Matatini and Paangarau.</i> • Provide opportunities for tamariki to connect with iwi, hapu, marae. • Ensure tikanga and maatapono are strong throughout the kura. • Schoolwide emphasis on pepeha and koorero hiitori. • <i>Continually moderate with teams and across the school our judgements in relation to Ngā Whanaketanga Tuhituhi to ensure students have correct judgements made.</i> • <i>Ensure that tamariki and Kaiako have adequate and appropriate resources to support their programmes.</i> 	<p>Ongoing</p> 



Te Hou o te Rongo – Personnel

Long Term Goal: *Personnel systems are in place to ensure teacher, support staff and board members performance is monitored and supported in an environment where quality and teamwork are promoted and valued.*

2021 Strategic Objective: *Implement and monitor the collaborative professional growth cycle and ensure that it is robust and promotes growth and development.*

PERSON(S) RESPONSIBLE: Principal, staff

Background (Evidence based)	Strategy How are we going to do this?	Timeframe When?	Key Indicators
<p>Our appraisal system has been a work in progress since the appointment of the new Tumuaki.</p> <p>We have had recent consultation with staff as to what the new Professional Growth Cycle will look like and what is on top for us as a kura, schoolwide and also individually.</p>	<ol style="list-style-type: none"> 1. Facilitate a common understanding of the Paerewa in our context and what meeting and using them looks like. 2. Design with teachers an annual cycle of professional growth using Paerewa and support engagement of Kaiako in this. 3. Kaiako will engage in professional learning using Paerewa to strengthen understanding of links between professional practice and learner outcomes. 4. Every Kaiako will have an opportunity to have a conversation where feedback will feedback on their practice will be received including observation, particularly for our Beginning Teachers. 5. Principal & Senior Leadership will confirm Kaiako participation in the cycle and give a written statement to Kaiako about whether they have met the Paerewa. (discussion & support to be provided in the event that a judgment is made that a Kaiako has not met the Paerewa. 	<p>Term 1</p> <p>Ongoing</p> <p>Term 3</p> <p>Term 4</p>	<p>Staff have participated in the annual cycle of Professional Growth.</p> <p>Staff have made regular reflections and notes in their log books in relation to the professional development received in 2021.</p> <p>Observations complete, conversations have been had and feedback given.</p> <p>Written statement has been signed by both Kaiako and Senior Leadership.</p>

Te Taunga o ngaa Manu – Finance

Long Term Goal: *Monitor and control school expenditure, and ensure that annual accounts are prepared, and audited as required by the Public Finance Act 1989 and the Education and Training Act 2020 and ensure that allocation of funds reflect priorities as stated in the Charter and Strategic direction.*

2021 Strategic Objective: *Set, monitor and review 2021 budget. Ensure finance policy and systems are current and align with financial requirements such as audits.*

PERSON(S) RESPONSIBLE: Principal, staff, Board

Background (Evidence based)	Strategy How are we going to do this?	Timeframe When?	Key Indicators
<p>We have been in a good stable financial position over the last few years.</p> <p>Budgets have been set and reviewed mid year.</p> <p>Term investment has been reviewed and tagged for building project.</p> <p>Assets have been reviewed from the previous year.</p>	<ol style="list-style-type: none"> 1. Ensure that the Financial policy is on the 2021 policy review schedule to be ratified. 2. Continue good communication lines between the school, the accountants and the auditor. 3. Set budget that reflects our 2021 annual goals and Charter and strategic direction and ensure that monthly reporting is consistent and reflective of these goals. 4. Create a strong working relation between Principal, staff and office admin to ensure that there is clear understanding and communication around procedures, budget allocation and responsibilities etc. 5. Ensure systems are robust so that we meet financial regulations especially auditing requirements. 	<p>Aug 2021</p> <p>Ongoing</p> <p>December 2020, ongoing</p> <p>Ongoing</p> <p>Term 1</p>	<p>The Financial policy has been reviewed and ratified.</p> <p>All documents that are required from accountants and/or auditors are ready at request.</p> <p>The Charter and Strategic direction has been completed and the 2021 budget is reflective of its annual goals.</p> <p>Staff have had regular staff meetings to discuss procedural matters in the area of finance.</p> <p>2020 accounts have been sent to auditors and the report reflects systems that have been robust and transparent.</p>



Te Tumu – Partnerships

Long Term Goal: *Encourage and promote community involvement including iwi and hapuu initiatives to support learning programmes and student achievement*

2021 Strategic Objective: *Provide an opportunity for the whaanau and wider community to be involved in projects that will benefit the whole community.*

PERSON(S) RESPONSIBLE: Principal, staff, tamariki, whanau, Board, iwi, hapuu

Background (Evidence based)	Strategy How are we going to do this?	Timeframe When?	Key Indicators
<p>The kura has on-going consultation with whanau and community to discuss current initiatives, gather whakairo and feedback. The most recent being consultation around our Marau aa Kura.</p> <p>The school has always provided initiatives where whaanau involvement is of utmost importance including our koohanga reo and whaanau kura. We have consistently held whaanau days with a thematic approach which invites our whanau to come in and join in the success of our tamariki. We want to also provide opportunities around upskilling whaanau to play an active role in supporting student achievement.</p> <p>We aim to continue the networking connections achieved in previous years with our regional councils, local schools, local providers, our hapuu, iwi, marae, whaanau me ngaa ringa raupa o ngaa kura aa iwi and Kaahui Ako around strategic initiatives heading into the future.</p>	<ol style="list-style-type: none"> 1. Schedule whanau consultation for the year. Focus on final development of Marau aa Kura and graduate profile, kapa haka, redevelopment of buildings and property, hononga to marae. 2. Continue to focus our term planning on building in a days of coming together and celebrating success. This will include invitations to our wider koohanga reo and kura whaanau. <p>Term1 – Koopapa, Kaukau</p> <p>Term 2 – Ngaa Tuutohu Whenua o Hauaa (Peria, Wairere, Tarore)</p> <p>Term 3 – Raa Kiingitanga – Student Led Conferences</p> <p>Term 4 – Kapa Haka</p> <ol style="list-style-type: none"> 3. Ensure our communication outlets like newsletters, webpage, Facebook etc is updated, informative and showcases our commitments especially student achievement to community and networking partnerships. 4. Work closely with our Marae, Ngaati Hauaa Iwi trust and Waikato-Tainui to ensure we are among the decision making in terms of future aspirations for Ngaati Hauaa especially around education. 	<p>Ongoing</p> <p>Ongoing</p> <p>Regularly</p> <p>Ongoing</p>	<p>Attendance register kept for all hui, and feedback is collated and summarized.</p> <p>Each of our kaupapa have been successfully implemented and enjoyed by all who attended. There has been a strong sense of celebrating student success.</p> <p>All lines of communications are informative, educational and support and promote children’s success</p> <p>Contact has been made to supporting networks indicating our commitment to support local initiatives. In addition, we have made ourselves available to attend any invitations.</p>



Te Maaurutanga - Health & Safety

Long Term Goal: *Provide a safe nurturing learning environment to enhance success.*

2021 Strategic Objective: *Review all Health & Safety policies and ensure Robust monitoring that coincides with updated Health and safety reforms.*

PERSON(S) RESPONSIBLE: Principal, staff, Board

Background (Evidence based)	Strategy How are we going to do this?	Timeframe When?	Key Indicators
<p>With the pandemic of covid-19 we have identified the need to update our Emergency plans and fully implement a Pandemic Plan.</p> <p>There are regular hazard checks.</p> <p>RAMS are completed for all haerenga.</p> <p>Our bell and fire system has been upgraded.</p>	<ol style="list-style-type: none"> 1. Review and ratify current Health and Safety policies that align with current Health and safety reforms. 2. A position is created to deal with the above on a day to day basis. 3. Ensure vetting procedures are robust and align with requirements for all employees and potential personnel who have direct contact with our kura. 4. Update our RAMS or safety action plan template to be used as a guideline for EOTC programmes. 5. Ensure that we have a system that carries out regular hazard checks and these are dealt with immediately. 6. Ensure there are regular Emergency evacuation drills including lockdown and earthquake. 	<p>Term 2 2021</p> <p>Term 1 or on new appointments.</p> <p>Term 1</p> <p>Ongoing</p> <p>1 per term</p>	<p>Health and Safety policies are current and meet the requirements.</p> <p>Duties as per the JD have been successfully carried out.</p> <p>All vetting requirements are up to date.</p> <p>A RAMS template is available in the procedures folder.</p> <p>A log book has been introduced with regular checks signed off by Principal and caretaker.</p> <p>Confirmation to be noted by Principal in School Building Systems Manual.</p>

Te Aahuru Moowai – Property

Long Term Goal: *Provide best facilities to create opportunities that reflect our unique character.*

2021 Strategic Objective: *Work with MOE and Peddlethorp to achieve some of the property aspirations that were conceptually created in 2018. Focus areas: Administration Block*

PERSON(S) RESPONSIBLE: Principal, staff, Board

Background (Evidence based)	Strategy How are we going to do this?	Timeframe When?	Key Indicators
<p>In 2020 we successfully carried out our exterior painting project, and our new classroom block was completed, however there are still minor issues to fix in new building. There were also improvements made around groundwork and the general tidy nature of our school grounds.</p> <p>In 2018 we contacted a local property developer to create a conceptual design based on a collation of consultation information. A design for the kura was created including redesign of admin block scheduled for 2021.</p> <p>A discussion was carried out between the Principal and Peter Hannam outlining school visions and possible avenues that could assist us with our aspirations.</p> <p>The Poumarumarū staff and whānau have been positive in the development plans for the kura.</p>	<p>Continue discussions with Ministry regional Property advisor about possible avenues to achieving our property aspirations with a main focus around an inclusive environment encapsulating Pukemoremore.</p> <p>Engage with our Property Planner to move forward with our Administrative Block</p> <p>Seek possible funding assistance through local regional council and community groups to fund our community projects such as new covered court and surfacing, off-street carpark with turning bus bay, Maara kai, beautifying our playground.</p>	<p>Ongoing</p> <p>Term 1</p> <p>Term 2</p>	<p>Ministry has signed off new building including all areas that needed fixing.</p> <p>Hui with Peddlethorp and Jason McCarthy has been complete with final design ready for tender.</p> <p>Have secured commitment from local council and community groups to fund and/or maintain areas such as garden, pool, play-ground.</p>



Te Nuku o ngaa Hau - Teaching & Learning

Long Term Goal: *To use quality achievement and curriculum review data to focus on the development of best teaching practice and to improve teaching and learning.*

2021 Strategic Objective: *Create, implement, monitor and review a Marau aa Kura unique to our schooling environment and its surroundings.*

PERSON(S) RESPONSIBLE: Principal, staff, tamariki, whaanau

Background (Evidence based)	Strategy How are we going to do this?	Timeframe When?	Key Indicators
<p>In 2011 we began the process of drafting a marau aa kura to be implemented into our kura. As a result we were able to create a format that we implemented throughout the year. As time went on we felt that more work was needed for us to be comfortable with our direction. In 2018 our roll increased dramatically and we were forced to rethink things and include our new whaanau who had returned to or enrolled into our kura. We carried out many consultations and lots of ideas were put forward including the description of the taumata o Te Kauhanganui from our koroua and the tabling of a composition relating to tuutohu whenua in the area.</p> <p>In 2018 a conceptual design was created and implemented as a draft. Since then we have tweaked things and continue to do so but we feel we are getting closer and closer to a concept that best meets the vision and aspirations of our kura. We hope to have everything in concrete by 2021, continuing into the future with a 3 year plan.</p>	<p>Ensure that our final product reflects the aspirations of our kura whanau and aligns with both our Iwi educational strategies and Kura aa Iwi principles.</p> <p>Continue to promote our marau aa kura and its proposed implementation so that it is instilled and engrained into our kura whanau including tamariki/mokopuna, kura staff, Board and whanau.</p> <p>Review the concept in term 1 and term 3 and tweak accordingly.</p> <p>Student Led conference will reflect the Marau aa kura.</p>	<p>Term 1</p> <p>Ongoing</p> <p>Term 1 + 3</p>	<p>All staff are familiar with the Marau aa Kura and planning is consistent and implemented accordingly.</p> <p>Regular opportunities are given for kura staff and tamariki to share their success in using the Marau aa kura concept.</p> <p>2 review hui held.</p> <p>Student led conference led by tamariki completed.</p>



Te Waiora - Self Review

Long Term Goal: *To ensure there are regular review and monitoring systems throughout the kura structure to analyse and inform next steps.*

2021 Strategic Objective: *Continue to encourage self review at staff and Board level using robust monitoring systems such as professional growth cycle, policies and procedure review.*

PERSON(S) RESPONSIBLE: Principal, Board

Background (Evidence based)	Strategy How are we going to do this?	Timeframe When?	Key Indicators
<p>The Board have a better understanding of their roles and responsibilities especially around self-review.</p> <p>We as a Board have made a commitment to ensure that best practise including self-review is prominent within our governance structure.</p>	<ol style="list-style-type: none"> 1. Create a Board of Trustees manual that explains the roles and responsibilities as a board member and includes a schedule in relation to the annual action/reporting calendar (Self-review). 2. Ensure that monthly meeting agenda is consistent with the calendar in terms of self-review or reporting. 3. Align the policy folder with the procedures folder carried out by management. 4. Hold regular professional development within our monthly meetings agenda to allow members to continually grow and upskill in relation to roles and responsibilities and more specifically, self-review. 5. Attend external professional development opportunities to gain a wider knowledge base and understanding. 	<p>Term 1 - 2</p> <p>Ongoing</p> <p>Term 1 - 2</p> <p>Once every two meetings</p> <p>Throughout the year.</p>	<p>Board manual is created, approved and implemented.</p> <p>Reporting informs next steps.</p> <p>A-Z procedural folder is updated and implemented in day to day running.</p> <p>Internal expertise is utilised and encouraged to conduct professional development.</p> <p>Board members have attended professional development courses.</p>



Te Kūititanga - Professional Growth

Long Term Goal: *Provide opportunities for all to upskill and grow as professionals in their fields.*

2021 Strategic Objective: *Prepare a professional growth cycle that includes individual, staff, board and schoolwide development.*

PERSON(S) RESPONSIBLE: Principal, staff,

Background (Evidence based)	Strategy	Timeframe	Key Indicators
	How are we going to do this?	When?	
<p>In recent years, Ngaa ringa raupa o ngaa Kura aa Iwi have provided us with the majority of our Professional development schedule which have included areas such as Leadership, Marau aa kura, Ngaa Whanaketanga Rumaki Maori among other areas.</p> <p>In previous years we have had a good relationship with and received PLD in Reo Matatini through Haemata Ltd. Our focus has been around reo aa waha.</p> <p>Tainui kaahui Kura are making gains and are on course to have all things in place this year and move forward with our Kaahui goals.</p>	<p>Draw up a Professional Development schedule with the staff that will outline 3 areas.</p> <p><u>Internal whole school PD</u></p> <ul style="list-style-type: none"> • Weekly staff hui/PD • Release time focussing on PD • Focus areas: 2021 academic targets, Marau aa kura implementation. <p><u>External whole school PD</u></p> <ul style="list-style-type: none"> • Ngaa Ringa Raupa o ngaa Kura aa Iwi • Ministry PLD • Tainui Kaahui Kura • Focus areas: Reo, leadership, Self-efficacy, resilience. <p><u>Individual PD</u></p> <ul style="list-style-type: none"> • Personal goals set according to 2021 Professional Growth Cycle and self-appraisal information. 	<p>Term 1</p> <p>Ongoing</p>	<p>The 2021 professional development schedule has been completed in consultation with staff.</p> <p>Staff and I have received ongoing Professional development throughout the year in relation to identified focus areas.</p> <p>Operational funding has been allocated to support professional development.</p> <p>Staff have made regular evaluations in their log books in relation to the professional development received in 2021.</p>



Te Kura o Ngaati Hauaa Tuutohinga 2021

A handwritten signature in black ink, consisting of several fluid, connected strokes.

Signed:

Date: 02 March 2021

(CHAIRPERSON BOARD OF TRUSTEES)