



POROUTAWHAO SCHOOL

- Annual Implementation Plan 2025

Mauri Mahi, Mauri Ora - Work Well, Live Well



End of 2024 Board Progress Stories

Strategic Goal 1 – ĀKONGA. Make our school a stable, fun and safe learning environment. Students are nurtured to achieve their full potential through active participation in learning

We have supported students to have good progress and achievement in 2024 schoolwide with high results. Our SENCO and LSC are in communication with whānau with students who receive additional support. We have regular learning goals in HERO and additional learning plans are in place when required.

Strategic Goal 2 – OUR TEAM - Make our school a place where staff want to work and grow. We endeavour to ensure staff can bring their authentic selves to school every day, can have courageous conversations, can feel safe and supported and are open to learning and dedicated to excellence.

We have provided staff with PLD that aligns with our strategic plan, and supported staff to prioritise their individual wellbeing. We have monitored staff wellbeing through an annual wellbeing survey and monitor staff changes at Board meetings. Staff are offered opportunities to engage in the life of the kura.

Strategic Goal 3 – OUR COMMUNITY . Acknowledge that our school sits at the heart of our community and, to be a thriving community, we must be a thriving and stable school. We strive to better include our community, through rebuilding relationships with school whānau, iwi and local businesses. Active encouragement of our community to be active participants and viewed as valued agents of our student success.

We continue existing partnerships between the kura and the community including iwi, past students, local residents and businesses. Whānau feel welcome and empowered to be involved in their children's learning. Kaiako collaborate with whānau and students to set clear learning goals, and we communicate with the community through Facebook, HERO, email and phone calls.

Strategic Goal 4 – OUR ENVIRONMENT -Celebrate the unique natural assets of our school. Emphasise and maintain our green spaces, through investment, partnerships and community inclusive working bees. Celebrate our rural roots through activities such as Ag Day, trips to Ngawakahiamoe Bush and other activities that ensure we give all students a country school experience. Celebrate our EnviroSchool status through role modelling environmental stewardship in our everyday behaviours.

We continue to invest in and celebrate what it means to be connected to the rural character of Poroutawhao School. Our school adheres to the Enviroschools standards and behaviours.

Annual Implementation Plan 2025



Vision - Mauri Mahi, Mauri Ora - Work Well, Live Well

Mission - Provide opportunities for all students to develop skills, attitude and knowledge to be life - long learners

Ākonga

Our Team

Our Community

Our Environment

STRATEGIC GOALS

Make our school a stable, fun and safe learning environment. Students are nurtured to achieve their full potential through active participation in learning

Make our school a place where staff want to work and grow. We endeavour to ensure staff can bring their authentic selves to school every day, can have courageous conversations, can feel safe and supported and are open to learning and dedicated to excellence.

Acknowledge that our school sits at the heart of our community and, to be a thriving community, we must be a thriving and stable school. We strive to better include our community, through maintaining relationships with school whānau, iwi and local businesses. Active encouragement of our community to be active participants and viewed as valued agents of our student success.

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KEY INITIATIVES

Progress and Achievement
Achievement Targets Progress sharing

Teacher Practice
Curriculum Implementation Culturally Responsive Pedagogy Leadership Development

Whānau Connection
Attendance Tools of connection (HERO, Hui)

Enviro Schools focus
Unique enviro assets Environmental Stewardship

Supported Students
Differentiated Learning Plans Broad Curriculum

Staff Culture
Behaviour Plan/PB4L Alert Building the team

Communication
PB4L Reporting Sharing Successes

Rural Character
Local visits Ag Day/Bush Visit

Strategic Resourcing
Students needs met

Staff Engagement
Effective Communication Wellbeing Focus

Community Partnerships
Effective Partnerships Iwi Reporting

School Environment
Property Development Develop Green Spaces

OUTCOMES - SUCCESS!

Our kura is a safe, inclusive and engaging learning environment, where ākonga achieve full potential.

Staff look forward to working and continuing to grow their professional knowledge. The kura recognises the individual strengths of staff who are safe and supported to express them. Staff are encouraged to participate in the wider life of the kura.

Our kura is at the heart of our community. We include āhau whānau, iwi and local businesses. The community is encouraged to be active participants of tamariki success.

We value our rural character. We emphasise and maintain our environment, through investment, partnerships and community input. Rural kura opportunities are offered to all ākonga and whānau.

Poroutawhao School: Strategic Planning Overview

Goals	2025	Key actions
ĀKONGA - Make our school a stable, fun and safe learning environment. Students are nurtured to achieve their full potential through active participation in learning	<ol style="list-style-type: none"> 1. Achievement Targets 2. Ākonga progress sharing (tracking to parents/Board) 3. Differentiated Learning Plans 4. Broad Curriculum 5. Strategic resourcing to meet student needs 	<ol style="list-style-type: none"> 1. Key focus on Maths - academic targets reported and tracked for R,W & M 2. Goal setting with parents, as well as PLD for all staff on HERO 3. LSC and teacher to ensure akonga needs met (with resourcing and PD - students needs support team approach) 4. Integrated planning/learning long term plan/ 2 year cycle developed valuing all curriculum areas 5. Using diagnostic assessment to meet learning goals
OUR TEAM - Make our school a place where staff want to work and grow. We endeavour to ensure staff can bring their authentic selves to school every day, can have courageous conversations, can feel safe and supported and are open to learning and dedicated to excellence.	<ol style="list-style-type: none"> 1. Curriculum Implementation (Maths and English) 2. Building the Team - Courageous Conversations 3. Moderation of progress and achievement 4. Leadership Development 5. Behaviour/PB4I/Alert 6. Staff Wellbeing Focus 	<ol style="list-style-type: none"> 1. Maths/English leaders along with SLT build action plans 2. Staff PLD on courageous conversations 3. How to make an OTJ - understanding the curriculum 4. Growing our leadership skills, growing a culture of improvement 5. Aligning the behaviour - positive behaviour and Alert 6. Organise social events out of school, improve staff room environment, continue staff 'wellbeing day' kawa
OUR COMMUNITY Acknowledge that our school sits at the heart of our community and, to be a thriving community, we must be a thriving and stable school. We strive to better include our community, through rebuilding relationships with school whānau, iwi and local businesses. Active encouragement of our community to be active participants and viewed as valued agents of our student success.	<ol style="list-style-type: none"> 1. Attendance improvement 2. Tools of connection (HERO,Hui) 3. Communication around student behaviour methods 4. Reporting to parents 5. Sharing success 6. Effective community partnerships 7. Iwi connection 	<ol style="list-style-type: none"> 1. Attendance achievements on HERO - sharing with community, adjusting to new attendance codes and practice 2. Work towards Class HERO post on week ahead, and post on learning weekly 3. Agreements around HERO behaviour tracking and communication with home 4. Teachers undertake formal and informal Reporting to parents & 3-way conferences 5. Good news stories are shared regularly 6. Continue to improve Ag Day - local community & neighbours invited to be judges 7. Whole school visit to Marae and meetings each term attended by SMT
OUR ENVIRONMENT -Celebrate the unique natural assets of our school. Emphasise and maintain our green spaces, through investment, partnerships and community inclusive working bees. Celebrate our rural roots through activities such as Ag Day, trips to Ngawakahiamoe Bush and other activities that ensure we give all students a country school experience. Celebrate our EnviroSchool status through role modelling environmental stewardship in our everyday behaviours.	<ol style="list-style-type: none"> 1. EnviroSchools - unique enviro assets 2. Environmental stewardship (EnviroSchools) 3. Local visits (Ag day, Bush visit etc) 4. Property development 5. Develop green spaces 	<ol style="list-style-type: none"> 1. Ngawakahiamoe, Ag Day 2. Achieving our Bronze Award (EnviroSchools) 3. Ngawakahiamoe, Sustainable Coastlines, Mitchpine 4. Community Working Bee 5. Outdoor classroom development, fruit tree planting

Poroutawhao School Annual Implementation Plan 2025

Goal 1: Ākonga		Initiative: Ensuring Progress and Achievement of all ākonga	
Success: Our school is a safe, inclusive & engaging learning environment, where ākonga achieve their full potential		Measures: Me and My School Survey and focus groups annually - look for improving engagement score and metrics for identified questions Years 4-8 focus group talks - feedback talks strongly indicate the relevance school values Hero's Behaviour tracking - reduced number of behavioural incidents Parent feedback - knowledge of the values, use of them at home	
Key actions	Responsible	Support	Complete by
2025 Academic targets development and review of 2024 academic results	SMT	Teacher Only Day Staff hui	End of March, Term 1
Review the school's behaviour plan to ensure consistency for all teaching staff	Krishna	Staff hui	Term 1
Goal setting with parents on HERO	Teachers	Staff Hui	End of Term 1
Collect student voice throughout the year to monitor inclusion at school. feeling safe at school, learning engagement and values knowledge and relevance	SMT	Staff Hui Me and My School Survey	Term 4
Staff professional development on HERO - seeing the ways in which student progress can be tracked closely and assessment analysed at the end of each Term and Year	Teachers SMT Principal	Staff Hui	Term 4
Investigate a 2 year overview of a long term curriculum coverage plan to be developed by staff to value and support the teaching of all curriculum areas.	DP/Curriculum Leader	Staff Hui SMT Principal	Term 4
Intervention Groups Intervention groups to support targeted children with	Teachers, LSC (Celeste), SENCo	SMT Principal	Ongoing

acceleration of learning - Identification of tamariki who require support - Deliberate teaching - Evaluation of teaching - Monitoring of progress of children - Evaluative Review of Programmes - Mid and end of year Board reports	(Louise), RTLB, TA		
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Goal 2: Our Team		Initiative : Teacher Practice & staff culture and engagement	
Success: Staff look forward to working and continuing to grow their professional knowledge. The kura recognises the individual strengths of staff who are safe and supported to express them. Staff are encouraged to participate in the wider life of the kura.	Measures: <ul style="list-style-type: none">- Teacher observations, Teacher voice- Mentoring programmes (PCT) across the school have cohesion and success- Each classroom's Maths and English programme using the refreshed NZC- Each classroom regularly demonstrating 1 hour a day Reading, Writing and Maths		
Key actions	Responsible	Support	Complete by
Maths Updated Curriculum: Leader/s to build an action plan that influences the change in planning, delivery, assessment overviews, reporting to MoE, reporting to whānau and classroom resources.	Curriculum Update Leader/s Principal	Staff Hui Principal SMT Kāhui Ako MoE Facilitators Oxford Maths PLD Numicon Maths PLD Curriculum and PLD budget	Term 4
English Updated Curriculum: Leader/s to build an action plan that influences the change in planning, delivery,	Curriculum Update Leader/s Principal	Staff Hui Principal SMT	Term 4

assessment overviews, reporting to MoE, reporting to whānau and reading resources.		Kāhui Ako MoE Facilitators iDeal Programme and PLD RT LiT Curriculum and PLD budget	
Teachers set meaningful individual 'Professional Growth Cycle' (PGC) goals from 2024 feedback (Goal 1) and work towards a whole school Maths goal (Goal 2)	Teachers	Staff Hui Principal	End of Term 1
Leaders set meaningful 'leadership growth goals' for 2025	Leaders (DP, Senco, WST)	Leaders Principal	End of Term 1
Kahui Ako Inquiry: What makes the single biggest difference to the outcomes of all learners in a school? Our WST to build an action plan and guide the staff through this whole school inquiry in 2025, providing updates to the Board.	Kahui Ako Within School Teacher (WST)	Research Books(Niho Taniwha (Melanie Riwai-Couch), Teaching to the North East, Leading to the North East Russell Bishop) Staff Hui Principal Kahui Ako	End of Term 4
Provisionally Certified Teachers experience a cohesive, meaningful and successful induction and mentoring programme	Mentors for 2025: Krishna, Louise, Lisa	Mentor/Mentee meetings PCT Kahui Ako courses Principal	Ongoing & End of Term 4 Report
Whole staff PLD on courageous conversations	Teachers Support Staff (caretaker, office, Teacher Aide) SMT	Staff Hui Principal SMT	End of Term 4

Staff PLD on making an effective and accurate OTJ in 2025 (Overall Teacher Judgement)	SMT	Curriculum Leads? Principal Outside provider?	End of Term 2 (First OTJ at Mid Year)
Improve staffroom environment - furniture and layout. - Consider hot/cold water dispenser or urn?	All staff	Principal	Ongoing & End of Term 4
Wellbeing - Staff social get togethers more regularly & continue the 'well being day' initiative for teachers Staff appreciation - wellbeing kete, ongoing appreciation treats, staff retreat.	All staff	SMT	Ongoing

Goal 3: Our Community	Initiative: Communication and connection to our community		
Success: Our kura is at the heart of our community. We include whānau, iwi and local businesses. The community is encouraged to be active participants of tamariki success.	Measures: Attendance data HERO behaviour tracking data Parent voice/involvement/attendance/connection		
Key actions	Responsible	Support	Complete by
Attendance - consider sharing regular attendance scores with the community on HERO	Principal	All Teachers Office	Consider/Implement Term 2
HERO sharing in each class - Work towards Class HERO post on week ahead, and post on learning weekly	Teachers	SMT	End of Term 1
HERO behaviour tracking and communication with home understanding and consistency	Teachers	Principal SMT	End of Term 1

Iwi Connection - whole school visit to Marae & ongoing attendance to iwi meetings	Cultural Responsiveness leader	Principal SMT	Ongoing and End of Term 1
Good news stories are shared regularly with staff, students and whānau	All Staff	SMT	Ongoing
Community connection - Ag day has local community as judges, continuing the ongoing visits to more local places and businesses.	Teachers	SMT Principal	Mitchpine Term 1 Marae Term 1 Ag Day -
Parent information evenings each term - Meet the teacher, Alert, refreshed curriculum - Maths workbooks	Teachers	SMT Principal	Meet the Teacher & Alert Term 1
Goal 4 Our Environment Initiative: School environment			
Success: the kura values our rural character. We emphasise and maintain our environment, through investment, partnerships and community input. Rural kura opportunities are offered to all ākonga and whanau.	Measures: Enviroschools Bronze Award progress		
Key actions	Responsible	Support	Complete by
Working towards Enviroschools Bronze award - Enviroleader to create action plan for the school	Enviro Leader	All staff	End of Term 2
Continued planning development of the outdoor classroom and gardens (fruit trees)	Enviro Leaders Principal	All staff	End of Term 4
Community working bee	SMT	All staff	End of Term 4
Visits to Coastline and Ngawakahiaoe Bush	Enviro Leader Principal	All Staff	End of Term 4