

Northcote College Annual Implementation Plan 2024

The Northcote College 2024 Annual Implementation Plan reflects the Northcote College Strategic Plan 2024-2025

Strategic Goals 2024-2025	Annual Goal Areas 2024
1. To achieve excellent and equitable outcomes for all ākonga	1. Pedagogies for success: Co-operative learning 2. Literacy and Numeracy co-requisites for NCEA success 3. Wellbeing policies, structures, processes and roles 4. Māturanga Māori, Te Reo Māori and across the curriculum,
2. To work collaboratively with mana whenua, whānau and community to improve outcomes for all ākonga	5. Relationships with mana whenua
3. To provide the physical environment needed to support the success of ākonga	6. Progress building development Stage 1 with minimal disruption to ākonga.

Where we are currently at:

Northcote College is committed to achieving these goals. Key Indicators show many areas of strength, progress and success. However, we are yet to achieve equitable outcomes for all ākonga.

Key Indicators link

We strive to achieve success for all.

The 2023 ERO Te Ara Huarau School Profile Report states:

- school leaders demonstrate and model a relentless focus on continuously improving a schoolwide culturally responsive approach
- the school has high levels of professional capability and collective capacity to achieve their strategic priorities and emerging kaupapa. This is well supported by ongoing professional learning and knowledge building
- a schoolwide culture that promotes staff willingness and understanding of strategic priorities is established
- connections with mana whenua and local iwi are established and collaboration to enrich opportunities for the school community and improve outcomes for ākonga are underway.

How will our targets and actions give effect to Te Tiriti o Waitangi: Regulation 9(1)(g)

We recognise the impact of inequitable education outcomes for Māori students.

Strategic Goals 1 and 2 and the related annual goals demonstrate our deep commitment to achieving equitable outcomes for Māori students.

Northcote College Annual Implementation Plan 2024

Strategic Goal 1 To achieve excellent and equitable outcomes for all ākonga				
Annual Goal 2024 1: Pedagogies for success: Co-operative learning				
What do we expect to see by the end of the year?				
A shift in teacher practice to greater use of co-operative learning strategies.				
Actions	Who is Responsible	Resources Required	Timeframe	How will you measure success?
Professional learning for all kīiako teaching staff on pedagogies for success (in general) and co-operative learning (in particular). Share, learn, trial and feedback on co-operative learning strategies. Pedagogies for Success	Kate Meade: Leading the Pedagogies for Success Team	Dedicated time in staff professional learning meetings, teacher only days. Co-operative learning to be in department goals and individual teacher's professional growth plans. Professional learning budget for courses, providers, publications, and release time.	2024	Teaching and School Practices survey results. Annual ākonga Māori focus group feedback. Kīiako Teacher feedback on progress along the continuum of practice in relation to PFS. Annual professional learning report. Evaluation against ERO School Improvement Framework.
Strategic Goal 1 To achieve excellent and equitable outcomes for all ākonga				
Annual Goal 2024 2: Literacy and Numeracy co-requisites for NCEA success				
What do we expect to see by the end of the year?				
Ākonga in Years 10-13 gaining Literacy and Numeracy co-requisites for NCEA success				

Northcote College Annual Implementation Plan 2024

Actions	Who is Responsible	Resources Required	Timeframe	How will you measure success?
<p>Establish school wide processes (logistics and professional learning) to support ākongā success in Literacy and Numeracy. All teachers recognising and maximising the opportunities they provide ākongā students to gain Literacy and Numeracy across the curriculum.</p> <p>Improve academic tracking processes to improve student outcomes - better comms with family, greater responsibility and ownership of students, clearer steps/interventions if students at risk of not gaining NCEA at any level.</p>	<p>Kate Meade (SLT) Emma Grimwood (Numeracy) Kathryn Teeboon (Literacy) Jane Hall (NZQA PN) HoDs All staff</p>	<p>Literacy and Numeracy co-ordinators</p> <p>Dedicated time in staff professional learning meetings, teacher only days.</p> <p>Professional learning budget for courses, providers, publications, and release time.</p>	<p>2024</p>	<p>Annual ākongā achievement data HOD reports Annual professional learning report.</p>

Northcote College Annual Implementation Plan 2024

Strategic Goal 1				
To achieve excellent and equitable outcomes for all ākonga				
Annual Goal 2024 3:				
Review and further develop wellbeing policies, structures, processes and roles at Northcote College.				
What do we expect to see by the end of the year?				
Integrated and clear policies, structures, processes and roles to effectively support ākonga wellbeing at Northcote College.				
Actions	Who is Responsible	Resources Required	Timeframe	How will you measure success?
<p>Review and capture the complete current wellbeing structure.</p> <p>Meetings to review policies, structures, processes and roles: Review and implement 'mahi tahi' plans https://www.safeguardingchildren.org.nz/</p> <p>Develop new introduction to school values and expected behaviours programme for Year 9 and new students at other levels.</p> <p>Refresh PB4L school wide. Provide restorative training opportunities for PCTs.</p> <p>Plan for 2025 introduction of Pastoral Care time allowances from 2023 PPTA settlement.</p> <p>Use ERO Behaviour Report March 2024 to review our student behaviour and responses and to inform future decisions.</p>	<p>Mike Dudley Head of Support Services /Counselling Heads of Learning Support Deans MG/MRE</p>	<p>Release time for meetings as required.</p>	<p>2024</p>	<p>Feedback from staff involved in wellbeing function.</p> <p>Evaluation against ERO School Improvement Framework.</p> <p>Updated policies</p> <p>New programme.</p> <p>Survey staff re PB4L effectiveness and their confidence in it.</p>

Northcote College Annual Implementation Plan 2024

Strategic Goal 1				
To achieve excellent and equitable outcomes for all ākongā				
Annual Goal 2024 4:				
Māturanga Māori, Te Reo Māori and across the curriculum				
What do we expect to see by the end of the year?				
Evidence of integration of Māturanga Māori across the curriculum. More staff and students knowing about local history. More staff and students comfortable with tikanga and Te Reo Māori. More staff and students studying Te Reo Māori and/or tikanga Māori				
Actions	Who is Responsible	Resources Required	Timeframe	How will you measure success?
<p>Continue to integrate Te Reo Māori me tikanga into the learning programmes for ākongā.</p> <p>Develop Matariki celebration into a school wide celebration including contributions from across the curriculum.</p> <p>Local history tours.</p> <p>Promote and offer Te Reo and tikanga learning opportunities for ākongā and staff.</p> <p>Encourage kāiako participation in Te Ahu o te Reo Māori.</p> <p>Offer more Te Reo Māori me tikanga learning opportunities for ākongā at all levels.</p> <p>Attend MAC hui and annual conference.</p>	<p>Kelli Kawhia-Conrad and Nicola Manoa leading Ohu Māori</p> <p>Kate Meade: Leading Curriculum</p>	<p>Dedicated time in staff professional learning meetings, teacher only days.</p> <p>Professional learning budget for courses, providers, publications and release time.</p> <p>Increased Te Reo Māori staffing</p>	<p>2024</p>	<p>Annual ākongā Māori focus group feedback.</p> <p>HoD reports: Evidence of integration of Māturanga Māori across the curriculum.</p> <p>Professional learning report: Number of staff studying Te Reo Māori.</p> <p>Ohu Māori: Number of staff who have undertaken the local history tour.</p> <p>Staff survey: Number of staff who know the school karakia and waiata.</p> <p>Roll return: Number of students studying Te Reo Māori/tikanga Māori</p> <p>Evaluation against ERO School Improvement Framework.</p>

Northcote College Annual Implementation Plan 2024

Strategic Goal 2 To work collaboratively with mana whenua, whānau and community to improve outcomes for all ākonga				
Annual Goal 2024 5: Relationships with mana whenua				
What do we expect to see by the end of the year?				
Established connections, communication and relationships with Ngāti Whatua, Te Kawerau a Maki, Ngāti Pāoa, Ngāi Tai Ki Tāmaki				
Actions	Who is Responsible	Resources Required	Timeframe	How will you measure success?
Continue to build respectful relationships with mana whenua, Ngāti Whatua, Te Kawerau a Maki, Ngāti Pāoa, Ngāi Tai Ki Tāmaki Continuation of Te Puna Kōrero Continuation of hui ohu Māori and engagement with Māori Achievement Collaboration (MAC).	Vicki Barrie, Kelli Kawhia-Conrad and Nicola Manoa leading Ohu Māori	Dedicated time in staff professional learning meetings, teacher only days. Professional learning budget for courses, providers, publications and release time.	2024	Feedback from mana whenua. Ohu Māori progress report. Hautū Tool Te Puna Kōrero annual report Teaching and School Practices survey results. Evaluation against ERO School Improvement Framework.

Northcote College Annual Implementation Plan 2024

Strategic Goal 3 To provide the physical environment needed to support the success of ākongā				
Annual Goal 2024 6: Progress building development Stage 1 with minimal disruption to ākongā.				
What do we expect to see by the end of the year?				
New classroom block on track for completion in August 2025. Progress on renovation of C, D, L. Progress on new gymnasium. Renovation of F9 and F10.				
Actions	Who is Responsible	Resources Required	Timeframe	How will you measure success?
Continue to work with the Ministry on the completion of the new classroom block and to lobby for timely start on new gymnasium and renovation of C, D and L. Manage the old gymnasium repair project. Establish and secure budget for furniture and fittings and equipment requirements for new building. Engage designers and contractors for renovation of F9/10 using 5YA funds.	Board of Trustees, Vicki Barrie, Mike Dudley, Friederike Cannan, Gil Wallace, HoDs	Resources are controlled by the Ministry.	2024-	Progress reports on new building. Completion date of the new building. Outcome of lobbying for new gym, C,D and L Completion of F9/10

Northcote College Annual Implementation Plan 2024

Additional Goals and Actions for 2024	Who is responsible	Notes
Self-evaluation		
Complete self-evaluation against ERO School Improvement Framework (SIF)	SLT	
Curriculum and Assessment		
Implement NCEA and curriculum changes	ME	
Review timetable to resolve constraints of the junior timetable and better align with the senior timetable.		
Plan for the implementation of Year 12 Psychology as a new subject in 2025	ME/MRO	
Pathways		
Interview all Year 12 and 13 students.	WA/MCK	
Develop a pathway plan for Year 13 Māori and Pasifika students – including whānau engagement.	WA	
School Expectations and Student Behaviour		
Implement the 'phones away for the day' policy by the start of Term 2 to meet new Government requirements.	SLT	
Develop strong clear classroom management strategies that work and are applied consistently.	SLT	
International Students		
Develop a 5-year International Department Strategic Plan	WA	
International student surveys - develop strategies to better support international student academic progress and well being	WA	
Sport		
Develop better communication systems from the Sports Office to volunteers and coaches.	DU	