

Continuous transformation for student success

PAPAKURA HIGH SCHOOL STRATEGIC PLAN – 2020-2022 - FINAL

Annual Plan 2021

INTRODUCTION

Papakura High School is continuing its development as a secondary school in the South Auckland region.

The school has gone through a phase of significant decline and is making good progress in re-establishing itself as a school of choice in the Papakura community. It has had to battle a declining roll, unfavorable ERO reports highlighting variable teaching quality, and poor public perception. Lack of effective public transport networks, a new secondary school in the area and unhelpful MOE planning within the Papakura schools' network have all contributed to this decline. In addition, the MOE reneged on its plan to rebuild the campus, with the expenditure of hundreds of thousands of dollars, which have been lost to the maintenance and refurbishment of the existing property. This has meant that much of the school property is in a poor and substandard condition. The school is in the process of seeking to recover these funds.


At the end of 2020 the Board appointed a new principal to lead the school's ongoing development. The Board which was elected in May 2016, had a mandate to make significant changes which will affect the school's identity and direction. The new Board elected in 2019 has continued this process. While there have been community surveys completed over the past decade, changes to the current school landscape will require the BOT to continue to gauge community opinion.

The Senior Leadership team and staff are totally committed to moving the school forward into its new future, with the support and energy of the new Board of Trustees. From the beginning of 2017, a new body, Te Kaunihera a Kura, (school council) took over a significant decision making role in the life of the school.

Papakura High School is part of a small group of schools under the umbrella of the Kootuitui Trust. Together with five other schools, and with the support of the Manaiakalani Outreach, our school has started the process of full digital immersion for its teaching and learning. This involves the provision of chromebooks to students for their learning. In 2017 all Year 9 - 11 students will be expected to have a chromebook for their classwork. With the assistance of the Kootuitui Trust, families can purchase the devices with up to a three year hire purchase agreement.


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Annual Plan 2021

<i>Continuous transformation for student success</i>	<u>Papakura High School Annual Plan 2021</u> <i>Student success</i> Student achievement targets										
Annual objective	Specific targets/outcomes	Actions to Achieve	Led by:	Time Frame							
				2021 – Term				Done	Year		
				1	2	3	4		2022	2023	
Raise student achievement against key metrics.	<p>NCEA targets Level 1 - 64% Endorsements - 31%</p> <p>Level 2 - 75% Endorsements - 17%</p> <p>Level 3 - 64% Endorsements - 19%</p> <p>Year 9 & 10 50% of Year 9 and Year 10 students achieve PAT reading and maths at average gained for NZ cohort by end of year</p>	<ul style="list-style-type: none"> Implement second year of services academy - Levels 1 & 2 Improve tracking mechanisms used by Kaitohutohu, Kaiarahi and SLT Increase whānau engagement in goal setting and monitoring process through conferencing and use of Kamar portal Engage PHS in the Pūhoro programme for Māori students in STEM subjects. Explore subscribing to a VLN (e.g. Farnet) to enable a greater range of subjects available to students. Introduce students at Year 13 studying a reduced number of subjects to improve quality Strengthen criteria for Te Tohu Rangatira at bronze level to more closely match with skills required for success at NCEA Level 1 Introduce transition programme for Year 9s, Kia Puawai to feed into Te Tohu Rangatira and NCEA Consolidate standardised testing programme for Year 9 & 10 students Explore participation in the Developing Mathematical Inquiry Communities project and prepare for implementation in 2022. 	<p>TKI</p> <p>MRI /EGL</p> <p>MRI</p> <p>CRG</p> <p>MRI</p> <p>MRI</p> <p>MRI</p> <p>MRI /EGL</p> <p>MRI</p> <p>MRI</p> <p>SPN</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>				


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Annual Plan 2021

Continuous transformation for student success	Papakura High School Annual Plan - Strategic aim: Innovative Curriculum											
Annual objective	Strategic initiatives	Actions to Achieve	Measures (How will we know)	Led by:	Time Frame							
					2021 – Term				Done	Year		
					1	2	3	4		2022	2023	
					To begin implementation of the Papakura Pedagogy throughout the school	<ul style="list-style-type: none"> Implementation of Papakura Pedagogy across all curriculum areas. Year 2 Māori Immersion Programme - Y9 and Y10 	<ul style="list-style-type: none"> Lead team designs PLD programme for staff around PP Regular promotion at staff meetings and briefings. Redesign of unit/lesson plans to incorporate PP focus Engage PLD provider to work with staff on developing innovative pedagogies and teaching programmes. Introduce local contexts to teaching and learning programmes Regular whānau meetings held Curriculum overview developed New programme developed for Year 10 students Whānau and student voice gathered on student engagement and success in the programme. 	<ul style="list-style-type: none"> ERO report priority - implementation of PP Whānau survey and results analysis 	PPLT PPLT HoD MRI HoD VNE MTU MTU VNE	✓	✓	


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Annual Plan 2021

<i>Continuous transformation for student success</i>	<u>Papakura High School Annual Plan - Strategic aim:</u> <i>Students at school every day</i> Engage students and increase the number of students attending 90% of the time				 KIA RANGIATIRA PAPAKURA HIGH SCHOOL						
Annual objective	Strategic initiatives	Actions to Achieve	Measures (How will we know)	Led by:	Time Frame						
					2021 – Term				Done	Year	
					1	2	3	4		2022	2023
Overall school attendance target of 85% <ul style="list-style-type: none"> ● Students with attendance >90% of time. Target ≥35 ● Students with attendance >80% of time. Target ≥60% ● Students with attendance <50% of time. Target <3% 	<ul style="list-style-type: none"> ● Wellbeing project ● Attendance initiative 	<ul style="list-style-type: none"> ● Implement Ka Ora, Ka Ako - Food in Schools programme ● Survey students using AWE tool. Analyse data and identify areas for improvement. ● Refine new referral system for Wellness team and gather data around referrals ● Continue to promote attendance through assemblies and Kaitohutohu time ● Set up rewards system for top attending students. ● Student Engagement Officer follow up role continued and data gathered on success rates for student attendance. ● Analyze school leaver data and formulate a plan for improvement. 	<ul style="list-style-type: none"> ● Wellbeing survey results show 3-5% improvement in key metrics ● Student engagement survey results meet targets 	VNE EGL EGL SLT EGL EGL VNE	✓ ✓ ✓ ✓ ✓ ✓ 	✓ ✓ ✓ ✓ ✓ ✓ 	✓ ✓ ✓ ✓ ✓ ✓ 	✓ ✓ ✓ ✓ ✓ ✓ 			


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<i>Continuous transformation for student success</i>	Papakura High School Annual Plan - Strategic aim: <i>Highly effective staff</i> Schoolwide expectations and practices											
Annual objective	Strategic Initiatives	Actions to Achieve	Measures (How will we know)	Led by:	Time Frame							
					2021 – Term				Done	Year		
					1	2	3	4		2022	2023	
To enable staff to be effective and innovative educators	<ul style="list-style-type: none"> Professional Growth Cycle implementation Staff Wellbeing initiative Learning support review 	<ul style="list-style-type: none"> Re-establish critical friend groups SLT coaching of HoDs for new framework Support staff appraisals introduced for all relevant support staff Staff wellbeing surveys shape design of plan for the year. Regular data collected from staff to inform decision making. Form staff wellbeing team. Undertake regular wellbeing activities Engage with MoE to review school's Learning Support function Work with Kāhui Ako to secure LSC for and at PHS to increase capability and capacity of department 	<ul style="list-style-type: none"> PGC/appraisal completion by all staff Wellbeing survey data shows improvement MoE report on LS function 	MRI SLT KSR TKI TKI WT TKI CRG	✓	✓	✓	✓		✓	✓	

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<i>Continuous transformation for student success</i>	Papakura High School Annual Plan - Strategic aim: <i>Strong whānau and community engagement</i> Whānau and school working together				 PAPAKURA HIGH SCHOOL						
Annual objective	Strategic initiatives	Actions to Achieve	Measures (How will we know)	Led by:	Time Frame						
					2021 – Term				Done	Year	
					1	2	3	4		2022	2023
To raise the profile of PHS in the local and wider community	<ul style="list-style-type: none"> Māori iwi/hapū/whānau engagement strategy Strengthen education partnerships in the community Return PHS to being a school belonging to the community 	<ul style="list-style-type: none"> Hold regular cultural events throughout the year (Polyfest concert, Matariki awards, Te Wiki o te Reo Māori). Invite whānau participation Complete URF project with Ngāti Tamaoho. Explore other partnership opportunities with iwi. Development of whānau roopu to support kaupapa Māori in the school. Kāhui Ako and Kootuitui partnerships to be developed to ensure improved outcomes for all Papakura learners Document list of external agencies/trusts/NGOs working with school and roles etc. Conduct SWOT analysis on above Develop LSM transition plan and assign actions for completion. Work with ERO to conduct a full public review. 	<ul style="list-style-type: none"> Whānau engagement survey Improved attendance at learning related events Increased community involvement to benefit of PHS students PHS released from statutory management and annual review cycle 	TKI MTU EGL CRG TKI CRG CRG CRG SLT	✓	✓	✓				

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Annual Plan 2021

Initials in led by column:

SLT - Senior Leadership Team	PPLT - Papakura Pedagogy Lead Team	CRG - Simon Craggs	VNE - Paul van Etten	MRI - Lisa Mortimer
TKI - Kelly Teariki	EGL - Troy England	HoD - Heads of department	SPN - Anusha Soupen	WT - Wellbeing team
KSR - Philippa Kaiser	MTU - Ian Marino-Tauhinu			