



Charter Strategic Plan

2017-19

Charter - Strategic Intentions

Mission Statement:

Kuranui College exists for the benefit of the rangatahi of our communities; supporting and inspiring all of our akonga to be the best they can be and to take their place as valuable citizens of Aotearoa.

Our Vision:

To be an outstanding college, meeting the needs of every student.

“Whāia te iti kahurangi: Ki te tuohu koe me he maunga teitei”

“Seek the treasure you value most dearly: if you bow your head let it be to a lofty mountain”

Vision statement for Māori/ Māori culture at Kuranui:

Māori culture and language is highly valued by all students and staff at Kuranui: “He kakano ahau, i ruia mai i Rangiatea”

Indicators that this vision is becoming reality:

1. Staff and students can and do pronounce kupu Māori correctly
2. Māori arts/ culture/ language is visible in all spaces at Kuranui
3. Kuranui helps students understand what it means to be Māori
4. Kuranui helps Māori students become proud of being Māori
5. Kuranui enables students to understand that a sound grasp of Māori culture and language makes an individual more employable

Our Core Values:

Manaakitanga, Respect - “Believing in yourself; Treating others as you would want to be treated; Having mana”

- We respect the mana of Kuranui College and its people
- We speak and act politely
- We treat others as we would like to be treated
- We wear our uniform with pride

Mana Tangata, Integrity – “Being true to yourself; Doing the right thing; Owning your actions”

- We do the right thing
- We are truthful and can be trusted
- We take pride in our learning, our actions and our school
- We stand up for what we believe in

Aroha, Empathy – “He tangata. He tangata. He tangata; Understanding and embracing difference; ”

- We care for people
- We are kind
- We allow others to be themselves
- We do not hurt others physically or emotionally

Auhatanga, Creativity – “Thinking outside the square; Learning how to learn”

- We try to understand new ideas and knowledge
- We consider different points of view
- We try to think our way through a problem
- We use our unique talents and abilities to improve our learning

Te Hiringa, Determination – “Learning from failure, growing resilience and seeking out challenges”

- We are punctual and ready to learn
- We strive to be the best we can be
- We resist distractions
- We keep going when things get hard

Māori Dimensions and Cultural Diversity:

Cultural Diversity

Our school reflects New Zealand’s cultural diversity and all of our students are encouraged to value cultural differences in each other by:

- Taking part in Tikanga Māori programmes and taking part in powhiri to welcome significant guests
- Welcoming international students to the college and celebrating their culture
- Encouraging students to identify their place of origin and sharing this with members of their mentor group
- Using Te Reo in their learning and by being encouraged to pronounce words from Te Reo correctly
- Adhering to our core values which are: Manaakitanga (Respect), Te Hiringa (Determination), Aroha (Empathy), Mana Tangata (Integrity), Auahatanga (Creativity)

Unique Position of Māori Culture

Te Tiriti o Waitangi underpins all aspects of the college’s operations.

Māori culture is a unique and very important element of our school ethos. Māori parents have identified their children’s desire for identity – their place in the world as Māori, their sense of belonging and their spirituality or oranga wairua is an integral part of the kaupapa of Kuranui College.

We take the following steps to incorporate Tikanga Māori into the college’s curriculum:

- Teachers incorporate Tikanga Māori and Te Reo Māori wherever possible into their learning programmes and classroom practice
- All Year 9 students take part in a Wairarapatanga programme as a part of their induction to the college
- All Year 9 and 10 students are required to study a six month course of Tikanga Māori
- Māori culture, waiata, powhiri and protocols are used in the college’s routines, ceremonies and celebrations wherever possible
- Kapa haka is offered as an extra-curricular activity to any interested student and is taught by a member of the teaching staff
- Māori culture is increasingly reflected in the college environment through art work and signage
- Local marae are regularly used as places for instruction and are regularly visited by students and staff
- All teaching staff are required to attend weekly before school Tikanga Māori and Te Reo Māori workshops.

The college has embraced and is fully implementing the “Kia Eke Panuku” professional learning programme which focuses on training and encouraging all teachers to adopt culturally responsive pedagogies and to adapt their learning programmes to provide cultural relevance.

The college consults regularly with the Māori community to listen to their views and concerns.

Steps taken to discover the views and concerns of the college's Māori community

- Members of the college staff attend regular Ngati Kahungunu Iwi Whanau hui together with whanau
- A Kuranui Whanau Advisory Group meets

Communication with whanau occurs at and by

- Biannual Family Learning Conferences with student's Mentor Teachers
- Fortnightly publication of "Kuranui Korero" the college newsletter
- Staff are encouraged to phone, email, text or write regularly with good news and/or concerns
- At the start of the year all whanau are invited to attend a Year 9 welcome barbecue

The Provision of Te Reo and Tikanga Māori

- Tikanga Māori is a compulsory six month course for all Year 9 and 10 students. This course includes Te Reo Māori.
- Te Reo Māori is offered as an optional subject to all students from Year 9 to NCEA Level 3

Baseline Data and School Context

Demography:

Roll at 27.2.17 = 450

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Semi-rural

Our school comprises 61% New Zealand European, 33% Māori, 2% Pasifika, 3% Asian and 1% other ethnicities

Students' Learning:

NCEA Achievement by roll:

	2013	2014	2015	2016 by roll unconfirmed
NCEA Level 1	68.4%	66.1%	78.4%	89.9%
NCEA Level 2	74.4%	79.4%	81.8%	80%
NCEA Level 3	47.9%	48.6%	68.5%	61.5%

NCEA Achievement by roll Māori students:

	2013	2014	2015	2016 by roll unconfirmed
NCEA Level 1	54.5%	48.7%	76.2%	82.9%
NCEA Level 2	85.7%	61.5%	75%	82.9%
NCEA Level 3	28.6%	18.2%	61.5%	33.3%

Student Engagement:

Overall average attendance for all students for the 2016 college year was 78.8%.

School Organisation and Structures:

The college staff consists of a Principal, two Deputy Principals, two Heads of College, eight Curriculum Team Leaders, a Guidance Counsellor and 27 teaching staff.

There are also 18 support staff.

A Health and Safety committee consisting of 6 staff meet regularly to review and consider Health and Safety issues.

The school campus consists of a Maths/Science block of 8 classrooms, an English / Social Science block of 14 classrooms, a Technology block of 5 classrooms, an Arts Complex of 5 teaching classrooms and an Auditorium, a Library, Student Centre, Guidance / Health block, Alternative Education room and the Administration/Staffroom block.

Review of Charter and Consultation:

The full charter was reviewed and the community consulted in 2014.

It is due for a full review in 2017.

Strategic Plan 2017-19

 Priority for 2017 and forms the Goals and Actions of the Annual Plan

Strategic Goals		Core Strategies for Achieving Goals
1. Primary Goal - Student Achievement All students will achieve to their full potential	1.1 Curriculum focused on student needs	2017: Complete the full review of the Junior College Curriculum and develop a meaningful, relevant curriculum.
	1.2 Improving Annual Student Achievement year by year at all levels	2017: Develop a system by which Year 9 and 10 students achievements can be tracked and measured. Continue to identify, accelerate and monitor the achievement of priority learners in Years 9 and 10. Develop and monitor an Individual Learning Plan for every student
	1.3 Improving Māori and Pasifika achievement and retention levels	2017: Engage with the Culturally Responsive PLD to support teachers to adapt their pedagogy and become more culturally responsive
	1.4 Implement and monitor the revised student mentoring system	2017: Implement and monitor the redesigned Junior / Senior mentoring system Adjust structure of school day to accommodate new mentoring system.
2. People Attract, develop and retain staff who are the best fit for our college	2.1 Successful Succession, Recruitment, Retention Policies and Practices	2017-19: Develop a comprehensive recruitment and retention process
	2.2 Grow Leadership Capability	2017-19: Continue to review and improve capability through the appraisal process.
	2.3 Robust & Helpful Performance Appraisals	2017: Review effectiveness of appraisal
	2.4 Professional Development	2017-19: Maintain the focus of school-wide professional learning on the five key development areas. <ol style="list-style-type: none"> 1. Inclusion of Tikanga Māori and development of culturally responsive pedagogy 2. Identification of priority learners and the use of strategies to accelerate their learning 3. Support all teaching staff to undertake and complete at least one inquiry into their teaching practice 4. Strengthen digital learning pedagogies 5. Continue implementation of PB4L/Restorative practices
	2.5 Pragmatic Health & Safety Systems	2017: Implement procedures related to Health and Safety to reflect recent legislation changes

3. Kuranui Culture Recognition of diversity with engagement and respect by all	3.1 Widespread Recognition and valuing of the Uniqueness of Maori Culture	2017: Continue to implement Culturally Responsive training. Support teachers to increasingly incorporate aspects of Tikanga Māori and Te Reo Māori into student learning.
	3.2 Respect for Individuals, Colleagues, & Cultures	2017-19: Continue to implement and embed the school-wide PB4L programme in the college and introduce school-wide restorative practices
	3.3. Increase extra-curricular participation by students	2017: Support the establishment of a Parent Sports committee to work with and support the Sports Coordinator 2018: Review all aspects of student extra-curricular activities
	3.4 Enhance the college uniform	2017:Perform a full review of college uniform, consulting all stakeholders
	3.5 Ensure food sold or supplied at the college is appropriate	2017:Perform a full review of the sale and supply of food at the college, consulting all stakeholders.
4. Governance Effective governance with a student achievement focus	4.1 Effective BOT Operation	2017-19: Implement revised board policy and procedures and monitor the changes
	4.2 BOT policy regularly reviewed and updated	2017: Continue current timetable for review of policies over 12 month period as per BOT Work and Review programme.
	4.3 Review the current Strategic Plan consulting all relevant stakeholders	2017:Perform full community consultation and review of Strategic Plan
5. Finance A strong and durable financial position	5.1 Strengthen the college's financial position	2017: Monitor the college's financial management systems and make improvements as required
	5.2 Robust and Appropriate Cost Control	2017 – 2018: Continue to monitor financial performance
	5.3 Develop additional income streams (includes fundraising)	2017: Actively recruit increased numbers of international fee-paying students
	5.4 Develop Financial Management Capability at all Levels	2017–19: Provide financial management Professional Learning for budget holders.
6. Facilities & Resources Facilities that support 21 st century learning and teaching	6.1 Strengthen asset replacement programme	2017: Complete revision and implementation of asset register Implement the asset replacement plan
	6.2 Plan for strategic facilities development	2017: Complete the development of the 10 Year Property Plan
	6.3 Continually Evaluate Use of IT & Other Technologies	2017-19: Monitor the implementation of the IT Strategic Plan

7. Community Engagement Kuranui College is at the heart of its community	7.1 Build & Maintain Relationships with Whanau & Iwi	2017-19: Support regular hui of a whanau support group.
	7.2 Wide Ranging Collaboration with Primary Schools	2017: Collaborate with local primary schools to fully develop and implement the South Wairarapa Community of Learning
	7.3 Develop Links with Local Employers and Tertiary Education Providers	2017-19: Collaborate closely with the Wairarapa YETE and strengthen relationships with local employers and tertiary education providers.
	7.4 Increase market share of Year 9 enrolments	2017: Engage a research company to carry out this research in partnership with Greytown School.
8. Communications and Promotion Effective stakeholder communication and promotion of the college's outstanding features	8.1 College Promotion and Marketing	2017: Develop and implement a promotion strategy to target parents of students in contributing primary schools informed by the results of the market research undertaken in 7.4