

AKO - E AKU KAIMAHI/OUR STAFF

Overarching Objective: To attract, develop and retain inspiring staff who are mentors and facilitators of effective teaching and learning.

SCHOOL WIDE OBJECTIVES FOR 2024-2025:

- Internal leadership capability and capacity will be developed to ensure sustainability.
- Staff will be empowered to enact the new curriculum changes, with specific focus on literacy, numeracy, and mana oorite mo te Maatauranga Maaori.

- Focused, structured professional development will support the School's vision for learning, to enable students to navigate a changing world.
- Staff will be empowered to enact the new curriculum changes, with specific focus on literacy, numeracy, and mana oorite mo te Maatauranga Maaori.
- Staff will be encouraged and resourced to be role models for lifelong learning.
- Internal leadership capability and capacity will be developed to ensure sustainability.
- Staff involvement in co-curricular activities will be supported and acknowledged.

PROJECTS What can we achieve in 2024	STRATEGIES Strategies to achieve objectives	KEY RESULTS What we will see by when
K1:Te Maataiaho/New Curriculum developed	<ul style="list-style-type: none"> • Attend MOE run PLD about Te Mataiaho • Grow awareness and understanding of Te Mataiaho with staff - complete staff PLD 	TOD workshops with MOE T1 - 30 January T2 - 31 May T4 - 25 October Staff workshops Week 5 T1, T2, T3
K2: Lead By Learning PLD delivered	<ul style="list-style-type: none"> • Lead By Learning PLD delivered by Judith Wooton (Evaluative Associates) • Grow awareness and understanding of Lead by Learning 	PLD delivered to SLT T1 Weeks 3, 6&7 T2-T4 Weeks 3,5&7
K3: School Docs - shown and accessible to staff	<ul style="list-style-type: none"> • School Policies updated on school docs and shown to staff during staff hui and support staff hui • Grow awareness and understanding of School Docs 	Show policies to staff at every Staff PLD (T1-T4 alternate weeks) and Support Staff (T1 -T4 Even weeks)
K4: Operate the Koromatua Curriculum Plan	<ul style="list-style-type: none"> • Regular delivery of KCP to staff of School Charter, Programme delivery, Curriculum Areas, Planning, Assessment, Reporting, School Procedures 	Continue to review KPC until the end of T4
K5: Coaching/mentoring courses	<ul style="list-style-type: none"> • Training for SLT in pastoral processes, dealing with parent/student/teacher concerns and having courageous conversations. • Coaching and mentoring on restorative practices and the application thereof for all staff. 	SLT have effective courageous conversations with staff Staff able to resolve low/mid level issues without SLT intervention