

Board of Trustees Annual Report 2024 (on the 2023 academic year)

This report provides an outline of progress on the goals of Horowhenua College's Board's Annual Goals for 2023. Following consultation with a range of stakeholders the College developed a strategic plan to service as a guiding document for the school. The 2024-25 Strategic plan outlines the school's vision and the key goals of the Board. Within it are annual plans, implemented by School Management which are reported on each year. This report contains of a summary of progress in relation to the Strategic and Annual goals for 2023s:

In 2023 there were three strategic goals:

1. *To ensure a safe and inclusive environment for all where physical, financial and human resources enhance student learning and well-being.*

In 2023 we continued our annual review of policy and procedures. Our Health and Safety governance and management committee functions well in foreseeing and dealing with Health and Safety issues. The Board committed to the redevelopment of the Canteen to provide healthy lunches for our Akonga, and renovations are proceeding well. We hope to provide hot food later in 2024, and the lunches are proving popular with almost no wastage. We continue to support professional development for staff in restorative practices, and on supporting students who have experienced trauma. Attendance and behaviour management have been a consistent focus for the year, and it is good to see improvement in our attendance figures despite Covid remaining in the community.

2. *To resource and develop excellence in teaching, learning, leadership, management and governance to enhance student performance in all areas of school life.*

The board continued to support the professional development of staff across a diverse range of courses, workshops and seminars. Weekly staff meetings have focused on diverse learning topics with an emphasis on Universal Design for learning and with external provider Tupu Ora on culturally responsive, relational pedagogy. Within and Across School Projects/Activities supported by the Horowhenua Kāhui Ako have also been shared with staff.

3. *To raise the engagement of all students to attain their personal best.*

Our traffic light system continued to enable staff to identify and support students who were falling behind or in danger of falling behind academically, and this has now been successfully implemented across years 9-13. We continue to have variable NCEA results across Years 11- 13, but it was pleasing to see improvement in our 2022 target of raising the achievement of our boys. We maintained high levels of competency in numeracy and literacy. We continue to analyse our achievement statistics by gender and ethnicity and actively seek to reduce differences in achievement between groups through various teaching and learning initiatives. A dedicated learning support unit for overseeing and testing students with learning challenges, is proving to be really effective in testing and supporting students to achieve their personal best. It is great to see many of our students participating in extracurricular learning and cultural and sporting activities and receiving university and community/business-funded scholarships and bursaries.

4. *To strengthen self-review, active communication, positive relationships and partnerships within the school and with iwi, Taitoko Kāhui Ako (CoL) and the wider community.*

The Board meets with Heads of Faculty annually to evaluate the efficacy of learning programmes, and staff are encouraged to engage in continuous reflection of their teaching as well as sharing best practices. The school celebrates student performance and engagement across four pillars (academic, arts and culture, sports and service) and encouraged participation in a range of in and outside-of-school activities. In 2023 the school surveyed parents and a range of stakeholders to reflect on its learning priorities for new 2024 strategic plan. The school has a good working relationship with iwi and schools in our local area, and it has been wonderful to see the growth of Rangatahi Ora core classes and to welcome new whanau to our growing school. Staff in our He Vaka Moana programme are doing an amazing job in supporting and mentoring our Pasifika students and connecting with whanau too! Manawhenua (Muaūpoko and Raukawa) have hosted professional development days for teaching staff across our rohe, and all staff have been encouraged to participate. The Kāhui Ako has also hosted a number of learning activities for staff, including for beginning teachers. The College continues to build relationships with community stakeholders through meetings and community events, and is extremely grateful to all our volunteers, whanau and coaches for all their involvement in the life of the school.

In addition, Horowhenua College has annual academic goals. In 2023 four goals were aligned with the strategic goals above. These goals were to:

1. *To further develop curriculum deliver and pedagogy through staff receiving ongoing professional development on Universal Design for Learning (UDL) and Culturally Responsive Relational Pedagogy (CRRP).*

This target was achieved with external providers contracted to lead staff meetings on UDL and CRRP. Staff have been supported to identify levers for change in their planning to ensure UDL and CRRP are integrated into their teaching. The sharing of best practice is encouraged and staff share units and plans.

2. *To maintain at least 80% attendance.*

Since Covid, achieving high levels of attendance has been challenging. This goal was partially achieved in 2023 (Term 1 81.1%, Term 2 82.2 %, Term 3 78.7 %). An Attendance Assistant was employed specifically to encourage attendance. Junior students showed consistently higher attendance, and in 2024 attendance, particularly of year 12 and 13 students will continue to be a focus.

3. *Annual Goal 3 is aligned with student wellbeing and involves successfully transitioning the Free and Health Lunch Programme from an external provider to catering it from the College Canteen.*

This target was met. Phase 1 of the refurbishment of the canteen and recruitment of catering staff enabled 750 lunches to be produced each day from the start of Term 3. As mentioned previously these have been extremely popular with almost no wastage.

4. *Annual Goal 4 centred on effectively monitoring staff well-being and responding in ways that support and enhance this well-being.*

This target was also achieved, though it would be good to monitor this through a survey in 2024. Staff voice is considered a priority by SLT and discussed regularly. Reducing numbers of staff meetings, regular staff morning teas, instituting a “Tumeke Tuesday” morning tea, Board provision of morning tea once a term, and an early finish on the last day of term are measures that are intended to support staff wellbeing which will be continued in 2024.

Many of these initiatives and programmes related to the 2023 annual goals will continue to be supported and implemented by the College in 2024. You can find the new strategic goals for 2024 in the Horowhenua College Strategic Plan also available on the School website.

The Board will report on the goals for the 2024 academic year in their 2024 annual report and will provide updates on the work of the board through our NUA News and ‘News from the Board’ reports during the year.



Juliana Mansvelt
Chair Horowhenua College Board