



TUAKAU COLLEGE

Pai rawa atu i nga mea katoa
The very best in all things

Analysis of Variance **Includes Kiwisport** **for 2023**

ANALYSIS OF VARIANCE for ANNUAL PLAN 2023

<p>VISION:</p> <p><i>Tuakau College prepares students for life through a quality education promoting excellence in all things.</i></p>  <p>TUAKAU COLLEGE <small>Pai rawa atu i nga mea katoa - The very best in all things</small></p>	<p>STRATEGIC GOALS: Tuakau College will:</p> <table border="1"><tr><td><p>Maximize opportunities for student achievement.</p></td><td><p>Lead development in local education in a continuously changing world.</p></td><td><p>Be the heart of the community where everyone wants to be.</p></td></tr></table>	<p>Maximize opportunities for student achievement.</p>	<p>Lead development in local education in a continuously changing world.</p>	<p>Be the heart of the community where everyone wants to be.</p>
<p>Maximize opportunities for student achievement.</p>	<p>Lead development in local education in a continuously changing world.</p>	<p>Be the heart of the community where everyone wants to be.</p>		

This is our analysis of variance report and is a statement where Tuakau College provides an analysis of any variance between the relevant aims, objectives, directions, priorities or targets set out in the charter and actual performance and outcomes for 2023.

Our analysis of variance highlights for our community the progress our board has made in achieving the aims and targets set out in our Charter. It shows parents, families and whānau the actions taken to achieve these and how successful these actions have been for improving student achievement.

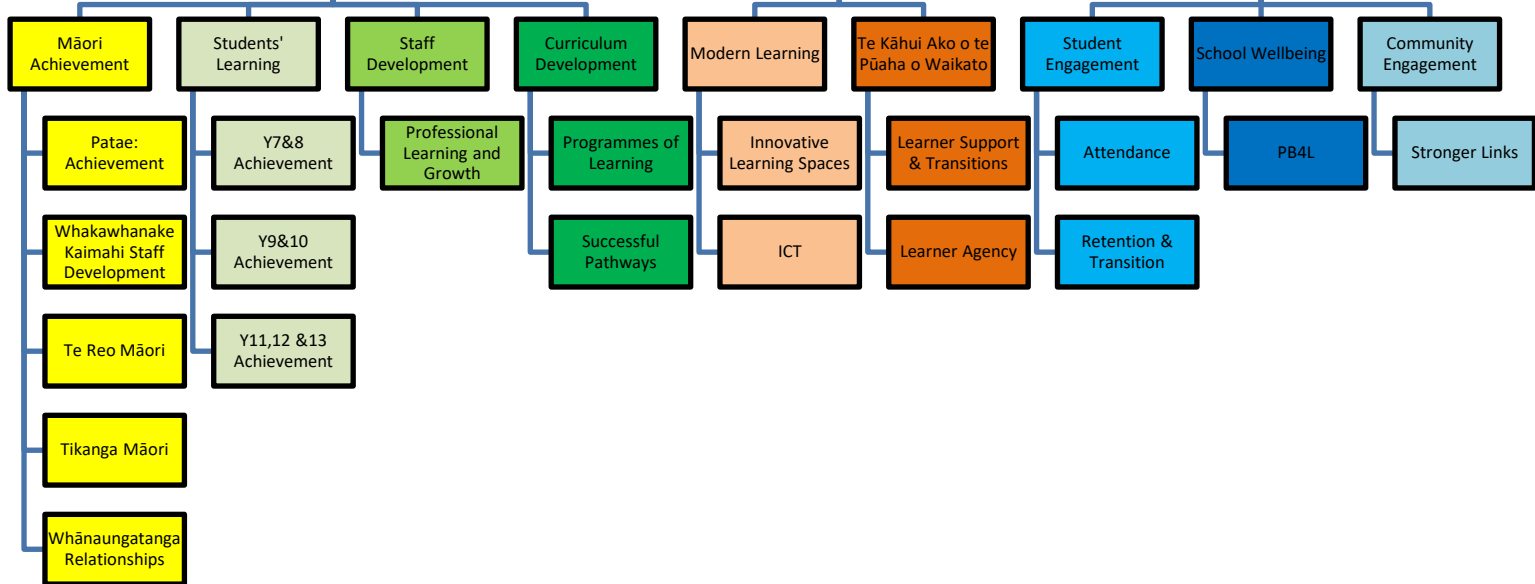
ANNUAL PLAN 2023

Tuakau College prepares students for life through a quality education promoting excellence in all things

Maximise Opportunities for Student Achievement

Lead Developments in a Continuously Changing World

Be the Heart of the Community where everyone Wants to Be.



IMPROVEMENT PLANS 2023

These are a series of improvement plans around each of the Strategic Focus areas. 2022 was a mixed year with less interruptions because of Covid-19. It was a consolidation year with more face-to-face teaching and learning.

Mahere Mātauranga Māori Māori Education Plan

1. Māori Education

Patae: Achievement

Annual Goal: To improve achievement

2023 Annual Targets

1. Move 5% of Maaori students(10) upwards over all the levels to higher levels in Reading

Outcomes	Analysis				Evaluation
ACHIEVED	Reading Level Shifts	Maaori 2021 Yr 7-9	Maaori 2022 Yr 8-10	Maaori 2023 Yr 7-10	<ul style="list-style-type: none"> 2024 eASttle results are unavailable when this report was being completed Tracking and monitoring of these students is key to improvement especially with the requirements of NCEA literacy. A complete focus on this is occurring. eASttle testing was suppose to be completed after Week 5 of this term and More close work with contributing schools to assist in raising the Year 7 Level 2 grades to higher . This will be ongoing work.
	Level 6	7	8	1	
	Level 5	7	8	10	
	Level 4	46	43	65	
	Level 3	38	53	43	
	Level 2	50	46	79	
	Level 1 or < 2	14	15	21	

2. Move 3% Māori students(6) upwards over all the levels to higher levels in Writing

Outcomes	Analysis				Evaluation	
ACHIEVED	Writing Level	Maaori 2021 Term 1 Year 7	Maaori 2023 Term 1 Year 7	Maaori 2022 Term 1 Year 8	Maaori 2023 Term 1 Year 8	<ul style="list-style-type: none"> More work is required in the writing across all curriculum levels especially with reading comprehension and putting their ideas into words The focus over the next few years will be on literacy which includes writing, grammar, punctuation and the ideas that go into writing. A focus area at all levels Years 7 to 10. Need to focus on writing across all levels.
	Level 5	0	0	0	0	
	Level 4	1	2	4	20	
	Level 3	18	11	32	32	
	Level 2	19	19	21	26	
	Level 1	13	23	6	28	
		<ul style="list-style-type: none"> Writing levels for Maaori have increased by more than 3% especially at Level 4. There is also a larger group at Level 1. 				

3. Move 5% of Maaori students(10) upwards over all the levels to higher levels in Mathematics

Outcomes	Analysis				Evaluation
-->Ongoing Work	Mathematics Level Shifts	Maaori 2021 Yr 7-9	Maaori 2022 Yr 8-10	Maaori 2023 Yr7-10	<ul style="list-style-type: none"> There was a decrease in the Maths scores over 2023. The changes in numeracy to a literacy focus may have affected these scores. Further monitoring and tracking is required. Mathematic teachers need to have a focus on the basics and then need to move into the written problem solving as per the requirements of the NCEA numeracy. Create a numeracy focus class in Years 7&8 to shift the numbers in Level 2 and Level 3.
	Level 5	7	12	2	
	Level 4	18	33	25	
	Level 3	80	90	77	
	Level 2	57	35	83	
	Level 1	2	10	9	

4. Develop achievement levels in Te Reo Maaori

Outcomes	Analysis	Evaluation
-->Ongoing Work	<ul style="list-style-type: none"> Some work has occurred in this area. 	<ul style="list-style-type: none"> A review in 2023 to look at the measures of Te Reo Maaori in all the Reo Rua classes as well as the compulsory Te Reo Maaori classes for all Y7&8 students. Employed a Y7&8 Maaori studios teacher to investigate the measures of Te Reo Maaori. Use the MOE MLP advisor to assist in the development of these levels Look at moving towards Maatauranga Maaori curriculum



5. Increase the levels of success for Māori in NCEA:

- Increase the Level 1 pass rates so that 5 more students pass.
- Increase the Level 2 pass rates so that 5 more students pass
- Keep pass rates at level 3 consistent

Outcomes	Analysis:	Evaluation										
ACHIEVED	<table border="1"> <thead> <tr> <th></th> <th>2021</th> <th>2022</th> <th>2023</th> <th>Difference</th> </tr> </thead> <tbody> <tr> <td>Level 1</td> <td>25</td> <td>37</td> <td>60</td> <td>+23</td> </tr> </tbody> </table>		2021	2022	2023	Difference	Level 1	25	37	60	+23	<ul style="list-style-type: none"> 23 more students passed at Level 1 which is a substantial increase even with the larger number of students in Year 11. This gives them a good foundation for Level 2 and above.
	2021	2022	2023	Difference								
Level 1	25	37	60	+23								
ACHIEVED	<table border="1"> <thead> <tr> <th></th> <th>2021</th> <th>2022</th> <th>2023</th> <th>Difference</th> </tr> </thead> <tbody> <tr> <td>Level 2</td> <td>28</td> <td>23</td> <td>34</td> <td>+11</td> </tr> </tbody> </table>		2021	2022	2023	Difference	Level 2	28	23	34	+11	<ul style="list-style-type: none"> 11 more students achieved at Level 2. A good increase in numbers.
	2021	2022	2023	Difference								
Level 2	28	23	34	+11								
XX Not Achieved	<table border="1"> <thead> <tr> <th></th> <th>2021</th> <th>2022</th> <th>2023</th> <th>Difference</th> </tr> </thead> <tbody> <tr> <td>Level 3</td> <td>11</td> <td>9</td> <td>6</td> <td>-3</td> </tr> </tbody> </table>		2021	2022	2023	Difference	Level 3	11	9	6	-3	<ul style="list-style-type: none"> A drop at Level 3 which is disappointing. Look at the pathways Maaori students are taking and monitor and track them at Level 3. Overall Level 3 needs to improve
	2021	2022	2023	Difference								
Level 3	11	9	6	-3								

	Level 1	Level 2	Level 3	UE
Tuakau College	75	91.9	37.5	0
National	51.7	64.5	56.2	31.2
Equity Band	55.9	65.8	55	28.6

- Level 1 and Level 2 NCEA results are well above the national and Equity band averages. Our Maaori students at these levels are achieving very well.
- Level 3 is an issue and needs to be looked at and a better tracking and monitoring process is going to be put in place for our Y12 Maaori students so when they come into Year 13-their goals and aspirations have been decided and a plan in place to ensure they are achieving at Level 3.

Whakawhanake Kaimahi: Staff Development

Annual Goal: To develop staff so they are culturally placed in our community

2023 Annual Targets

1. To support the Reo Rua teachers with ongoing PLD in teaching in a bilingual setting

Outcomes	Analysis	Evaluation
-->Ongoing Work	<ul style="list-style-type: none"> This is ongoing work and does not help when teachers have resigned and moved out of the school. This breaks the consistent approach. An decrease in the number of bilingual teachers has occurred especially trying to cover the Reo Rua classes as well as the compulsory Te Reo Maaori in Years 7&8. 	<ul style="list-style-type: none"> Actively recruit more Te Reo teachers and use incentives to come to Tuakau College. A plan is completed for the transition to Maataurtanga Maaori. A PLD plan is in place for all Reo Rua teachers

2. Continue to develop culturally engaged staff by increasing their capacity to speak and to use Te Reo Maaori.

Outcomes	Analysis	Evaluation
ACHIEVED	<ul style="list-style-type: none"> Staff completed the Te Whakaohooho course successfully. Teachers were using more Te Reo greetings and instructions in their classes A development plan for 2024 is required with the loss of the PLD tutor in 2024. Use of karakia in Staff briefing and getting the staff to complete this is successful. Use of whatkatauki is successful. All the staff know about the key maaori events throughout the calendar. 	<p>This must be ongoing to continue to build Tikanaga capacity and sustainability amoongst all staff</p> <p>Have to break this into two levels with a huge number of new staff into the school. This is especially prevalent with the new overseas staff.</p>



Te Reo Maaori: Maaori Language

Annual Goal: To increase and improve the levels of Te Reo Maaori around the kura

2023 Annual Targets

1. A transition plan is in place for moving to Te Maatauranga o Aotearoa

Outcomes	Analysis	Evaluation
-->Ongoing Work	<ul style="list-style-type: none"> With the ongoing PLD, there are small steps heading towards the Māori curriculum. Realistically many of our students that are doing Reo Rua struggle in one language let alone learning in two. A plan is being developed for implementation when require. There needs to be a demand to move this way but there continues to be students pulling out of Reo Rua which puts this plan in jeopardy. 	<p>Once the confidence levels of the students and staff to teach and learn in the Te Maatauranga Aotearoa curriculum is high then the school will move to this new curriculum.</p> <p>More work is required to develop this plan as we come through a roll growth phase and more and more students are wanting to take Te Reo.</p> <p>Schemes of work are being developed.</p>

2. To maintain Reo Rua in Years 7 to 10

Outcomes	Analysis	Evaluation
ACHIEVED	<ul style="list-style-type: none"> Year 7-10 Reo Rua continues to be successful This concept has grown from strength to strength but we are having a number of students pulling out making the numbers marginal in terms of staffing 2022 to 2023 has seen an increase in students taking on this concept but there are a number of students deciding not to carry on. 	<p>Success in this programme leads to success in other subjects. The students have and will continue to enjoy these classes with the right teachers taking them but they continue to struggle with learning in two languages.</p> <p>Some of these classes are getting a reputation of poor behaviour. The Reo Rua teachers manage and maintain good levels of learning and behaviour but when the students go out to other subjects they tend to play up. More culturally responsive work with the staff and students is needed.</p> <p>Processes and procedures for putting students in and out of Reo Rua classes will need updating. We want the right students in here that will persevere and embrace the concept of learning Te Reo Maaori in a positive context.</p>

3. To plan and develop a community based Te Reo Maaori course in 2024

Outcomes	Analysis	Evaluation
ACHIEVED	<p>We have identified there is a need in the community. A staff member survey and found there was a need. Discussions are taking place to put in place such a course.</p> <p>Wananga Aotearoa classes continue to be successful and in 2023, Putaaketanga and Te Aupikitanga Level 4 and 6 classes were successfully completed for medium level speakers. The school community has embraced these classes and we hope to continue 2024 with further classes.</p>	<p>To continue to develop in 2024</p> <p>Continued work with the Wananga Aotearoa to continue with 'Kura Pō classes. Two classes in 2024 will occur with increased number of adult participants. Putaaketanga and Ronaakitanga courses will run in 2024.</p>

Tikanga Maaori: Maaori protocols

Annual Goal: To improve an understanding of Tainui tikanga Maaori

2023 Annual Targets

1. Ongoing consultation with our local Māori community

Outcomes	Analysis	Evaluation
! Partially Achieved	<ul style="list-style-type: none"> Ongoing consultation occurs with parent teacher interviews. NZ Histories curriculum is out and will need to find a way to engage further with the local community in our rich cultural area. Matariki celebration held at the Marae with informal conversations etc with the community. 	<p>Ongoing as we continue to increase the profile of Te Reo Māori, tikanga and Reo Rua.</p>

Whakawhanaungatanga: Relationships

Annual Goal: To improve connections with local iwi and hapu

2023 Annual Targets

1. Continue to consult with Marae and local iwi around our Maaori Education Plan

Outcomes	Analysis	Evaluation
-->Ongoing Work	<ul style="list-style-type: none"> Small steps but is ongoing 	<p>Ongoing work needed in this area. As consultation increases so will the delivery of a Māori Education Plan.</p>



Whakawhaanui i ngā whai waahitanga te whakatutukitanga o nga akonga Maximise Opportunities for Student Achievement

2. Student Learning

Years 7&8 Achievement

Annual Goal: To improve achievement and teaching practice in the Junior College

2023 Annual Targets

1. Move 10% of students upwards across all levels in Reading

Outcomes	Analysis								Evaluation																																																																
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Reading	Y7	Y7 to Y8		Y8 to Y9		Y9 to Y10																																																																			
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2. Move 5% of students upwards across all levels in Mathematics and Writing

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Maths	Y7	Y7 to Y8		Y8 to Y9		Y9 to Y10																																																																			
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	<ul style="list-style-type: none"> With writing there is a small movement upwards as well. A literacy and numeracy coordinator is in place from 2024 																																																																								

3. Implement a Gifted and Talented programme in Years 7&8 and 9&10

Outcomes	Analysis	Evaluation
-->Ongoing Work	<ul style="list-style-type: none"> The usual extension programmes are in place. Research was completed by the Within School Teacher and a proposal is being put together Need to focus on what each teacher can do to extend students. Education Perfect is being used. 	A G&T programme is being developed collaboratively lead by the Within School Teacher. Ready for implementation in 2025



Years 9&10 Achievement

Annual Goal: To improve achievement and teaching practice in the Middle College

2022 Annual Targets

1. Move 10% students upwards across all levels in Reading

Outcomes	Analysis	Evaluation																																																
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Reading		Y8 to Y9		Y9 to Y10																																														
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2. Move 10% students upwards across all levels in Mathematics

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Maths		Y8 to Y9		Y9 to Y10																																														
Level	2022	2023	2022	2023																																														
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3. Increase the number of students gaining their diplomas in Year 10 by 15 more students.

Outcomes	Analysis	Evaluation																																			
XX Not Achieved	<p>There were less students that achieved their Diplomas in 2021 than in 2020.</p> <table border="1"> <thead> <tr> <th></th> <th>2021</th> <th>2022</th> <th>2023</th> <th>Diff</th> </tr> </thead> <tbody> <tr> <td>Excellence</td> <td>18</td> <td>13</td> <td>14</td> <td>+1</td> </tr> <tr> <td>Merit</td> <td>37</td> <td>55</td> <td>62</td> <td>+7</td> </tr> <tr> <td>Achieved</td> <td>18</td> <td>56</td> <td>37</td> <td>-19</td> </tr> <tr> <td>Attendance</td> <td>29</td> <td>22</td> <td>23</td> <td>+1</td> </tr> <tr> <td>Enrolment</td> <td>4</td> <td>2</td> <td>14</td> <td>+12</td> </tr> <tr> <td>Less than 50</td> <td>6</td> <td>17</td> <td>4</td> <td>-13</td> </tr> </tbody> </table> <ul style="list-style-type: none"> 11 less students received Achieved or higher to gain a diploma Even though there was an increase in numbers at the higher level there was a substantial increase in students not getting their diploma due to enrolment. A change in the rubrics last year saw an overall decrease in students achieving their diploma at Year 10 		2021	2022	2023	Diff	Excellence	18	13	14	+1	Merit	37	55	62	+7	Achieved	18	56	37	-19	Attendance	29	22	23	+1	Enrolment	4	2	14	+12	Less than 50	6	17	4	-13	<p>A more hands on approach is needed by whaanau teachers so they can monitor and track their students and give assistance to them to ensure they improve so they get their diploma.</p> <p>A constant review of the rubrics is required</p> <p>No long term interruptions for the students in 2024 is required.</p>
	2021	2022	2023	Diff																																	
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Less than 50	6	17	4	-13																																	

4. Focus on numeracy and literacy as the new standards are introduced from the beginning of 2023

Outcomes	Analysis	Evaluation
ACHIEVED	<ul style="list-style-type: none"> A lit/num teacher was in place Monitoring and tracking occurred Students sat the externals and a review of how they did was completed. The results of this made suggestions of what we should be doing in 2024 Systems and processes are in place for 2024 Lit/num classes have been implemented for 2024 	<p>Monitoring and tracking will raise the number of students who can achieve NCEA literacy and numeracy</p> <p>Ongoing review and implementing of changes is required</p>



Years 11, 12 & 13 (NCEA) Achievement

Annual Goal: To improve achievement and teaching practice in the Senior College

2023 Annual Targets

1. Monitor and track the pass rates at all levels of NCEA so that maintains high pass rates at all levels
 - a. Level 1: at 79% and above
 - b. Level 2: at 87% and above
 - c. Level 3: 70% and above

Outcomes	Analysis	Evaluation
ACHIEVED	a. We increased the pass rate to 83.3% with 145 students passing NCEA Level 1.	The staff have done an excellent job in preparing the students to achieve at Level 1. Our systems allowed for students to achieve. Consistent approaches have made a difference as well as the monitoring a tracking of students and putting in place programmes for students to achieve. We had the best results in the Franklin district. Well above the national average.
ACHIEVED	b. We increase the Level 2 results from 87% to 89.4% with 93 students passing Level 2	This level continues to have great courses where students can achieve. We had the second best Level 2 results in the Franklin district. Still well above the national average. We had the best Level 2 results in the district.
XX Not Achieved	c. Level 3 did not reach 70% but was at 64.9%. A mixed result with more work needed at level 3. 37 students achieved Level 3.	Level 3 is a struggle for our students and the courses are very academic but the students that wanted to achieve Level 3 passed. Better monitoring and tracking at this level is needed Need less students not engaged in their work to achieve the necessary credits for achieving Level 3. Too many drop out. We had the second best Level 3 results in the district.
XX Not Achieved	d. UE results were not very good falling to 28.1% from 39.3%	UE results are hugely variable from year to year. Still room to improve. Better academic counselling for students who want to get UE need to get UE. Monitoring and tracking so the students have the opportunity to achieve UE is needed.

2. All areas have engaged with the NCEA review and the changes which begin in 2024

Outcomes	Analysis	Evaluation
ACHIEVED	<ul style="list-style-type: none"> • All areas are at different levels of preparedness for the NCEA changes • Many areas have adjusted courses to suit students and requirements and are giving feedback on standards • Literacy and numeracy is in place for NCEA achievement in 2024 	This work is ongoing. Work will continue for implementation of Level 2 and Level 3 standards in 2025 and 2026

3. Staff Development

Professional Learning & Growth

Annual Goal: To provide a platform for staff improvement and engagement

2023 Annual Targets

1. Increase the knowledge and skill base with restorative practices with the staff

Outcomes	Analysis	Evaluation
-->Ongoing Work	<ul style="list-style-type: none"> • Some work has been implemented. Restorative Practices are part of the day-to-day work. • New staff induction has had a huge part of the restorative process added to it. 	The ongoing work will continue to reinforce what we expect from the students. This work will be ongoing and a refresh is required.

2. Ongoing work to implement the new curriculum refresh, NCEA changes and the NZ Histories Curriculum.

Outcomes	Analysis	Evaluation
-->Ongoing Work	<ul style="list-style-type: none"> • All areas are ready for the implementation of the new curriculum. 	BYOD for 2024 will see an increase in digital fluency and access to resources for the new curriculum



	<ul style="list-style-type: none"> Ongoing development will occur especially with a new government in place and their expectations on the new curriculum and NZ Histories. 	Develop as the changes from the new government are in place.
3. New staff are inducted and provided with assistance to grow professionally		
Outcomes	Analysis	Evaluation
-->Ongoing Work	<ul style="list-style-type: none"> Many new overseas staff in 2024 so therefore a cultural induction programme is required Three new teacher trainee teachers will occur and ongoing guidance and mentoring will be required for them 	<p>Ongoing work is required.</p> <p>Induction is key to the success of the students and the new staff. Ongoing work with the new staff is required.</p>

4. Curriculum Development

Programmes of Learning

Annual Goal: To develop programmes of learning that are meaningful

2023 Annual Targets

1. All programmes of learning are adjusted as NCEA changes come on stream.

Outcomes	Analysis	Evaluation
ACHIEVED	<ul style="list-style-type: none"> Work has been completed by all learning areas that have received the correct information The delay in getting information to the schools from the MOE has not helped with getting the work completed. Courses and NCEA assessment statements will be finalised in 2023. 	<p>Continued work to ensure we are ready for the new standards is key to ensure success for our students.</p> <p>The main focus are the new literacy and numeracy standards and what the requirements are especially when they are going to be assessed externally.</p>

2. All schemes are updated with the relevant foci on literary, numeracy, local curricula, NZ Histories and curriculum refresh.

Outcomes	Analysis	Evaluation
! Partially Achieved	<ul style="list-style-type: none"> Ongoing work as learning areas continue to attend PLD and look at the prescriptive parts of the changes that are occurring. 	<p>All areas are refocussing on the changes</p> <p>Communicate the changes through the Bulletin and have articles on what changes and when they are occurring.</p>

Successful Pathways

Annual Goal: To improve achievement and teaching practice in the Junior College

2023 Annual Targets

When?

What is going to happen?

Responsible

Indicators of progress

1. Modifications are made to the timetable as the school roll grows especially at Years 11, 12 & 13.

Outcomes	Analysis	Evaluation
ACHIEVED	<ul style="list-style-type: none"> Some modifications were made based on: <ul style="list-style-type: none"> New standards offered NCEA changes that will need to occur but more so in 2024 Refreshing our own curriculum Class sizes will be big with a cohort size increase. Expected to have most courses full but also increase the number of classes set. 	<p>Timetable structure will always be on an ongoing review cycle as the school grows and as we develop more and more in regard to:</p>

2. Determine how successful we are in determining the pathways for our students with a collaborative scrutinising of the data

Outcomes	Analysis	Evaluation
ACHIEVED	<ul style="list-style-type: none"> Looking at the data collaboratively happens at all levels Audit review is completed and recommendations will be acted upon. Ongoing work as part of the ERO inquiry 	<p>Ongoing work over the next few years as NCEA changes and the implementation of literacy and numeracy standards.</p> <p>Good information from the School review assists to ensure the pathways for our students are collaborative and appropriate</p>



**Me ārahi i ngā whanaketanga o te rohe i roto i te Ao hurihuri tonu
Lead Local Developments in a Continuously Changing World**

5. Modern Learning

Innovative Learning Space

Annual Goal: To update and improve teaching spaces

2023 Annual Targets

1. A master plan is completed

Outcomes	Analysis	Evaluation
ACHIEVED	<ul style="list-style-type: none"> Master plan was completed Updated regularly A pause as the review of Property is occurring Modulars are planned for 2024 to compensate for roll growth 	<ul style="list-style-type: none"> Modulars for the end of Term 2 Master plan continues to be reviewed

ICT

Annual Goal: To continue to ensure the College is digitally capable

2023 Annual Targets

1. A BYOD plan continues to be implemented year by year.

Outcomes	Analysis	Evaluation
ACHIEVED	<ul style="list-style-type: none"> Ongoing work required and routines are embedded in the use of ICT in the classroom All students were informed they require a device for 2024 Students without a device can borrow one from school stock for a term or until they can afford one. 	<p>Successfully completed and there will need to be ongoing changes to the plan as other issues arise.</p> <p>Need to ensure the infrastructure can handle all the devices can access the servers. A plan on upgrading WiFi points needs to occur with N4L</p>

2. Improved Digital technologies throughout the School

Outcomes	Analysis	Evaluation
ACHIEVED	<ul style="list-style-type: none"> Ruccus has been installed Waiting on new switching to go in place. This is the 'bottle neck' at the moment. Due to be changed in 2024 Term 1. 	<p>The WiFi boxes have been in place but the switching cannot handle the loads and need to be exchanged. For the school to function fully these are a priority and will be changed out early Term 1 2024.</p> <p>New switching was put in place this term and functionality has improved. A few software issues but all been sorted.</p>

3. Removal of Student Mobile Phones and earplugs/pods

Outcomes	Analysis	Evaluation
ACHIEVED	<ul style="list-style-type: none"> Huge success Students have their phones still but they are not out between 9:00am and 3:30pm Students had phones confiscated. There were many to start but now reduced to a trickle. 	<p>Our procedures and processes for this have been great. We want to thank the advice given to us from other school in this regard.</p> <p>Now the government have banned them there will be policy advice through School Docs and the MOE.</p>

6. Te Kāhui Ako o te Pūaha o Waikato

Learner Support

Annual Goal: To identify the needs across the Kāhui Ako and determine areas of strength and weakness

2023 Annual Targets

1. Continue to provide Learner Support for students no matter whether they are funded or not.

Outcomes	Analysis	Evaluation
ACHIEVED	<ul style="list-style-type: none"> Te Whare Ako is working very well. Have more Tas than we get funded for Kaahui Ako has assisted with developing a register across all schools Transition process assist us with this 	<p>Continue to fight for the Kāhui Ako to get Learning Support positions</p> <p>Kaahui ako plan to get a consistent approach with use of PATs etc has not worked but will continue to get a process that suits all schools.</p>



Learning

Annual Goal: To identify the needs across the Kāhui Ako and determine areas of strength and weakness

2. Continue to develop the Aotearoa NZ Histories curriculum

Outcomes	Analysis	Evaluation
-->Ongoing Work	<ul style="list-style-type: none"> Work in all areas is occurring Social Science is taking the lead with the History teacher assisting in many areas 	<p>This will be ongoing work especially with the change in tact from the new government.</p> <p>All areas will continue depending on the changes which may occur.</p>

Assessment

Annual Goal: To determine what this means in all schools

2023 Annual Targets

3. To have a common understanding and practices around Student Agency

Outcomes	Analysis	Evaluation
-->Ongoing Work	<ul style="list-style-type: none"> Ongoing work with the two WSL in regard to agency. Agency has been presented to the staff Strategies have been shared Good practice will be ongoing 	<p>Much of this work is behind the scenes and will be incorporated into units of work, schemes of work and teaching programmes.</p>

Kia noho hei manawa o te hapori e hiahia ana e te katoa
Be the Heart of the Community where everyone wants to be

7. Student Engagement

Attendance

Annual Goal: To improve Attendance

2023 Annual Targets

1. To maintain attendance over 90% Ensure Māori attendance improves by 4%(8 students) from 86.2% to 90.2%

Outcomes	Analysis	Evaluation
XX Not Achieved	<ul style="list-style-type: none"> The overall attendance rate for 2023 is 87.5%. We did not go up to 90% but raised it from 86.8 to 87.5% and increase of 0.7% Māori attendance went from 86.2 and dropped to 84.4% 	<p>Continue to encourage students to attend school. The difficulty are the parents that are keeping students home.</p> <p>Engage with the Attendance service more to get the chronic non- attenders to school.</p> <p>Continue to provide the right courses and environment for the studnets who want to be here.</p>

Retention & Transition

Annual Goal: To improve retention and transition within and between schools

2023 Annual Targets

1. Increase retention rates by 10%.

Outcomes	Analysis	Evaluation
! Partially Achieved	<ul style="list-style-type: none"> Retention rates have improved. 	<p>As we grow we are getting more students with better Attendance and stay at school longer.</p>

8. School Wellbeing

PB4L

Annual Goal: To improve learning by improved behaviour

2023 Annual Targets

Analysis of Variance 2023: *Pai rawa atu i nga mea katoa*



The very best in all things

1. More action than theory in the implementation of the positive things we are doing.		
Outcomes	Analysis	Evaluation
-->Ongoing Work	<ul style="list-style-type: none"> Consistent approaches did occur but more and more staff and students need to apply these consistently. Ongoing work is needed. 	A plan is needed to be put in place for this to occur.
2. Restorative Practices are improved		
Outcomes	Analysis	Evaluation
-->Ongoing Work	<ul style="list-style-type: none"> Continue to work on this and develop 	A plan will be drafted for further ongoing work in this area.
3. To maintain and or reduce the stand-down rate. Keep the rates close to 35 students in a year.		
Outcomes	Analysis	Evaluation
XX Not Achieved	<ul style="list-style-type: none"> We had 125 stand-downs in 2023 	Behaviour was very poor in Term 2 and we had to maintain consistency in terms of the outcomes hence the stand-down rate went up. Look for alternative methods to deal with physical violence at school.
4. To maintain and or reduce the stand-down rate. Māori students by 10% from 73% to 63%		
Outcomes	Analysis	Evaluation
XX Not Achieved	<ul style="list-style-type: none"> 62% of stand-downs were Māori students. 	Disappointing but goes with the trend in the school and across the country. Poor behaviour in all schools has become a trend.

9. Community Engagement

Stronger Links

Annual Goal: **To form more links but also to cement stronger links with the community.**

2023 Annual Targets

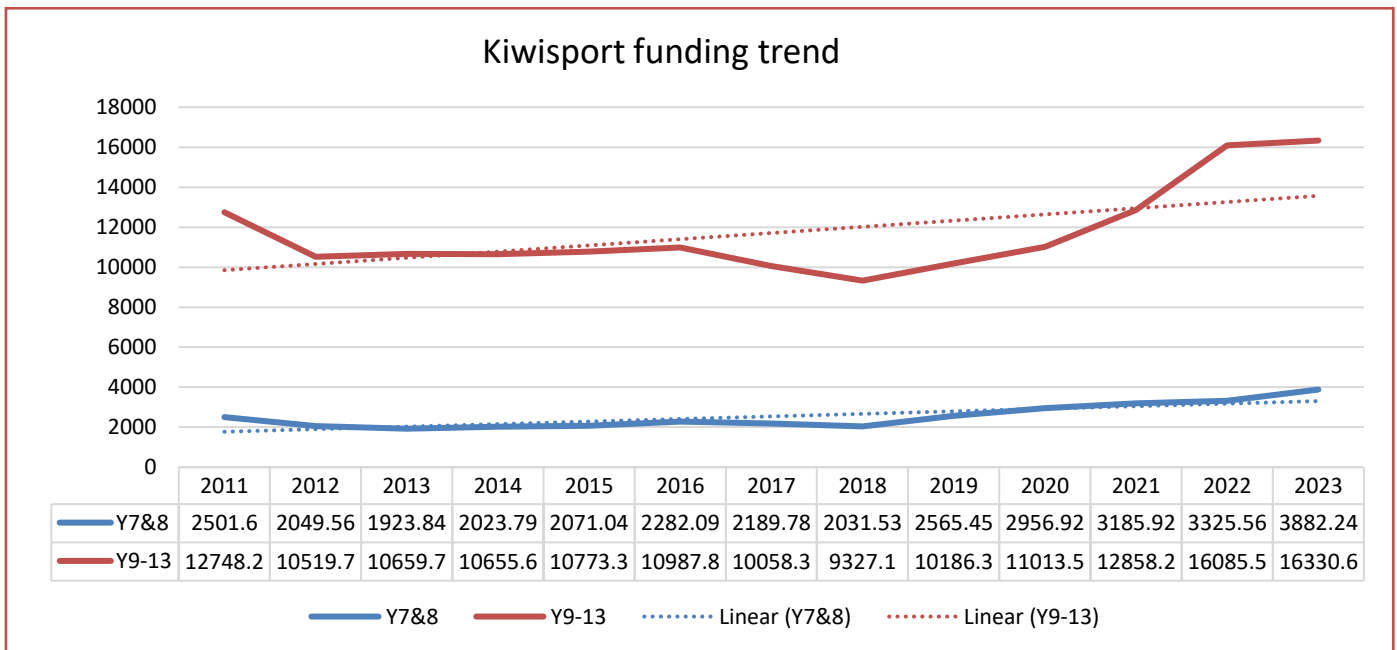
1. Continue to build better relationships with all schools in the Kāhui Ako

Outcomes	Analysis	Evaluation
ACHIEVED	<ul style="list-style-type: none"> New leadership team New set of focus areas More independence given to schools to manage resources 	More work required in 2023
2. Put in place a community volunteer day		
Outcomes	Analysis	Evaluation
XX Not Achieved	<ul style="list-style-type: none"> Was not a priority and never happened 	Re-evaluate and put in place a plan for 2023



KIWI SPORT 2023

The Kiwisport funding 202:



- There has been an increase in funding in both Years 7&8 and Years 9 to 13 due to a roll increase.
- This is going to continue to occur as the College experiences a continued roll growth over the next few years.
- We will continue to use funding from other areas to counteract the fluctuating income for Sport at Tuakau College.
- The funding from parents and caregivers, in terms of costs per sport we have kept at a minimal but reasonable rate. Any fluctuations in funding can put sport at risk and breaks the continuity of providing the necessary administration for sport but we are working hard to ensure any impact is minimised as we feel a sport focus continues to ensure healthy fit students.

The money received in 2023 was:

Year 7 & 8: **\$3882.24** an increase of **\$556.68** from 2022. Not as big an increase as previous year. Biggest growth area is in Y9-13.
 Years 9-13: **\$16330.60** an increase of **\$245.10** from 2022. An increase but only very small compared to what we received in this area last year.

All of the money has been allocated to assist in funding the **Sports Co-ordinators** position. As a school we add in an additional \$25,000 from operations grant to supplement the Sports Coordinators role and Sport in general. Money to run sport comes from sport fees and donations. This is an essential position in the school to support the Physical Education/Health learning area and to implement, promote, monitor, and encourage sport at Tuakau College.

An ongoing review occurs each year around participation and the number of sports we offer. An incentive scheme for staff to take sport will be looked at. Also when the College employs staff we always look for staff that will commit to extra-curricular sport.

Our ongoing kiwisport goals are to:

- Continue to increase the number of students participating in sport at Tuakau College and to
- Continue to increase the number of sports in the school or made available to students in Tuakau College and to
- Increase the commitment of students to whatever they do through extra-curricular participation (Sport included) by putting in place an extra-curricular agreement.

The data for Sport (NZSSSC Census data from KAMAR)

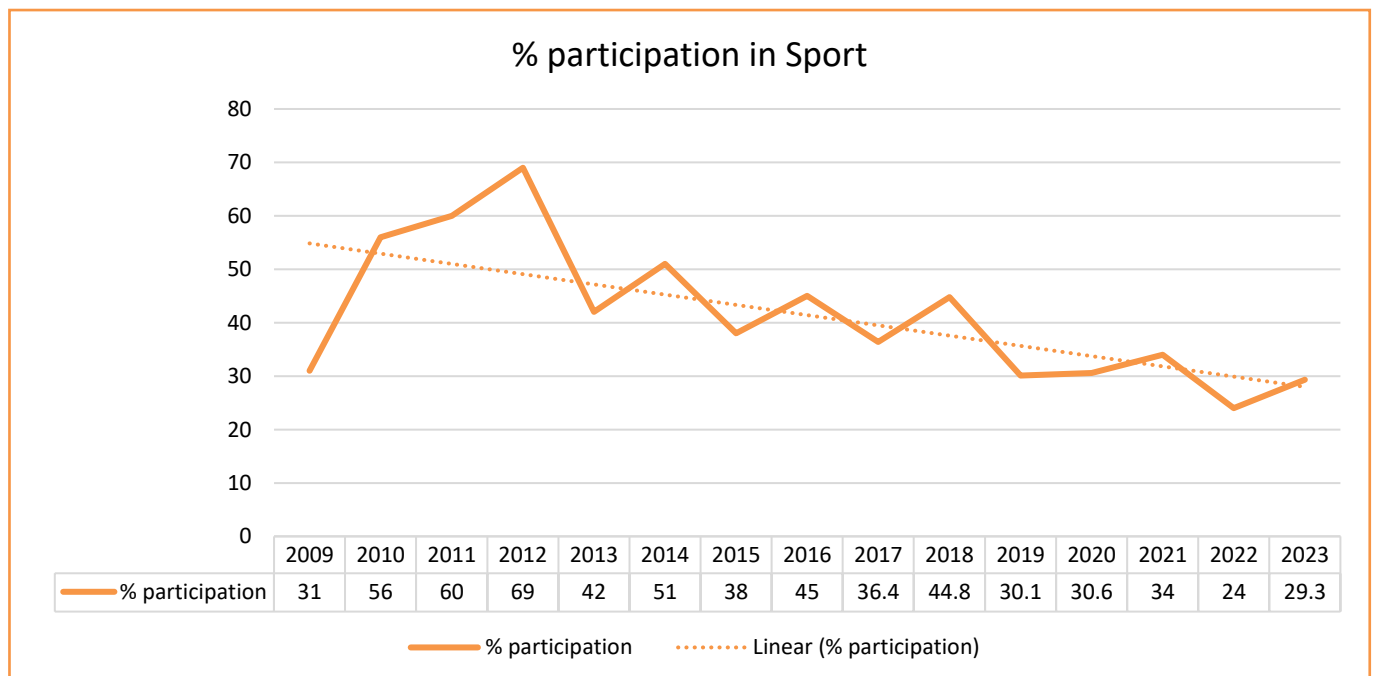
School		Tuakau College	
Decile	106	School Type	Secondary School (Yr 7-15)
Sports Co-ordinator	(Respondent)		
Region	Waikato		
Number of Sports Offered	21		

Summary Data				How is this calculated? ⓘ			
	Total Students	Student Reps		Total Staff	Assist Sports	Coach Team	
Females	344	79	Teaching	61	9	6	
Males	322	116	Support	37	5	5	
Total	666	195	Total	98	14	11	

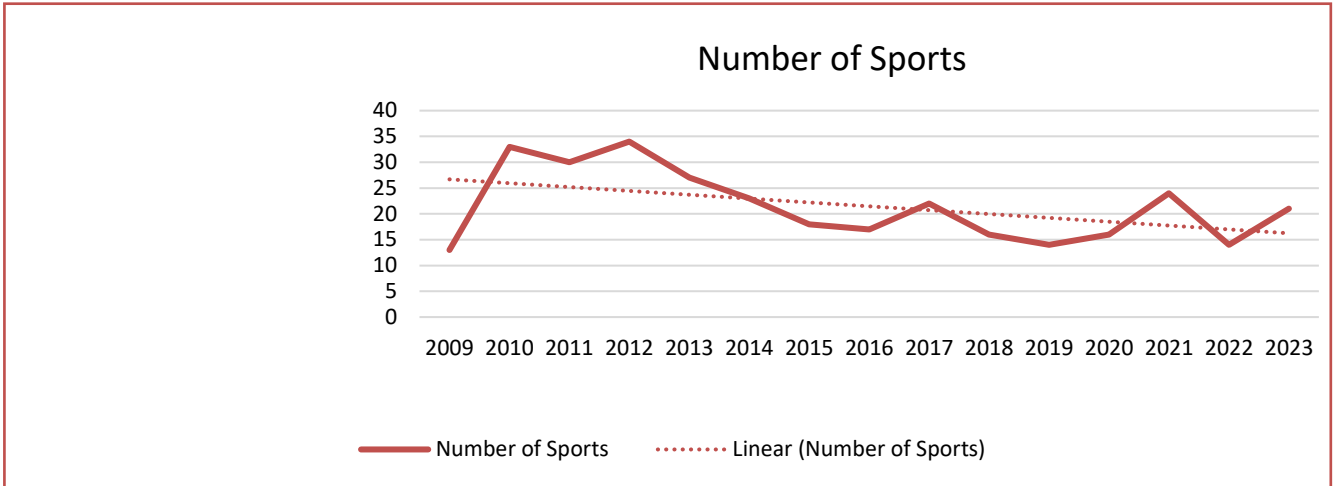
- More Sports were offered in 2023-went down from 14 to 21 BUT
- More students represented the school -went up from 142 to 195. Correlated to the increase in Sports
- More staff assisted with coaching and or assisting. Went up to 14.

Participating in Sport by students at Tuakau College:

In 2023 there is an increase in participation in sport. Students are becoming more active after Covid 19. Encouragement and the more opportunities is increasing this participation. A 5.3% increase in participation in sport.



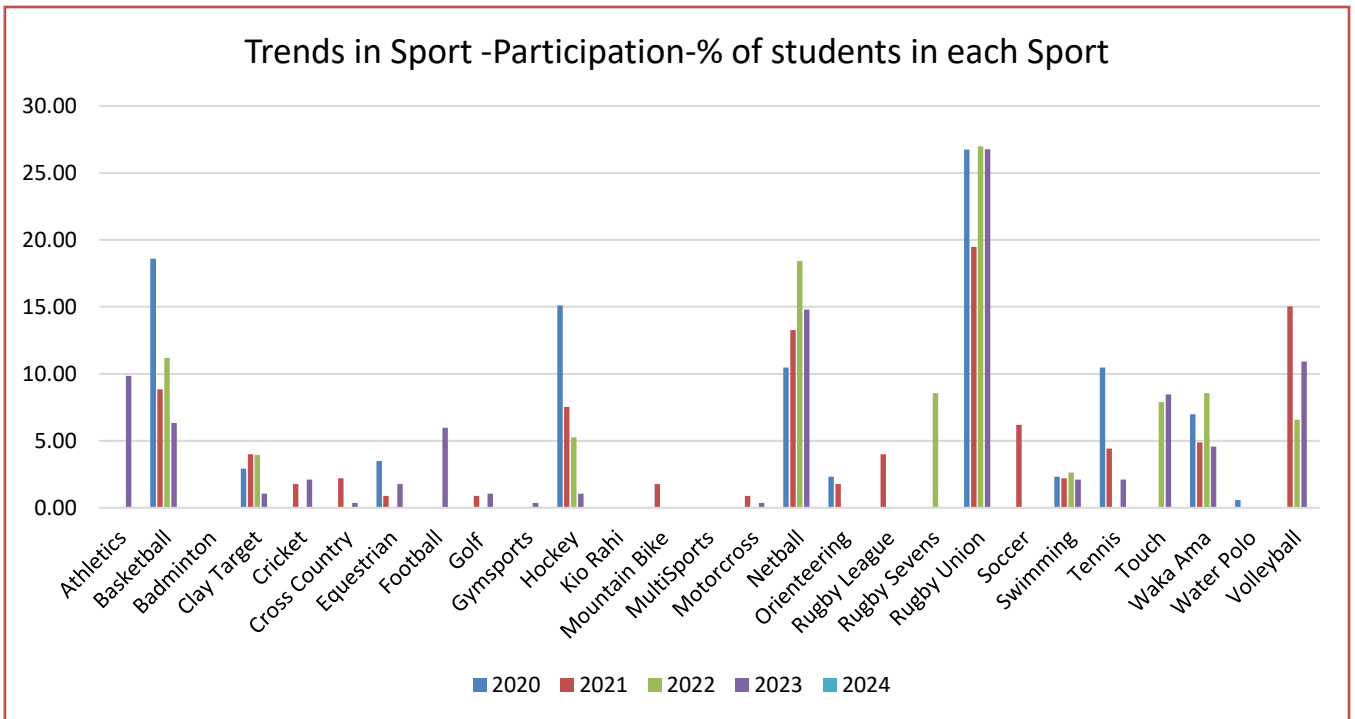
Number of Sports offered at Tuakau College



The numbers of sports went up in 2023 to 21.

We will continue to make available sport to all of our students by keeping the costs as low as possible. This means we have to have a drive on recruitment of members for teams as the school grows.

There is an expectation that the roll will grow and participation in sport will also grow again. We will be working to increase the number of sports and participation. Each sport will continue to look at how it can increase participants and ensure students get the best possible outcome.



Comments on Trends

- These results of a small increase in Sport participation is a very good trend upwards. Getting over the non-participation is an important trend upwards. We want as many students playing sport as possible. The opportunities are going to increase as we get out of the clutches of Covid 19. As the school grows of course more students and more opportunities opens up.
- We need to ensure:
 - The sedentary trend of a generation of students is broken and positive work with the advantages of doing sport are espoused.
 - We will continue to see students being “wrapped in cotton wool” by their parents but we need to continue to highlight the benefits of playing sport.



- Sport is popular again especially with the emphasis on womens sport in football, rugby etc
- Good, support personnel to coach and manage the teams makes a difference and we have the biggest coaching by parents and caregivers in 2023.
- Rugby Union continues to be the backbone and will continue to grow in the College because of the personnel taking it and its organisation. Last year with the 1st XV winning their competition for a second time in a row is the platform for recruiting more players in 2023. Womens rugby is big as well with the Aupiki competition highlighting the pathway for girls rugby.
- Basketball continues to grow as with an increase in the number of students using the basketball hoops. The teams became more competitive.
- Also, with the new facility an increase in the interest in Volleyball. We have two grass courts and a need for a third. Very popular at lunchtime and interval.
- Swimming, Athletics, Cross Country participation is still in decline and become very specialised for certain students.
- Soccer has improved and rebuilding and the Football world cup will have an influence on girls taking up football.

Coaches at Tuakau College

There was a small increase in coaches and staff participating in sport. 15 staff were involved in sport in 2023. We continue to have a number of students coaching and or managing teams as well.

Conclusions:

- Increased participation in sport along with roll growth.
- Continue to offer a wide range of sports at all levels but the uptake is less.
- Increase the levels of participation by staff and parents to assist in all areas.