



**Note:** Highlighted areas are a focus within the 2023 Annual Plan

	2023	2024	2025	Future direction
<b>NAG 1</b> <b>The Avondale College School Board (ACSB) will:</b>  <b>Foster student achievement by providing teaching and learning programmes which incorporate The National Curriculum, including:</b> <ul style="list-style-type: none"> <li>• Developing and implementing teaching and learning programmes</li> <li>• Analysing good quality assessment information, and evaluating the progress and achievement of students</li> <li>• Identifying students and groups of students who may have particular learning needs that require particular</li> </ul>	Through the use of real-time, open-access performance and engagement data, drive responsiveness and improvements across the College for all students.  Ongoing provision of effective reporting to students and parents			Alignment with <a href="#">National Education &amp; Learning Priorities</a> :  1. Learners at the Centre. 2. Barrier free access. 3. Quality teaching & leadership. 4. Future of learning & work.
	Continue to access student, class and teacher data and respond appropriately through strategies such as: <ul style="list-style-type: none"> <li>• Inquiry based teaching' approach, continue to track and plan interventions for identified students.</li> <li>• Individualised Personal Academic Course ('IPAC') identification and mentoring throughout the year.</li> <li>• Use of Value Added and entry data to provide 'early in the year' identification of students who require additional support.</li> <li>• Departmental Self Review. Achievement targets are set using the self-review processes. These to align with or exceed National goals and MoE targets.</li> </ul>			
	Ongoing self-review and refinement of systems that monitor student engagement and responds to those whose attendance is not on track for academic success.			Continuous improvement across all areas.
	Continue to monitor developments in the NCEA/Cambridge International pathways and implement appropriate changes, including consideration of their alignment with Junior Teaching & Learning and the <a href="#">New Zealand Curriculum</a> .			

	2023	2024	2025	Future direction	
<p><b>teaching and learning strategies</b></p> <ul style="list-style-type: none"> <li>• <b>Consult with the school's Māori communities to develop; plans and targets for improving the progress and achievement of Māori students</b></li> <li>• <b>Provide appropriate career education and guidance for all students</b></li> </ul> <p><b>NAG 1 continued</b></p>	<p>Continued targeted, evidence-based programmes for improving the educational outcomes for priority learners. Embed key drivers from Ministry of Education initiatives for Māori and Pasifika students' achievement for moving forward in 2023, with reference to Ka Hikitea – Ka Hāpaitia, Tau Mai Te Reo and the <a href="#">Action Plan for Pacific Education</a></p>	<p>Ongoing implementation and review of programmes to support students who:</p> <ul style="list-style-type: none"> <li>• are not progressing and achieving,</li> <li>• who are at risk of not progressing and/or achieving</li> <li>• who have diverse learning needs,</li> <li>• or who have special needs.</li> </ul> <p>This includes the 'Transition Programme, Special Assessment Conditions (SAC), the Scholarship Programme, the Junior Scholars' Academy and the Scholars' Academy.</p> <p>Continue to maximise the funding support for students with special needs.</p> <p>Continued support of International students, students from refugee backgrounds and students with English as a Second Language, including effective use of MoE funding.</p>			
	<p>Determine and disseminate annual priorities in light of NZC and NZQA reviews. This a major focus with the significant national redevelopments of NCEA that started in 2020.</p>				
	<p>Equip students, families and communities for a digital future, through implementation of a Digital Strategy including:</p> <ul style="list-style-type: none"> <li>• Investment in capital, time, infrastructure, hardware and software.</li> <li>• Ongoing development of pedagogy for a digital future.</li> <li>• Ongoing development of Innovation Academy.</li> <li>• Enabling teaching through Distance Learning if required by school closure.</li> </ul>				
	<p>The environment of Avondale College continues to support student learning, engagement and wellbeing through ongoing development of student services including pastoral system, guidance, PB4L, and the Home Room teacher role.</p> <p>Implementation of school-wide use of restorative practices.</p>				

	2023	2024	2025	Future direction
	<p>Ongoing development and promotion of a wide range of co-curricular activities that promote active involvement of students in our community, provide leadership opportunities, and foster school pride and engagement. Such activities will:</p> <ul style="list-style-type: none"> <li>• promote family and community engagement in College life.</li> <li>• uphold the College's values and expectations.</li> <li>• encourage and grow student and staff participation in College life.</li> </ul>			
	<p>Ensure close working links between relevant Departments and the Academies, e.g. the Sports Department, Physical Education Department and the Sports Academy.</p>			
	<p>Pursue sporting excellence, including supporting students to access representative teams in a wide range of activities to promote their development.</p>			
	<p>Continue to promote and develop Avondale College Academies which will:</p> <ul style="list-style-type: none"> <li>• promote family and community engagement in College life.</li> <li>• uphold the College's values and expectations.</li> <li>• encourage and grow student and staff participation in College life.</li> </ul>			
	<p>Continue to promote and develop Performing Arts as an area of excellence at Avondale College.</p>			
	<p>Continue review and development of Taurewa programme.</p> <ul style="list-style-type: none"> <li>• Consider income &amp; funding opportunities.</li> <li>• Ensure alignment with EOTC guidelines.</li> </ul>			
	<p>With reference to <a href="#">Ka Hikitea – Ka Hāpaitia</a> and Tau Mai Te Reo, the College will continue to work to increase participation and success by Māori through the advancement of Māori education initiatives, including education in Te Reo Māori, consistent with the principles of Te Tiriti o Waitangi.</p> <p>Avondale College will further enhance respect for the unique place of Māori. This will include partnership with the school's Māori communities, including the development and sharing of the school's policies, plans and targets for improving the achievement of Māori students.</p>			

	2023	2024	2025	Future direction
<b>NAG 1 continued</b>	Continued development of our partnership with Te Kawerau ā Maki, Ngāti Hikairo ki Tongariro, Kaumātua and wider Māori communities to build understanding, knowledge and respect of Te Ao Māori and Te Tiriti o Waitangi.			
	With reference to the five 'Key Shifts' within the <a href="#">Action Plan for Pacific Education</a> the College will continue to work to increase participation and success for Pasifika Learners.  This will include partnership with the school's Pasifika communities, including the development and sharing of the policies, plans and targets for improving the achievement of Pasifika students.			
	Avondale College serves widely diverse communities.  The College will continue to respect the diverse ethnic and cultural heritage of New Zealand people, with acknowledgement of New Zealand's role in the Pacific and as a member of the international community.			
	Ongoing development of Careers Education, including: <ul style="list-style-type: none"> <li>• Collection and analysis of leaver destination data to assess how well students are prepared for pathways.</li> <li>• Ongoing work with a Careers Lead Team.</li> <li>• Further development and review of whole school approach towards the <a href="#">Careers Benchmarks</a>.</li> </ul>			

	2023	2024	2025	Future direction
<b>NAG 2</b> <b>The ACSB will:</b> <ul style="list-style-type: none"> <li>• <b>Develop a strategic plan which documents how they are giving effect to the National Education Guidelines (and from 2020 NELPs) through their policies, plans and programmes</b></li> <li>• <b>Maintain an on-going programme of self-review in relation to policies, plans and programmes</b></li> <li>• <b>On the basis of good quality assessment information report to students and their parents on student progress and achievement.</b></li> <li>• <b>On the basis of good quality assessment information report to the schools communities on student progress and achievement, including Māori students.</b></li> </ul>	<p>The ACSB continue to give effect to the <a href="#">National Education Guidelines</a>, and will incorporate the National Education and Learning Priorities (NELP) priorities into our work and Strategic Planning when full implementation occurs over 2023/2024.</p>			
	<p>Ongoing, regular, scheduled reporting and self-review of student outcomes, with a focus on continual improvement.</p> <p>Avondale College will collect, analyse and manage reliable data to inform us that the NELPs/goals of NAG 1 have been met.</p>			
	<p>Avondale College will use a range of assessment methods, including quantitative and qualitative assessment. Reference will be made to cohort and national data, when student achievement is analysed and reported.</p>			<p>Ongoing self-review of interventions that occurs as a result of data analysis.</p> <p>Data used to drive annual educational targets and strategies.</p>
	<p>Ongoing, regular communication with our community, families, students and staff through:</p> <ul style="list-style-type: none"> <li>• Meetings and personal interactions.</li> <li>• Ongoing development of website and intranet.</li> <li>• Use of social media.</li> <li>• Contact in person with communities.</li> <li>• <i>'Heartbeat'</i> (weekly newsletter), emails, <i>'Taikaka'</i> and other media.</li> </ul>			

	2023	2024	2025	Future direction
<p><b>NAG 3</b></p> <p><b>The ACSB will:</b></p> <ul style="list-style-type: none"> <li>• <b>Develop and implement personnel and industrial policies which promote high levels of staff performance, use educational resources effectively and recognise the needs of students</b></li> <li>• <b>Be a good employer</b></li> </ul>	<p>The ACSB will foster a professional climate where effective teaching practice is supported.</p> <p>Avondale College will:</p> <ul style="list-style-type: none"> <li>• ensure systems are in place, so that the Board fulfils its role as ‘good employer’.</li> <li>• maintain a quality staff, using compliant appointment procedures.</li> <li>• maintain Job Descriptions for all staff.</li> <li>• celebrate staff achievements and successes. This includes staff sabbaticals, staff travel award and recognising other staff achievements.</li> </ul>			
	<p>Avondale College supports staff in their Professional Learning and Development, which is relevant and appropriate, to enhance and develop their own practice; and with a particular emphasis on a greater understanding of te ao Māori, matauranga Māori and te reo Māori .</p> <p>PLD will support culturally sustaining practice, to ensure academic success of all students with a particular focus on our priority learners.</p> <p>PLD will ensure quality Induction Programmes for all new staff, to convey and promote school expectations, opportunities and values (including for staff arriving during the year).</p> <p>PLD will include partnership with Te Kawerau ā Maki, external providers and industry where appropriate.</p>			
	<p>Avondale College will support teachers in their engagement with the Teaching Council’s ‘Professional Growth Cycle’ process, in alignment with Teacher Registration processes.</p>			
	<p>Secondary teachers work long hours and have an increasingly complex job. Avondale College seeks to support staff in their health and wellbeing and to ensure that everyone can proactively manage their own health and wellbeing. The school recognises the ongoing effects of COVID-19 for staff.</p>			

	2023	2024	2025	Future direction	
<p><b>NAG 4</b></p> <p><b>The ACSB will:</b></p> <ul style="list-style-type: none"> <li>• <b>allocate funds to reflect the school's priorities</b></li> <li>• <b>monitor and control school expenditure</b></li> <li>• <b>ensure that the school's buildings and facilities provide a safe, healthy learning environment for students</b></li> </ul>	Avondale College will implement the 2022 Five Year Agreement (5YA) in alignment with the Ten Year Property Plan (10YPP) as required.				
	Work with the Ministry of Education (MoE) on remediation of the Performing Arts Centre (PAC) to address weathertightness issues.				
	2023 projects: <ul style="list-style-type: none"> <li>• Upgrade of Art Department (5YA)</li> </ul> Potential future projects: <ul style="list-style-type: none"> <li>• Review and upgrade of Physical Education and Sport facilities including fitness facilities and changing facilities (5YA).</li> <li>• Review of Te Puna Aroha (the whare), and associated learning spaces.</li> <li>• Development of Cultural &amp; Sports facility in conjunction with outside funding opportunities.</li> <li>• Student Services redevelopment</li> <li>• Library redevelopment.</li> <li>• Taurewa facility contract to be reviewed. Current contract expires in 4 years with renewal available at expiry.</li> </ul>				
	Completion of scheduled School Investment Package (SIP) projects:				
	<ul style="list-style-type: none"> <li>• Staff Room Deck</li> </ul>				
	Ongoing review and upgrade of ICT network so it can provide full functional support for e-learning in a contemporary environment and support the administration and management of the school.				
	Allocate finances to reflect school priorities, including achievement and personnel goals. This will include planning for implementation of the Equity Index funding model for schools.				
	Monitor and control expenditure, particularly in light of COVID impacts.				
	Ongoing review of school property and expenditure to assess and manage sustainability concerns with a goal of reducing short and long term financial and environmental costs.				
	Ongoing review of policy and process with regards to debtors through ACSB through the Finance and Property Committee.				
Review sports budget, income and expenditure. Review financial processes across the codes and introduce consistent systems as required.					
Ongoing development of relationships with Auckland Council, Whau Board, sporting bodies and community groups regarding the school and community use of facilities.					

	2023	2024	2025	Future direction
<p><b>NAG 5</b></p> <p><b>The ACSB will:</b></p> <ul style="list-style-type: none"> <li>• <b>Provide a safe physical and emotional environment for students</b></li> <li>• <b>Promote healthy food and nutrition for all students</b></li> <li>• <b>Comply with legislation regarding the safety of students and employees</b></li> </ul> <p><a href="#"><u>Relevant Legislation for school Boards</u></a></p>	<p>Comply with and, if possible, exceed legislative requirements to provide a safe physical environment for staff and students.</p> <p>Promotion and review of the provision and sale of healthy, affordable food and nutrition. Capture student voice and respond to student and staff feedback about food and nutrition.</p>			
	<p>Ongoing review to promote an emotionally safe environment, and one which supports diverse learners. Further develop the Safe School Leader Programme and other student support groups.</p> <p>Continue to promote appropriate and safe behaviour for students and staff, including on social media.</p>			
	<p>To provide a physical environment that enables staff and students to achieve the stated student achievement and personal goals.</p>			
	<p>Ongoing review and implementation of Health &amp; Safety procedures. Self-review annually and reported as per the ACSB schedule.</p> <p>Ensure all staff are aware of and comply with <a href="#"><u>Education Outside the Classroom (EOTC) guidelines</u></a>, particularly staff in key areas eg Taurewa and sport.</p>			
	<p>Evaluate protocols to continue to respond to the requirements of <a href="#"><u>Health and Safety legislation</u></a>, and other relevant Acts. This will include protocols to ensure the welfare of students and staff in all school activities.</p>			
	<p>Ongoing review of emergency procedures, including fire and lockdown.</p>			
	<p>Ongoing review of Crisis Plan and Procedures, Pandemic Plan and COVID-19 Safety Plan.</p>			
	<p>The school will support student wellbeing, especially recognising the ongoing effects of COVID-19.</p>			

	2023	2024	2025	Future direction
<b>NAG 6 Administration &amp; Legislation</b>	The ACSB will work to ensure that the school complies and remains current with all legislative obligations, including The Education and Training Act 2020.			

**Notes**

Community / communities – due the size and diversity of Avondale College, in most instances the ACSB refers to ‘communities’ in preference to ‘community’.