

*Our Vision: A collaborative, future focused community empowering all ākongā to excel.*



**Ehara taku toa, he takitahi, he toa takitini**  
***My success should not be bestowed onto me alone,***  
***as it was not individual success but success of a collective***

Howick Coast Kāhui Ako  
Report to Boards of Trustees and Communities  
Term 1 2019

Kia ora trustees, principal colleagues, staff, parents & community members of Howick Coast Kāhui Ako Schools.

Happy New Year to you all and welcome back to another exciting year of educating our tamariki, both through our individual schools and across our kahui Ako. Term One is traditionally a busy time of the year for all schools as we cement our direction for the year through our charter and annual plan along with setting up the systems and processes both within and across our schools in order for everyone experience success.

It is timely for me as Kahui Ako leader, to reflect on the positive achievements of 2018 while signalling some of the goals and plans for 2019.

### **Work Streams Currently Underway**

In terms of the establishment of the Howick Coast Kahui Ako, term two has provided opportunities for the establishment of several work streams which are serving both as review tools and baseline data collection for the Kahui Ako and will assist the leadership team to make some key strategic decisions across several domains of our development.

### ***Development Map Domain 1 : Teaching Collaboratively for the Best Learning Outcome for Every Child***

1. Improving Teaching Practice and Capability
2. Collaborative Teaching
3. Our Curriculum

### **Within School Teachers - Leadership at school level**

With staff turnover a significant issue for all schools, we have seen a change in many of the within school lead teachers for 2019. All schools should have completed this appointment process now and will be receiving both staffing allocations and remuneration for their teachers through NOVOpay.

The first meeting for these teachers has been scheduled for next Friday 1st March at 1.30pm at Howick College. Our Across School team have planned the afternoon and will be in touch with your teachers regarding the format of the afternoon.

One priority for the meeting will be to gather what the focus is for the within teachers in each school so that we can develop collaboration between schools and set up smaller networks for teachers.

A second priority for that meeting will be for within school teachers to bring suggestions of any PD/ workshops they would like the Kahui Ako to run so that we can build effective pedagogy across our schools.

We have had requests for

- writing moderation sessions across schools,
- e-asTTle training for teachers new to using this tool,
- Beginning teacher meetings to share best practice and ideas,

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- coding and robotics workshops for those interested
- Learning through play
- New Entrant teachers and ECE to develop "School Readiness" documentation for the kahui ako.
- ECE lead workshop on te Whariki curriculum to improve understanding.

Please send along any more suggestions you have so that the Across School Team can access the expertise and plan these sessions for all our Kahui Ako teachers to benefit from over the course of the year.

### **Development Map Domain 2 : Leading for Progress and Achievement of Every Child and Every Teacher.**

4. Leadership Development
5. Collective purpose, focus and responsibility

### **Growth Coaching**

By the end of 2018, the Kahui Ako had hosted two lots of Two Day coaching PD for the Kahui Ako - Principals, DPs, Aps, Across Teachers and Within School Teachers all participated. Every one of our eight schools had a half day workshop with Roween Higgin which were individually planned to meet the needs of that school.

What an amazing opportunity for us to begin the journey of coherence and collaboration across the Kahui Ako! Every school is embedding **Growth Coaching** as part of it's appraisal process to enable teacher growth and development. Every school is approaching the journey in a slightly different way with a slightly different emphasis and implementation strategy - this is the essence of coherence - we don't need to be clones of each other . We can retain our uniqueness yet align our practice through our drivers.

Term One 2019 has already seen another two day course being completed with many of the new Within School leaders getting the opportunity to train.

Every school is having another half day with Roween in term one and that will exhaust our centrally funded hours.

We will be applying for another allocation of hours to continue the PLD over 2019 and sustain the practice across the Kahui Ako. My thanks to Mark Keenan for his leadership in this space and the work he has done to ensure our Kahui Ako has a robust and clear plan to develop leadership across all schools and many levels.

### **Writing Workshop Cluster Day**

April sees our first Kahui Ako Cluster Day for those schools that are interested. It will focus on creating an effective Writing programme and is hosted by Sheena Cameron and Louise Dempsey. Writing is always an area that we need to focus our teachers on and it is the academic area in our targets which needs to them most dedicated focus.

Once again, this will help build shared understandings across our kahui ako and provide a platform for further collaboration and coherence.

### **Learning Support Inquiry and Development**

Our inquiry into how we might develop coherence in learning support has been put on hold as staffing and workload became an issue for the team that was leading this in the second half of 2018. We were unable to find suitable days to travel to Tauranga to speak to another Kahui Ako as we had planned.

The team will evaluate this term whether this is a priority for the Kahui Ako or whether we await the findings from the education reform working group.

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**Development Map Domain 3 : Evidence Guiding our Practice and Actions.**

6. Data Collection and Management
7. Using Evidence and Data to Monitor Progress and Achievement

***Kahui Ako Environmental Scan / School Review***

The Across School Team, working alongside facilitators from MOE, completed an appreciative inquiry driven environmental scan of each school in our Kahui AKo during the second half of 2018. The focus was on the 6 enablers that we have identified as being crucial to raising student achievement across our Kahui Ako. The team spent a day in each school, interviewing focus groups and gathered both [quantitative and qualitative data](#) in each area. The team then prepared a report for each individual school and one for the Kahui Ako as a whole. I am confident that this overall report will help us identify key work streams and areas for development across all schools. Individual school reports have also served as a snapshot, self review, for each school as they reviewed their strategic planning for 2019.

[Howick Coast Kahui Ako Synthesis Report 2018](#)

The Kahui Ako also undertook the Teaching and School Practices Survey through NZCER over the course of term three. This provided each school with a snapshot of what was happening in their school and then a full Kahui Ako report for the leadership team to consider as part of our annual forward planning. This survey will be presented at our first meeting On 14th March and will form the basis for discussion at the first leadership meeting after that.

[Kahui Ako Report -Teaching and School Practices Survey](#)

Both of the above pieces of work will give this Kahui Ako strong evidence to underpin decisions and actions as we establish the way forward in 2019 and beyond with the revision and resubmission of the Achievement plan in 2020.

The Across School Team are to be commended for their professional approach to this work and the integrity with which they undertook such a sensitive project.

***End of 2018 Data Capture***

End of Year data will be captured and presented as a separate report once completed. Comparisons will be made against the targets set down in our Achievement Plan 2017-2020.

Discussion is continuing on how and who will capture baseline data in Science across the kahui ako as some schools want to understand better how our Ako are achieving in this curriculum area. There is discussion as to whether this is something all schools want to engage in or whether it is something that is optional for schools.

***Development Map Domain 4: Pathways developing and connecting along the whole educational journey of every child***

1. Integrating the Learning Pathway
2. Supporting Transitions

Leyette Callister and Rachel Ryan have begun work on our engagement with ECE. They have begun visiting the approximately 40 ECE that are the main feeders to our Kahui AKo and are beginning to make the connections.

An action plan has been implementation plan has been completed as part of the overall kahui ako implementation plan with set goals for the next three years . The goals directly reflect the findings in the report completed by the Change Manager in 2018. The appointment of Rachel with a specific brief to lead transitions work has meant we can get this moving and develop this ever so important pathway for our students.

Other transition points will be introduced as workstreams as the Kahui Ako sustains and embeds this piece of work.

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### ECE Transition Development Implementation Plan 2019 - 2021

Please note: this is currently being developed so is a work in progress.

#### **Development Domain 5: Partnering with Families, Employees and the Community**

1. Parents , family and Whanau
2. Iwi relationships
3. Strong Community Engagement and Local Relationships

#### **Kahui Ako Website**

Bec Thomas has been appointed as an Across School Teacher with a specific focus on future focused teaching and learning. One of her first actions has been to move the development of the Kahui Ako website along. She has met with Howick College students and will lead the development of this.

All our work streams are deliberately looking to include community and whanau voice where applicable and appropriate for the work being undertaken.

All Kahui Ako reports are available for Principals to use information from to keep their communities updated and included in the ongoing developments within the KAhui Ako.

#### **Development Domain 6: Building a Thriving Community of Learning / Kahui Ako:**

1. Culture of Trust
2. Planning and Delivering Together

It has been important for our Kahui Ako to take the time to establish working relationships and a culture of trust within and across schools. We now have all five *Across School Teachers* appointed and they have begun the 2019 year with dedicated focus on building the Kahui Ako as a strong thriving community. 2018 saw a lot of evidence collection and collation in order to inform the ways forward.

This year sees the group out delivering alongside within school teachers and leadership teams. Workshops have been already set up for the Within School teachers and work streams are being planned across the year.

Our deliberate focus on **Growth Coaching** across the Kahui Ako has been a strong catalyst to bring all schools together under our enabler of building leadership. It is great to know that our Across School teachers can go into all schools now and within teachers that they are working alongside will be speaking the same coaching language. Coherence across schools builds even stronger relational trust.

Both Mark Keenan and Lurette Callister have taken on workstreams to lead across the Kahui Ako - hopefully there will be interest and opportunity for other school leaders to lead a work stream as they emerge as this will help embed coherence across all our schools.

As always, I am available to attend board meetings to participate in a discussion around the Kahui Ako and the direction we are taking and to answer questions you may have from a school and BOT level. Please feel free contact me on

[principal@clevedonschool.co.nz](mailto:principal@clevedonschool.co.nz)

I look forward to another successful year working alongside you all.

Julie Schumacher  
**Howick Coast Kāhui Ako**  
**Lead Principal**