

# **Kaikoura High School Annual Report and Analysis of Variance for 2023 school year**

(please note that the Principal in 2023 is no longer at Kaikoura High School so some areas it is difficult to comment or find information).

Part 1:2023 Annual Plan Analysis of Variance

Part 2:Data

Achievement

Attendance

Leavers

Part 3:Compliance reporting

Treaty of Waitangi

EEO

## Part 1:



Kaikoura High School

## Analysis of Variance 2023

<b>Goal 1 – RANGATIRATANGA / LEADERSHIP</b> <b>Leadership will be enabled by building targeted teacher and student capability and capacity</b>		
Annual Aims	Actions	Variance
Implement stage 2 of the the literacy plan based on our data from continued school testing at years 7 to 10 and through HOD leadership at department level	Testing of Year 7-10 - STAR & e-asTTle Follow plan for teaching strategies and tracking HODs establish a department literacy leader	Testing occurred over the year - used to determine who sat the first trial of NCEA Lit/Num. Department Literacy leads established - in 2024 change in focus for what doing. Literacy taught across school and apartments specified how this is occurring.
Respond to changes in MOE reporting requirements for implementation in 2024	Access MOE requirements and updates Inform BOT of the changes and their role	Strategic Planning PLD sessions attended. New reports being done in 2024.
Leadership PLD will be targeted at identified staff members - succession planning	As PLD relevant courses are advertised SLT will identify individuals for participation	PLD occurred over the year - some targeted and some put out for those to sign selves up to.

**Goal 2 – WHAI MATAURANGA / CURRICULUM, TEACHING AND LEARNING****Teachers will improve and innovate classroom practice to ensure students' progress**

Annual Aims	Actions	Variance
Continue to adjust curriculum responses to the changes to NCEA	Plan the accord PLD days as info is received from NZQA and MOE Trial new Literacy and Numeracy standards with selected students	ToD days were held, utilised as much information that was available. Staff in attendance in order to plan Level 1. Level 1 information is still unclear in some areas and best efforts being made.  All Year 9 and 10s sat Lit/Num offered in August. More stringent selection needs to occur in 2024 and Y9 not to be offered the opportunity.
Aotearoa NZ Histories Curriculum continues to be developed	Social Sciences Dept. continues unit development Cross curriculum planning is started	ANZ in all Social studies courses. Some cross curricula planning. No clear curriculum plan.
Implementation of Phase 3 of Ki Uta Ki Tai curriculum development plan is started	Further development of curriculum units in marine and land based sciences	Has not occurred
Student subject feedback used to drive teacher's next steps	PLD to scaffold use of student feedback and achieve consistency	Using standard feedback form, next steps over when collected across courses needs to be determined.

## Goal 2 – WHAI MATAURANGA / CURRICULUM, TEACHING AND LEARNING

Teachers will improve and innovate classroom practice to ensure students' progress

The KiVA anti bullying programme is implemented	KiVA training for all staff KiVA lead team established and operating	Kiva program being used - need all staff training in order to have more consistency and more staff to be able to deal with situations.
Culturally Responsive teaching practice is further developed through the Niho Taniwha resource and in conjunction with the Kaikoura Kahui Ako	PLD is planned and sequenced through the Kahui Ako shared PLD programme	Kahui Ako PLD occurs regularly (twice a term).

## Goal 3 – WHANAUNGATANGA / CONNECTIONS AND RELATIONSHIPS

Productive two-way relationships will be fostered by effective communication and actively practising our school values

Annual Aims	Actions	Variance
Continue to build working relationships with the Kaikoura business community through the Gateway programme and Trade Academy initiative	Gateway work experience and community liaison  Trade Academy established and operational	Gateway ongoing programme with community placements occurring (term 2 onwards).  Trades Academy was established in 2023, ran well and very successful. Cannot be sustained in 2024.
Continue the specific planning work with the Sudima Hotel for Hospitality	Arrange meeting/s with Sudima personnel to continue the planning.	Has not occurred.

**Goal 3 – WHANAUNGATANGA / CONNECTIONS AND RELATIONSHIPS****Productive two-way relationships will be fostered by effective communication and actively practising our school values**

and Tourism and the development of Hospitality/Tourism curriculum pathways in the senior school	Formalise the pathways to work opportunities with Sudima and action to inform students and parents	
Begin implementation of the M3 Mindfulness/Te Reo Tuakiri initiative within the school and then within the Kahui Ako	Completion of the M3 Mindfulness startup programme with selected students  Plan roll out to Kahui Ako schools	Has not occurred.
Further develop articulation with Te Ha o Matauranga and the and the Kaikoura Youth Collective	Continue work on development of dual pathways for Years 12 & 13 Attend Youth Collective meetings Attend Kaikoura Education Aspirations meetings	KEA meetings attended. Dual pathways developed on a case by case basis. Te Ha often initiating experiences for many of our students.

**Goal 4 – KAITIAKITANGA / STEWARDSHIP****Trustees will enable a community perspective to inform governance decisions which have student success at heart**

Annual Aims	Actions	Variance
Review structure and focus of the strategic overview plan in line with new reporting requirements	Look at Strategic Plans of similar schools and plan alternatives Consult with Board of Trustees/parents	Partly complete - extensive consultation with community with new principal appointment.
Complete priority 1 property upgrades throughout the school and including the Caretaker's house	Continue operational work with property manager, Ministry of Education - aim to have work started as soon as possible in 2023	P1 works started in Term 3 of 2023.
Continue to explore school housing options for the future	Ongoing discussions with the MOE and Board of Trustees	Not occurred.
Continue to develop the IT provision plan	Assessment of IT implications of online testing and examinations	Not occurred.
2023 painting plan is implemented	Waipapa (Yr7/8) block painting is completed Painting plan reviewed	Not done.

**Goal 4 – KAITIAKITANGA / STEWARDSHIP****Trustees will enable a community perspective to inform governance decisions which have student success at heart**

Redeployment of the canteen building into an alternative learning space is completed	Furniture and resource needs planned and provided. Building is renamed	Learning Hub is complete. Room is timetabled for use and staffed by teacher aide.
Guidance Counselling provision for 2024 is planned	Staffing and funding implications of providing full time guidance counselling in the school are scoped Articulation with other community well being resources for youth are considered in the scope	Fixed term guidance counsellor appointed - due to other staff on leave. Ongoing provision still to be determined.

## Part 2

### Achievement

NCEA achievement rates overall (not broken into A/M/E).

Kaikoura High School vs. National achievement rates					
Qualification	MOE Year	Ethnicity	Gender	2023 Achievement rate %	Comp 2023 National Rate %
NCEA (Level 1)	Year 11	Māori	Female	50.0	48.2
NCEA (Level 1)	Year 11	Māori	Male	33.3	44.0
NCEA (Level 1)	Year 11	European	Female	50.0	65.8
NCEA (Level 1)	Year 11	European	Male	56.3	62.0
NCEA (Level 1)	Year 11	Asian	Male	100.0	53.7
NCEA (Level 2)	Year 12	Māori	Female	100.0	55.8
NCEA (Level 2)	Year 12	Māori	Male	50.0	55.2
NCEA (Level 2)	Year 12	European	Female	75.0	74.0
NCEA (Level 2)	Year 12	European	Male	76.9	71.7
NCEA (Level 3)	Year 13	Māori	Female	100.0	48.9
NCEA (Level 3)	Year 13	Māori	Male	0.0	45.2
NCEA (Level 3)	Year 13	European	Female	50.0	67.8
NCEA (Level 3)	Year 13	European	Male	50.0	61.1
University Entrance	Year 13	Māori	Female	33.3	28.9
University Entrance	Year 13	Māori	Male	0.0	19.5
University Entrance	Year 13	European	Female	25.0	53.4



University Entrance	Year 13	European	Male	50.0	41.9
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Overall the results for 2023 are very pleasing - all yellow highlighted areas are where we are performing above the National average for these ethnicities and year levels. This shows our courses are well tailored for our students and their achievement is progressing well. Overall the areas that are under National average are not significantly under (blue highlighted is where we had none in that group). Still of concern is our Maori male achievement at Level 1 and 2 and this is an area to work on in 2024.

## Literacy Numeracy

Kaikoura High School in Canterbury vs. National			% pass	National % pass
MOE Year	Ethnicity	Qualification	2023 Rate	Comp 2023 Rate
Year 9	Māori	Level 1 Literacy	17.6	3.8
Year 9	Māori	Level 1 Numeracy	17.6	2.6
Year 9	European	Level 1 Literacy	17.5	1.4
Year 9	European	Level 1 Numeracy	15.0	3.5
Year 9	Pacific Peoples	Level 1 Literacy	33.3	1.2
Year 9	Asian	Level 1 Literacy	100.0	0.9
Year 9	Asian	Level 1 Numeracy	100.0	3.8
Year 10	Māori	Level 1 Literacy	15.4	29.4
Year 10	Māori	Level 1 Numeracy	15.4	33.6
Year 10	European	Level 1 Literacy	36.4	45.5
Year 10	European	Level 1 Numeracy	36.4	56.5
Year 10	Asian	Level 1 Literacy	0.0	44.5
Year 10	Asian	Level 1 Numeracy	33.3	57.9

In 2023 we put all Year 9 and 10 students through the Literacy and Numeracy testing in September. Although the students did well compared to the national averages we learnt

many lessons along the way. In 2024 we will not offer it to Year 9 students in order to give them longer to practice and engage with the style of assessment. It also reduces the high stakes nature of sitting an assessment so early. Our Year 10 cohort of 2023 definitely struggled with the assessment however they have been flagged since Year 8 as a low level cohort overall with additional support required around this area.

## Attendance

Attendance data for the end of 2023 showed regular attendance at 38%. This is well below what is expected nationally but has shown improvements since term 2 of 2023 and is picking up consistently over the year as we engaged with an Attendance manager from the MoE and had our attendance officer/attendance services in place.

## Leavers Data

Leavers Data 2023							
		AchievementLevel					
	# left	No Formal Attainment	Level 1	Level 2	Level3	UE	notes
Year 11	12	5	7				
Year 12	14	0	1	13			
Year 13	11	1	10	10	6	3	includes 1 special needs student
1 Year 10 received early exemption - no formal attainment.							

Leavers at Year 13 and Year 12 are pleasing in that they are all leaving with some form of qualification. On a negative note Year 11 is disappointing that 5 students left with no formal attainment at all - 3 went into the work force and the other 2 are unaccounted for. The more concerning part of this statistic is that 4 of these leavers are Maori males.

## Giving effect to Te Tiriti o Waitangi

Atawhai ngā rito, kia puāwai ngā tamariki.  
Ako i ngā tamariki, kia tu tāngata ai, tātou katoa.

*Cherish and nurture the shoots, so the children will bloom.  
Learn from and with these children, so that we all can stand tall.*

MĀORI ĀKONGA	
	• Māori ākonga are 30.3% of the school roll
	• Ākonga identify with 10 different iwi. 87% of our Ākonga Māori are Ngāi Tahu
CURRICULUM	
	• Te Reo compulsory in Year 7 and 8, Te Reo language offered in Year 9 - 13 and Te Waharoa (culture) offered in Year 11-13. Kapa Haka offered from Year 7 - 13 as extracurricular but timetabled into the school day on a Tuesday.
	• Te Reo and Te Whararoa increasing in popularity - in 2023 there was one class of each at Year 11. In 2024 there are two.
ENGAGEMENT	
Attendance	Maori students regular attendance is below that of other ethnicities (25% c.f. 74%) which is concerning and an area to work on.
Pastoral	Whanau class in place - students can opt in at any point of their schooling.
ACHIEVEMENT	
NCEA	Female Maori students achieved well above the national averages at all levels, maori males not achieving as well.
Leaver Data	Maori akonga leavers data is consistent with or lower than other ethnicities. Biggest challenge is keeping Maori students through to Year 13.
PROFESSIONAL DEVELOPMENT/SCHOOL ACTIVITIES	
	<ul style="list-style-type: none"> <li>• We have staff involved in learning Te Reo Maori through Te Ahu o Te Reo (3)</li> <li>• Kahui Ako PLD started their Culturally Responsive Pedagogy journey which is to continue into 2024.</li> <li>• Te Wiki o Te Reo Maori activities organised by students</li> <li>• Staff start every morning with karakia</li> <li>• School Kapa Haka group trained staff to be able to offer appropriate acknowledgement for cultural awards at prizegiving.</li> </ul>

### Kaikoura High Maori NCEA achievement rates vs. National average

NCEA (Level 1)	Year 11	Māori	Female	50.0	48.2
NCEA (Level 1)	Year 11	Māori	Male	33.3	44.0
NCEA (Level 2)	Year 12	Māori	Female	100.0	55.8
NCEA (Level 2)	Year 12	Māori	Male	50.0	55.2
NCEA (Level 3)	Year 13	Māori	Female	100.0	48.9
University Entrance	Year 13	Māori	Female	33.3	28.9

### Statement of compliance with employment policy

Reporting on the principles of being a Good Employer	
Obligation to provide good and safe working conditions	Yes - open communication between Departments/SLT/caretaker. Health and Safety officer
EEO Programme and how it has been fulfilled	EEO policy (attached) Annual Wellbeing survey
Impartial selection for applicants	Best person for the job, shortlisting done by at least 3 people. Interviews done with 3 people at least, utilizing runaga support in interviews where appropriate.
Recognising - Aims and aspirations of Māori - Employment requirements of Māori - Greater involvement of Māori in the Education sector	Kahui Ako PLD Support for staff to engage in Te Reo PD Support for staff teaching Te Reo and tikanga, involving local experts in teaching programs.
Enhancing the abilities of individual employees	School wide PLD, EEO policy, individual PLD selected by the staff member.
Recognising the employment requirements of women	Equal opportunities in our workplace

Recognising the employment requirements of persons with disabilities	Disability car parks, disability ramps for all blocks
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<b>Reporting on Equal Employment Opportunities (EEO) Programme/Policy</b>	<b>Yes/No</b>
Do you operate an EEO policy?	Yes
Has this policy been made available to staff?	Yes
Does it include training to raise awareness of issues which may impact EEO?	No
Is there someone appointed to coordinate compliance?	Yes
Does it provide for reporting on compliance?	Yes
Does it set priorities?	No