



**Otahuhu College**

**Annual Plan 2019**

Tataki ai kuranga hiranga kia naniore I to tatou hapori

“Leading Educational Excellence and Endeavour in Our Community”

## Student Engagement

Focus Area	2018 Position	Target for 2019	What is planned for 2019 to achieve the target:	Outcomes
Attendance	48% of students have regular attendance or better.	55% of students are attending 90% or more of the time.	Radio commercials stressing importance of attendance Otahuhu Kahui Ako Attendance Process based on Rock On Private prosecution of truant families	
Behaviour	Decrease in minor offences. Standdown rate of 45 per 1000 (2016)	40 stand downs for 2019	Work with COL to achieve consistency of behaviour. Reiteration of REST focus Training of new deans Trialling Education navigator in senior school Refurbishment of property (B Block and Toilets) to improve behaviour. Junior Leadership programme	
Retention	Retention to 17 <sup>th</sup> birthday is 83%	Levels of retention are at or above the national average (83%)	Ongoing work with careers and curriculum development to maintain levels of retention Trialling Education navigator in senior school	
Engagement in learning	No clear measurement of engagement in learning	Increased sense of belonging and engagement in the school (at least 50% of students complete engagement survey) Increased number of students from local schools: with 220 enrolled for 2020.	Work with students and families to increase engagement in learning Work on staff development in catering for each and every student Work on transition from local intermediate schools and developing a strong process in this.	

## Student Achievement

Focus Area	2018 Position	Target for 2019	What is planned for 2019 to achieve the target:	Outcomes																								
Year 9 and 10	Progress being measured by PAT	Progress in Year 9 and 10 is significantly faster than the national average	Investigation in e asttle Extension workshops for junior students Compulsory catch up lessons for junior students with poor attendance COL work on writing, maths and science Guidelines set for writing volume Continued work on junior paragraph structure Ongoing review and improvement of junior programme																									
Externals	17% of standards completed are from externals <table border="1"> <tr> <td>L1 Pass rate</td> <td>47.1%</td> </tr> <tr> <td>L1 M+E</td> <td>19.8%</td> </tr> <tr> <td>L2 Pass rate</td> <td>51%</td> </tr> <tr> <td>L2 M+E</td> <td>20%</td> </tr> <tr> <td>L3 Pass rate</td> <td>42.3%</td> </tr> <tr> <td>L3 M+E</td> <td>14.9%</td> </tr> </table>	L1 Pass rate	47.1%	L1 M+E	19.8%	L2 Pass rate	51%	L2 M+E	20%	L3 Pass rate	42.3%	L3 M+E	14.9%	Increase percentage of externals: <table border="1"> <tr> <td>L1 Pass rate</td> <td>50%</td> </tr> <tr> <td>L1 M+E</td> <td>22%</td> </tr> <tr> <td>L2 Pass rate</td> <td>49%</td> </tr> <tr> <td>L2 M+E</td> <td>21%</td> </tr> <tr> <td>L3 Pass rate</td> <td>51%</td> </tr> <tr> <td>L3 M+E</td> <td>20%</td> </tr> </table>	L1 Pass rate	50%	L1 M+E	22%	L2 Pass rate	49%	L2 M+E	21%	L3 Pass rate	51%	L3 M+E	20%	Identification of standards and teaching approaches from 2018 below the targeted rate for 2019. Work with teachers on classroom practise. Catch Up and extension classes for students. Partnering of teachers with both Otahuhu College teachers and outside teachers to lift achievement rates in externals. Use of data to identify key areas to focus on in specific subjects.	
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NCEA Pass Rates	<table border="1"> <tr> <td>Level 1</td> <td>41.2</td> </tr> <tr> <td>Level 2</td> <td>63.1</td> </tr> </table>	Level 1	41.2	Level 2	63.1	<table border="1"> <tr> <td>Level 1</td> <td>59%</td> </tr> <tr> <td>Level 2</td> <td>76%</td> </tr> <tr> <td>Level 3</td> <td>70%</td> </tr> </table>	Level 1	59%	Level 2	76%	Level 3	70%	Close tracking of students with clear benchmarks every month followed by interventions. Targeted groups															
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Level 1	59%																											
Level 2	76%																											
Level 3	70%																											

	Level 3	68.3	UE	27%	Employment of Education Navigator Gateway working with selected students from start of year.	
	UE	25.6				
Merit and Excellence endorsed certificates	Level 1	43%	Level 1	44%	Development of writing programme Higher level tasks and dialogue in classes Family communication around quality of credits. Clear identification of grade boundaries. Focus on high level of consistency with external moderation. Conversion of Achieved grades into Merit grades to be a focus. Specific subjects identified and support put in place.	
	Level 2	24%	Level 2	43%		
	Level 3	23%	Level 3	24%		

## Leaver Transition

Focus Area	2018 Position	Target for 2019	What is planned for 2019 to achieve the target:	Outcomes
Year 13	2017 56% of leavers have left Otahuhu College with Level Three or higher	62% of leavers leave Otahuhu College with Level 3 or higher	Increase retention and support for students through to Year 13 through work of education navigator Develop strong academic foundations so that students can cope with demands of Level Three assessment. Develop programme for Year 13s which keep engagement levels high into second half of the year.	
Employment	49% of school leavers in 2017 did not go into further training ( compared to 33% nationally)	All students not going into further study are in worthwhile employment. Increased percentage enrolling in Level 4 or above study.	Record in central database destination of leavers with work place. Following up in first term after leaving school and providing support where needed. Develop closer employment links with hospitality, building and construction and other career based subjects. Schoolwide programme of CV building and interview technique. Investigation into 'work ready' certificate. Further development of work placement and links with industries.	
Training	15% of 2017 leavers enrolled in Level 4 or above study.	Increase leavers enrolling in Level 4 -6 to 18%	Improved links with quality providers Career planning and progression developed Identification of at risk students for emphasis in career work.	
University and Degree Level Study	16% of 2017 leavers enrolled in degree level study	19% of school leavers are enrolled in degree level study	Dedicated University navigator Professional based work placements Improved scholarship application process to decrease financial burden for families Ex students to speak to senior students about University study Coherent University development focus from Year 9-13.	

## Finance and Property

<b>Focus Area</b>	<b>2018 Position</b>	<b>Target for 2019</b>	<b>What is planned for 2019 to achieve the target:</b>	<b>Outcomes</b>
Quality classrooms	Quality classrooms in B, L and T Block. Drama Rooms high quality.	Modernisation of Music block Removal of surplus prefabs A Block refreshed and better learning environment Establishment of High performance Sports Gym	Invasive testing of M Block Painting of A block interior Carving and Posters in A Block Revamp of Health and Safety with greater student involvement.	
Finances	Otahuhu College is in a strong financial position with high working capital.	Surplus of 100k	Streamlining of administrative processes Development of significant financial sponsorship and support Increase revenue from grant applications	
Capital resources	The school is 2018ly well resourced.	IT replacement programme approved by Board	Programme of capital replacement Adequate provision for depreciation Continue running surpluses to allow for capital improvement	
IT	528 Laptops or computers	Update of infrastructure Increase speed of laptop times	Improve IT infrastructure with focus on wifi and cloud Ongoing replenishment of devices	

## Community of Learning

Focus Area	2018 Position	Target for 2019	What is planned for 2019 to achieve the target:	Outcomes
Stewardship	Initial first meeting of stewards group.	Two combined meetings of the Board of Trustess	Board of Trustees develop strong links and build capacity with the other Boards in the Community of Learning.	
Achievement Challenge	Achievement challenge for Writing, Maths, STEM and UE approved 2017		Alignment of the curriculum Development of a consistent understanding of the standard required at each year level.	
Student Engagement	Attendance rates across the COL are below the national averages	COL has common approach to attendance and engaging parents.	All COL schools use Attendance Matters and this data is used to evaluate outcomes of attendance initiatives. COL works together in areas of Arts, Music and Sports to build strong links. Structured transition of pastoral concerns developed.	
Staff Development	Each school has their own approach to professional development	Effective professional development that results in increased student achievement levels.	Leadership Breakfast Learning Support Professional development New Teachers to Otahuhu Kāhui Ako have termly meetings based on Te Pasa	

## Teaching and Learning

Focus Area	2018 Position	Target for 2019	What is planned for 2019 to achieve the target:	Outcomes
Classroom teaching	Improved quality of teaching practise across the board with higher expectations and better engagement with students	Highly skilled and effective classroom practitioners in every class.	Ongoing critical analysis of teaching practise through observation and inquiry. Development of strong relationships with high performing schools/subjects. Support for post graduate study. Supportive workshops on targeting improvement in practise.	
Leadership	Leadership development through tertiary study	Three new Heads of Department leadtheir departments to improved results	Creation of leadership development programme that involves the Col. Support for three ne HODs.	
Recruitment	Difficulty in recruiting teachers in most curriculum areas	6 staff undergoing teacher training are successful in studies and classroom.  School is fully staffed with highly skilled teachers	Investigate alternative recruitment processes Investigate housing options on school land Use of networks and overseas to assist with recruitment Use of relocation allowances or similar to attract staff. Advocate for additional payments for hard to staff areas.	
Curriculum Development	Junior curriculum more closely aligned with needs of NCEA	Introduction of Robotics as Year 9 Option. Academies are boosting student success and pride in the school.	Ongoing analysis of curriculum strengths and areas for improvement Development of Digital Technology Alignment of curriculum from Year 1-13 and also developing alignment across departments Developing embedded key competencies in the curriculum. Evaluation of Academy programme.	



## Maori

Focus Area	2018 Position	Target for 2019	What is planned for 2019 to achieve the target:	Outcomes
Leavers	63.2% Leavers with Level 2 from 2017% Leavers 42% Level 3 range	50% of Maori leavers have Level 3 or higher.	Development of engaging teaching and learning Increased academic support on fundamentals of literacy and numeracy so students can cope with demands of Level 3 Use of careers department to help plan transition from secondary school onwards. Tracking and support for Year 10 maori students as there is a drop of point. Year 10 whakario programme at end of year.	
Retention	Retention of Māori students to 17 <sup>th</sup> Birthday in 2016 was 76% (National average 71%)	Maori retention is 80%	Focus on Māori students in Year 10 and 11 in terms of career development, link with whanau and future planning. Whanau liaison based around tikanga Maori events- Matariki etc	
Attendance	Māori attendance shows 44% are attending regularly	50% of Maori students are attending regularly	Working with whanau on how we can work together to support Māori achievement Identification of at risk students early so support mechanisms put in place. Liaison with outside agencies to provide school engagement.	

## Whanau Ora

Focus Area	2018 Position	Target for 2019	What is planned for 2019 to achieve the target:	Outcomes
STEM	30% of Pasifika Year 13 students gain 14 credits in 1 or more STEM subject. 4.4% gain 14+ credits in three STEM subjects	Increase STEM participation in Year 11 for pasifica.  35% of Year 13 gain 14 credits in STEM based subjects 8% gain in 3 or more subjects.	Development of a Year 1-10 science programme for Otahuhu Development of coherent Digital technology programme Work experience and observation of Stem based careers STEM based holiday and afterschool activities Catch Up Tutorials from start of year STEM Navigator identify and support students.	
Degree based study	15% of Pasifika school leavers in 2017 enrolled in degree level study.	19% of school leavers are enrolled in degree level study	Dedicated University navigator Professional based work placements Improved scholarship application process to decrease financial burden for families Coherent University development focus from Year 9-13.	
Leadership and Engagement	35% participation in sport	45% plus involvement in sport with higher levels of attendance and achievement than students not involved.	Develop sport high performance pathways Publicity of sporting success Monthly Meeting of Sports Exec Monthly reports from sports department Regular sports based assemblies Students well dressed representing the school.	
Financial	No 2018 process	Financial literacy based around budgeting and long term saving established	Investigation into how families can develop long term saving plans and how we can help facilitate this.	
Family Engagement	1161 families on the register	1300 families on the register	Continued work with navigators and with communication with families. Transition work with local intermediate schools to increase number of families benefitting.	

## Co Curricular Activities

Focus Area	2018 Position	Target for 2019	What is planned for 2019 to achieve the target:	Outcomes
Sports	33% of students involved in extra-curricular sports	45%	Increase staff involvement through managerial positions associated with sports Development of links with community clubs Increased family involvement Recruitment and training of student based coaches and officials	
Arts	Approximately 10-15% of students involved in extra curricular arts	20% of students involved in extra curricular arts	House Choir Competition introduced Review use of itinerant musicians Investigate possibility of participation based arts event Growth in Debating and new activities in the Arts	
Leadership	Use of House Prefects, School prefects and leadership camps	Otahuhu College leaders contribute strongly to the community	Further development of leadership camps Investigate Hillary Award scheme or similar Work on oral communication skills Partnering with community leaders. Development of junior leadership programme.	

## Governance

<b>Focus Area</b>	<b>2018 Position</b>	<b>Target for 2019</b>	<b>What is planned for 2019 to achieve the target:</b>	<b>Outcomes</b>
Achievement	Otahuhu College achievement is below national averages	Otahuhu College has best ever pass rates at L1,2 and 3 and UE	Achievement of the strategic plan	
Community of Learning	Initial first meeting of stewards group.	Effective and thoughtful stewardship across the community of Learning.	Board of Trustees develop strong links and build capacity with the other Boards in the Community of Learning.	
Strategic	Significant improvements overseen by the Board	Full board in place for next three year term.	Regular scanning for challenges and opportunities in particular demographic changes in the community. Succession planning for Board with elections coming up mid year. Clearly articulated viewpoint on proposed reforms	

