

# Annual Implementation Plan 2024-2025



**Ruawai**  
COLLEGE



**Vision:** A focus on the pursuit of knowledge and learning

**Mission:** To inspire students to be lifelong learners - to be respectful, to be resilient, and to be responsible global citizens

**Values:** Respect | Resilience | Responsibility

**Achievement for students' pathways**

**A positive school culture**

**A connected school**

**Our Strategic Direction and Goals**

Pathways available support students' academic aspirations. Our curriculum and pedagogy assists students to flourish

Ruawai College has a positive school culture that can be seen and felt in all areas of our school

Ruawai College is connected to our community and beyond

**Our Annual Targets**

**14 credits or more for every student in every senior course**  
**35% of grades at Merit or Excellence level**  
**85% of students gain UE Literacy at Level 2 or Level 3**  
**85% Attendance Target**

**How we measure our success**

**Academic achievement:**

**NCEA attainment**  
**Course and Certificate Endorsements**

**Engagement:**

**Attendance and Retention**  
**Stand downs and similar measures**

**Recognitions:**

**Kumara Awards and Certificates**  
**Scholarships**

## Achievement for Students' Pathways

Annual Goal and Target in this area: Pathways available support students' academic aspirations. Our curriculum and pedagogy assist students to flourish.

Big Actions <i>Regulation 9(1)(b)</i>	Scaffolded Actions (Outcomes, outputs or measures of success) <i>Regulation 9(1)(b)</i>	Resources Required <i>Regulation 9 (1)(c)</i>	Responsible <i>Regulation 9 (1)(c)</i>	How will you measure success? <i>Regulation 9(1)(d)</i>
1.1 Strategic Area Stocktake	<ul style="list-style-type: none"> <li>● 1.1.1 - Produce a report that details what is currently happening in this space at RC. This should outline a scope, where resources are currently used, the perceived success and recommendations for future action.</li> </ul>	<ul style="list-style-type: none"> <li>● SLT support to establish framework of report</li> <li>● Staff PD time</li> </ul>	KB	<ul style="list-style-type: none"> <li>● A report is produced that outlines where we are at and our next steps information the strategic plan</li> </ul>
1.6 Establish a curriculum group	<ul style="list-style-type: none"> <li>● 1.6.1 - Curriculum Stocktake (1.1)</li> <li>● 1.6.2 - Look at Matauranga Maori and Maori spaces within RC (with 2.2)</li> <li>● 1.6.3 - What Pedagogies are being used? Are we using Teaching to the North East?</li> <li>● Explore and consider PD or changes needed</li> <li>● 1.6.3 - Review how we can work alongside local schools better</li> <li>● 1.6.4 - Review Module structure and school wide resources</li> </ul>	<ul style="list-style-type: none"> <li>● Staff PD time</li> <li>● SLT / Key Staff PLD</li> </ul>	KE JD KB AR	<ul style="list-style-type: none"> <li>● Actions provided in the 'scaffolded actions' column are largely achieved and if not, progress otherwise is noted, reflected on, and incorporated into appropriate next steps.</li> </ul>
1.2 Professional Practice	<ul style="list-style-type: none"> <li>● 1.2.1 - Quality Practices Framework</li> <li>● 1.2.2a - Develop an Effective Teacher Profile</li> <li>● 1.2.2b - Prioritise advances in pedagogy to cater for students learning styles</li> <li>● 1.2.4 - Professional Growth Cycle sign-off review</li> <li>● 1.2.5 - Establish weekly PD for staff aligned to strategic areas</li> </ul>	<ul style="list-style-type: none"> <li>● Staff PD time</li> <li>● SLT / Key Staff PLD</li> <li>● Funding for hours of PLD that is not provided by RAPLD</li> </ul>	KE KB AR TO BP All Staff accountable	<ul style="list-style-type: none"> <li>● Actions provided in the 'scaffolded actions' column are largely achieved and if not, progress otherwise is noted, reflected on, and incorporated into appropriate next steps.</li> </ul>

## A positive school culture

Annual Goal and Target in this area: Ruawai College has a positive school culture that can be seen and felt in all areas of our school

Big Actions <i>Regulation 9(1)(b)</i>	Scaffolded Actions (Outcomes, outputs or measures of success) <i>Regulation 9(1)(b)</i>	Resources Required <i>Regulation 9 (1)(c)</i>	Responsible <i>Regulation 9 (1)(c)</i>	How will you measure success? <i>Regulation 9(1)(d)</i>
2.1 Strategic Area Stocktake	<ul style="list-style-type: none"> <li>● 2.1.1 - Produce a report that details what is currently happening in this space at RC. This should outline a scope, where resources are currently used, the perceived success and recommendations for future action</li> </ul>	<ul style="list-style-type: none"> <li>● SLT support to establish framework of report</li> <li>● Staff PD time</li> </ul>	TO	<ul style="list-style-type: none"> <li>● A report is produced that outlines where we are at and our next steps information the strategic plan</li> </ul>
2.1 PB4L Stocktake and overall strategy provision	<ul style="list-style-type: none"> <li>● 2.1.1 - Refine our school-wide expectations with the redevelopment of RC PB4L</li> <li>● 2.1.2 - Review recognitions and rewards</li> <li>● 2.1.3 - Promote staff and student interactions during breaks</li> <li>● 2.1.4 - Relationship based practices to be embedded into RC PB4L</li> </ul>	<ul style="list-style-type: none"> <li>● Staff PD time</li> <li>● Funding for recognitions system</li> <li>● Funding for hours of PLD that is not provided by RAPLD</li> </ul>	TO AR	<ul style="list-style-type: none"> <li>● Actions provided in the 'scaffolded actions' column are largely achieved and if not, progress otherwise is noted, reflected on, and incorporated into appropriate next steps.</li> </ul>
2.4 Restorative Practices	<ul style="list-style-type: none"> <li>● 2.4.1 - Restorative Practices review</li> <li>● 2.4.2 - PD to strengthen restorative practices</li> <li>● 2.4.3 - Reflection room review</li> </ul>	<ul style="list-style-type: none"> <li>● Staff PD time</li> <li>● Funding for recognitions system</li> <li>● Funding for hours of PLD that is not provided by RAPLD</li> </ul>	TO AR KE KB BP	<ul style="list-style-type: none"> <li>● Actions provided in the 'scaffolded actions' column are largely achieved and if not, progress otherwise is noted, reflected on, and incorporated into appropriate next steps.</li> </ul>
2.5/3.6 Kaipara Alternative Education	<ul style="list-style-type: none"> <li>● 2.5.1 - Establish the Kaipara Alternative Education Consortium management group</li> <li>● 2.5.2 - Establish the Achievement Centre space (ACH)</li> <li>● 2.5.3 - Create a referral system in conjunction with Kaipara Alternative Education</li> </ul>	<ul style="list-style-type: none"> <li>● Staff PD time</li> <li>● Funding for hours of PLD that is not provided by RAPLD</li> </ul>	AR TO	<ul style="list-style-type: none"> <li>● Actions provided in the 'scaffolded actions' column are largely achieved and if not, progress otherwise is</li> </ul>

Consortium - Within School Functions	<ul style="list-style-type: none"> <li>● Consortium</li> <li>● 2.5.4 - Support staff to use this space effectively</li> <li>● 2.5.5 - Review for 2025</li> </ul>			noted, reflected on, and incorporated into appropriate next steps.
2.8 School wide pro-empathy approach	<ul style="list-style-type: none"> <li>● 2.8.1 - Investigate Wellbeing@Schools, KiVA or a pro-empathy program with the view of embedding school-wide practices of one of these programs</li> </ul>	<ul style="list-style-type: none"> <li>● Staff PD time</li> <li>● Funding for hours of PLD that is not provided by RAPLD</li> </ul>	AR	<ul style="list-style-type: none"> <li>● Actions provided in the 'scaffolded actions' column are largely achieved and if not, progress otherwise is noted, reflected on, and incorporated into appropriate next steps.</li> </ul>

A connected school				
Annual Goal and Target in this area: Ruawai College is connected to our community and beyond				
Big Actions <i>Regulation 9(1)(b)</i>	Scaffolded Actions (Outcomes, outputs or measures of success) <i>Regulation 9(1)(b)</i>	Resources Required <i>Regulation 9 (1)(c)</i>	Responsible <i>Regulation 9 (1)(c)</i>	How will you measure success? <i>Regulation 9(1)(d)</i>
3.1 Strategic Area Stocktake	<ul style="list-style-type: none"> <li>● 3.1.1 - Produce a report that details what is currently happening in this space at RC. This should outline a scope, where resources are currently used, the perceived success and recommendations for future action</li> </ul>	<ul style="list-style-type: none"> <li>● SLT support to establish framework of report Staff PD time</li> </ul>	AR	<ul style="list-style-type: none"> <li>● A report is produced that outlines where we are at and our next steps information the strategic plan</li> </ul>
3.2 Kāhui Ako relationship	<ul style="list-style-type: none"> <li>● 3.2.1 - We will investigate and join the Kāhui Ako (if appropriate)</li> <li>● 3.2.2 - If 3.2.1 is successful, we will build relationships with key staff members across the Kāhui Ako</li> <li>● 3.2.3 - Write a newsletter article about the KA for each newsletter</li> </ul>	<ul style="list-style-type: none"> <li>● Staff PD time</li> <li>● Staff to be released for Kāhui Ako duties where needed</li> <li>● Sharing of resources across Kāhui Ako</li> </ul>	AR SLT Hazel Brenda	<ul style="list-style-type: none"> <li>● Actions provided in the 'scaffolded actions' column are largely achieved and if not, progress otherwise is noted, reflected on, and incorporated into appropriate next steps.</li> </ul>
3.4 Connections in the community	<ul style="list-style-type: none"> <li>● 3.4.1 - Work with the Ruawai Lions to establish a Leos group</li> <li>● 3.4.2 - Attend events like the Ruawai Festival or events organised by our feeder schools</li> <li>● 3.4.3 - Hold a feeder school Principals hui at RC</li> </ul>	<ul style="list-style-type: none"> <li>● Funding to provide spaces for Leos group</li> <li>● Funding for potential projects</li> </ul>	TOS BP Student Leaders	<ul style="list-style-type: none"> <li>● Actions provided in the 'scaffolded actions' column are largely achieved and if not, progress otherwise is noted, reflected on, and incorporated into appropriate next steps.</li> </ul>
3.5 Connections beyond Te Kaipara	<ul style="list-style-type: none"> <li>● 3.5.1 - Develop relationship with schools in Whangārei area</li> <li>● 3.5.2 - Explore potential relationships with stakeholders who can provide opportunities beyond Kaipara</li> <li>● 3.5.3 - Year 13 Camp somewhere outside Te Kaipara</li> </ul>	<ul style="list-style-type: none"> <li>● Funding to establish connections</li> <li>● Funding for staff release for this mahi</li> </ul>	SLT AR Senior Dean	<ul style="list-style-type: none"> <li>● Actions provided in the 'scaffolded actions' column are largely achieved and if not, progress otherwise is noted, reflected on, and incorporated into appropriate next steps.</li> </ul>
2.5/3.6 Kaipara Alternative Education Consortium	<ul style="list-style-type: none"> <li>● 2.5.1/3.6.1 - Establish the Kaipara Alternative Education Consortium (KAEC) management group</li> <li>● 3.6.2 - Work our way through the requirements in the MOU to support DHS and OHSto meet obligations</li> <li>● 3.6.3 - Continue to support consortium finances through our Business Manager</li> </ul>	<ul style="list-style-type: none"> <li>● Funding for staff release for this mahi</li> <li>● Staff PD time</li> <li>● Staff to be released for duties where needed</li> <li>● Sharing of resources across KAEC</li> </ul>	TOS BP AR SLT TA	<ul style="list-style-type: none"> <li>● Actions provided in the 'scaffolded actions' column are largely achieved and if not, progress otherwise is noted, reflected on, and incorporated into appropriate next steps.</li> </ul>