

## Annual Implementation Plan – Cultural Competencies 2024

<b>Strategic Goal 3</b> Provide a culturally responsive and relational learning environment with learners at the centre. Regulation 9(1)(a)				
<b>Annual Target/Goal:</b> A decrease in the discourse in the Rongohia te Hau survey between staff and students and parents A decrease in the gap in NCEA results between Māori, Pasifika and all Regulation 9(1)(a)				
<b>What do we expect to see by the end of the year?</b> Regulation 9(1)(d)				
A shift in kaiako pedagogy that promotes power sharing, ākonga agency and equity of outcomes for all (Māori and Pacific ākonga) Progress along the cultural competency continuum That relational practices are always used by all the community and our values are embedded Strengthened relationships with all members of our community.				
<b>Actions</b> <i>Detail the key actions you'll take this year to reach your annual target listed above</i>  Regulation 9(1)(b)	<b>Who is Responsible</b>  Regulation 9(1)(c)	<b>Resources Required</b>  Regulation 9(1)(c)	<b>Timeframe</b> <i>This is optional however is useful to help with your planning</i>	<b>How will you measure success?</b> <i>Think about what you expect to see at the end of the year and detail the measurements you'll use to check on your progress. You'll want to reference the success measures from your strategic plan template.</i>  Regulation 9(1)(d)
Establish and deliver a PD plan for all staff that focuses on pronunciation	Kahui Ako team MK TF	Māori made easy book 1 Staff to deliver programme Regular PD slot		All using Te Reo in the class and interacting with staff and the community  Evidence in lesson observations (growth tool)
Undertake clear and authentic engagement with our school community	SLT Cultural committee	Regular whanau meetings Opportunities for whanau to engage with school events Opportunities for whanau to engage with student learning (Pilot Te Reo L1-L3 and other areas) Regular reporting on student learning Streamline avenues of communication – Schoolbridge app Deans – fortnightly email home Popup workshops for whanau during events – Korero a whanau		Surveys – voice from whanau Attendance numbers at events Workshops scheduled regularly throughout the year Whanau and students engaged with learning
Embed relational/restorative practices within the school and our community	MK/FT All	PLD for whole staff Use of circles across the school – in AKO classes and teaching and learning environment Mini-chats Connect before correct		Fewer stand-downs, greater sense of belonging Attendance increase Student achievement increase PLD sessions for staff happen Surveys