



# PUKEHINA SCHOOL

## Annual Report 2023



ID NUMBER 1904

Principals' Endorsement	Indra Thomas
Board of Trustees' Endorsement	Malina Hunia

## Presiding Member/Tumuaki Report

The 2023 school year at Pukehina School has been very successful. We started our roll with 13 akonga and ended the year with 21 akonga. We will continue to grow our roll in 2024.

Teaching and learning kaupapa included Natives v Pests, Matariki, What Makes Kiwifruit Special and The Arts. Our unique and innovative teaching and learning programmes include Bush School, Animals In Kura, Garden To Table, Explore & Discover, Recycle & Construct and Innovate & Create.

Strong whanau support was evident at our first Ag Day, the opening of our Chaos Garden and our Whanau Fun Days. Strengthening relationships with our community involved hireage of our kura by Rally NZ, Motor Sport, Southern Cross Horticulture and Pukehina Autorama.

Our Charter focus was strengthening the implementation of the Health & Physical Education Curriculum and implementing the Aotearoa's NZ Histories Curriculum.

Barriers to akonga achieving in reading, writing and mathematics included; attendance - whanau continue to be reluctant to send their tamariki to kura due to personal challenges and sickness: whanau hauora - whanau needing support with kai, clothing and transport: 10 new enrolments throughout the year with five enrolling as achieving below expectations and akonga with low academic achievement.

We employed kaimahi with specific strengths that included English, Mathematics, Garden To Table, Bush School, Te Reo Maori, Kapa Haka, Sport and Nga Toi and utilised these to help kaimahi grow in their own leadership skills.

Professional Learning & Development included Maori Achievement Collaborative, Health & Physical Education, Aotearoa's NZ Histories, Te Ahu O Te Reo Maori, Garden To Table, Professional Growth Cycle and NZC. Our Tumuaki attended the NZPF Principals Conference.

We are in a very stable position financially.

Property projects completed included the LSC office, administration block upgrade and new roofs. Property continues to be our major challenge and we are always looking for innovative ways to ensure our kura and grounds are presented to a very high standard.

## Te Poari Matua Kura Board Members

Te Poari Matua Kura Board Member	Position	Date Term Finishes
Malina Hunia	Presiding Member	2025
Catherine Ansley	Whanau Representativce/Treasurer	2025
Shaunie Tapsell	Staff Representative	2025
Patria Whiu	Whanau Representative/Secretary	2025
Indra Thomas	Tumuaki	

## Statement Of Variance: Progress Against Targets

### Strategic Goal:

*All akonga will gain an understanding of belonging through the implementation of the Aotearoa New Zealand's Histories Curriculum*

### Annual Target/Goal:

**By the end of the year all akonga will be confident to explain their sense of belonging in our kura and Aotearoa**

Actions	What did we achieve?	Evidence	Reasons for any variances between the target and the outcomes	Planning for next year – where to next?
<p>Create, share and seek feedback of Te Marautanga o te Kura o Pukehina with kaimahi, whanau and the community</p>	<p>Kaimahi created Te Marautanga o te Kura o Pukehina</p> <p>Hui with Te Poari Matua to share and gather feedback and feedforward</p> <p>Hui with whanau and the community to share and gather feedback and feedforward</p>	<p>Te Marautanga o te Kura o Pukehina</p>	<p>Te Poari Matua and all kaimahi were fully involved in creating Te Marautanga o te Kura o Pukehina</p>	<p>Continue to consult Te Poari Matua, kaimahi, whanau and the community with Te Marautanga o te Kura o Pukehina</p> <p>Use experts in the community; marae, hapu, iwi to share their knowledge and stories that will enhance and deepen Te Marautanga o te Kura o Pukehina</p>

	Adjustments made to Te Marautanga o te Kura o Pukehina to cater for Te Poari Matua and whanau and community voice			
Implement and assess one unit in relation to the Aotearoa New Zealand's Histories Curriculum	<p>Kaimahi created Matariki unit plan and supported kaiawhina to adapt and implement this to cater for Years 1-2</p> <p>Kaimahi gathered resources to support the unit</p> <p>Implemented unit 'Matariki' in term 2</p> <p>Akongā were assessed using Te Pepeha o te Kura o Pukehina and</p>	<p>Matariki unit plan</p> <p>Te Pepeha o te Kura o Pukehina</p>	<p>All kaimahi were fully supported to implement the unit plan 'Matariki'</p> <p>Assessments included delivery of Te Pepeha o te Kura o Pukehina orally as well as written and in visual form</p> <p>Matariki unit plan was assessed in visual form</p>	<p>Continue to create innovative assessment tools that demonstrate akongā learning and achievement</p>

	matching the star to their correct definition			
--	---	--	--	--

## Statement Of Variance: Progress Against Targets

**Strategic Goal:**

*Create a two year overview on strengthening the implementation of the Health & Physical Education Curriculum*

**Annual Target/Goal:**

**By the end of the year the kura will have implemented the overview to lift akonga achievement in the Health & Physical Education Curriculum**

<b>Actions</b>	<b>What did we achieve?</b>	<b>Evidence</b>	<b>Reasons for any variances between the target and the outcomes</b>	<b>Planning for next year – where to next?</b>
Create and share the Health & Physical Education overview with Te Poari Matua	Kaimahi created a two year overview  Hui with Te Poari Matua to share two year overview	Two year overview	Kaimahi were fully involved in creating two year overview	Use experts in the community to enhance and deepen the Health & Physical Education Curriculum
Implement the overview and assess akonga achievement	Kaimahi supported kaiawhina to create and implement a unit  Kaimahi gathered resources to support the unit  Implemented unit 'Water Survival Skills' in term 4  Akonga were assessed using 'Water Survival Skills' by Water NZ	Water Survival Skills unit plan  Water Survival Skills assessment	All kaimahi were fully supported to implement the unit plan 'Water Survival Skills'	

**Baseline Data - End**



Akonga Learning	Working At/Above	2020	2021	2022	2023
	Reading - All	46% (6/13)	29% 4/14	67% 6/9	52% 11/21
	Reading - Maori	33% (3/9)	27% 3/11	57% 4/7	52% 10/19
	Reading - Pasifika	100% (1/1)	33% 1/3	100% 1/1	50% 1/2
	Reading - Other	67% (2/3)	0	100% 1/1	0
	Writing - All	38.5% (5/13)	29% 4/14	33% 3/9	52% 11/21
	Writing - Maori	33% (3/9)	27% 3/11	29% 2/7	52% 10/19
	Writing - Pasifika	100% (1/1)	33% 1/3	0% 0/1	50% 1/2
	Writing - Other	33% (1/3)	0	100% 1/1	0
	Mathematics - All	85% (11/13)	50% 7/14	78% 7/9	52% 11/21
	Mathematics - Maori	89% (8/9)	55% 6/11	86% 6/7	52% 10/19
	Mathematics - Pasifika	100% (1/1)	33% 1/3	0% 0/1	50% 1/2
	Mathematics - Other	67% (2/3)	0	100% 1/1	0

  

Akonga Engagement		2020	2021	2022	2023
	Attendance Rates (95% and above)	41.7% (5/9)	46.2% (6/13)	22% 2/9	23.8% 5/21
	Lateness Concerns (under 90%)	33.3% (4/9)	15.4% (2/13)	0	28.5% 6/21
	Truancy Referrals	25% (3/9)	0	0	0
	Stand Downs	0	0	0	0
	Suspensions	0	0	0	0
	Exclusions	0	0	0	0

## How We Have Given Effect To Te Tiriti O Waitangi

The unique position of Pukehina School is situated under the maunga Te Pare o te Ra Wahi Rua. The community is well served with two marae; Pukehina Marae and Otamarakau Marae.

Akongā learn about their local area, history, tīpuna, traditions and language. We integrate level 4 Te Reo Māori throughout our teaching and learning programmes.

Te Poari Matua work to ensure plans, policies and our local curriculum reflect local tikanga Māori, Mātauranga Māori and Te Ao Māori. We take all reasonable steps to make instruction available in Te Reo me ona Tikanga Māori. We strive towards achieving equitable outcomes for akongā Māori by providing opportunities for akongā to appreciate the importance of Te Tiriti o Waitangi and Te Reo Māori.

Pukehina School works from the principles of partnership, protection, and participation to meet our obligations under Te Tiriti o Waitangi.

**Partnership;** Pukehina School aims to work in partnership with our local Māori community to support rangatiratanga/self-determination. We actively seek the guidance of our local Māori community to help us better meet the needs of our Māori akongā and ensure they experience educational success as Māori. We consult with our local Māori community on the development of our charter/strategic plan to make sure it reflects and upholds appropriate tikanga Māori and Te Ao Māori. We seek opportunities to collaborate with Māori to invest in, develop and deliver Māori-medium learning (NELP Priority 2).

**Protection;** Pukehina School actively protects and upholds mātauranga Māori and Te Reo me ona Tikanga Māori and ensures they are meaningfully incorporated into the everyday life of our kura (NELP Objective 5). We actively engage with Ka Hikitia Ka Hapaitia. We take all reasonable steps to make instruction available in Te Reo me ona Tikanga Māori support kaimahi to build their teaching capability, knowledge and skills in Te Reo me ona Tikanga Māori. We provide opportunities for kaimahi to develop their understanding and practice of culturally responsive teaching that takes into account ākongā contexts (NELP Priority 6).

**Participation;** Pukehina School has high aspirations for every ākongā. We encourage the participation and engagement of ākongā and their whānau in all aspects of kura life. Our relationships with our kura community help us meet the needs of all ākongā and sustain their identities, languages and cultures. The participation of whānau and our wider Māori community actively informs the way we design and deliver education to ensure Māori akongā experience educational success as Māori (NELP Priority 2).

## Statement Of Compliance With Employment Policy

## Reporting On The Principles Of Being A Good Employer

<p><b>How have you met your obligations to provide good and safe working conditions?</b></p>	<p>Built working relationships based on trust, confidence and good faith</p> <p>Tumuaki door is always open</p> <p>Hazard register is updated every six months</p> <p>The hauora/health and wellbeing of kaimahi is paramount</p>
<p><b>What is in your equal employment opportunities programme?</b></p> <p><b>How have you been fulfilling this programme?</b></p>	<p>Developed a policy statement and established objectives</p> <p>Consulted with kaimahi to hear any concerns</p> <p>Encouraged kaimahi to participate in training and career development</p> <p>Ensured fair and proper treatment of kaimahi in all aspects of their employment</p> <p>Provided an inclusive and non-discriminatory workplace</p> <p>Promoted equal opportunities for all kaimahi</p>
<p><b>How do you practise impartial selection of suitably qualified persons for appointment?</b></p>	<p>Recruitment and appointment process is delegated to the Tumuaki and relevant kaimahi</p> <p>Kaimahi appointed will be appropriately trained and qualified and be the best person for the position</p> <p>Curriculum Vitae will be read and follow up on referees completed</p>
<p><b>How are you recognising;</b></p> <ul style="list-style-type: none"> <li>- <b>The aims and aspirations of Māori</b></li> <li>- <b>The employment requirements of Māori</b></li> <li>- <b>Greater involvement of Māori in the Education service</b></li> </ul>	<p>Created policies to drive Te Tiriti o Waitangi and Maori Educational Achievement Hui to gather whanau, hapu, iwi, marae, Kahui Ako voice, feedback and feedforward</p> <p>Job descriptions for all kaimahi</p> <p>Maintaining high expectations for all kaimahi</p> <p>Employing Maori kaimahi</p> <p>Hui with whanau to form strong relationships</p>

<b>How have you enhanced the abilities of individual employees?</b>	Attending Professional Learning & Development; courses, conferences, Kahui Ako, Learning Support Co-ordinator Role modelled best practises Allowed kaimahi to drive initiatives that they are passionate about
<b>How are you recognising the employment requirements of women?</b>	We employ 100% women
<b>How are you recognising the employment requirements of persons with disabilities?</b>	We will provide everyone with equal opportunities to apply for any positions that may arise

<b>Reporting On Equal Employment Opportunities (EEO) Programme/Policy</b>	<b>YES</b>	<b>NO</b>
Do you operate an EEO programme/policy?	Yes	
Has this policy or programme been made available to staff?	Yes	
Does your EEO programme/policy include training to raise awareness of issues which may impact EEO?	Yes	
Has your EEO programme/policy appointed someone to coordinate compliance with its requirements?	Yes	
Does your EEO programme/policy provide for regular reporting on compliance with the policy and/or achievements under the policy?	Yes	
Does your EEO programme/policy set priorities and objectives?	Yes	

## **Financial Statements**

**Statement Of Responsibility signed and dated -** To come, waiting on Auditors

**Statement Of Comprehensive Revenue And Expense -** To come, waiting on Auditors

**Statement Of Changes In Net Assets/Equity** - To come, waiting on Auditors

**Statement Of Financial Position** - To come, waiting on Auditors

**Statement Of Cash Flows** - To come, waiting on Auditors

**Notes To The Financial Statements** - To come, waiting on Auditors

**Independent Auditor's Report signed and dated** - To come, waiting on Auditors

**Report On Other Special And Contestable Funding** - To come, waiting on Auditors

**Kiwisport Funding** - Attached