Marton Junction School - Annual Strategic Plan 2025

Flourishing our potential- MAURI ORA

School Mission

Flourishing our potential- Mauri ora. Our vision statement changes based on perspectives, relevance and identified needs. Whanau engagement, feedback and student agency, global issues, aspirations and Te Whare Tapawha as guidance.

Our Process

South Rangitikei Kāhui Ako Tō Tātou Manaāko- Our Vision	Te Tiriti o Waitangi	Education Review Office: School Improvement Framework

We have interweaved the following guiding documents into our Strategic Plan 2025, Kāhui Ako Achievement Challenges, Te Tiriti o Waitangi, alongside Poutama Pounamu, Rongohia te Hau, gathered community voice (iwi, hapū, whānau, and kaiwhakaako) o inform future aspirations and next steps.

Kahui Ako Achievement Challenges- 2021 SRCoL Strategic Plan

Achievement Challenge 1: Building Teacher and Learner Efficacy

Achievement Challenge 2: Developing and strengthening cultural revitalisation.

Achievement Challenge 3: Developing our localised curriculum through place based learning.

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Te Tiriti o Waitangi

Article 1	**Kāwanatanga**	Good Governance

Kāwanatanga: Good governance, Partnerships- Obligations, responsibilities and engagement of Māori expertise, relationships.

Article 2	**Tino Rangatiratanga**	Māori, iwi, hapū, whānau authority Self determination

Tino Rangatiratanga: Māori authority, autonomy, self- determination.
Taonga: Active protection, development- Māori knowledge, values, processes, physical treasures.

Article 3	**Ngā tikanga katoa rite tahi (All the rights)**	Equality, Equity, Equal outcomes, Options participation

Ngā tikanga katoa rite tahi: Access, participation, options, equality, equity,- equal outcomes.

Article 4	**Nga whakapono katoa, Te ritenga Māori**	Honouring Māori spiritual lore, practices

Te ritenga Māori: Māori spiritual lore and practices -tapu, mana, kawa and tikanga.

Our Focus	Our Goals	Our Initiatives	Our Successes
Leadership	**Networks and relationships to support transitions, retention, success, and performance.**	Support learner transitions and increase opportunities to improve learner outcomes. Support is provided for provisionally certificated teachers, develop leadership capability, professional learning and development.	Flourishing learner transitions, leadership capability, professional learning and improved learner outcomes.
Curriculum	**Curriculum which reflects local contexts, rich experiences, learner understanding supported by school-wde assessment.**	Supporting learners to gain sound foundation skills, including literacy, and mathematics. School-wide assessments Assessment practices support learner, class and whole-school insights.	Flourishing curriculum implementation which reflects local contexts, sound foundation skills provides learner insights.

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Teaching and Learning	Supporting learner agency, metacognition and additional support. Supporting parents and whānau to engage in learning.	Explicit instruction in learning strategies that enable learners to develop agency, question and problem solve, demonstrate meta-cognitive skills, self efficacy and self-regulation. Provide relevant and useful support and resources to parents and whānau.	Flourishing learners that reflects student agency, individual learning supported alongside whānau.
Professional Capability and Collective Efficacy	Collective approaches to improving teaching practice, building expertise, capability and innovation. Data analysis for evidenced-based improvement.	Teachers work collectively to support learner progress and achievement. Collect, analyse, and interpret data including seeking whānau voices to make evidence-based decisions for school improvement.	Flourishing kura with kaiako and whānau collectively making evidence based decisions for kura improvements.
Inclusion and Wellbeing	Wellbeing and inclusion policies and programmes for data collection. Reducing barriers and supporting access.	Develop policies, programmes and practices to promote learners' wellbeing, inclusion, confidence in their identity, language and culture, and engagement in learning. Leaders and teachers use increasingly effective strategies to reduce barriers to education. Attendance focused.	Flourishing learner wellbeing and inclusion.
Partnerships	Parents and whānau engage in the life of the school, communicating for shared understanding.	Leaders and teachers use communication strategies with parents and whānau to strengthen shared understandings of learners' strengths and learning needs.	Flourishing partnerships and communication with tauira, kaiako and whānau.
Stewardship and Governance	Board membership, collaboration and performance.	The board represents, serves, and works with the school community including mana whenua, to develop the school's vision, values, strategic direction, improvement priorities and goals related to learner learning, wellbeing, achievement and progress.	Flourishing Board that serves and represents tauira, kaiako, whānau and mana whenua through evaluation, goal setting and achievements.
Evaluations for Improvement	Cycle of evidence-driven school improvement and organisational conditions.	Organisational conditions, including leadership, policies, systems, processes and practices, are used to drive strategic improvement.	Flourishing organisational conditions.

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Goal 1: Leadership

Our Goals:	Our Initiatives	Our Actions	Our Successes	Links with Te Tiriti and Kahui Ako Achievement Challenges
Networks and relationships to support transitions & success	Build educationally-focused relationships with other education providers and community groups to support learner transitions and increase opportunities for learning and success	Engage with ECE and Kahui Ako to develop transition pathways into school, classroom and exit transition. Rebranding of our kura.	Flourishing transitions with information upholding the mana of tauira and whānau for success.	Curriculum reflects local contexts and learner understanding
Attraction and retention	Leaders are taking steps to attract, retain and grow teaching teams. Support is provided for provisionally certificated teachers, and to develop leadership capability.	Provide support for provisionally registered teachers through programme support and mentoring.	Flourishing provisional and experienced teachers.	Commitment to Te Tiriti o Waitangi

Goal 2: Curriculum

Our Goals:	Our Initiatives	Our Actions	Our Successes	Links with Te Tiriti and Kahui Ako Achievement Challenges
Rich learning opportunities and foundational skills	Learn across the breadth and depth of the NZC/TMoA. A focus on supporting learners to gain sound foundation skills, including literacy, and mathematics.	Structured Literacy Structured Mathematics	Flourishing foundational skills and explicit, evidence based learning.	Aspirations incorporated into curriculum
Curriculum reflects local contexts and learner understanding	The curriculum is to reflect local contexts, and/or builds on learners' experiences, knowledge and understanding.	Work alongside iwi to support the creation of an iwi Educational Strategic plan for implementation at kura.	Flourishing iwi educational strategic plan.	Integrated te ao Māori learning opportunities Commitment to Te Tiriti o Waitangi
School-wide assessments	School-wide assessments across curriculum levels and learning areas are identified, the school is working towards appropriate assessment practices. Assessment practices support learner, class and whole-school insights.	Create a school wide assessment plan which is consistent for learners and provides insight. Transfer assessment data to Hero for analysis and information sharing.	Flourishing school assessment plan, consistency, data collection and analysis.	Culturally-responsive pedagogies

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Goal 3: Teaching and Learning

Our Goals:	Our Initiatives	Our Actions	Our Successes	Links with Te Tiriti and Kahui Ako Achievement Challenges
Learner agency and metacognition	Explicit instruction in learning strategies that enable learners to develop agency, question and problem solve, demonstrate meta-cognitive skills, self efficacy and self-regulation.	Curriculum review to support agency Guidance and support tauira to lead their own learning through agency and assessment for learning.	Flourishing tauira leading learning.	Integrated te ao Māori learning opportunities Commitment to Te Tiriti o Waitangi Culturally-responsive pedagogies
Supporting parents and whānau to engage in learning	Provide relevant and useful support and resources to parents and whānau so they can work in partnership in their child's learning, progress and pathways.	Whanau hui and whanau aspirations review Whanau information evenings programme planned Information sharing through Hero Student attendance Grow an understanding of curriculum refresh	Flourishing informed whānau.	Whānau involvement in decision making Aspirations incorporated into curriculum
Effective additional supports	Learners needing additional support are identified and are provided with relevant, individualised and effective support to learn and progress at an appropriate pace. Those who are succeeding continue to be challenged and extended.	Review Mauri ora plans Identification of needs system created through Hero Acceleration through learning opportunities	Flourishing tauira through early intervention and support systems.	Whānau involvement in decision making Aspirations incorporated into curriculum

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Goal 4: Professional Capability and Collective Efficacy

Our Goals:	Our Initiatives	Our Actions	Our Successes	Links with Te Tiriti and Kahui Ako Achievement Challenges
Collective approaches to improving teaching practice	Teachers regularly work collectively in planned ways, such as modelling, observing and providing constructive feedback to inquire into targeted aspects of their teaching practice to support learner progress and achievement.	Mentoring programme created Teacher to teacher system with evidence of support documented	Flourishing relationships and collaboration.	Commitment to Te Tiriti o Waitangi Culturally-responsive pedagogies
Data analysis for evidenced-based improvement	Leaders and teachers are beginning to collect, analyse, and interpret data including seeking Māori learners and whānau voices to make evidence-based decisions for school improvement. The school has an agreed shared approach to collecting and managing data. The school is growing its data analysis capability.	Data to be collected and added to HERO to be analysed and interpreted for a shared approach and information sharing for different audiences. Whanau voice collected for school improvements through various sources and opportunities	Flourishing approaches for information sharing.	Whānau involvement in decision making Aspirations incorporated into curriculum

Goal 5: Inclusion and Wellbeing

Our Goals:	Our Initiatives	Our Actions	Our Successes	Links with Te Tiriti and Kahui Ako Achievement Challenges
Wellbeing and inclusion policies and programmes	Develop policies, programmes and practices to promote learners' wellbeing, inclusion, confidence in their identity, language and culture, and engagement in learning.	Review policies and programmes	Flourishing well being through policies and programmes.	Integrated te ao Māori learning opportunities Culturally-responsive pedagogies
Reducing barriers and supporting access	Leaders and teachers use increasingly effective strategies to reduce barriers to education and support access to learning for all, including for Māori and Pacific learners,	Fusion digital technology and support initiative	Flourishing access.	Whānau involvement in decision making Integrated te ao Māori learning opportunities

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	disabled learners and those with learning support needs			
Wellbeing data	The school gathers, analyses and acts on learners' wellbeing data to ensure that learners are free from harm and their experiences are mana enhancing.	Create a system to gather well being data for learners (HERO).	Flourish mana of tauira.	Integrated te ao Māori learning opportunities

Goal 6: Partnerships

Our Goals:	Our Initiatives	Our Actions	Our Successes	Links with Te Tiriti and Kahui Ako Achievement Challenges
Communicating for shared understanding	Leaders and teachers are increasingly using communication strategies with parents and whānau to strengthen shared understandings of learners' strengths and learning needs, enabling parents and whānau to support their child's learning.	Review IEP and Mauri ora plans. Create a communication strategy plan to strengthen shared understanding. Communication through HERO	Flourishing communication between kura and whānau.	Integrated te ao Māori learning opportunities Aspirations incorporated into curriculum Culturally-responsive pedagogies
Parents and whānau engagement in the life of the school	Leaders and teachers facilitate regular parent and whānau engagement and meaningful participation in the life of the school. This includes their contribution to decision making in a variety of contexts.	Create opportunities for parents and whanau to engage in meaning participation and decision making.	Flourishing whānau based teaching through elective opportunities.	Whānau involvement in decision making Integrated te ao Māori learning opportunities Curriculum reflects local contexts and learner understanding

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Goal 7: Stewardship and Governance

Our Goals:	Our Initiatives	Our Actions	Our Successes	Links with Te Tiriti and Kahui Ako Achievement Challenges
Board membership and collaboration	The board represents, serves, and works with the school community including mana whenua, to develop the school's vision, values, strategic direction, improvement priorities and goals related to learner learning, wellbeing, achievement and progress.	Reviewing and rebranding of kura vision, logo and values.	Flourishing kura through rebranding.	Whānau involvement in decision making Integrated te ao Māori learning opportunities Curriculum reflects local contexts and learner understanding

Goal 8: Evaluations for Improvement

Our Goals:	Our Initiatives	Our Actions	Our Successes	Links with Te Tiriti and Kahui Ako Achievement Challenges
Organisational conditions	Organisational conditions, including leadership, policies, systems, processes and practices, are used to drive strategic improvement.	Implemented evidence of organisational systems and systems created to ensure strategic vision.	Flourishing organisation planning that is reviewed, evident and implemented.	Commitment to Te Tiriti o Waitangi

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