

STRATEGIC PLAN 2021 – 2023



ESTABLISHED SINCE 1963

Te Vaka o te Api'i Tuarua o Araura



Our *Te Ka'a*
Mission Statement

To be an Institution of Learning
for students to become
Productive Citizens
Physically, Mentally, Socially,
Culturally and Spiritually.

Our Mission statement like the ka'a weaves together our fundamental purposes while continuing to honour our unique indigenous environment and knowledge.

Te Ama
Our Values

Respect, Responsibility,
Perseverance, Excellence

Our values like the ama provides our vaka a steady foundation of harmony, unity and balance.

Te Tira Our
Moto

Our Moto like the tira supports our kie (vision) so that our individual efforts can drive our vaka forward to exciting new horizons.

E Ara E Kimi :
Awake and Seek

Te Kie Our
Vision

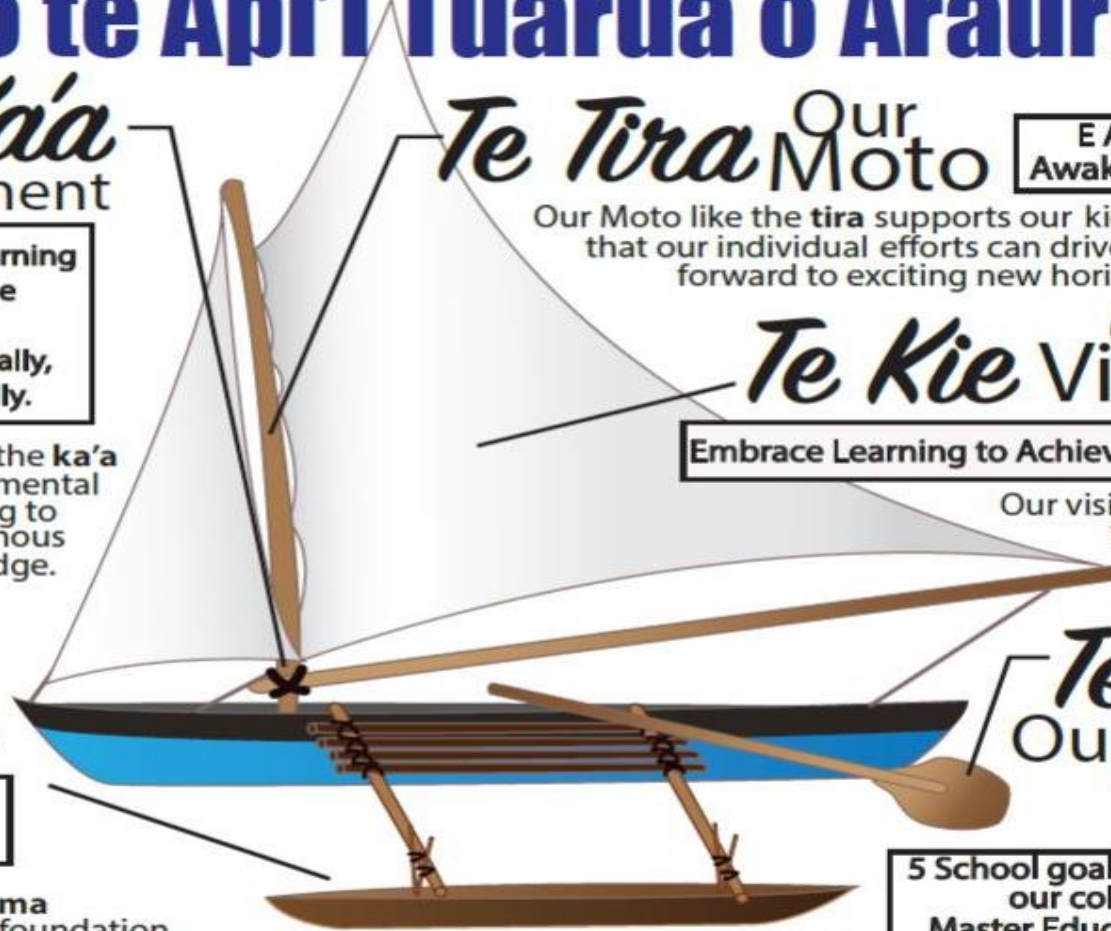
Embrace Learning to Achieve Personal Best

Our vision like the kie is the driving force behind all that we do.

Te Oe
Our
Goals

5 School goals guided by
our collective
Master Educational Plan

Our goals like the oe determine the direction of our journey.



The strategic vision for Education is to *“build the skills, knowledge, attitudes and values of Cook Islanders to put their capabilities to best use in all areas of their lives”*

VISION STATEMENT

Embrace Learning to Achieve
Personal Best

MISSION STATEMENT

Develop Araura College to be an institution of Teaching, Learning, Planning, and Training for our students to become **PRODUCTIVE CITIZENS** –
Physically, Mentally, Socially, Culturally and Spiritually.

SCHOOL GOALS

Goal 1 (CIAG 1)

Students will be provided with rigorous academic and real-life learning opportunities to become tertiary and career ready. Students will be provided high quality, individualized instruction through exceptional teaching, consistent curriculum and effective assessments

Goal 2 (CIAG 2)

Student learning experiences will be supported and enriched by fostering effective communication as well as purposeful internal and community partnerships.

Goal 3 (CIAG 3)

Enhance student performance by modelling professionalism and leadership values.

Goal 4 (CIAG 4)

Enhance academic quality and student outcomes through strong resource flexibility, operational efficiency, and financial stability.

Goal 5 (CIAG 5)

Provide a holistic and safe learning and work environment in support of continuous improvement.

SCHOOL VALUES

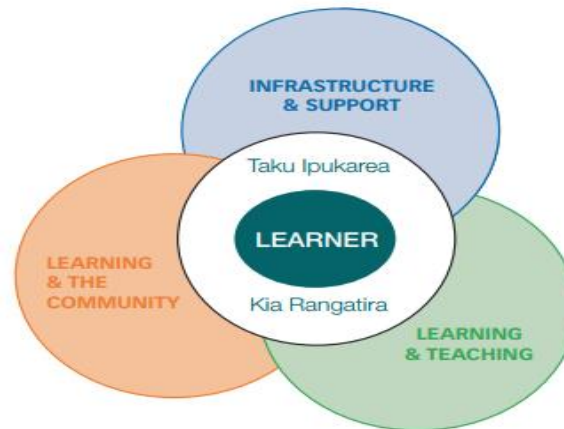
RESPECTFUL, RESPONSIBLE, PERSISTENCE, EXCELLENCE

Our core values drive our culture and answer the question, “How do we want to act, consistent with our mission, along the path towards achieving our vision?”

Specific values are at the heart of our culture because they are tools that drive us towards achieving shared vision.

OUR PATHWAY TO SUCCESS:

Via The Cook Islands Master Plan & the CI Education Goals (CIEGs) & CI Achievement Guidelines (CIAGs)



1. **Taku Ipukarea – Kia Rangatira**

Promotion of Te Ivi Maori & strengthening of our nation via the development of our linguistic & cultural resources: CIEGs 1-2

- *Our Language Identity and Culture Count.*
- *We connect with our island community, nation & world*

What do we need to do to make it happen?

1.Planning - What do we do to get there?

- Term Planner eg. Weekly/yearly
- Term with a Cook Islands Maori theme eg “Te au manu o Araura” The native birds of Araura-Display board at each classroom block with weekly challenges eg. Take photo of a native bird this will then be displayed on the display board etc.
- Unit plan eg. Curriculum (language/culture, C.I.M games)
 - Use of more local context
- Media promotion
 - community/parent
 - posters
 - radio
 - Facebook
 - text messages
 - meeting/PD
- Cultural events
 - Traditions and customs

2.Implementation- How to get there?

- Submission of unit plan (sited)-HoD to ensure each terms unit plans are ready before the term begins
- Meeting with staff on term plan
- Meeting with PTA on term plan

- Meeting with community on term plan
- Promotion (how to get the interest in from students/parent/community)
- PD (Professional Development)
- Link with other schools internationally
- Include our customs/culture/traditions into planning

3.Executing Plan- How to go about what to do?

- Lesson plans (appropriate strategies)
- Learning Intentions
- Learning Outcomes
- Assessments eg. Reading level, PAT (whole school/individual)
- Reflection/Evaluation (staff/student)
- Data Analysis
- Differentiation (I.E.P)
- Reporting and feedbacks
- Portfolios updated & collated – Kamar
- Utilise local experts/community

Teaching strategies – Reading program

4. Review / Evaluate

- data analysis

Assessment

Evaluation

Recommendation

Compare & contrast

Practical and hands on activities

2. **Learning & Teaching**

Relevant learning programmes will ensure all students have equal opportunity, strive towards their full potential & develop skills & attitudes to become well-balanced members of our society: CIEGs 3, 4,7,8,10

- *We deliver a responsive curriculum that meet the needs of & has relevance to our community.*
- *We learn to reduce our footprint on the environment*

Continue with remedial reading to help improve literacy/ comprehension.

Differentiation- to get more training and upskill teachers to plan more effectively to meet students' achievement level.

Localizing context- contextualizing materials/ lessons effectively

Barriers to learning - with the support of councilor we can identify which students have barriers in school, this then could help improve home school relationships

Buddy/peer learning and support (Peer support)

Improve relationship with Primary schools through productive communication to address issues and share anecdotal records.

Linking secondary to post-secondary education pathways-

Getting students into vocational training.

Special needs/abilities- upskilling in identifying needs and abilities of students eg, autism, dyslexia, GDD, ADHD etc.

Policies where the students stay in the class as similar abilities.

Streaming classes (CIEG 4,7,8,9)

Green School- Reducing the school footprint by integrating into lessons

3. **Learning & the Community**

Community involvement in policy & decision making & opportunities for the wider community & those with disabilities to further their learning:
CIEGs 4, 6, 9

- *Build a professional learning community that focuses on student learning.*
 - *Encourage & support community members who wish to further their education*
-
- Provide & promote parent workshops to help support their children. Start in 2021 (English).
 - Recreational Centre – Araura College, a physical & health hub for the wider community.
 - Enterprise Day: Plan, create, and make their money \$ & Manage ... (ex: Gala Day, Food festival)
 - Utilise the local community with traditional knowledge
 - Open door policy – parents can come in to see what goes on in classroom or dialogue with teachers

4. **Infrastructure & Support**

All students have opportunity to a quality education, quality facilities & resources, & quality personnel to teach them regardless of background, age, location, race, gender, and/or disability: CIEGs 3, 4, 5,6

- We promote & strengthen our school's credibility as a school of excellence, & have a healthy, safe, secure learning Environment

➤ QUALITY EDUCATION (3)

- Expose learners to NZ/Overseas context via Media/visiting professionals/local returnees/expert
- Upgrade teacher/staff Qualification via USP, CITTI etc.
- Differentiation
- Courses that cater both academic & vocational learners.

➤ QUALITY FACILITIES & RESOURCES (4)

- Well-equipped Library resources/system ie: computers, internet, to cater for all reading abilities. (**WISHLIST**)
- Update department resources
- Working internet in the school
- Teacher PD training on uses of facilities/resources/assessment tools
- Having available funds – school/dept. (**with school committee support**)
- Increase number of resources: ie: more iPads/laptops/correspondence/printers (**with school committee support**)
- An assigned students' parking space

➤ QUALITY PERSONNEL (3)

- Ongoing PD for staff on specific curriculum needs & interest
- Attachments – in-country/overseas schools
- Teacher awareness & knowledge of policies/documents.
- Implementing school policies
- Effective communication between school & MoE – staff/student well-being etc.

➤ QUALITY FACILITIES & RESOURCES (5)

- Regular maintenance checks of amenities to avoid unnecessary health and safety incidents.
- Provide counselling support for staff & students
- First Aid training for staff & students
- Sick bay that provides safety, privacy, basic medical treatments/assistance/facilities (bed, sheets, etc)
- First Aid Kits for each block.

The Cook Islands Administrative Guidelines (CIAGs)

These establish the administrative framework that employers and schools must use to work towards the CIEGs. They are the HOW? Whereas the CIEGs are the WHAT? They are the Government's goals for education of all Cook Islands people. These are in the form of ten statements of achievement for schools to work towards

CIAG 1: Curriculum & Delivery **CAR**
CIAG 3: Personnel **PHS**
CIAG 5: Health & Safety **PHS**

CIAG 2: Documentation & Review **FAM**
CIAG 4: Finance & Property **FAM**
CIAG 6: Administration **FAM**

CIAG 1: Curriculum & Delivery

To develop and implement teaching and learning programmes that provides opportunities for students to achieve for success in all the essential learning and skills areas of the curriculum.

Providing the basis of good quality assessment information giving priority to breadth and depth of learning related to the needs, abilities and interest of students.

CIAG 3: Personnel

To ensure a high professional standard is continuously maintained in our services at ARAURA COLLEGE providing professional development programmes, performance appraisal systems that promote high levels of staff performance and use personnel resources in the most effective and efficient manner to maximize

CIAG 2: Documentation & Review

To maintain an on-going self-review program to the school's strategic plan, compliance documents and reporting process to ensure they are current and reviewed on a regular basis.

CIAG 4: Finance & Property

To be accountable in our financial management process of operating fund and school's assets and resources.

CIAG 6: Administration

To ensure all school systems and procedures are followed as directed by the Cook Islands Ministry of Education Act 2012

CIAG 5: Health & Safety

To create a safe teaching and learning environment for all members that enters into ARAURA COLLEGE

CIAGS	Core Function	Goal (s)	2021		2022		2023	
<p>Goal 1 Students will be provided with rigorous academic and real-life learning opportunities to become tertiary and career ready. Students will be provided high quality, individualized instruction through exceptional teaching, consistent curriculum and effective assessments</p> <p>We, as a community, are responsible for the future success of all students. We will close the gaps and raise the bar simultaneously.</p> <p>Links to the Cook Islands Education Master Plan</p> <ul style="list-style-type: none"> • Equitable access for all learners to quality learning programmes. • Improved literacy and numeracy outcomes for all learners • Increased access to vocational courses at senior levels • Significantly increased participation in tertiary education • Enhance the quality of programme delivery and teaching approaches 								
CIAG 1 CURRICULUM & DELIVERY CAR	Curriculum	To develop and implement effective teaching and learning programmes across the school in all Essential learning areas.	Align programs whereby skills and knowledge are reinforced and the appropriate levels and linked from year 7 – 13 Maths – year 6 → Review		Plan programs			
	Culture	To develop and implement effective programmes that enhances student's appreciation of our local culture.	Traditional games Pareu wear pageant		School festival			
	Literacy and Numeracy	To develop and implement effective Literacy and Numeracy programs across all ELAs	Maori Writing	50%	Maori Writing	75%	Maori Writing	90%
			Maori Reading	70%	Maori Reading	75%	Maori Reading	95%
			English Reading	65%	English Reading	85%	English Reading	95%

			English Writing	40%	English Writing	65%	English Writing	90%
			Numeracy	50%	Numeracy	75%	Numeracy	90%
Assessment	To use Formative and Summative assessment to evaluate progress and achievement of students to enable teachers to make professional judgments to improve students learning and meet their needs in given learning experience tasks.	Standard Assessment Tools Unit Assessment PM, Probe, GloSS, IKAAn, STAR reading & writing, Vaiotoanga Kite Testing Twice yearly MoE national diagnostic test Year 8 (PAT)	Review previous year Baseline Data for improvement. PM, Probe, GloSS, IKAAn STAR reading & writing, Vaiotoanga Kite Testing Twice yearly MoE national diagnostic test Year 8 (PAT)	PM, Probe, GloSS, IKAAn STAR reading & writing, Vaiotoanga Kite Testing Twice yearly MoE national diagnostic test Year 8 (PAT)				
	Story behind the statistics!	Regularly updates to stakeholders on how assessment shapes teaching and learning through newsletters, parent teacher conference, Mid & End of Year reports and PTA meetings	Ongoing	Ongoing				
	Data Analysis driving planning	35% evident in planning	45% evident in planning	55% evident in planning				
	Feedforward focused on improving student learning outcomes	At least 50% evident in classrooms	At least 60% evident in classrooms	At least 75% evident in classrooms				

	Barriers to students learning	Identify students who are not achieving, at risk or have special needs – emotionally, physically, and specific educational needs Support our staff with Professional Development to become a qualified trained Teacher.	Remedial Program for students not achieving and at risk. Ongoing PD / USP studies Attachment with other schools.	USP studies Attachment with other schools.	USP studies Attachment with other schools.
	Inclusive Education	Implement teaching and learning strategies to address the needs of students	Set up IEPs for our inclusive students Employ a support teacher aide TA PDs	Teacher Aides to upskill and train through CTTI & USP	
		Differentiation	35% evident in planning	45% evident in planning	55% evident in planning
	Language	To implement ongoing language activities/ programs that encourages and support students to confidently use both languages; Maori and English	CIM Activities Speech Competition to strengthen both languages. English Activities	School Festival Create story books for our students - Reo Aitutakian dialect.	Create story books for our students - Reo Aitutakian dialect.

	Careers Education	Appropriate career education and guidance to access quality information enabling informed choice of career pathway	Work experience for Career and Hospitality students Working bee day Career week (Term 3)	Work experience for ALL seniors Enterprise day In-school Careers expo (Term 2)	Trial work experience with Year 10 Career week (Term 2)
	Career and future ready	Graduates passing NCEA Level 1 & 2 with Merit and Excellent endorsements	10%	15%	20%
		Graduates enrolling in future training and employment within 2 years of graduating	50%	60%	70%

CIAGS	Core Function	Strategic Goal (s)	2021	2022	2023
Goal 2 Student learning experiences will be supported and enriched by fostering effective communication as well as purposeful internal and community partnerships.					
<p>We, as a staff, are responsible for the physical and emotional wellbeing of all students. We will work together to provide a place where students can learn to achieve personal best.</p> <p>Links to Cook Island Education Master Plan:</p> <ul style="list-style-type: none"> • Equitable access for all learners to quality learning programmes. • Providing 100% access for all learners to responsive pastoral care, careers and guidance • Develop and implement strategies for Healthy Schools programmes. 					
CIAG 2 DOCUMENTATION & REVIEW FAM	Strategic Plan	To review and develop new three-year strategic plan every third year of operation.	Consult with School Committee on input of 3 Year Strategic Plan 2021-2023	Review Strategic Plan	Review and Create 3 Year Strategic Plan 2023-2025. Consult staff on input.
	Self-Review	To self-review policies, plans, programmes, and assessment ALL policies to be endorsed.	Policy Review (list policies to be reviewed) <ul style="list-style-type: none"> • ETOC • Road safety • Special Assessment Conditions • Language of Instruction • Timetable • Inclusive Education • Careers Education • NZQF Authenticity • Appeals • NZQF Quality Assurance • Adult Education • Missed Assessments • Review of Evaluation of Teaching programs 	Policy Review (list policies to be reviewed) <ul style="list-style-type: none"> • Use of cell phones • Ancillary Staff • The use of ICT • Student Enrolment • Special Assessment Condition • NZQF Authenticity • Review & Evaluation of teaching programs • Payment • Hurricane Evacuation • Student Welfare • ETOC • 	Policy Review (list policies to be reviewed) <ul style="list-style-type: none"> • Homework • Curriculum & Delivery • Review • Resource Management • Behaviour Management • Community use of Property • Student Attendance • Timetable • Careers Education • Computer use Agreement • Appeals • Assessment • NZQF Assurance

CAR

- Financial Management
- Healthy lunch
- Student Welfare
- Guidance & Counselling
- Reporting
- Vehicle & Road Safety
- Selection of dux
- Computer use and Agreement
- Further Assessment Opportunities
- Derived Grade
- Professional Development
- Ancillary Staff
- Selection of Student Leaders
- Use of personnel resources
- Use of volunteers
- Performance development
- External complaints Re-staff
- Library
- Payment
- Stray animals
- Sun safety
- Smoke free
- Fire drill evacuation
- Hurricane evacuation
- School grounds supervision
- Physical activity
- Administering First Aid
- Accidents & Hazard register
- Drugs & alcohol
- Handling of blood

- Use of Personnel resources
- Use of Volunteers
- Fundraising
- Sun Safety
- Smoke Free
- Fire Drill Evacuation
- School Grounds Supervision
- Physical Activity
- Accidents & Hazards Register
- Student Attendance
- Religious Instruction
- Stand down, Suspension & Expulsion

			<ul style="list-style-type: none"> • Student placement • Assembly <p>Curriculum and learning programme Review (list curriculum to be reviewed)</p> <ul style="list-style-type: none"> • Reading time • ELA programs across all levels • Te Kura • Stand down, suspension & expulsion <p>Review of Annual Plan</p>	<p>Curriculum and learning programme Review (list curriculum to be reviewed)</p> <ul style="list-style-type: none"> • Science / Horticulture/ Sustainability <p>Review of Annual Plan</p>	<p>Curriculum and learning programme Review (list curriculum to be reviewed)</p> <ul style="list-style-type: none"> • Vocational programs <p>Review of Annual Plan</p>
Reporting	Create a distinct culture that builds community understanding and ownership of our shared vision.	<p>Upgrade school webpage</p> <p>Social Media</p> <p>Weekly Radio program</p> <p>Student reports (T1, T2 & T4)</p> <p>Parent Teacher Conference (T1, T2 & T4)</p> <p>Monthly School Newsletter /SMS</p> <p>Regular School Committee Meetings</p>	<p>Review school report template</p> <p>Social Media</p> <p>Weekly Radio program</p> <p>Review reporting sessions.</p> <p>Review Parent Teacher Conferences</p> <p>Bilingualism Monthly School Newsletter /SMS</p> <p>Regular School Committee Meetings</p>	<p>Social Media</p> <p>Weekly Radio program</p> <p>Bilingualism Monthly School Newsletter /SMS</p> <p>Regular School Committee Meetings</p>	

Goal 3

Enhance student performance by modelling professionalism and leadership values.

To ensure personal success for every student, we must build organizational systems with focused leadership on achievement outcomes.

Links to Cook Island Education Master Plan.

- Ensure high level compliance with professional standards
- Well qualified and resourced teachers, administrators and support staff
- High quality management systems

CIAGS	Core Function	Strategic Goal (s)	2021	2022	2023
	Performance Management	To create professional development opportunities for teachers to progress in their profession.	Request Advisors for PDs PMS with 100% Satisfactory/Competent	PMS with 80% Satisfactory/Competent & 20% Excellence Report	PMS with 60% Satisfactory/Competent & 40% Excellence Report
	Use of Personnel	To use personnel resources in the most effective and efficient manner to maximize learning needs of students.	Encourage TA's to complete further studies 60% teachers to gain a degree Reading remedial program continued	Encourage 50% TA to complete further studies 75% teachers to gain a degree English Department to be oversee the Reading remedial program	All TA's completing further studies 95% teachers with a degree English Department to be responsible for the Reading remedial program
	Effective Leadership,	Match developing staff with strong experienced mentors.	Identify teachers that need support	Ongoing but change mentors	Younger/new teachers to be
	Be a role model	Ensure equity and excellence in staff	Identify and manage leadership talents.	PD with leaders Motivate new people in leadership roles	Continue with PD and delegate

Goal 4

Enhance academic quality and student outcomes through strong resource flexibility, operational efficiency, and financial stability.

To ensure personal success for every student, we must provide the resources required for quality achievement outcomes.

Links to Cook Island Education Master Plan.

- High quality buildings, grounds and facilities

CIAGS	Core Function	Goal (s)	2021	2022	2023
	Finance	To manage and account for all funds received by the school and to ensure accounts are audited (by MoE)	Purchase a new software File all documents Annual Audit of account	File all documents Annual Audit od account	File all documents Annual Audit od account
		Fundraising	Gala Day in Term 2	Food Festival	Koni Raoni
	Assets and Resources	To manage school's assets and resources in accordance with guidelines provided by the Ministry of Education	School Asset and Inventory register Technology register and Maintenance plan Fixed Assets register and Maintenance plan Photocopier service First Aid Kits Instant Resources annually Kamar annually	Stocktake of assets and resources School traditional musical set (drums) Photocopier service Fire Extinguishers Instant Resources annually Kamar annually	Ukulele & guitar. Photocopier service Instant Resources annually Kamar annually

			Maths & Reading resources	Sciences' resources	English & Technology resources
	School Projects	To ensure all school Stakeholders help and support school projects to improve the environment and learning of our students.	School vegetable garden Are Nikau - Term 1 Are umu Rau ara project Order Soft boards for classrooms Upgrade the gym into classroom Canteen shelter	School Green House Design school hall Signage board Wearable Arts	Upgrade Toilets and storerooms Repaint Whole School (CITTI) Put up an extension outside the hall (stage side)

Goal 4**Enhance academic quality and student outcomes through strong resource flexibility, operational efficiency and financial stability**

To ensure personal success for every student, we must provide the resources required for quality achievement outcomes.

Links to Cook Island Education Master Plan.

- High quality buildings, grounds and facilities

<p>CIAG 6 ADMINISTRATION</p> <p>FAM</p>	<p>Compliance</p>	<p>To ensure all school systems and procedures are followed as directed by the Cook Islands Ministry of Education Act</p>	<p>Office Filing</p> <p>EMIS reporting Term Returns Staff Meeting Minutes Student Enrolment form. Attendance Register & KAMAR</p> <p>Ensure staff have access and knowledge of the following documents: Education Act, Curriculum documents, School policies, Staff Handbook</p>	<p>Office Filing</p> <p>EMIS reporting Term Returns Staff Meeting Minutes Student Enrolment form. Attendance Register & KAMAR</p> <p>Ensure staff have access and knowledge of the following documents: Education Act, Curriculum documents, School policies, Staff Handbook</p>	<p>Office Filing</p> <p>EMIS reporting Term Returns Staff Meeting Minutes Student Enrolment form. Attendance Register & KAMAR</p> <p>Ensure staff have access and knowledge of the following documents: Education Act, Curriculum documents, School policies, Staff Handbook</p>
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Goal 5

Provide a holistic and safe learning and work environment in support of continuous improvement.

All stakeholders (students, parents, teachers, and community members) are active members of Araura College; they are all partners in creating, sustaining, and investing in actions vital to ensuring achieving personal best.

Links to Cook Island Education Master Plan.

- Increased participation by parents in education policy and decision making
- Wide community support and understanding of inclusive education
- Increased participation of the wider community in ongoing learning

CIAG 5 HEALTH & SAFETY PHS	Safe Environment	To create a safe teaching and learning environment for all members that enters ARAURA COLLEGE	Accident and incident Register Hazard Register Light, fans & power switches checked Gas fittings checked Fire extinguishers and training Science lab storeroom upgrade Traffic slow / stop sign Running & filtered taps outside each block	Hurricane Safety Procedure Tile School toilets Check all sports Equipment's Running taps outside each block Gas fittings checked Machines in Room 17 checked Slippery walkways to be repaired Covered walkway from office to Canteen / Room 15 (CIIC)	Accident and Incident Register Hazard Register Gas fittings checked Tennis courts Covered walkway from Room 10 to hall & to Room 1 (CIIC)
	Keeping Active	Continue Physical programs within the school such as Just Play program, Oe Vaka & Sailing Program, Physical fitness program, Different sport codes	Friday Sports Competition between Houses Cross Country Competition	Friday Sports Competition between Houses Triathlon Competition	Friday Sports Competition between Houses Oe Vaka Competition

		(INCLUSIVE program)	Athletics	Athletics	Athletics
	Healthy School	To ensure that students are practising good hygiene and eating healthy nutritious food to help with their learning.	Healthy food & drink day – Monday to Thursday Check up by MoH Nurse and Dental Staff medical check	Healthy food & drink day – Monday to Thursday Check up by MoH Nurse And Dental Staff medical check	Healthy food & drink day – Monday to Thursday Check up by MoH Nurse And Dental Staff medical check
	Community Services	To maintain ongoing positive relationship with stake holders through community service projects	Ngati class to provide a service Clean up Aitutaki day	Houses to provide a service Clean up Aitutaki day	Whole school community service Clean up Aitutaki day