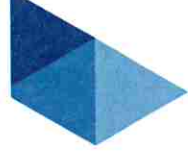


Analysis of Variance Reporting



School Name: Paengaroa School 2022.		School Number: 1882
Strategic Aim:	<ol style="list-style-type: none"> Engaged and achieving students. Focussing on Reading, Writing and Maths at expected level for 80% to 90% of Akonga. Make Te Reo a living language across all levels of the school Develop localised Curriculum with a cultural responsive approach. Include Whanau. Kahui Ako work on Pathways enhancing these areas. Stage project on end of Multi-Purpose Room (Hall) includes Weather tightness reclad, etc. B Block outdoor / indoor flow and deck development at Innovative Learning Environment. (ILE) 	
Annual Aim:	<ol style="list-style-type: none"> All students experiencing positive rates of learning towards their potential. Emphasizing Numeracy and Literacy Promote daily Te Reo and Tikanga - living language, used in classes by teachers, supported by weekly lessons led by specialist Te Reo teacher. Expanding the Local curriculum. And Preparing to implement NZ Histories in 2023 5 Y A building Projects progressed to construction by Dec 2021 Nearing completion Dec 2022.(Block Q) 5 Y A building Projects progressed to construction by February 2023 (Block B- Rm 2,3,4,5) 	
Target:	<ul style="list-style-type: none"> Targeted action to reduce disparity. Especially in Literacy for Maori Boys. Track Maori Girls as well. PLD in "Science" and complete "Coaching and Mentoring." PLD by June 2022. Target area – NOS (Nature of Science.) Yr 4 and 5 Mathematics – Maori boys Whanau involvement critical – make known policies, plans and targets –with Whanau Group assistance use Whanau meeting structure. Science Teaching PLD (Local Curriculum) 2022 through 2023 	
Baseline Data:	<ul style="list-style-type: none"> Rongahia Te Hau work with Waikato University Survey results. (2021 results used for 2022 –(Whanaungatanga) Local curriculum to date - Online world, Maketu Ongatoro Wetlands Society (MOWS), Aquatics, Kahui Ako work Year 4 and 5 mathematics New Technology Curriculum implemented. Refer to Paengaroa School Annual Report 2022 – which outlines data and journey for last three years. (Attached.) Schools Values reviewed with a mind to align with Maori Tikanga in this regard. (5 values – entwined as they are.) 	

Actions <i>What did we do?</i>	Outcomes <i>What happened?</i>	Reasons for the variance <i>Why did it happen?</i>	Evaluation <i>Where to next?</i>
<p>Employed Kaiawhina /Kaiako</p> <p>Pursued Local Curriculum Opportunities</p> <p>Applied for and successful with Science</p> <p>PLD contract with House of Science facilitating. Our Science Teacher Leadership Programme graduate – D.P. coordinating this work. (S.T.L.P.)</p> <p>Continue Cultural Competencies and Pedagogies</p> <p>Block Q (Stage and Weather tightness nearing completion Dec 2022</p> <p>Block B scheduled to start 19th Dec.2022</p> <p>Values consulted and rewritten.</p>	<p>Pursued and enhanced Te Reo and Tikanga</p> <p>MOWS work, Redwoods Farm, Maketu Beach visits, More sporting options as seen to be locally appropriate.</p> <p>Teachers teaching a lot of Science And understanding the Nature of Science thoroughly. (N.O.S.)</p> <p>Maori Boys Writing slight drop to 70 %. (79% 2021)</p> <p>Reading at 79% (86% 2021)</p> <p>Maths reasonable constant at 81% (83% 2021)</p> <p>Data under analysis for 2022</p> <p>Pleasing results all round. Generally.</p> <p>MOE approved funding for Weather tightness concerns and proposed remediation. Then added more to it with all joinery to be replaced. Progressing slowly</p>	<p>Excellent Tutor employed.</p> <p>Relational Pedagogies continuing to produce great learners.</p> <p>Local Iwi coming onboard with Kaituna History approved and other local stories being debated.</p> <p>House of Science as PLD providers.</p> <p>Covid 19 resulted in quite a loss in daily teaching- especially in Reading and Mathematics.</p> <p>Generally we have communicated better with our whanau at all levels. They feel better informed and involved.</p> <p>As we complete the first projects in our new 5 YA cycle it is very apparent that the estimates are extremely under actual costs due to inflation, health and safety, etc.</p>	<p>Keep employing Kaiako and Kahui Ako involvement with Te Puke COL.</p> <p>Explore Local Curriculum options further through and during STLP work.</p> <p>Renewal of Science going well after 18 months, More to happen 2023.</p> <p>With no loss of teaching time (No Covid 19 Lockdown) we can expect the reading and mathematics data to recover. Generally it has except for some mid year imports who are well below expectations.</p> <p>Continue Whanau meetings once per term and explore ways to grow greater involvement.</p> <p>Project Manager to vigorously pursue funding from MOE so Tenderers and Consents do not expire beyond salvation.</p>

Planning for next year:

The Journey continues, with the aim of engaging and growing great learners. STLP and Kahui Ako work will see our Local Curriculum prosper in Science and all things local and Maori. The introduction of NZ Histories will also be a focus for our local curriculum development. At some point the curriculum is going to have to abandon something or risk quality results. The Curriculum Refresh is a great start, all be it quite slow.

The refreshed Social Sciences Curriculum has included the NZ Histories, which will make everyone's life easier. As the local histories is still being clarified by local Iwi, we will begin with the national histories stories such as Kupa, Maui, The great migration, Te Tiriti of Waitangi, et al.

Paengaroa School Annual Report 2022.

Includes Variance Data to accompany Variance Report.

The following report covers four main areas:

- Our schools strengths in Reading, Writing and Mathematics
- Identified areas for improvement in Reading, Writing and Mathematics
- Planned actions for lifting achievement where perceived as appropriate.
- A statement about school self-review undertaken in 2022 as part of the charter goals for 2023.

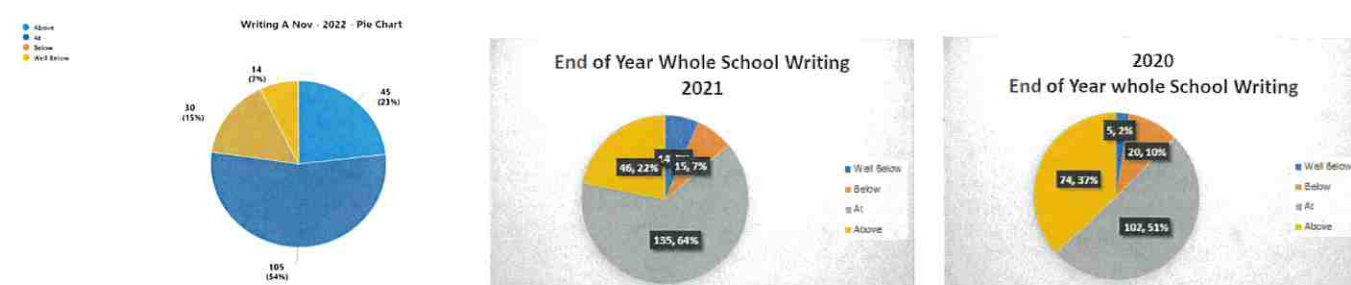
The schools "Best Practice" model insists on "Individual Education Plans" being developed between teaching staff and pupils parents / guardians, when a pupil is deemed to be at risk or below the standard expected, has continued to produce positive results. The key to a successful intervention regarding accelerating delayed achievers is the building of strong parent /teacher partnerships and personalised programming. A holistic, wrap- around support model has evolved alongside the PLD undertaken on Accelerating Literacy Learning (A.L.L.), the HITS (High Impact Teaching Strategies) are also enabling positive benefits. Investigating the Maori Boys and Girls Data continues to show no large difference between the European Girls and Maori Girls achievement levels. The Maori Boys are showing as giving concern with appropriate interventions such as Teacher Aid time, I.E.P's, and specific feedback of achievements, next learning steps and being encouraged to do more shared /cooperative learning /problem solving (TuaKana Teina.) is also growing pupils confidence and encouraging metacognition to assist reflection and learning capacity.

Writing : 2022

Written Language Strengths: The staff have continued to utilise the daily writing strategies. The use of modelling deconstruction and reconstruction as a way of lifting written language productivity and the pursuit of high standards via "high teacher expectations" is very beneficial.

Oral language and focussed discussions and sharing of draft work have also enhanced quality and purposefulness of writing.

Going beyond surface features and considering the authors intentions, ways to "hook" in the audience and focussing on a snapshot / cameo style has also been a highlight / strength. Including feelings and opinions was further encouraged in 2022. Pupils voice and greater Agency.



The data for years end 2022 compared with 2021 and 2020:

From the data above it can be seen that Paengaroa School pupils' attainment of expected achievement in Writing at the end of year is generally on track.

End of year results 2022: Overall we have 23% above, 54% at and 15 % below, 7% Well Below (77% at /above)

End of year results 2021: Overall we have 22% above, 64% at and 7 % below, 7% Well Below (86% at /above)

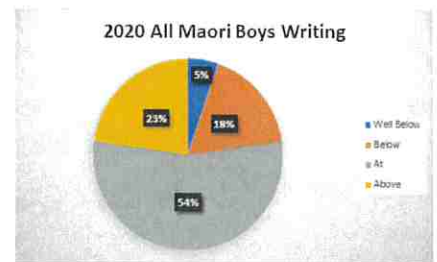
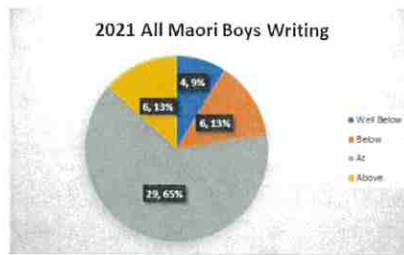
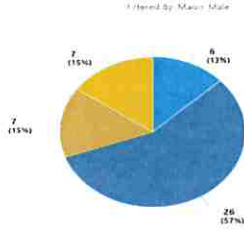
End of year results 2020: Overall we have 37% above, 51% at and 10 % below, 2% Well Below (87% at /above)

End of year results 2019 : Overall we have 5% above, 78% at and 14 % below, 3 % Well Below (83% at /above)

Goals in Writing for 2023: From the Pie Graphs above and below it can be seen that the schools data has continued to fluctuate from one cohort to the next. The recommendation is that we revisit the HITS and target groupings in 2023. This should target approx. 8 pupils per class. The boys and in particular Maori boys still need greater focussed inquiry from teachers to insure achievement potential is attained.

In 2022 the Maori Boys have 13% above, 57% at, 15% below and 15% well below. (70% at or above.)
 In 2021 the Maori Boys have 14% above, 65% at, 9% below and 13% well below. (79% at or above.)
 In 2020 the Maori Boys have 23% above, 54% at, 18% below and 5% well below. (78% at or above.)
 In 2019 the Maori Boys have 0% above, 70% at, 24% below and 6 % well below. (70% at or above.)

Writing A Nov - 2022 - Pie Chart
 Filtered By: Maori Male

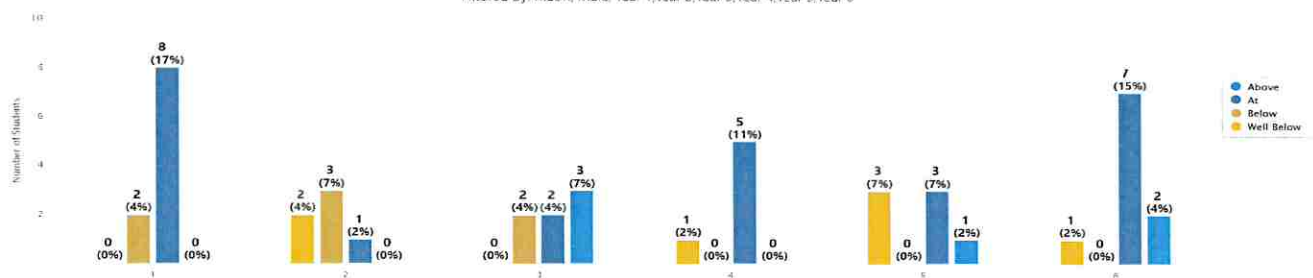


The year 5 and 6 Maori Boys (Year 3 and 4 in 2020) are the main target group requiring close monitoring and some targeted support in 2021 through 2022. The 2022 Yr 2 (1/6 =18%) and Yr 5 Maori Boys data (4/7=57%) also indicates some attention is needed. It is pleasing to see a general shift towards being at or above in the statistics below. This is what the teachers Inquiry work is supposed to help achieve. The Yr 2 Maori Girls is also showing some concern. (1/10 =10% at or above)

Writing A Nov - 2022 - Column Chart

Split By: Year Level

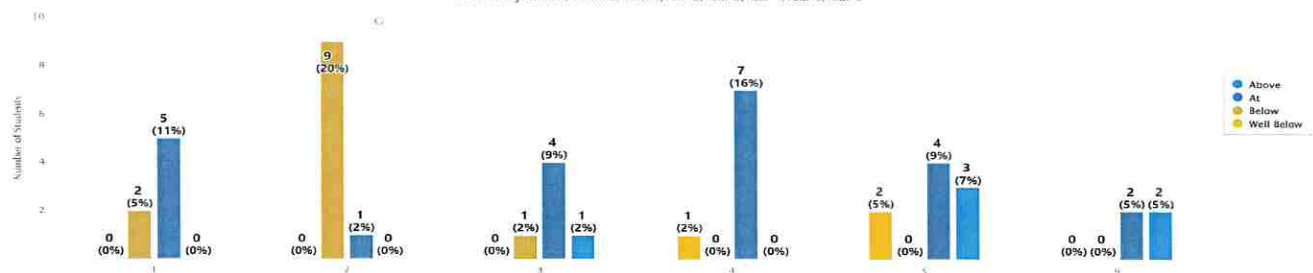
Filtered By: Maori, Male, Year 1, Year 2, Year 3, Year 4, Year 5, Year 6



Writing A Nov - 2022 - Column Chart

Split By: Year Level

Filtered By: Maori, Female, Year 1, Year 2, Year 3, Year 4, Year 5, Year 6



GOALS 2023 (Ongoing from 2022/2021):

1. To increase the number of Maori students achieving at or above the expected level, for their age, in writing, reading and mathematics. Target area Year 3 and 6 pupils for 2023.
2. The aim is to have at least 85% of pupils achieving at or above expected level

Reading : 2022

Reading Strengths:

The general data for 2022 shows that (87% in 2022), (78% in 2020), (83% in 2019), (83 % in 2018) of all our pupils (Yr 1-6) are reading at or above their chronological age.

Factors contributing to this achievement rate includes: Daily reading programmes, the use of I.E.P. for at risk, the availability of support and assistance from support staff as well as teachers and Parents.

“Reading Recovery” and “Supporting at Risk Readers” programmes.

The new screening and assessment tool introduced in 2019 (iDeal), was abandoned for 2020 due to Covid 19 lockdown. It will be utilised in 2023 as part of the Better Start Literacy programme for Year 1 and Year 2 pupils. The one teacher who undertook the Better Start Literacy Programme (BSLP) training in 2022 has reported pleasing progress in all Yr one pupils Foundation(s) for learning to Read, Write and Spell. The year 1 data is skewed downwards because the Decodable system still lacks reading age levels, resulting in difficulties to grade achievement at this time. Hence the 65% 2022 percentage of At and Above expected level compared to the 2021 percentage of 94%. That said, the 6 year Net Data for the year 1 pupils doing the BSLP shows amazing results and exciting stanine scores.

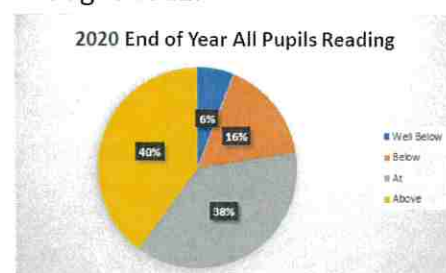
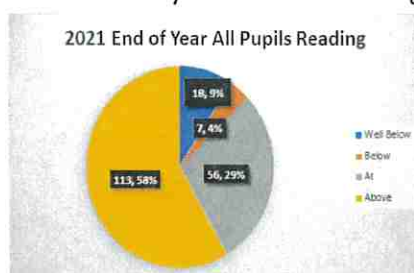
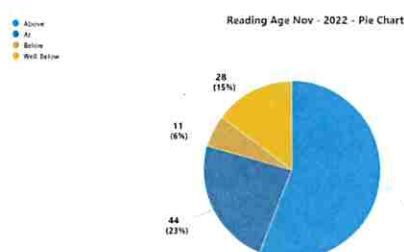
End of Year data 2022 : Overall we have 56% above, 23% at, 6% below and 15% well below (79% at or above)

End of Year data 2021 : Overall we have 58% above, 29% at, 4% below and 9% well below (87% at or above)

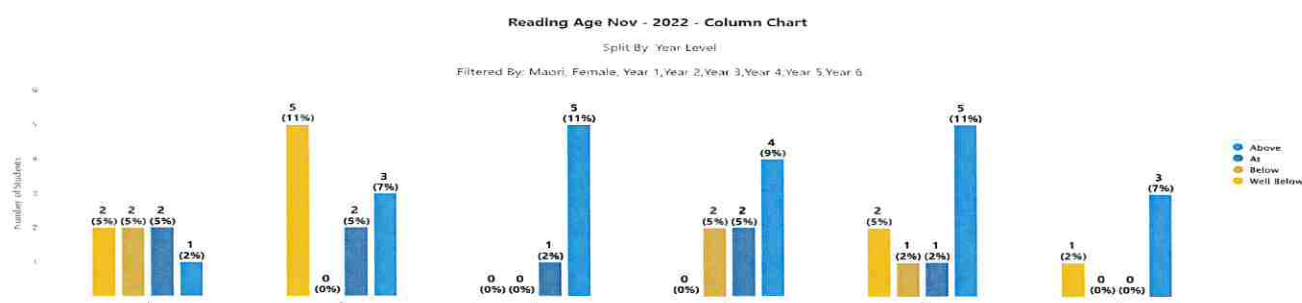
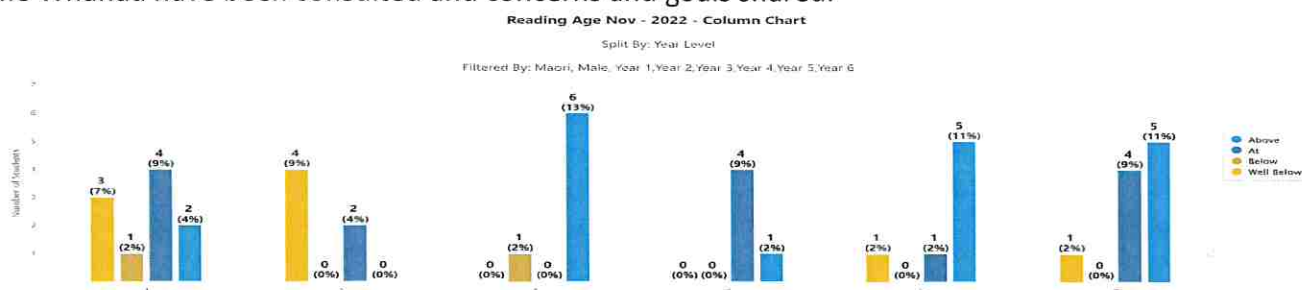
End of Year data 2020 : Overall we have 40% above, 38% at, 16% below and 6% well below (87% at or above)

End of Year data 2019: Overall we have 41% above, 45% at, 11% below and 3% well below (86% at or above)

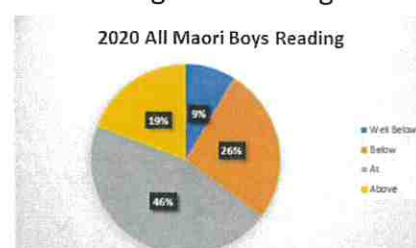
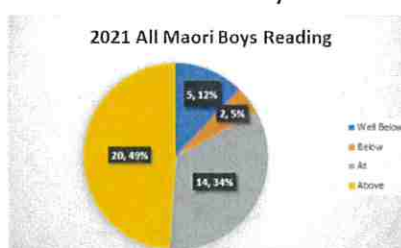
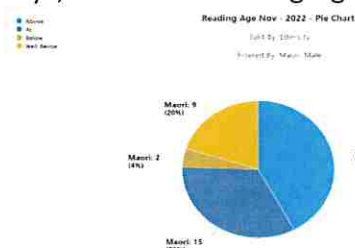
The performance of Maori Boys has been carefully considered during 2012 thought 2021.



The Whanau have been consulted and concerns and goals shared.



The raw data indicates that there is some difference between Maori and non- Maori. The Year 2 cohort will need additional support in 2023 as Yr 3 pupils. There is a difference between Maori Boys and Non-Maori Boys, but all are making significant improvements over the years' worth of teaching and learning.



The percentage of Maori Boys below standard, between Yr 1 -6 in 2022 is 24%. (11 of 45 Maori Boys).
 The percentage of Maori Boys below standard, between Yr 1 -6 in 2021 is 17%. (7 of 41 Maori Boys).
 The percentage of Maori Boys below standard, between Yr 1 -6 in 2020 is 35%. (20 of 57 Maori Boys).
 The percentage of Maori Boys below standard, between Yr 1 -6 in 2019 is 21%. (11 of 52 Maori Boys).

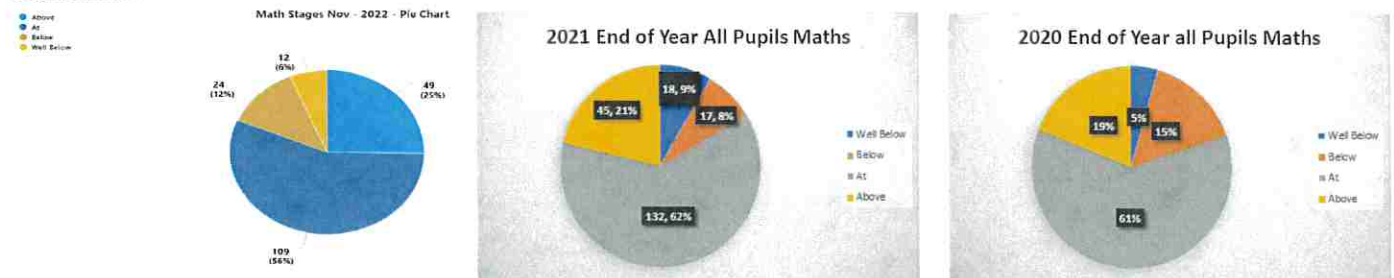
Mathematics : 2022

The strengths of Maths:

The staff have been using the Numeracy Project strategies for Twelve years now and have continued the update days and catch up days for newer staff and senior staff. The teachers efforts are really paying dividends as can be seen by the results. The concern around an over emphasis placed on Number knowledge versus other strands has been consciously addressed by the middle to upper school who do not have to emphasis number quite as strongly. In 2015-2022 the staff have ensured that their overall judgements, considers achievement across all strands, not just number.

Basic facts programmes have also shown a marked improvement in general memory recall of times tables and basic facts. The key is high expectations, shared often with pupils and parents.

The data shows that the school has maintained a high percentage of at or above standard in Maths for the 2021/22 school year. Comparing this data with the schools 2020 and 2019 data shows a consistently high standard .



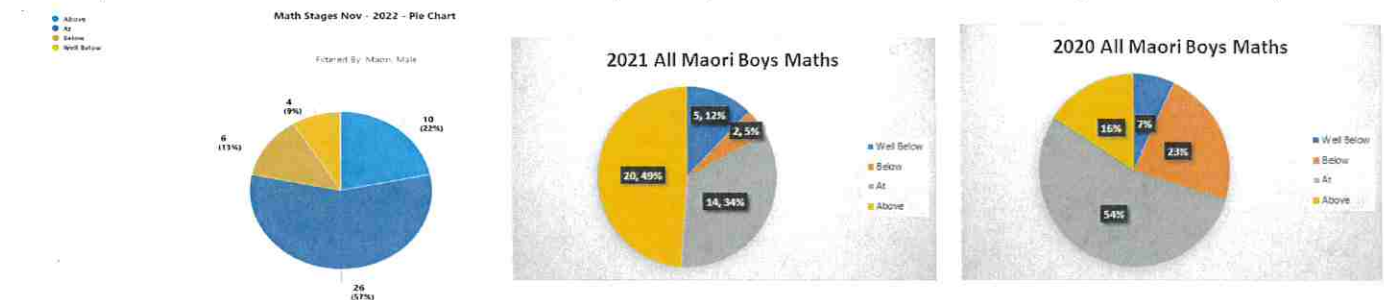
From the data it can be seen that Paengaroa School pupils' attainment in Mathematics at the End of Year 2021 is generally on track.

End of year data 2022: Overall we have 25% above, 56% at, 12% below and 6% Well below (81% at or above)

End of year data 2021: Overall we have 21% above, 62% at, 8% below and 9% Well below (83% at or above)

End of year data 2020: Overall we have 19% above, 61% at, 15% below and 5% Well below (80% at or above)

End of year data 2019: Overall we have 16% above, 68% at, 9% below and 7% Well below (85% at or above)



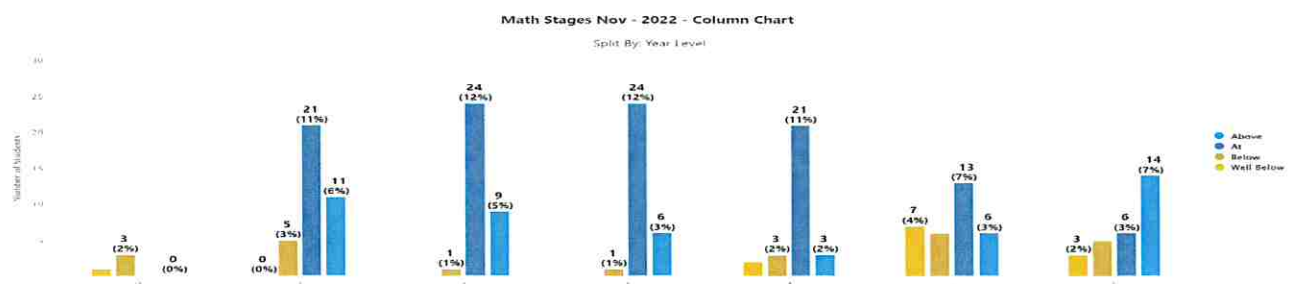
By the end of the year all have increased their capacity to learn mathematics and engage in mathematical thinking. The Teachers Overall Judgements regarding all data is a significant variable that the staff have spent many hours trying to moderate over the course of the year.

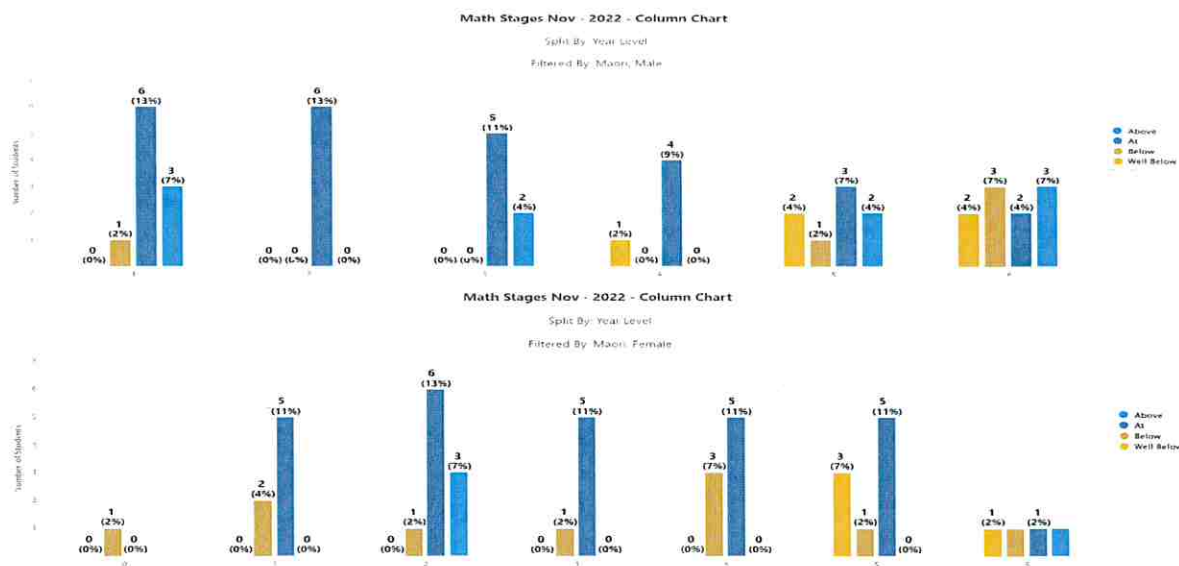
End of year data 2022: Maori Boys Maths: 22% above, 57% at, 13% below and 9% Well below. (79% at or above)

End of year data 2021: Maori Boys Maths: 49% above, 34% at, 5% below and 12% Well below. (83% at or above)

End of year data 2020: Maori Boys Maths: 16% above, 54% at, 23% below and 7% Well below. (70% at or above)

End of year data 2019: Maori Boys Maths: 21% above, 71% at, 10% below and 8% Well below. (92% at or above)





Goals for 2023 in Maths:

- The target group in Mathematics for 2023 will be the Yr 3 pupils (currently Yr 2). This group had at least 6 imports after June in 2022 who were all below our schools expectations in Maths.

Self Review undertaken in 2022.

Our ongoing self review of all BOT policy and procedures has been ensured that the new school Board become acquainted and has helped to grow everyone's understandings around how our school works. The Board of Trustees are still contributing and reviewing policy and procedures as set out by the School Doc's Review Schedule. This has enabled the Board to grow their ability to review policy and enhance conversations around best practices.

We have continued to inquire as individual teachers around middle school maths teaching strategies and refining support programmes such as Phonics, Maths Buddy, Reading Eggs and continued work on "Physical Education Programmes" has been ongoing throughout 2022. The research carried out by the "Active Schools Team" will have their finding shared and explained shortly. This should lead to a number of goals for 2023. The successful application to the MOE for in-service support "Science PLD – Delivered by House of Science" and lead by our Deputy principal (Science Teacher leadership Awardee.) has seen this work continue throughout 2021 and 2022. Alison Crooks, from the Waikato University helped our staff to continue their "Coaching and Mentoring" PLD journey. This contract was completed in June 2022. We look forward to the ongoing benefits of Joan Dalton regarding professional conversations and empowering teachers to inquire into raising achievement together.

Amber covered much of the work with Whanau and her term by term meetings with the whanau group have continued to be facilitated by the senior management of the school. (Mark, Lynda and Bruce). Two Hui have been held with our Whanau to collect data, share our cultural responsive journey and NZ Local Histories and define some goals for 2023.

Briefly, the goals for 2023 includes our journey of:

- Grow Te Reo and Cultural competencies across the school staff, pupils(and Parents) Ongoing.
- Grow a Bilingual work force over time –Longer term Goal.
- Exploring our local Learning Pathway and beginning the thinking around the Pathway for Maori to Succeed as Maori.
- We are likely to have a Marae visit and a local Historic sites tour. (Noting this is done by the Intermediate, and we do not want to reduce the impact of this by duplication of same.
- We may have a Hangi in Term 2.

Our involvement with the Kahui Ako – Te Puke COL has also been very beneficial and allowed a far greater engagement with Whanau and all local Iwi than has ever been achieved before. Fantastic work by Mark (Our within School position holder).

Sport BOP have signed us up for the “Active Schools “ Programme and Inservice during 2022. This has been refreshing and eye opening, the four staff who attended the Hauora Day in Papamoa really enjoyed this. Bay wave staff delivered a great Aquatics 8 Day programme in Feb 2022. We are hopeful that they can deliver an Aquatics section across the whole school (Not Go4it, but a private provider.), reinforcing the utilisation of the schools 25 metre pool in 2023.

The schools teams performed well in Rugby, Ripa Rugby, Netball, Athletics and swimming.

The Values programme is on-going and generally shows that our pupils can make good friends, treat one another well and act in responsible ways towards their learning and relationships. Our core values are unpacked each term with some additional reinforcers during full school assemblies. Spot ya box. We have intertwined many cultural / Te Reo constructs within our programming and values work. Having the Multi Purpose Room unavailable for the whole of 2022 has caused some challenges. We look forward to 2023 and having our Multi Purpose Hall back in service. The new stage will also make a great addition.

The Performance management systems (PGC- Professional Growth Cycle) in the school has continued to see improvements as we encourage teachers and syndicates to inquire into practices that raise at risk pupils achievement. Accelerating it whenever possible. The higher trust model promoted and approved by the MOE and Teachers Council has reduced the excessive burden of proof that had perpetuated over time. The staff appreciate being trusted to be professional.

The new ERO Review Partner has visited school and asked for many documents to show our journey since there last review in 2019.

The senior staff goal of Growing our Role has seen some recovery, but a new Kura – satellite Class in Maketu – In the Kura Kaupapa did reduce our role by approximately 12 pupils. All Maori, all from Maketu families. We will continue to try to increase our role in 2022 aiming to achieve 9 teachers once more.

Kiwi Sports Annual Report 2022:

Paengaroa School have continued to pursue sporting opportunities for all pupils from Yr 0/1 to Yr 6.

The Ministry of Education have funded \$2966.26 per annum for Kiwisport initiatives.

In 2022 the school has extended the breadth of opportunities to include Yr 1 and 2 as well as Yr 3 and 4 to receive an increase in opportunities to advance their sporting experiences and grow skills in: moving, running, jumping, stopping, throwing, passing, kicking, catching, hitting and associated games and strategies.

Yr 3 and 4 pupils attended "Funky Fun Day" tournaments at ASB Arena Bay Park, facilitated by Sports BOP.

The school also had additional support through the Healthy and Active Schools Contract with Sport BOP.

The schools teams for 2022 included:

5 x Netball, 4 x Rippa Rugby, a Swimming Team. Sets of Netball and Rippa Rugby equipment and uniforms were supplied where necessary and subsidies given for team entry fees to ensure all who wanted to play could pay and play.

We hosted Trevelyan's Top School 2022, which involved fourteen of the local schools. Twenty two teams and seven Cheerleading teams.

An exciting piece of research done by Massey University looked at Paengaroa Schools "Healthy and Active Schools" preparedness. We can be generally please with the perception of whanau and parents about the schools Health and P.E. efforts, but we do have some opportunities for growth and development.

Recommendations for 2023 include:

- Revisiting the Health and P.E Curriculum Document and revising our longer term plans and goals. Setting manageable goals and taking small steps towards achieving these.
- Incorporating the Healthy and Active Schools activities into the daily programmes.
- Incorporate some in-class activities that children can lead and play during playtime and lunchtimes, independent of teachers over time.
- Review equipment accessibility and storage and retrieval for staff (for lessons) and for pupils leisure time. (Especially when the Multi Purpose Room extension is complete.
- Continue Aquatics / swimming lessons provided by Baywave staff in our own pools (\$7000.00 approx)
- Reintroduce House competitions and Sports Ambassadors – leaders.

In total the school has paid out the following funding to support sports endeavours: \$10681.40 including \$6315.14 of school and parent contributions. Many teams play in out of school time teams that are coached in school time.

Sports Expenses 2022(Excluding GST) Approx figures.

Billing Company	Cost	Description(s)
Sport BOP Healthy and Active Schools Contract.	\$ -	Free from School contribution.
Learner to Swim (Bay Wave coaches.)	\$ 5,878.00	Swim 4 it across whole school. Week 2 and 3,T 1
Sports Team fees		
Te Puke Netball	\$ 2,413.04	Team subs
WBOP Swim Champs		
Equipment (Netballs and Stop Watches)	\$ 499.36	
Interschool swim sub	\$ -	
Cross Country Entry Sub	\$ 13.04	subs
Rippa Rugby	\$ 300.00	Entry fees
Te Puke Gym Sports	\$ -	
Te Puke Interschool Athletics Sub	\$ 17.39	subs
Waimarino	\$ 825.00	
Funky Fun Day Fees (3 days x 6 teams @\$30/team	\$ -	Nil 2022
Top School Sports and equipment		
Laundry of uniforms throughout year.	\$ 419.57	Laundry and Maintenance of Uniforms.
New Uniforms for lending (Expected Spend (\$300)	\$316.00	Cheerleading Uniforms from WTFont print.
Total Spend	\$ 10,681.40	
Income		
	\$ 2,966.26	Kiwisport Funding
	\$ 1,400.00	Healthy and Active Schools Release Time
	\$ 4,366.26	School funds used
School contributions	\$ 6,315.14	Contributions assisted by parents.



Paengaroa School Est. 1906 (1882)



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Paengaroa School Board of Trustees is a Good Employer.

Paengaroa School Board of Trustees take every opportunity to ensure the best possible employee is appointed using best practice procedures.

In 2022 we employed a number of female, Maori employees.

We also continued to employ a Kaiawhina and increased her hours from one day a week to 2 days a week in 2023 after consulting with the local iwi and Kaumatua for our school and Kahui Ako.

Our policies and procedures have been reviewed and comply with all statutory requirements. We are mindful of all gender, ethnic, age and religious bias and ensure that all stake holders have a meaningful input into making great appointments of staff.

Our compliance with the Education and Training Act 2020, to be a good employer, is understood and applied fairly and without predudice. We take our Te Tiriti obligations very seriously.

Paengaroa School has published policy on EEO, Interview Processes and Being a Good Employer.

We also actively encourage a safe, welcoming and supportive culture for all.