

# ANALYSIS OF VARIANCE

March 31st 2022



Sharp Minds, Strong Bodies and Good Hearts  
*Raising Leaders One Child at a Time.*  
*When we enrol your child, we enrol your whanau.*

*Our best generation Yet!*

KEY TO TRAFFIC LIGHTS STATUS	COLOUR	MEANING	ACTION
	RED	NO PROGRESS, NOT STARTED	BOT TO DISCUSS / BRAINSTORM WAYS TO OVERCOME BARRIERS TO ACHIEVING OBJECTIVE.
	ORANGE	RISK / CONSTRAINT / CONCERN	MGT ASK BOT TO APPROVE AN INTERVENTION (E.G. APPROVE NEW RESOURCES OR ALTERNATIVE PROJECT PLAN)
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ANNUAL GOALS AND OBJECTIVES 2021	WHO?	OUTCOMES-What happened? Next steps.
<b>GOAL 1   ALL SYSTEMS GO!</b> <i>Complete the transition from PSKH to a Designated Character school.</i>		
<b>OBJECTIVE ONE   Review and update schoolwide systems including policies and procedures</b> <b>1. Review RUPT and RUA Board composition</b>	Chair	<i>After much consideration and in order to guard the vision of The Rise UP Academy Board members resolved to apply for an alternative constitution with 2 members of the Rise UP Trust nominated onto the Rise UP Academy board.</i>
<b>2. Engage NZ School Trustees Association and develop a board professional development plan.</b>	Chair	<i>Progressing well.</i>
<b>3. Submit application for Special affiliation with RUA &amp; RUPT to the Ministry of Education</b>	Principal	<i>As mentioned above, this will be submitted in 2022.</i>
<b>4. Implement Board Professional development plan</b>	Chair	<i>Progressing</i>
<b>5. Develop project plan for</b>	Secretary	<i>Subject to approval of the application for an</i>

OUTCOMES BY END 2021		MONTHLY STATUS UPDATE
<p><b>School Trustee elections in 2022</b></p> <p><b>6. Evaluation of Procedures documentation- Staff A-Z handbook &amp; Whanau Kaupapa booklet</b></p> <p><b>7. Modify and update Procedures documentation</b></p> <p><b>8. Update self review schedule to include A-Z review of relevant changes made during staff meetings.</b></p>	<p>DP/WED1</p> <p>DP/WED1</p> <p>DP/WED1</p>	<p><i>Alternative Constitution.</i></p> <p><i>6. Achieved.</i></p> <p><i>7. Achieved.</i></p> <p><i>8. Achieved.</i></p>
<p>OBJECTIVE TWO   Improve the Communications between Stakeholders.</p> <p><b>Review and update the Rise UP Academy Performance Story</b></p> <p><b>Present to staff and embed measurements with quarterly reviews</b></p> <p><b>Develop Stakeholders Management plan between SDBI and RUA and whanau.</b></p>	<p>WED1/P</p> <p>PRINCIPAL</p> <p>PRINCIPAL</p>	<p>This is currently under review as this aligns with the Local Curriculum review.</p> <p>As above.</p> <p>Progressing</p>
<b>Business As Usual:</b>		
Present monthly finance reports and 2020 Annual report completed	PRINCIPAL	Completed.
Complete 2021 Charter and Analysis of Variance for 2020 to Ministry of Education	DP/P	Completed-March 2021
<p><b>GOAL 2   GROW GROW GROW!</b></p> <p><b>Achieve sustained roll growth and plan for new school location by 2024</b></p>		

**OBJECTIVE A | Develop a future student's enrollment and recruitment plan.**

1. Develop & Implement a digital Strategy & Marketing plan for roll growth.

P/SLT

Progressing well.

2. Marketing drive for student enrolments 2022

AP/WED1

Progressing.

3. Review staff Recruitment & Induction plan

PRINCIPAL

4. Advertise positions

A3

5. Make Appointments and progress the induction process

PRINCIPAL

This will be postponed to align with Ministry approval for roll growth. MOE requires a full roll and waiting list for roll increase and subsequent property approval. It is integral to the roll growth that the Goal 1 objectives are achieved and systems are in place so that school operations are forged with strong infrastructure.

**OBJECTIVE 2 | Grow the presence of RUA in the state sector.**

1. Develop & Implement a Stakeholder Management plan

Principal/AP

Progressing well.

2. Join the NZ Principals Federation-schedule conferences and meetings

Principal

Achieved. Principal attended a range of forums to network and collaborate with other Principals. Key learnings around best practice for working with Pasifika Maori communities. Further opportunities to develop symbiotic learning community relationships.

3. Register for MOSA sports and local schools events, register students in APPA choir.

DP/AP/RF

Achieved. Students participated in local interschool tournaments and parents enjoyed coaching opportunities. Lots of volunteer hours clocked up here.

OUTCOMES BY END 2021		MONTHLY STATUS UPDATE
4. Scope and join the appropriate COL/Kahui Ako.	Principal/SLT	<p>"At our Board meeting on 8th July, the following resolution was approved: That Rise UP Academy requests the Minister's approval to become a member of the Mangere Community of Learning and will share data and practice in accordance with the Memorandum of Agreement which has been drawn up between the member schools."</p> <p>2022 will be our entry into the Mangere Kahui ako, aligning our strategic goals and achievement challenges.</p>
<p><b>OBJECTIVE 3   Develop a clear and agreed plan with the Ministry of education on triggers and plan for the permanent site.</b></p> <ol style="list-style-type: none"> <li>Engage and confirm permanent site with MOE</li> <li>Develop Property milestones and Meet monthly with the MOE Property Acquisition team and stakeholders.</li> </ol>	<p>BOT</p> <p>Principal</p>	<p>The Board Meeting on the 14th April 2021 with David Bos and a Senior Advisor outlined that the Ministry of Education's national priorities impact the relocation of Rise UP Academy to a permanent site.</p> <p>All with the exception of one remaining final defects list for the temporary site have been completed.</p> <p>The Ministry of Education has completed a desktop assessment for a 10 year property plan at this temporary site.</p>
<p><b>BUSINESS AS USUAL:</b></p> <ol style="list-style-type: none"> <li>Enrolment procedures reviewed and updated.</li> <li>Waiting list supports requests for roll growth.</li> <li>Build a playground for junior students movement and safe play.</li> </ol>	<p>WED1/AP</p> <p>A1</p> <p>P/AFSM</p>	<ol style="list-style-type: none"> <li>Exceeded expectations.</li> <li>Progressing.</li> <li>Achieved.</li> </ol>
<p><b>GOAL 3   GUARD THE DEPOSIT</b></p> <p><b>Enhance the leadership and teaching practice</b></p>		
<p><b>OBJECTIVE A Redesign the staff appraisal/growth cycle</b></p>	<p>PRINCIPAL</p>	



OUTCOMES BY END 2021		MONTHLY STATUS UPDATE
<ol style="list-style-type: none"> <li>1. Engage in Design thinking with teachers using PATH tool for Teacher Growth Cycle-Call back day</li> <li>2. Devise and Implement TGC templates.</li> <li>3. Establish timeframes for TGC milestones and schedule in term planners</li> <li>4. Update the A-Z handbook</li> <li>5. Evaluate and amend the TGC for effectiveness and suitability</li> </ol>	<p>AP</p> <p>PRINCIPAL</p> <p>AP</p> <p>PRINCIPAL</p>	<ol style="list-style-type: none"> <li>1. Exceeded expectations.</li> <li>2. Achieved.</li> <li>3. Achieved.</li> <li>4. Completed.</li> <li>5. Progressing as this is an iterative process.</li> </ol>
<p><b>OBJECTIVE B</b> Review and modify local curriculum to amplify Designated Special character and digital literacy.</p> <ol style="list-style-type: none"> <li>1. Develop a 360 degree local Curriculum survey online for stakeholders-parents, students yr 5-8, teachers</li> <li>2. Plan and hold a whanau fono to clarify the purpose of the survey</li> <li>3. Conduct the survey and identify themes using MIRO with stakeholders-parents, staff, students</li> <li>4. Gather data on teacher capacity as baseline for Professional development plan</li> <li>5. Draft 2021 draft RUA local Curriculum</li> </ol>	<p>DP/AP</p> <p>WED1</p> <p>AP/WED1</p> <p>DP/AP/ST</p> <p>SLT</p>	<ol style="list-style-type: none"> <li>1. Achieved with valuable feedback to enhance our local curriculum.</li> <li>2. Achieved.</li> <li>3. Achieved with a small representation of whanau.</li> <li>4. Achieved.</li> <li>5. Progressing well. Working with MOE Student achievement Function coordinator as well as Cognition PLD provider to</li> </ol>

OUTCOMES BY END 2021	MONTHLY STATUS UPDATE
<p>6. Edit the Final version of RUA Curriculum</p> <p>7. Schedule RUA WAY Professional development for stakeholders via fono, staff meetings etc.</p>	<p>lalanga/weave our survey findings and existing documents from 2018 til present. The aim is to have consistency in the understanding of the RUA local curriculum and how we can measure and monitor progress. Links to the vision-Sharp Minds, Strong Bodies, Good Hearts will remain as our focus across the graduate profiles for students, staff and community.</p> <p>6. Progressing well to be completed in 2022.</p> <p>7. Progressing into 2022.</p> <p><b>GENERAL:</b> Well-being provision for teachers include Teacher only days, classroom release time and corporate prayer/fasting/devotionals.</p>
<p><b>OBJECTIVE C   Review Assessment procedures to align with Local Curriculum</b></p> <p>1. Continue MOE STUDENT ACHIEVEMENT FUNCTION Project</p> <p>2. Align assessment tools with local Curriculum.</p> <p>3. Update the SMS with new assessment requirements.</p>	<p><b>AP</b></p> <p><b>AP/DP/ST</b></p> <p>1. As mentioned above.</p> <p>2. Progressing well and this will advance further in 2022 with Mangere Kahui Ako alignment.</p> <p>3. Progressing</p>
<p><b>Business as usual.</b></p> <p>1. Liaise and plan Fono dates with whanau to complete survey</p>	<p><b>WED1</b></p> <p>1. Completed.</p> <p>2. PLD for PACT/Assessment and Senior</p>

OUTCOMES BY END 2021		MONTHLY STATUS UPDATE
2. Align allocated Professional Development (MOE) - ALL, ALiM, Digital Technologies, AFL, Springboard and pending MOE approval PACT/Assessment.	DP/AP	Leadership team (Alignment Coherence of our Special Character) progressing well. Some remarkable progress within the cohorts <a href="#">Room 2 ALiM data.</a>
3. Report student achievement monthly to Board	AP/DP	3. <a href="#">2021 EOY Overall Teacher Judgments</a>
<p><b>General comments:</b></p> <p><i>Our 2021 OTJ data has informed our starting point in 2022, we are well aware of how our Covid pandemic has impacted our student achievement and we are ensuring that we are unpacking with teachers the best possible way forward for our learners.</i></p> <p><i>As mentioned in our Data analysis, we are looking to ensure that we are giving our students multiple opportunities to unpack new learning etc by the notion of 'Integration' - we are working smarter by really asking ourselves what do we want to and how do we capture our Neurodiverse students progressions?</i></p> <p><i>Our Literacy data is also telling us that we need to look into Phonological and Phonemic aspects and teach these deliberately as our Juniors that start with us are missing this knowledge. Due to the fact that we have a high proportionate number of students needing a special and specific learning plan, we also are working closely with our families to ensure they are paddling the waka with us.</i></p>		

## GOAL 4 WHANAU ENGAGEMENT | FAITHFUL WITH THE LITTLE

## OBJECTIVE A

**Develop a Business plan to secure multi-year funding for the Building Learning Communities project.**

1. Appoint and induct Business Project Manager to lead the Sustainability plans- 20hrs per week

PRINCIPAL

1. Worked with Contractor to develop Impact Assessment framework to measure the impact of our BLC programmes. This will continue throughout 2022.

2. Engage local MP to visit school, organise a brief programme.

Chair/P

2. Not achieved.

3. Appoint Board Sub-committee to support the Sustainability plans.

Chair

3. Not achieved.

4. Secure multi year funding for Business Project Manager for 2022-2023 period

BPM

4. Progressing

5. Review and update core programmes-PATH

WED1

5. Progressing will continue in 2022. Moved to online PATH plans with whanau due to lockdown restrictions.

6. Review and update core programmes-SYNERGY

WED1

6. Progressing well.

7. Develop digital strategy including Social Media and website upgrade

AFSM

7. Progressing well.

8. Review and plug in Whanau engagement specifics to SMS or implement new CRM

AFSM

8. Progressing well. This work will align with the Impact Framework as we identify metrics and measures.

## BUSINESS AS USUAL

1. Quarterly whanau programme reports-Hearts & Minds, PATH, Synergy, Project WY, After school programme, Fono, Parent


WED1/AFSM

1. **Hearts & Minds:** 24 whanau -30 participants participated in the Hearts & Minds programme. The programme was evaluated and updated to reflect

# OUTCOMES BY END 2021

# MONTHLY STATUS UPDATE

partnership meetings, Good to Go volunteers		recommended changes. We are currently training another facilitator for the Hearts & Minds programme.
2. Support the Teachers with Mutukaroa milestones	AP	<b>PATH: 44/ 48</b> Path plans completed. Path delivered via zoom this year.
3. Longitudinal Study	WED1	<b>SYNERGY:</b> 4 whanau participated in Synergy this year. The transition to Zoom saw high quality presentations with digital platforms maximised.
4. Komiti Tupu Mai-Support the bot to provide- policy review, playground support and succession planning.	AFSM	<b>Project Wy:</b> We participated in the Challenge with 18 whanau. An outstanding turnout with whanau travelling to Rotorua and participating in physical well-being activities.
		<b>After School Programme Term 2:</b> Culture Attendance 87% Sports Attendance 86% SUPA Attendance 91%
		Good to go Volunteer Arm: 43/48 Whanau have volunteered this year. TOTAL 1840 hours this year!
		2. The Mutukaroa programme has been challenged with distance learning.
		3. The Foundation North 10 Year longitudinal study continues into the 4th year.
		4. <b>Komiti Tupu Mai</b> -1st July the Leadership team reviewed the Health curriculum policy with the members of the KTM. The review of the local Curriculum raised the need to clarify the Pasifika values with whanau.

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## RUA's Beautification Inquiry Photos.

