



Sharp Minds | Strong Bodies | Good Hearts

Our Values

Resilience
Integrity
Stewardship
Excellence

Our Mission

Raising Leaders One Child at a Time.
When we enrol your child, we enrol your whanau.

1.



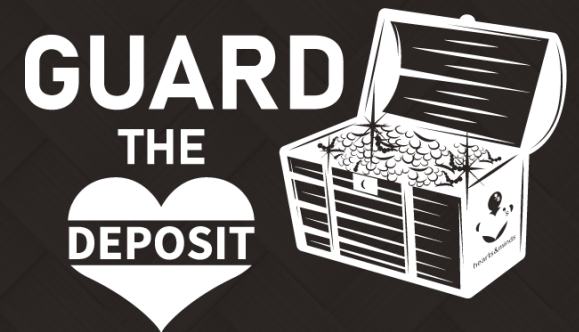
2.



4.



3.



The Rise Up Academy was established in 2013 as the first primary Kura Hourua. In 2019 The Rise Up Academy transitioned into a Designated Special character school and in February 2020 relocated to Sir Douglas Bader intermediate as a temporary site with a notional roll of 101 students.

This Strategic plan will support the successful transition of the school into the state sector and provide students **a purpose built permanent site** to mobilise the school vision **and grow the roll ...**

OUR
VISION

SHARP MINDS
STRONG BODIES
AND **GOOD** HEART

BACKGROUND & CONTEXT FOR STRATEGIC DIRECTION

Area(s) for Change

Systems, policies, procedures-
Personnel, Finance,
Governance.

Roll growth and permanent
site.

Pedagogical practice.

Whanau engagement.

Why is this a gap and what tells you this is important?

The RUA board of trustees are currently an Establishment Board, making the transition to the state sector in 2018. We have drafted several versions of an Alternative Constitution with the MOE.

We have a temporary co-location at Sir Douglas Bader Intermediate. Master planning process commenced in October.

A new leadership team and new staff in 2023 driving learning within our special character.

Whanau feedback during 2023 highlighted areas of our Health Curriculum to improve.

Risk of insufficient funds for Whanau engagement.
We maintain a highly engaged community of Pasifika Maori whanau during an economically tough landscape.

Focus on this/these areas for change so that...

The vision of Rise UP Academy has strong guardianship and innovation. The school adheres to the National Education and Learning Priorities and National Admin Guidelines.

The school becomes a viable model and economies of scale are beneficial.

The integrity of the RUA designated character is upheld. Teachers have professional development to provide quality learning programmes that are culturally responsive and innovative.

The integrity of the RUA designated character is upheld. Whanau engagement is strengthened and sustainable.

This achieves the vision by...

Providing the infrastructural pillars of which staff and students learning and well-being are based upon.

Providing assurance and certainty for strategic decision making around staffing and resourcing.

Delivering a service that we espouse to develop Sharp Minds, Strong Bodies and Good Hearts.

Empowering and encouraging deep and powerful learning focused relationships – Whakawhanaungatanga & Manaakitanga.



Strategic Goals

ALL SYSTEMS GO!

Complete the transition from PSKH to Designated Special Character school.

- Update schoolwide systems to reflect State sector requirements.
- Improve communications between stakeholders.

GROW GROW GROW!

Achieve sustained roll growth and plan for permanent site by 2026.

- Develop a future students enrolment and recruitment plan.
- Grow the presence of RUA in state sector.
- Develop a clear and agreed plan with the Ministry of education on triggers and plan for the permanent site.

GUARD THE DEPOSIT

Strengthen the Leadership and Teaching capacity.

- Implement Curriculum Refresh and align assessment tools.
- Accelerate Literacy achievement.
- Enhance outcomes for neurodiverse learners.

FAITHFUL WITH THE LITTLE

Build a sustainability for whanau engagement strategy.

- Review Impact Assessment framework.
- Collaborate and strengthen Stakeholder relationships for collective impact and funding opportunities.

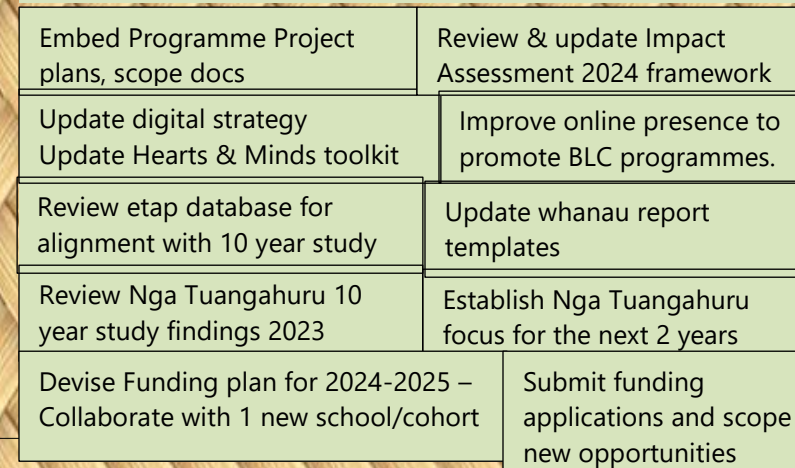
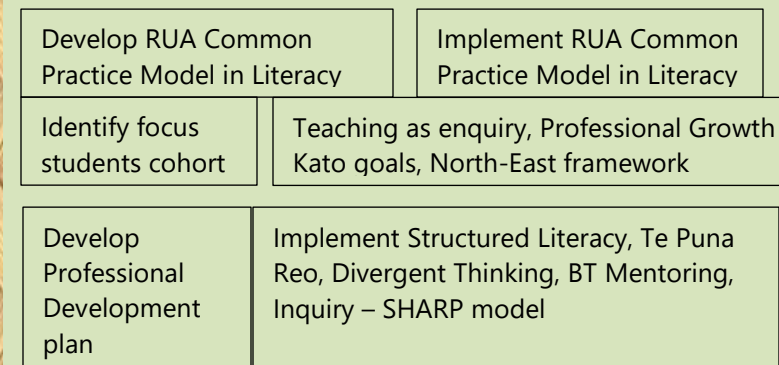
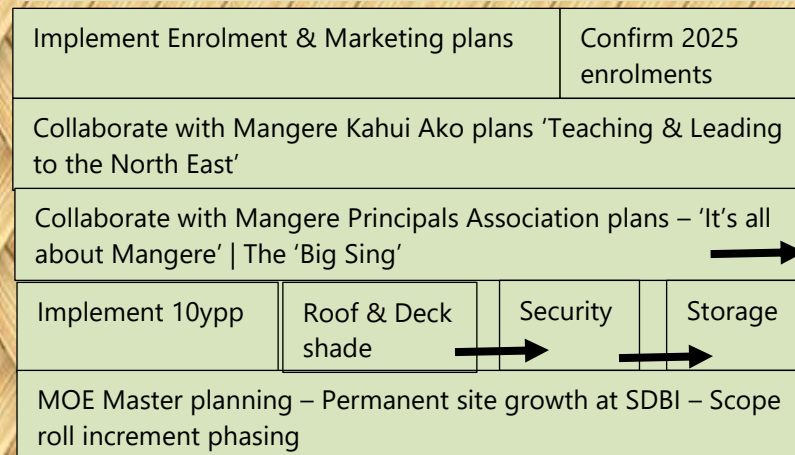
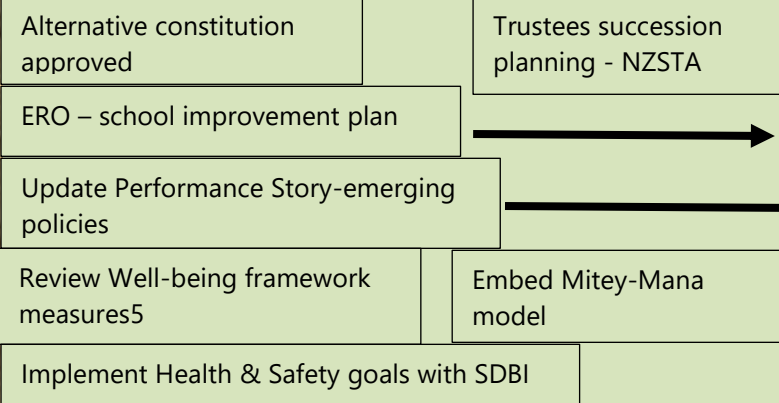
2024

TERM 1

TERM 2

TERM 3

TERM 4



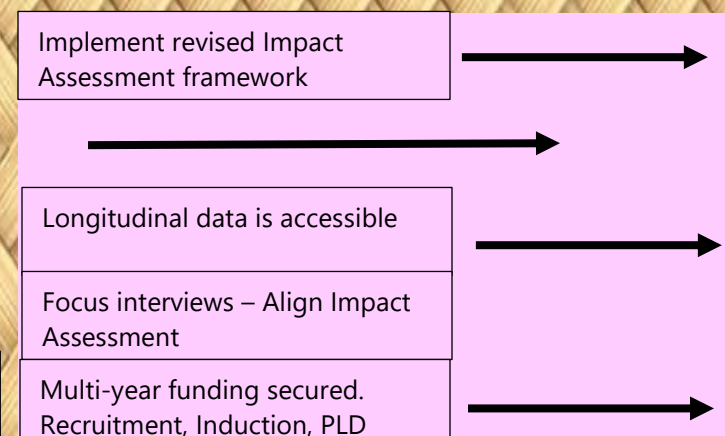
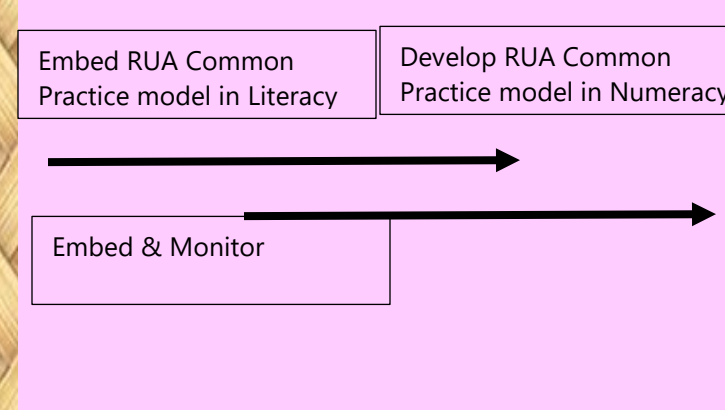
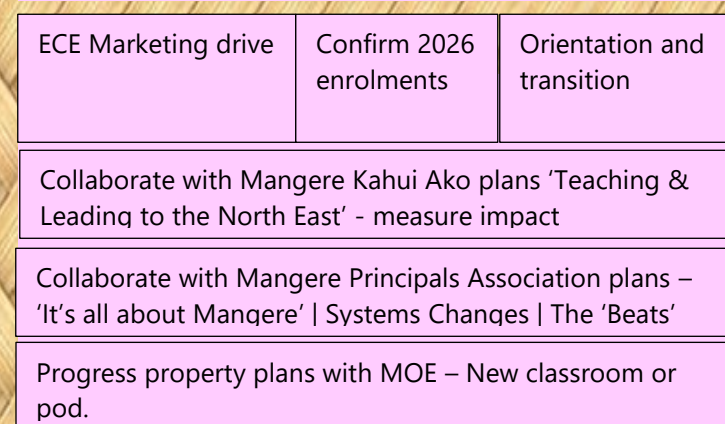
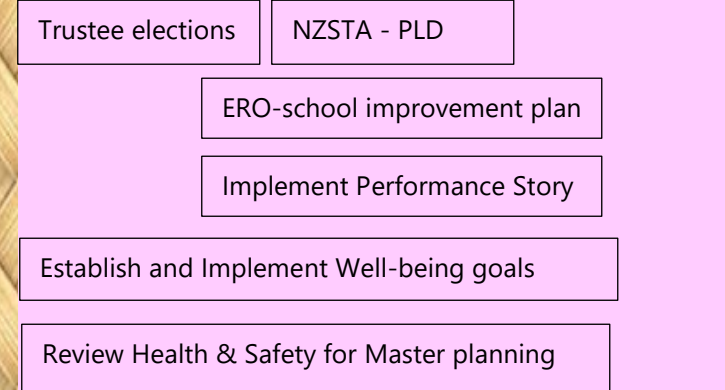
2025

TERM 1

TERM 2

TERM 3

TERM 4



Success

A successful transition into the state sector.

MEASURES:

- RUPT & RUA special affiliation relationship is symbiotic.
- Students, Staff, parents and the board demonstrate good understanding of new systems.

Rise Up is the school of choice with roll of 150 students (wait list)

MEASURES:

- A full Roll and staff
- Thriving, proactive engagement- with the Ministry of Education.

The integrity of the RUA designated special character model is upheld.

MEASURES:

- Student progress demonstrates Sharp Minds, Strong Bodies and Good Hearts.
- Increased teacher capability accelerates student learning.

Fully engaged whanau are setting up children for success in learning and well-being.

MEASURES:

- Funding streams support the enrolment growth.
- Improved service delivery of The Building Learning Communities initiative.

ANNUAL PLAN:

NATIONAL EDUCATION AND LEARNING PRIORITIES



GOAL 1

All systems Go!

1. **Learners at the centre**
Learners with their whanau are at the centre of education.
2. **World class inclusive public education**
New Zealand education is trusted and sustainable.

Priority 1 - Ensure places of Learning are safe, inclusive and free from racism, discrimination and bullying.

INITIATIVE

- 1a. Confirm Alternative Constitution with Ministry of Education.
- 1b. Improve the communications between stakeholders.
- 1c. Review and monitor the RUA Well-being framework.
- 1d. Improve resource management systems to ensure good stewardship and workflow for staff.
- 1e. Improve Health and Safety processes and procedures.

OUTCOME

A successful transition into the state sector.
Improved communications amongst stakeholders.

MEASURES

Rise UP Trust & Rise UP Academy special affiliation is symbiotic.

Board, Staff and parents demonstrate knowledge and understanding of schoolwide systems.

Application for Alternative constitution approved.

A-Z Staff handbook reflects 2023 changes. Whanau kaupapa booklet reflects 2023 changes. Policy framework reviewed.

PACIFIC EDUCATION PLAN

Work reciprocally with diverse Pacific communities to respond to unmet needs, with an initial focus on needs arising from the Covid- 19 pandemic. Confront systemic racism and discrimination in education.

TATAIAKO

Manaakitanga Values – Integrity, trust, sincerity, equity.

ANNUAL PLAN:

ACTION	RESPONSIBLE	RESOURCES (Hours)	\$\$\$	START	DUE
ACTION - 1a Confirm Alternative Constitution with Ministry of Education.				1 March	1 August
Complete the final stage of the MOE process for application of Alternative Constitution	Principal	8		24 January	July
Enhance governance capacity – Attend NZ School Trustees Association Conference and networking workshops.	Presiding Member A3	4	\$8000.00	1 March	1 June
Develop project plan for School Trustee elections at agreed milestone date – MOE.	Admin 3	6	\$500.00	October	November
ACTION - 1b Improve the Communications between Stakeholders.				27 January	28 March
Review and update the Rise Up Academy Performance Story in alignment with the local Curriculum and the Curriculum Refresh.	Principal	80		April	October
Present to staff and embed measurements with quarterly reviews.	Principal	20			Quarterly
Engage with local iwi – Te Ahi Waru trust – Makaurau marae to align and prioritise our community needs.	Principal	20	\$500.00	7 March	Nov
ACTION - 1c Review and monitor the RUA Well-being framework				24 Jan	Quarterly
Implement the Well-being policy and include measurements	DP/AP	20		February	November
Provide PLD for teachers for identified needs to ensure work flow well-being	Principal		\$1500.00	January	May
Embed the MITEY programme to enhance the RUA Well-being framework	DP/ST	60		January	November
ACTION - 1d Improve resource management systems to ensure good stewardship and workflow for staff.					

ANNUAL PLAN:



Review resource management systems and document processes including stocktakes, storage and purchasing checklists	A2	40		March	April
Review data storage and increase efficiencies to save time and money	LA-1	60		February	April
ACTION - 1e. Improve Health and Safety processes and procedures	Health and Safety Officer/A2				
Establish goals that focus on improvement within policies and emerging government priorities	A2	40			
Improve safety in lockdowns (inside door locks, curtains/blinds on windows). Sun shade over deck area and playground.	A2				
Access Health Services for an onsite SWIS, Nurse and Dental Clinic checks for our students, creating a safe space for our children to talk openly.	A2	20		February	May
Professional development:					
1. Health & Safety – Harrison Tew/SDBI	1. Admin 2		1. \$600	1. April	October
2. First Aide – Well being	2. Admin 1		2. \$1000	2. July	
3. Etap	3. Admin 2		3. \$500	3. March	
4. 3WC – coffee catch ups quarterly	4. Admin 3	10	4. \$200	4. April	
5. NZSTA – Board of Trustees	5. BOT/P	135	5. \$18,000	5.	
6. NZ Principals conference	6. Principal	16	6. \$2000	7. Fort	
7. Mangere Principals Association	7. Principal	40	7.	nightly	
8. Admin Conference	8. A1/A3	12	8. \$800.00	8. August	
Business As Usual:					
Present monthly finance reports and Banked staffing	PM/A3	20		Monthly	31 March
2023 Annual report completed	P/DP/AP	20		March	May

ANNUAL PLAN:



Etap monthly report	A1	6	Feb	Dec
Demographics	A1	6	Feb	Dec
Complete and submit to the Ministry of Education:				
1 March 2024-2025 Strategic Plan	Principal/A3	20	January	March
31 March 2024 Annual Plan	Principal/SLT	10	Feb	March
31 May 2023 Annual Report	Principal/SLT	10	March	May
Review policies and board assurances during board meetings.	PM	10	Monthly/Bi	
Presiding Member and Principal fortnightly/monthly meetings	Principal/PM	40	Fornightly	

ANNUAL PLAN:



NATIONAL EDUCATION AND LEARNING PRIORITIES		Barrier free access <i>Great education opportunities and outcomes are within reach for every learner.</i>		Priority 3 – Reduce barriers to education for all, including for Maori and Pacific learners/akonga, disabled learners/akonga and those with learning support needs.
GOAL 2		Achieve sustained roll growth and plan for new school location by 2025.	INITIATIVE	<ul style="list-style-type: none"> a. Develop a future student's enrolment and recruitment plan. b. Grow the presence of RUA in the state sector c. Develop a clear and agreed plan with the Ministry of education on triggers and plan for the permanent site.
OUTCOME		<p>Rise Up is a school of choice with a roll of 230 students.</p> <p>Move from reactive to proactive interactions and communications with the Ministry.</p>		
MEASURES		A full Roll and we are fully staffed.		<p>ENROL quarterly report.</p> <p>Pre-enrolled waiting list.</p> <p>Ministry of Education correspondence confirming permanent site location.</p>
PACIFIC EDUCATION PLAN		Enable every teacher, leader and educational professional to take coordinated action to become culturally competent with diverse Pacific learners.		
TATAIAKO		Whanaungatanga – Relationships (students, school-wide, community) with high expectations.		Tangata Whenuatanga – Place based, socio-cultural awareness and knowledge.

ANNUAL PLAN:



ACTION - 2a Develop a future student's enrolment and recruitment plan	RESPONSIBLE	RESOURCES (Hours)	\$\$\$	START	DUE
Develop & Implement a Communication plan to include digital Strategy & Marketing plan for roll growth – Website, Instagram and align with school events.	AP/A1	8		March	April
Continue to Strengthen ECE partnerships with collaborative events i.e Language weeks, PPMs. 2024-2025 Open days.	AP	40		1 February	1 November
Invite local Courier/media stories and opportunities i.e language weeks.	Principal	10		May	November
Implement the 2023 enrolment process, transition to school and early intervention support.	AP/A1	80		January	October
Update the prospectus to be aligned with Local Curriculum -A3 size.	A1	10	\$1000.00	1 May	1 June
Update the school signage (Sign on Green Gate, Street post sign).	A1	10	\$5000.00	April	1 May
ACTION - 2b Grow the presence of RUA in the state sector.					
Continue to collaborate with Mangere Kahui Ako to align RUA Charter goals, achievement challenges and best practice.	DP	40		March	1 November
Continue to collaborate with MPPA, NZPF, NZSTA, NZPPA, APPA for collective impact.	Principal	60		1 April	1 November
ACTION – 2c Develop a clear and agreed plan with the Ministry of Education on triggers and plans for the permanent site.	Principal	40			
Collaborate with the MOE on the Master planning process for a permanent site at SDBI.	Principal	40		January	May
Implement the 10yPP approved by the Board in 2023.	A3	40		May	December
BUSINESS AS USUAL - ENROL monthly reports.	A1	5			

NATIONAL EDUCATION AND LEARNING PRIORITIES

1. Barrier free access
2. Quality Teaching and Leadership
3. Future of Learning and Work
 - *Learning that is relevant to the lives of New Zealanders today and throughout their lives.*

Priority 4 – Barrier free access

- *Ensure every learner/akonga gains sound foundation skills, including language, literacy and numeracy.*

Priority 5 – Quality Teaching & Learning

- *Meaningfully incorporate te reo Maori and tikanga Maori into the everyday life of the place of learning.*

Priority 6 - Develop staff to strengthen teaching, leadership and learner support capability across the education workforce.

Priority 7 – Future of Learning & Work

- *Collaborate with industries and employers to ensure learners/akonga have the skills, knowledge and pathways to succeed in work.*

GOAL 3



Enhance leadership and teaching practice.

INITIATIVE

- a. Redesign the staff appraisal/growth cycle.
- b. Review and modify local curriculum to amplify Designated Special character and digital literacy.
- c. Review Assessment procedures to align with Local Curriculum.
- d. Accelerated Student Achievement focus on Literacy.
- e. Demonstrate the Neuro-diverse Learners progress and achievement.

OUTCOME

The integrity of the RUA designated special character model is upheld.

MEASURES

- Student progress demonstrates Sharp Minds, Strong Bodies and Good Hearts.
- Increased teacher capability accelerates student learning.

Student Progress and achievement reports Baseline, Mid year and End of year.

PACIFIC EDUCATION PLAN

Enable every teacher, leader and educational professional to take coordinated action to become culturally competent with diverse Pacific learners.
Grow, retain and value highly competent teachers, leaders and education professionals of diverse Pacific heritages.

TATAIAKO

Ako – Practice in the classroom and beyond.

Wananga – Communication, problem solving, innovation.

ANNUAL PLAN:



ACTION - 3a Implement the Curriculum Refresh	RESPONSIBLE	RESOURCES (Hours)	\$\$\$	START	DUE
Develop our RUA Common Practice models in Numeracy and Literacy	DP	40		March	May
Review school-wide systems using 'Leading to the North East' principles to improve Curriculum delivery.	DP	40		March	October
Embed local curriculum to amplify Designated Special character.	DP	20			
a. Disseminate/Communicate RUA local curriculum with stakeholders <ul style="list-style-type: none"> - Final Prospectus - Statement - 2 Year Curriculum Overview & 2024-2025 Curriculum overview 	A1/DP	20		15 March	June
b. Provide Professional development for new staff on the SHARP Inquiry model <ul style="list-style-type: none"> - collate examples, provide modelling and observations, rubrics and video tutorials 	DP	40		March	November
ACTION – 3b Review Assessment procedures to align with Local Curriculum					
<ul style="list-style-type: none"> - Review student achievement reporting – align Key Competencies, Video & Portfolio, Yr 7/8 PATH - Live reporting – online learning platform – KAHUI AKO 	DP	20		1 March	1 July
	DP	10		1 September	1 November Quarterly milestones

ANNUAL PLAN:



ACTION – 3c Accelerated Student Achievement focus on Literacy – TARGETS to be confirmed.	RESPONSIBLE	RESOURCES (Hours)	\$\$\$	START	DUE
<ul style="list-style-type: none"> a. Structured literacy approach – building and exploring teacher knowledge. b. Achievement Data Reading – Insert targets – Year 4-5 & Year 8. See 2023 End of Year data. c. Demonstrate progress and achievement of Neurodiverse learners cohort in alignment with RUA Graduate Profile & NZC Key Comps 	DP DP/ST AP	20 20 20		April January April	July December December
ACTION – 3d Professional development – Review the impact of Professional development to ensure effective consistency of practice and return on investment.					
<ul style="list-style-type: none"> 1. Curriculum refresh 2. Divergent Thinking 3. MITEY – Well-being programme 4. MUTUKAROA 5. STRUCTURED LITERACY 6. MANGERE KAHUI AKO – Assessment/Curriculum refresh 7. RUA SHARP model 8. TAFA ED – Leading/Teaching to the North East 9. Assess the progress of ELLP 10. Beginning Teachers Mentoring programme 11. Quick 60 for Classroom Teacher 12. Te Puna Reo 13. Chat GPT 	<ul style="list-style-type: none"> 1. LA's/AP 2. All 3. Teachers/RG 4. Rona/Leaso 5. Rona/Leaso/Desi 6. Rona 7. Rona 8. SLT 9. RG/B.T's 10. John 11. SLT 12. ALL 13. ALL 		<ul style="list-style-type: none"> 1. Funded 2. \$6000 3. Funded 4. In House 5. Tbc 6. 0.2 FTE 7. In House 8. In House 9. Tbc 10. \$850.00 11. Funded 12. \$1200 13. In House 	<ul style="list-style-type: none"> 1. Term 1 2. Term 1 3. 2022 July 4. Term 1 5. Term 1 6. Term 1 7. March 8. Term 2 9. Term 1 10. Term 2 11. March 12. March 	<ul style="list-style-type: none"> 1. Term 4 2. Term 1 3. 2024 July 4. Term 4 5. Term 4 6. Term 4 7. Sept 8. Term 3 9. Term 4 10. Term 2 11. Term 3 12. Term 1

ANNUAL PLAN:



BUSINESS AS USUAL

1. Monitor and review budgets.
2. Implement A-Z Handbook, develop processes for any updates.
3. Curriculum planning - 3 year cycle, annual cycle, term planning x 3 topics.
4. Report student progress and achievement monthly to Board.
5. Follow Assessment Schedule and aggregate data and disseminate with staff.
6. Mutukaroa programme milestones report-quarterly.

DP/ST

DP/A1

DP/AP/ST

DP/ST

DP

DP

ANNUAL PLAN:



NATIONAL EDUCATION AND LEARNING PRIORITIES



GOAL 4

1. Learners at the centre
Learners with their whanau are at the center of education.
2. Barrier free access
Great education opportunities and outcomes are within reach for every learner.
3. World class inclusive public education
New Zealand education is trusted and sustainable.

- Priority 2 - Have high aspirations for every learner/akonga, and support these by partnering with their whanau and communities to design and deliver education that responds to their needs, and sustains their identities, languages and cultures.**
- Priority 3 – Reduce barriers to education for all, including for Maori and Pacific learners/akonga, disabled learners/akonga and those with learning support needs.**

OUTCOME

Fully engaged whanau setting up children for success in learning and well-being.

MEASURES

Funding streams to support the enrolment growth.

PACIFIC EDUCATION PLAN

Partner with families to design education opportunities together with teachers, leaders and educational professionals so that aspirations for learning and employment can be met.

TATAIAKO

Whanaungatanga – Productive relationships.

INITIATIVE

- a. Review and embed the Impact Assessment framework
- b. Communications – Digital Strategy
- c. Nga Tuangahuru 10 Year Longitudinal Study
- d. Database reporting
- e. Hearts and Minds toolkit
- f. Staff Professional Development

1. Quarterly Sustainability report updates.
2. Monthly Board reports.

Manaakitanga – Equity.

ANNUAL PLAN:



ACTION – 4 Implement Sustainability plans for Whanau engagement strategy.	RESPONSIBLE	RESOURCES (Hours)	\$\$\$	START	DUE
4a Embed the Impact Assessment framework and improve Quality management systems to improve scalability – Review all scope docs, project plans and programme workbooks.	ALL Whanau educators A2	40		24 January	6 April
4b Develop digital strategy using Social Media and website. 1. Create an Instagram account. Post weekly on Social Media. 2. Align Nga Tuangahuru study and maintain relationships and reach with these whanau.	A2	20		1 February	1 April
4c Complete the database reports templates to align Impact measures and aggregate data for stakeholder reporting. Combine Whanau report and student EOY report.	A2	20	\$750	1 February	9 April Quarterly
4d Develop Hearts & Minds Toolkit and resources and update Programme manual. 1. Marketing the Calendar – annual resource 2. Implement strategies for Neuro-diverse whanau – Awhi support group co-ordination.	WED1 A2	40	\$1000	Term 2	7 July Quarterly
4e Enhance staff capability with professional development in PATH, QMS, programme facilitation and BEST evidence – data 1. Divergent Thinking 2. Sistas 3. Family first conference 4. Systems – in house training – Canva, GOOGLE Drive, Chat GPT	Principal		\$10,000.00	1. 25 Jan 2. 13-15 March 3. 30 June 4. TBC	

ANNUAL PLAN:



4f Enhance the After school cultural programme to align with Tiaki and RUA Curriculum overview

WED 3/A2

1. Develop Project plans and scope documents.
2. Devise Memorandum of Understandings with clear service deliverables
3. Evaluate the Culture & Heritage language programmes.

February

December

February

March

April

November

4g Collaborate and Strengthen stakeholder relationships for collective impact, overall sustainability and funding opportunities

Principal

\$500.00

19th Jan

Quarterly
Milestones

1. Disseminate Longitudinal study findings and specify focus for 2024 onwards

40

2. Research and Development – Bi-lingual education

40

BUSINESS AS USUAL

Quarterly whanau programme reports –

Term 1 - Hearts & Minds, PATH, AFS, KTM, Parent Partnership meetings

Term 2 - Hearts & Minds, PATH, Synergy, Project Wy, AFS, Fono Policy review schedule, Good to Go volunteers, Pastoral care.

Term 3 - Synergy, Project Wy, AFS, Fono Policy review schedule, Parent Partnership meetings, Good to Go volunteers, Pastoral care.

Term 4 - AFS, Good to Go volunteers, Pastoral care.

Term 1 –

Term 4

G2G, KTM,
PPM, HnMs,
PATH, AFS,
NT-10,
Synergy

Longitudinal Study progress report.

WED3

Quarterly –
2nd Board
Meeting

Term 3