REVIEW OF ACTION PLAN 2022

Due to Covid and Lockdowns hitting us last year in 2021 and 2022, very little of either our Strategic Plan 2022 – 2024 was achieved to the depth I would wish. As well, 2023 looks if anything worse with regards our goals and intentions. On top of this is the requirement to instigate a completelynew Action Plan , 3 yr Plan, etc starting in July 2023!

Hence the Board of Trustees, has opted to -

1. Leave the Actrion Plan for 2022 and the Strategic Plan 2022 – 2024 in place.
2. That Hora Hora School adopted as its Annual Plan 2022 the following Goals:-

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| Key Aims | Responsibility | Budget Line | Tasks/Actions | Hopeful result | Achieved |
| Principal, Hauora | BoT. Senior Management | Whatever Budget lines are suitable | Keep an eye on stress levels and hours worked.  If attending meetings out of school hours that he comes in later next day or take some time in lieu  If necessary/or less stressful, they can work from home or venue away from school, as long as it doesn’t impact on the running of the school.  He makes use of Counselling Services when needed  The principal and Senior Management go out to lunch at least once a month  Have fun with kids and staff  Attend relevant Conferences/get togethers/weekends away. Treat as Sabbatical style activity.  Senior Management provide him with Smoked Fish Bread cases on a regular basis | Reasonable hours kept and stress levels contained  Just makes life a little less hard on him  Just makes life a little less hard on him  His mental well being is keep to acceptable levels of stress  Time to talk work but also have time to relax in each other’s company  Happy smiling person  Will feel valued, relaxed and learn things that will help Hora Hora School  He will be amenable to everything and grow in stature on almost a daily basis. | ***Very little of tisi was achieved due to return of Covid and totally unreasonable demands/requirements/expectations placed upon schools by Ministry of education, and as well the increasing amounts of Pastoral Care of whanau and community.***  No done  Achieved a couple of times, usually associated with PD  Tried. Spent time in playground more before school. Physical infirmity re foot precluded doing as much as wanted to achieve.  Ttended a number of these and this proved worthwhile both for Haupora, but also in keeping up with changes.  Several times!!!! |
| Senior Management Hau Ora | Principal | Whatever Budget lines are suitable | Keep an eye on stress levels and hours worked for both of them  If attending meetings out of school hours that they come in later next day or take some time in lieu  If necessary/or less stressful, they can work from home or venue away from school, as long as it doesn’t impact on the running of the school.  They make use of Counselling Services when needed  Senior Management and Principal go out to lunch at least once a month,  The Team as a whole keep an eye on each others physical well being,  Have fun with kids staff  Attend relevant Conferences/get togethers/weekends away. Treat as Sabbatical style activity. | Reasonable hours kept and stress levels contained  Just makes life a little less hard on him  Just makes life a little less hard on them  Their mental well being is keep to acceptable levels of stress  Time to talk work but also have time to relax in each other’s company  If Team members not well, or not looking well, this is brought up with them in friendly manner, to ensure they get the help they need.  Happy Smiling Person  Will feel valued, relaxed and learn things that will help Hora Hora School | In the main most were able to do this.  Shortge of staffing availability made this hard to do.  A number did this on occasions when able.  A number of staff made use of this but as its anonymous don’t know if Senior Management or not  Achieved a couple of times, usually associated with PD  Done as part of “Looking After Each Other”  The staff despite lots of pressure, generally achieved this for the children  A number of Senior Staff attended PD Conferences locally and nationally |
| Staff | Senior Management Including Senior teachers |  | Organise Fun Friday Days involving “Nice” Morning teas purchased by school, at least once a fortnight.  On a reasonably regular basis, on Friday after work, organise social activity for staff at school, including alcohol n reason.  Once a term organise a subsidised external Staff Fun relaxation for all  Encourage staff to make use of the organised Counselling available free  Be as liberal as possible in the interpretation of leave  Encourage laughter and being together. | Staff will feel valued, liked, part of a team, and know that they are valued members of Hora Hora School.  Staff will rise above the trials and tribulations of everyday life.    Staff will feel better within themselves.  Staff will not be penalised for Illness due to Covid, or Covid related illness in Whanau.  It will be a neat place to work and this will be reflected in children/staff relationships. | Barbara did a heap around this but we didn’t manage every Friday. Very welcome tho when happened.  Didn’t happen. Tiredness and desire just to get home stronger  Happened a couple of times. We just ran out of puff!  Many made use of this anonymously of course  This happened. Very liberal interpretations of Discretionary Staffing  Often. New flash coffee machine helped as well. |
| Children | All people involved at Hora Hora School |  | Encourage each class/team/whole school to do as much outdoor learning as possible.  Encourage each class/team/whole school to organise and involve children in lots and lots of pure fun activities.  Purchase much more equipment for children to enjoy in spare time, both things like board games to equipment for physical play  Liberal use of rewards such as Ice Blocks to reinforce “Looking after each other” and make life fun for our children  Encourage class cooking and baking n almost a daily basis in rooms  Fun Fridays organised by teams every second Friday, involving things like water fights, wearable art, sports etc etc.  Access to school Counsellor  Access to School Social Worker  Children who are exhibiting trauma , involved in the Te Manu Aute Programme. Up to 100 of them daily | Children will be able to safely lean outside without masks and associated trauma and benefit from fresh air.  Children will have a refuge from the daily whanau pressures many are currently under  More equipment they enjoy will mean better interactions in playground  Looking after each other will remain the driving force behind this school  Fun but learning valuable life skills and also supplementing home and school lunch kai.  Children will want to come to school and much laughter will be heard  Those in need of counselling will receive it.  Whanau will receive help for their needs and we can monitor those needs.  Children are involved in a relationship boosting programme and develop skills on top to help with handling trauma. | This occurred and as well rules were lifted except for lock down  This occurred. Children generally a lot less pressurised than the adults!!  Some but room for this this year.  Happened with reasonable regularity. Freezer stocked with ice blocks.  The Master Chef was well received and enjoyed. Classes although carrying on with cooking didn’t so it generally, as much as was aimed to happen  Happened a couple of times, but needed some staff member to step up…  Happened but real problems with the Counsellor. Need to resolve in 2023  This occurred regularly.  This occurred regularly. TMA Funded at least one of the Mentors wages. Results speak for themselves with much less antisocial aspects in school |
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