



Annual Report 2024

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Mangōnui School – Good Employer

The Mangōnui School Board is committed to being a good employer, taking all reasonable steps to foster working relationships based on trust, confidence, and good faith. The Board ensures that all employment practices are fair, transparent, and compliant with the Public Service Act 2020 and all

relevant employment legislation. We adhere to the conditions outlined in employment contracts for both teaching and non-teaching staff.

In the past year, Mangōnui School employed three new staff members—one teaching staff member and two support staff. All appointments followed the school's recruitment policy, which includes thorough reference checks, qualification verification, and a selection process that ensures the best fit for our school's needs.

Mangōnui School is committed to maintaining a safe and supportive workplace, offering appropriate professional development opportunities to enhance staff capability and well-being. The school meets all Equal Employment Opportunities (EEO) requirements and has established policies and procedures that ensure fair and equitable treatment of employees in all aspects of their employment.

The Board has reviewed its compliance with employment policies and procedures and confirms that all requirements and best practices have been met. Mangōnui School upholds its responsibility as a good employer by ensuring that all employees and applicants are assessed based on their skills, qualifications, and abilities, without bias or discrimination.

Giving Effect to Te Tiriti o Waitangi

Mangōnui School is committed to upholding Te Tiriti o Waitangi by ensuring that all plans, policies, and our local curriculum reflect local tikanga, mātauranga Māori, and te ao Māori. We achieve this through ongoing consultation with local iwi and hapū, our Kāhui Ako, and engagement with the latest research to guide our practices.

Embedding Te Ao Māori in Our Curriculum

We continuously refine our local curriculum to ensure it authentically incorporates the tikanga, stories, and histories of our local iwi and hapū. In 2024, we introduced a new Kapa Haka programme, and all staff participated in two professional learning and development (PLD) sessions per term focused on tikanga and te reo Māori.

Each day, every ākonga starts with School Pepeha, Tauparapara, whakataukī, karakia, and waiata, reinforcing their connection to te ao Māori. Our senior students take leadership roles in pōwhiri, supporting guests and participating on the paepae. We also celebrate Matariki as a significant school event, featuring hāngī, kapa haka, and whānau engagement.

Our strong relationships with kaumātua and kuia are central to maintaining the presence of Ngāti Kahu within our school. We actively seek opportunities to enhance this across all aspects of school life, ensuring that all staff integrate kupu Māori into their teaching and interactions.

Governance and Community Commitment

Our Board of Trustees conducts an annual 'Deep Dive' into Te Tiriti o Waitangi to guide governance decisions. The Board actively funds and supports te ao Māori programmes, ensuring that our school environment reflects the aspirations of our Māori community. Consultation with whānau Māori has reinforced the importance of providing rich learning experiences that allow their tamariki to participate in te ao Māori and further develop their te reo Māori proficiency.

Equitable Student Outcomes

Our achievement data demonstrates that Māori students are achieving at the same levels as non-Māori, reflecting our commitment to equitable outcomes for all. This is a clear expectation of our Board and school community, and we

remain dedicated to ensuring that all ākonga thrive in an environment that values and celebrates their identity, language, and culture.

Kiwisport Statement

Kiwisport is a government funding initiative to support students' participation in organised sport. In 2024 the school received total kiwisport funding of \$2214.84. This funding was used to help with Sports Trip expenses, Education Outside the Classroom expenses and Physical Education equipment, supporting our students to engage in various sporting activities.

Evaluation of the school's students' progress and achievement

We have seen in the last two years some positive shifts in achievement data that is reflected in our 2024 data. We want to ensure that we build onto this data. We have a number of actions in place for 2025:

- Better Start Literacy across all Junior School
- Better Start in the Yr3-4 area of the school
- Assessment for Learning (Writing Focus)

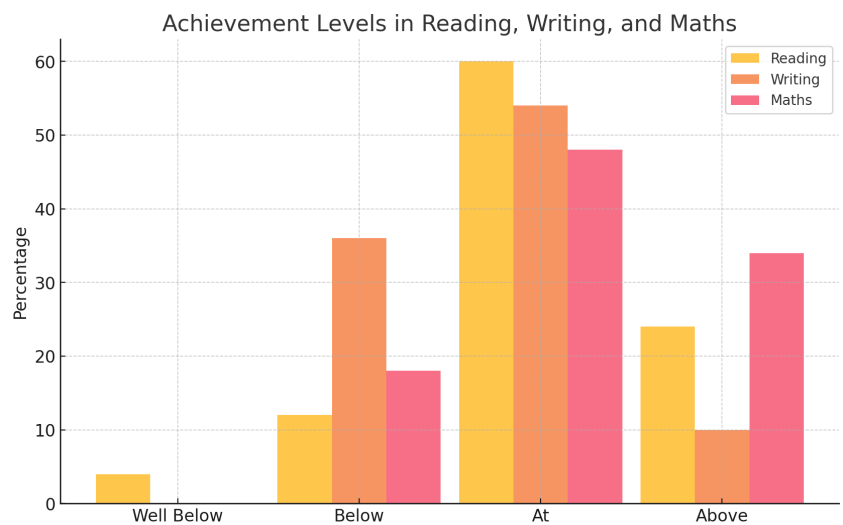
After 2 Years at School

Overall (All Students)

Reading: 4.0% Well Below, 12.0% Below, 60.0% At, 24.0% Above

Writing: 0.0% Well Below, 36.0% Below, 54.0% At, 10.0% Above

Maths: 0.0% Well Below, 18.0% Below, 48.0% At, 34.0% Above



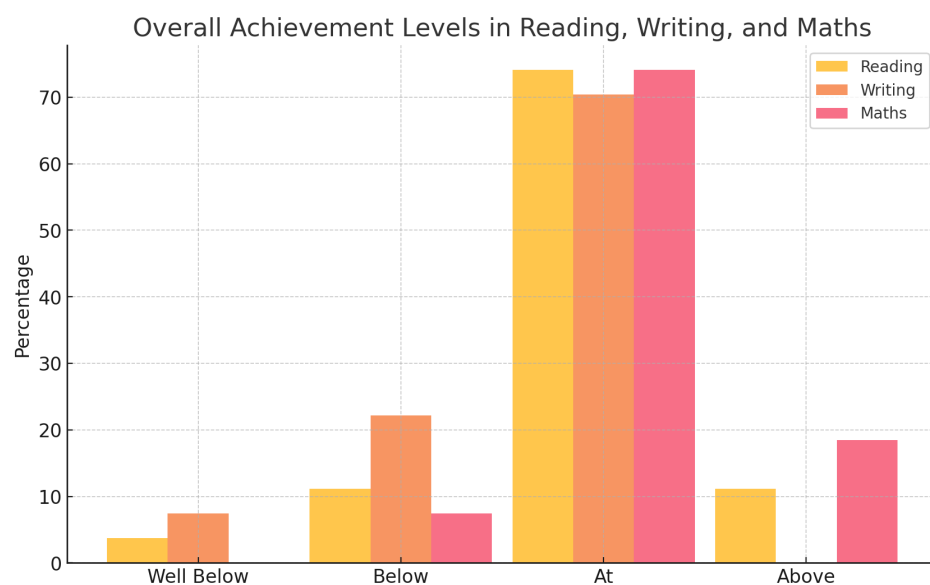
After 3 Years at School

Overall (All Students)

Reading: 3.7% Well Below, 11.1% Below, 74.1% At, 11.1% Above

Writing: 7.4% Well Below, 22.2% Below, 70.4% At, 0% Above

Maths: 0% Well Below, 7.4% Below, 74.1% At, 18.5% Above



By Ethnicity

Māori

Reading: 6.3% Well Below, 0% Below, 75.0% At, 18.8% Above

Writing: 6.3% Well Below, 25.0% Below, 68.8% At, 0% Above

Maths: 0% Well Below, 0% Below, 75.0% At, 25.0% Above

Non-Māori

Reading: 0% Well Below, 27.3% Below, 72.7% At, 0% Above

Writing: 9.1% Well Below, 18.2% Below, 72.7% At, 0% Above

Maths: 0% Well Below, 18.2% Below, 72.7% At, 9.1% Above

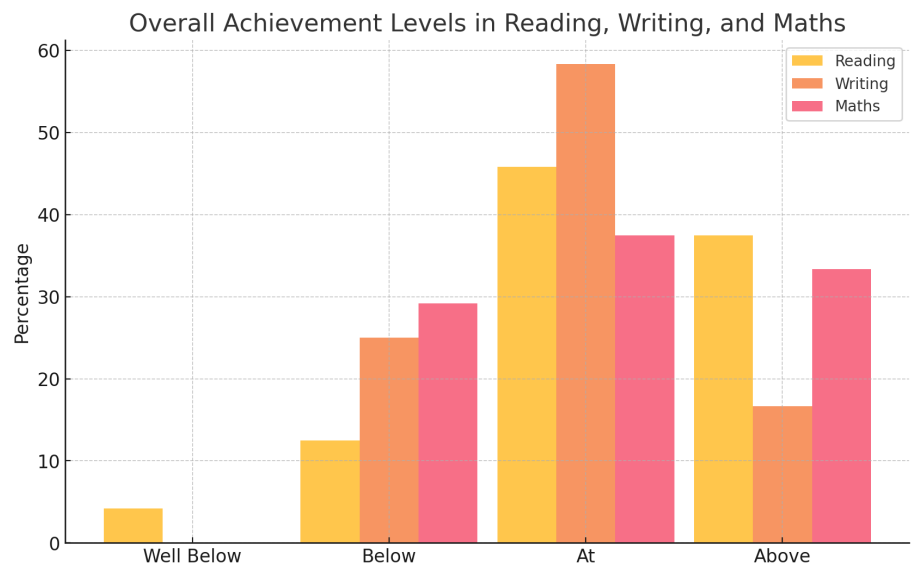
After 4 Years at School

Overall (All Students)

Reading: 4.17% Well Below, 12.50% Below, 45.83% At, 37.50% Above

Writing: 0.00% Well Below, 25.00% Below, 58.33% At, 16.67% Above

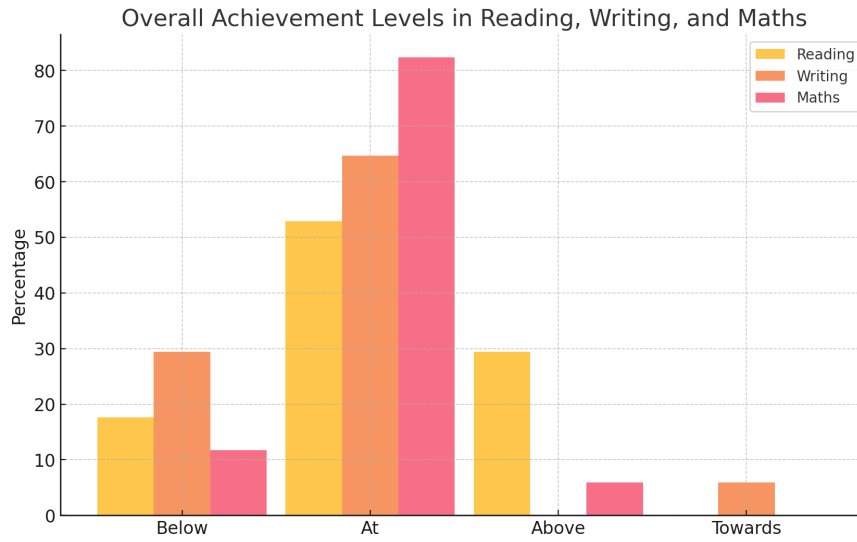
Maths: 0.00% Well Below, 29.17% Below, 37.50% At, 33.33% Above



After 5 Years at School

Overall (All Students)

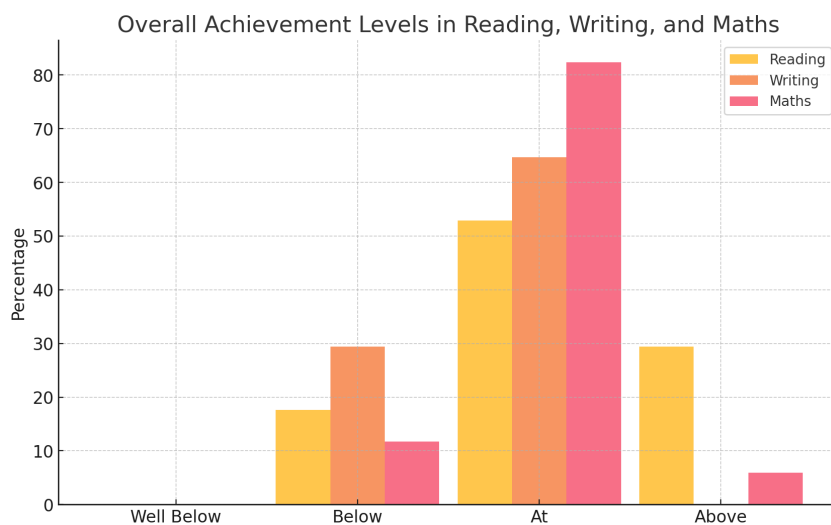
- **Reading:** 29.41% Above, 52.94% At, 17.65% Below
- **Writing:** 0.00% Above, 64.71% At, 29.41% Below, 5.88% Towards
- **Maths:** 5.88% Above, 82.35% At, 11.76% Below



After 6 Years at School

Overall (All Students)

- **Reading:** 0% Well Below, 17.65% Below, 52.94% At, 29.41% Above
- **Writing:** 0% Well Below, 29.41% Below, 64.71% At, 0% Above
- **Maths:** 0% Well Below, 11.76% Below, 82.35% At, 5.88% Above



3. Kiwisport Statement

Kiwisport is a government funding initiative designed to **support student participation in organised sport**.

- In 2024, Mangōnui School received \$2,214.84 in Kiwisport funding, which was used to:
- Support Sports Trip expenses
- Fund Education Outside the Classroom (EOTC) activities
- Purchase Physical Education equipment

This funding helped **increase student engagement** in a variety of sporting activities, fostering a culture of **physical activity and well-being**.

Next Steps for 2025

To continue building on these improvements, the following key actions will be implemented:

Literacy Development

- Better Start Literacy across the Junior School
- Expansion of Better Start Literacy into Years 3-4

Mathematics

- Introduction of Maths PRIME programme.

Writing Development

- Assessment for Learning (Writing Focus) to enhance student progress

These initiatives will support continued growth in student achievement and ensure all ākonga reach their full potential.