



The Northcote Intermediate School Board 2024 Annual Report





Executive Summary

2024 was a year that was much more settled than previous years. In 2023 there were the severe weather events, and the years between then and the end of 2021 had been subjected to lockdowns and Covid 19. So 2024 promised to be a normal year, and it turned out to deliver. We were able to set stable routines while still pushing boundaries and see through learning programmes without any major disruptions for the first time in many years. We also started the year with a new Deputy principal, Bronwen Davidson, who added to our leadership capacity. Bronwen joined us from Murrays Bay Intermediate, having been a team leader of a large team there for a number of years, as well as being very renowned in the basketball world.



New Students

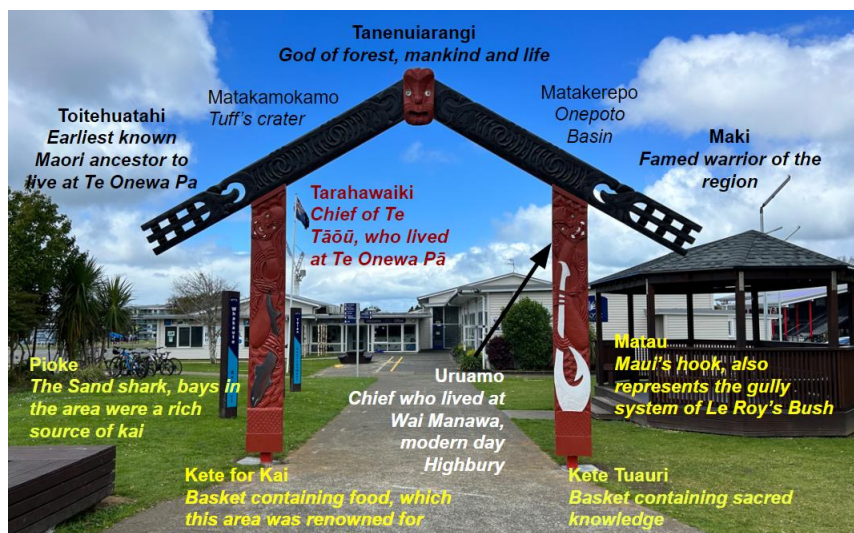
We finished 2023 with 474 students in equal numbers of Year 7 and 8. At the start of 2024 we had 538 students, and we finished the year with 536 students. Throughout the year we had small numbers of students coming and going, for various reasons including moving out of Auckland related to the cost of living.

Curriculum and Learning

We continued to make sound progress with our student achievement, as our 2024 Analysis of Variance shows, with significant increases in our Maths results. This would have come as a result of 3 years of supported teacher development, as well as excellent curriculum leadership and a clear teaching programme. Our curriculum leaders have developed and shared new consolidated, consistent and structured learning overviews.

We were able to hold some super fun weeks, including anti-bullying week (ending with Pink Shirt Day), Book week (ending with book character dress-up day), and Rainbow Week (ending with colourful Friday). Our main learning areas of Maths, Literacy (Reading and Writing) and Inquiry were well supported by constantly improved overviews and supporting plans – we are now really proud of

our learning curriculum and in 2024 we had dedicated, professional leaders who led consistent and engaging learning across our school.



Extra-Curricular Student Success

There was much to celebrate in 2024 with students from NIS representing a record number of sporting codes, cultural, creative and performing arts activities. Among the highlights was our performance at Show Quest, our Football Boys team winning the Auckland and national AIMS tournaments, a successful AIMS campaign, a large and proud kapa haka rōpū that performed with pride at numerous events, our Science Fair and speech competition students taking out awards, our rock bands rocking it – and winning a number of awards including best band, hosting the esports and chess competitions, dancers at the extravaganza... so much in so many areas to celebrate!

Staff Professional Development/Learning

Our main staff professional development focus in 2024 was the continuation and the final year of the DMIC Maths programme. This was the fourth year of us receiving supported professional development through Massey University. This has proven to be a very well supported programme, with considerable teacher mentoring and explicit instruction. Structured literacy started in 2024, and 2025 will see the main focus shift to Structured Literacy, however there will continue to be support for DMIC pedagogies for new staff, and we will work to make our own balanced Maths programme. Other staff Professional Development also included: physical restraint training (new legal requirement), wellness, report writing, case studies, digital technology, Te Reo me Tikanga, learning support, camp, Local Curriculum, including exploring Te Ara Awataha.

Our Kāhui Ako gathered for our second full conference which included three powerful keynote speakers, including Professor Russell Bishop and over 20 workshops for staff to choose from. This conference was called 'Engaging all Learners' and was on Friday 2nd June at Northcote College.

Other Events and Activities

We have forged a good relationship with Te Kawerau a maki, the oldest iwi in our area, and have made connections with Ngāti Paoa, who have been recently formally acknowledged as custodial iwi. These are 2 very important relationships, particularly in regard to our culturally responsiveness, local

history development and respect for Te Tiriti o Waitangi. These connections are in addition to our long-standing relationship with Ngāti Whatua and we had the honour of the presence of our long serving kaumatua, Mr John Marsden at a number of events this year.

There have been ongoing Learning Support Cluster meetings and this group is now an organised, cohesive, and productive powerhouse. Gumboot Friday was well celebrated and students and staff learned about the value of counsellors in school and why events such as Gumboot Friday are life changing and lifesaving. Our property projects all made excellent process. Two local artists planned and painted beautiful bespoke murals on our grounds.

We hosted 2 more successful Kāhui Ako board get togethers and several other KA events.

Strategic Plan



2022 saw the introduction of our new plan for 2022 – 2024, as well as the introduction of the MoE's new NELPs. To line this up with adjusted school board terms, we decided to extend our current Strategic Plan to include 2025. In November 2020 the Ministry of Education announced the introduction of new National Education Learning Priorities (NELPs). For the first time, a joint set of education priorities has been developed to apply across all education sectors: early learning, schooling, and tertiary education, and training. Implementation of the NELPs were to begin from Term 1, 2021 through to full implementation in 2023.

Strong connections with family, whānau and communities underpins all the NELP priorities, and we would emphasise the importance of building and maintaining these as critical to supporting student wellbeing and learning. The NELPs are:

Objective 1: Learners at the centre – Learners with their whānau are at the centre of education

Objective 2: Barrier free access – Great education opportunities and outcomes are within reach for every learner

Objective 3: Quality teaching and leadership – Quality teaching and leadership make the difference for learners and their whānau

Objective 4: Future of learning and work— Learning that is relevant to the lives of New Zealanders today and throughout their lives

Objective 5: World class inclusive public education— New Zealand education is trusted and sustainable

The most notable progress in 2024 occurred in these areas: delivering a consistent and engaging school wide curriculum, with plans that were implemented schoolwide, and fostering high performing teaching and leadership practice. We are also very proud of the progress that we have made in our cultural responsiveness – there is clear physical visibility around the school and in our activities and inclusion in our learning of Te Reo and Tikanga. There is still much to do but we are making great efforts to constantly review, deliberate and improve.

Students

2021 finished the year with 454 students. 2022 began with 461 students officially enrolled. 2022 finished with 465 students enrolled. Throughout the year there were a number of transient students coming and going, for various reasons. 2023 started the year with 473 students and we finished the year with 474 students. 2024 started with 538 students, and we finished the year with 536 students

There were many opportunities for students with stand outs including: Student leadership, Camp, Band Quest, Showquest, Sports Camp and AIMS Games. 2024 also saw a return to 2 international trips, with a large group of 35 students travelling to Rarotonga for our Humanitarian Aid Leadership Programme, as well as 35 students travelling to California for our Business, Innovation, Technology Experience. Both were fantastic trips.

Staff



Back Row: Rebecca Firmston, Maria Elston, Rangi Brothers, Lillian Beattie, Fiona Campbell, Jennifer Allen, Alyce Keith, Jesse Burgess, Bronwyn Babbage
3rd Row: Leonie Bloor, Steph Pickerill, Rachelle Payne, Luke Hadfield, Logan Kemp, Brooke Doherty, Nick Carey, Leontine Bryce, Victoria Meys
2nd Row: Cathy Lio, Kelsey McGhee, Emma Clarke, Keri McNaughton, Caitlin Kent, Erin Tiplady, Emma Hegan, Sarah Osborne, Chantal Straight, Stella Poulos
Front Row: Deborah Thomas, Mirela Lapuste, Scott Lemon, Zane Cooper, Angela Teague, Phil Muir, Bronwen Davidson, Elliot Thomas, Vaha Fapiano, Malcolm McQueen
Absent: Craig Ellis, Karen Lydiard, Vanessa Lyle, Geraldine Maxwell, Joseph Mellor, Milika Nathan, Christo Peters, Carolyn Tupou, Adrian Tyler, Tharanga Ukwatta, Michael Wade

We started the year with a very stable staff and senior leadership team, and this carried on throughout the year.

Staff welfare was a big feature throughout 2024, as staff, students and families were constantly being struck down with Covid and other illnesses.

To further grow our teaching capacity, we hosted a large number of AUT and Massey University Masters students.

Staff conducted themselves honourably and were committed to student service throughout 2024 – being flexible when required and developing strategies to engage with students and parents to continue to offer learning and build relationships.

New staff at Northcote Intermediate in 2024 were:

Bronwen Davidson joined us as Deputy Principal

Emma Clarke, Chantal Straight, Rebecca Firmston, Carolynn Tupou and Nick Carey all joined us as beginning teachers

Caitlin Kent joined us as a second-year teacher

Lillian Beattie and Leonie Bloor joined us as experienced teachers

Joseph Mellor joined us as a part time guidance counsellor

Brooke Doherty and Logan Kemp joined us as release teachers

Geraldine Maxwell joined us as our finance administrator

NIS Board Members

Board members at the start of 2024 were: Katrina King (elected Presiding Member at the first board meeting), Sally Clendon, Spencer Willis, Damian Lawrence, Rochelle Greer, Dris Adradi and staff Board representative, Zane Cooper.

Spencer resigned from the board in Term 2 and was replaced with Kenny Thein and Sarah Goforth who were co-opted.

Katrina stood down from her role as Presiding Member in November, allowing a smooth transition for Damian Lawrence to take the helm.

Community

Our community was extremely supportive throughout 2024. Schools across our Kāhui Ako – Northcote College, Willow Park School, Northcote Primary, Birkenhead Primary, Tots Corner and Northcote Baptist Preschool - continued with their case studies to the best of their ability. Phil Muir continued in the role of Kāhui Ako Lead Principal and we had a number of new initiatives including board huis, annual conference,

Te Kahui Atawhai, a fund-raising group which held planning meetings and had events lined up.

2024 saw few new houses completed and occupied by families in the Northcote development. It is expected the family houses will be completed in the coming years. Unlike some schools on the North

Shore, we did not see large numbers of parents leaving Auckland due to the cost of housing and living.

Learning

We had the following curriculum leaders for 2024:

- Literacy: Erin Tiplady (reappointed)
- Numeracy: Mirela Lapuste (reappointed)
- Inquiry + Local Curriculum: Elliot Thomas (appointed start of 2024)

They produced excellent, consistent curriculum overviews which were shared with staff during our Week 0 sessions.

In 2024 our main professional learning focus was on developing our teaching of numeracy, through the support of Massey University's Developing Mathematical Inquiry Communities programme (DMIC). This is a respected programme which offers culturally responsive pedagogy and group work, developing students' problem-solving abilities and more engaging styles of teaching. It was our third year with the programme, and we made pleasing progress towards our goal.

We offered a range of extension and enrichment programmes including extension mathematics for each year level, EPro8t, Writer's festival, speeches, Science Fair, extension classes for all our specialist subjects, Pasifika Fit and Pasifika Group. School camps were again very successful with most students participating.

We had a number of field trips this year, including city scavenger hunts in Term 1, Island visits in Term 4. We also held a very successful Humanitarian Aid Leadership programme (HALP) trip to Rarotonga in July and our Business Innovation and Technology (BITE) trip to USA in September.

In December we held prizegivings, our helpers' morning tea, our Year 8 Graduation Event and end of year festivities.

We had ongoing contact with our ERO Review Partner, which followed on from our last review that was published in October 2022 which, was very positive and noted the following:

ERO Review Strengths

The school can draw from the following strengths to support the school in its goal to use culturally responsive approaches to improve outcomes for learners

- leadership effectively and collaboratively develops, promotes, and enacts the school vision and values
- leadership consistently prioritises and plans for school improvement and for equitable and excellent outcomes, with a deliberate focus on equity for Māori and Pacific learners
- teachers are strengthening teaching strategies and practices to continue to promote greater equity
- systematic, collaborative inquiry and internal monitoring and evaluation processes and practices are embedded and sustainable

Achievement

Key points to note from our 2024 Analysis of Variance are:

Reading: Overall increase of 7.5% from mid-year to end of year

Writing: Overall improvement of 6.1% from mid-year to end of year

Numeracy: Overall improvement of 11.8% from mid-year to end of year

As always, there are many variables and reasons behind results in this data including testing conditions, teacher discrepancies, ongoing impact of lockdowns, accessibility to learning, and home environments conducive to learning. We believe we have been making considerable progress towards far more robust sets of data and consistent learning programmes in the last 4 years.

Our full Analysis of Variance is available on our website.

Northcote Intermediate School – how we have given effect to Te Tiriti o Waitangi, 2024

We have a Charter Goal: Honour our Commitment to Te Tiriti o Waitangi (refer 2022 – 2025 Strategic Plan) This states that we will strive to ensure Te Ao Māori will flourish, and Māori students will succeed. This was actioned through: Establishing new links and developing existing relationships with whānau, iwi and organisations to support success for Māori By ensuring we have a schoolwide curriculum that provides quality learning opportunities to reflect the world of Te Ao Māori, by ensuring Māori students achieve success in their learning Success looked like: Te Ao Māori and Māori students are proud, thriving and achieving in the school environment and becoming the best they can be. Executive summary of actions in 2024:

- Our bespoke carved waharoa being intertwined into our curriculum, and many external visitors to see it and hear the stories behind it
- All students having Te Reo and Tikanga classes taught by a dedicated and passionate teacher
- Very strong and proud kapa haka rūpū (approximately 90 students) performing at a number of in school and external events
- Matariki celebration at school, involvement in other local schools Matariki celebrations
- Full school assemblies with bilingual presentations and singing in Te Reo Māori
- Staff involved in professional development for Te Reo and Cultural responsiveness
- Culturally responsive practise interwoven into teaching and curriculum including DMIC Developing Mathematical Inquiry instruction through Massey University
- Senior Leadership Team working on Anne Milne's Colouring in the White Spaces – reclaiming cultural identity in Whitestream Schools
- Greater visibility of culture across the school
- Our Kāhui Ako conference included keynote speakers on Te Kura Tapa Whaa, The Hikairo Schema, and Niho Taniwha – Improving Teaching and Learning for Akōnga Māori
- Strong school connections with main local iwi groups
- We were accepted to be a MAC School (Māori Achievement Collaborative) in December 2024

- We had a number of classes visit Te Awataha Marae for cultural programmes
- Strong connection with Te Ara Awataha project and local iwi, including Matariki projects and events
- Sporting tournaments playing Tapuwae, using Te Reo
- Starting school with full school pōwhiri, involving our local kaumatua
- Regular visits and connections with our local kaumatua, Mr John Marsden including blessing of new Te Whare o Akoranga and Waharoa
- School karakia used widely in classes, at meetings (all school Board, Kāhui ako, Executive and Senior leadership meetings start and close with our school's karakia)
- Review of initiatives and success outcomes, including at Board level, in Analysis of Variance and in ongoing reviews
- Education Review Office focus: How well does Northcote Intermediate School use culturally responsive approaches to improve outcomes for learners, in particular Māori boys and Pasifika boys? We received a very positive ERO review on our work on this goal.

Finance

Our 2024 audit was carried out by the independent auditors RSM Hayes and is available as a separate document. The report declares that our financial records are accurate and a fair representation of the school's financial performance and financial position for year ending 31 December 2024.

Property

For us, 2024 was a relatively quiet year for property projects. The main completed projects include:

- Refurbishment of RTLB block and handing over to RTLB Teams
- Dental pad and ancillary components, and return of the mobile dental unit

Thank you to all who supported our school throughout 2024.

The Northcote Intermediate School Board Annual Report for 2024 is presented by:



Katrina King

Presiding Member



Phil Muir

Principal