

Mana Tangata 3.1 Kaimahi Professional Development Programme	
Strategic Goal	Ensure all staff receive the professional development and resources to play their part in delivering the annual plan.
Desired outcome	The PLD and meeting schedules for the year are designed to meet this goal
Current status	L2 Reviewing and strengthening current practice which is not achieving the desired outcome
Description of current state/current performance data	Professional Learning and Development (PLD) is a critical tool in helping teachers to respond to the ever-increasing demands of practice. This is supported by a key finding in the New Zealand Council of Education Research (NZCER), which states that: “A strong culture of ongoing PLD is positively associated with good-practice classroom strategies and practices and is associated with teachers reporting more positive experiences of their work (higher level of morale and more manageable workload)”. In 2023, PLD was eclectic and confused; due to the changes in Principal and SLT, the direction could have been more precise and primarily based on individual senior leaders' skill sets. It needed to be more coherent and had strategically targetted focus areas. Anecdotal feedback was that the program needed to meet the needs of current staff and that many found this was not the case.
National comparison data	NA
Consultation process	NA
Target groups	New staff - induction process PRT teachers All teachers Support Staff
Outcome targets	To create and deliver a PLD plan based on the annual plan's strategic goals with 85% of staff satisfied or very satisfied that it has met their needs by the end of 2024. PLD focus areas: • Tuakiritanga 1.1 Te Aō Māori, te reo Māori and Aoteroa History • Hauora 2.1 Restorative Practice • Tukunga 4.2 Attendance and Engagement
Plan details	2024 detailed year plan