Statement of variance: progress against targets

Strategic Goal 1:
As per the strategic plan
High expectations for achievement of all learners, particularly those identified as Priority Learners.

Annual Target/Goal:
As per the annual implementation plan

Actions	**What did we achieve?** ***What were the outcomes of our actions?*** ***What impact did our actions have?***	**Evidence** ***This is the sources of information the board used to determine those outcomes.***	**Reasons for any differences (variances) between the target and the outcomes** ***Think about both where you have exceeded your targets or not yet met them.***	**Planning for next year – where to next?** ***What do you need to do to address targets that were not achieved.*** ***Consider if these need to be included in your next annual implementation plan.***
Action 1 **100% NCEA Numeracy and Literacy**	Numeracy Year 11=87.8% Year 12=98.1% Year 13=100% Literacy Year 11=87.8% Year12=98.1% Year 13=100%	NZQA Principals report on cumulative Numeracy and Literacy attainment for 2023	All students who remained on the roll at Menzies College had obtained Numeracy and Literacy by the end of Year 11. The 12.2% of students who didn't gain it reflect the Year 11 students who left during the year.	Numeracy and literacy attainment continues to be an action in 2024 in line with the change in the qualification structure.

Strategic Goal 1:
As per the strategic plan
Strengthen systems for engaging with parents about social and academic progress.

Annual Target/Goal:
As per the annual implementation plan

Actions	**What did we achieve?** ***What were the outcomes of our actions?*** ***What impact did our actions have?***	**Evidence** ***This is the sources of information the board used to determine those outcomes.***	**Reasons for any differences (variances) between the target and the outcomes** ***Think about both where you have exceeded your targets or not yet met them.***	**Planning for next year – where to next?** ***What do you need to do to address targets that were not achieved.*** ***Consider if these need to be included in your next annual implementation plan.***
Action 1 **80% Attendance at a parent engagement opportunity**	There were opportunities to attend course confirmation in late January, meet the teachers in June and Whanau Conferences in September. Our Heads of House also met with families in Tokanui and Mataura. Of the 258 families at Menzies College at the start of the year, 211 different families connected with the school at at least one of these opportunities. This is 81.8% of our families	Data was kept from the interview books for each event.	The was exceeded due to a focus on building relationships. It was significant that the Year 7&8 conferences in Term 3 brought in families who hadn't attended the first conference. This was due to positive relationships between the teacher and student being built by the end of the year, making it a positive experience.	This needs to be sustained.