



# Strategic Plan 2024-2025

Our Vision

# Educate and Empower Deaf and Hard of Hearing Learners for Success.





# Educate and Empower Deaf and Hard of Hearing Learners for Success.

Our vision is...

We will do this by focusing on...



**Languages**  
for learning, communication and connection



**Learning**  
success



**Identity**  
and wellbeing

To achieve our vision we will...



1. Commit to creating a language rich environment that promotes NZSL.
2. Emphasise NZSL development for learners and staff.
3. Have a strong literacy focus.
4. Support learners to develop and sustain age-appropriate language.
5. Support language acquisition for Early Years.
6. Commit to increasing Te Reo Māori me ōna tikanga authentically.

1. Use effective educational learning approaches, high quality and informed teaching practices, catering for individual needs and acceleration of progress.
2. Implement an extended curriculum that gives mana to Deaf, Turi Māori and Māori ways of learning.
3. Provide high quality professional development for staff.
4. Provide support for effective transitions into, between and beyond Ko Taku Reo - Deaf Education New Zealand.
5. Embed and use data systems to confidently monitor, plan future teaching and report the development of our learners.

1. Ensure Deaf Culture guides what we do.
2. Connect Ko Taku Reo - Deaf Education New Zealand to the wider Deaf community and build a sense of belonging for learners.
3. Support learners and their families in their Deafhood and identity development.
4. Ensure we have a physically and emotionally safe place for learners and staff.
5. Give effect to Te Tiriti o Waitangi and develop strong Turi Māori connections.

This is enabled through...

**Our values:**  
Belong, Grow, Choose, Excel.

# Strategic Plan summary

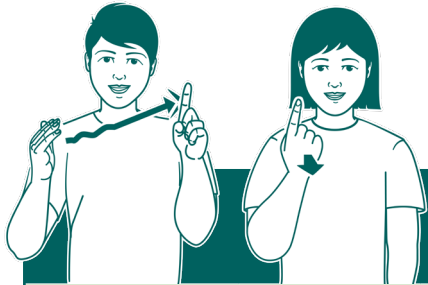
## Ko Taku Reo - Deaf Education New Zealand

**To help develop this strategic plan Ko Taku Reo consulted with the following groups:** parents and whānau of Deaf and hard of hearing (DHH) learners, advisory group members, staff members, learners and Turi Māori. A mix of focus groups and surveys were used to gather feedback. Strategic goals were prioritised by a working group of senior leaders.

### Key themes included:

- the desire for deeper connections with the Deaf community, and students strengthening their Deaf identity and culture
- that all learners and their whānau receive high quality support with their learning and development, no matter where they live
- ensuring that everyone has opportunities to develop their NZSL and Te Reo Māori
- ensuring that learners are confident and competent in learning and life skills when they leave Ko Taku Reo
- a desire to improve the culture of our school was identified by staff and learners to ensure it is inclusive and all members feel physically and emotionally safe.





# Strategic Goal 1

## Ko Taku Reo - Deaf Education New Zealand

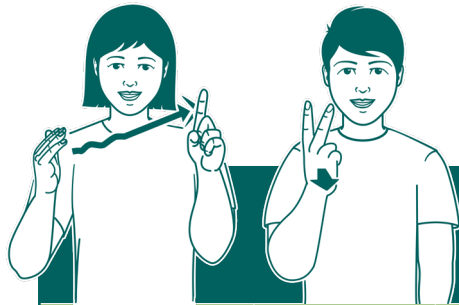
Ensure we have an environment where learners and staff are safe and where Deaf culture is honoured, taught, and nurtured.

The Board Primary Objective this strategic goal is working towards	Links to Education requirements	Ko Taku Reo pou & values	Strategic objectives	How we will achieve or make progress towards our strategic goals	Measures of impact
<p><b>Section 127</b></p> <p><b>1b</b> The school is a physically and emotionally safe place for all students and staff.</p> <p><b>1c</b> The school is inclusive of and caters for students with differing needs.</p>	<p>Learners at the centre</p> <p>World-class inclusive public education</p> <p>Ko Taku Reo - Deaf Education NZ</p> <p>Deaf Studies Guidelines</p> <p>NZSL Curriculum</p> <p>Ka Hikitia – Ka Hāpaitia</p>	<p>Identity and Wellbeing</p> <p>→</p> <p>Belong</p>	<p>Learners and whānau are confident and empowered in their Deafhood, Deaf culture and language journey.</p>	<p>A. Increase the number of high quality learning opportunities (likely to include modules, webinars, workshops, courses) for the teams around our learners.</p>	<p>→</p> <ol style="list-style-type: none"> <li>Baseline data of communications, online modules, and workshops has been collected and an increase has been recorded.</li> <li>Engagement levels with learning opportunities has been monitored and increase has happened.</li> <li>Regular connections with the Deaf Community.</li> </ol>
			<p>Learners and staff are safe, and their wellbeing is supported.</p>	<p>B. Learner and staff surveys will show improvements in wellbeing indicators.</p> <p>C. Health and Safety data is collected and analysed.</p>	



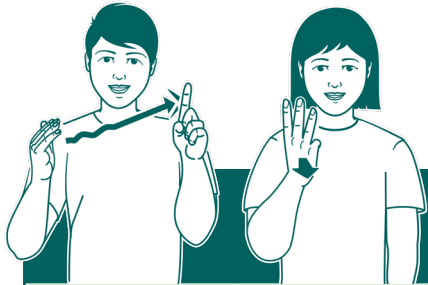
# Strategic Goal 2

## Ko Taku Reo - Deaf Education New Zealand



Learners will demonstrate consistent and sustained language and literacy development aligned with the learning progressions of the New Zealand Curriculum. At-risk learners will receive targeted support in partnership with staff and whānau.

The Board Primary Objective this strategic goal is working towards	Links to Education requirements	Ko Taku Reo pou & values	Strategic objectives	How we will achieve or make progress towards our strategic goals	Measures of impact
<p><b>Section 127</b></p> <p>1a Every student at the school is able to attain their highest possible standard in educational achievement.</p>	<p>Learners at the centre</p> <p>Quality teaching and leadership</p> <p>New Zealand Curriculum (NZC)</p> <p>New Zealand Sign Language (NZSL)</p> <p>Better Start Literacy Approach</p> <p>Fingerspelling our Way to Reading</p>	<p>Learning Language</p> <p>→</p> <p>Excel</p>	<p>Language and literacy acquisition is improved for all DHH learners.</p> <p>→</p>	<p>A. Language Deprivation and Language Delay is well-defined and understood across all levels and used to identify at-risk learners and mobilise targeted support.</p> <p>→</p>	<ol style="list-style-type: none"> <li>1. A shared understanding of the terms of Language Deprivation and Language Delay have been developed.</li> <li>2. Lessons are differentiated by using teaching methods and materials to meet the diverse needs of students to accelerate progress.</li> </ol>
				<p>B. Children with 2+ years of language delay (reading, writing, communicating) are identified and receive targeted support.</p> <p>→</p>	<ol style="list-style-type: none"> <li>1. A language progress tracker to demonstrate language acquisition in early years and beyond has been developed.</li> <li>2. Progress data is tracked using diagnostic tools and teaching is targeted to accelerate progress.</li> <li>3. Mainstream teachers have been supported with purposeful, differentiated teaching methods.</li> </ol>
			<p>C. There is evidence of increased and regular NZSL learning opportunities for all learners and staff with high-quality informed lessons. Progress shown for identified learners.</p> <p>→</p>	<ol style="list-style-type: none"> <li>1. An NZSL programme for enrolled students Year 0-8, and staff, including implementing the NZSL Checklist has been created.</li> <li>2. Deaf Studies Guidelines have been implemented and staff upskilled to be able to deliver them effectively.</li> </ol>	



# Strategic Goal 3

## Ko Taku Reo - Deaf Education New Zealand

Learners experience equity in access to high quality teaching experiences regardless of location or educational pathway, which embeds Deaf studies and te ao Māori.

The Board Primary Objective this strategic goal is working towards	Links to Education requirements	Ko Taku Reo pou & values	Strategic objectives		How we will achieve or make progress towards our strategic goals		Measures of impact
<p>Section 127</p> <p>1d The school gives effect to Te Tiriti o Waitangi.</p>	<p>Barrier-free access</p> <p>Ka Hikitia Ka Hāpaitia</p> <p>Ko Taku Reo - Deaf Education NZ Deaf Studies Guidelines</p> <p>Ko Taku Reo - Deaf Education NZ Schema</p> <p>Ko Taku Reo - Deaf Education NZ Pedagogy</p>	<p>Learning</p> <p>Identity and Wellbeing</p> <p>→</p> <p>Grow, Choose</p>	<p>High-quality teaching and pedagogy specific to Deaf Education is evident in all settings.</p> <p>→</p>	<p>→</p>	<p>A. All teachers show evidence of using the Ko Taku Reo – Deaf Education NZ Pedagogy Handbook in planning, teaching and assessing.</p>	<p>→</p>	<ol style="list-style-type: none"> <li>Pedagogy at Ko Taku Reo - Deaf Education NZ Handbook has been embedded.</li> <li>All teachers have received targeted support in Deaf Studies Guidelines and Ka Hikitia principles as part of their practice.</li> <li>Best practice guidelines have continued to be developed and implemented.</li> <li>'Towards Independence Programme' for Years 7-15 has been developed.</li> <li>A clear pathway of service delivery from early childhood through to transition out of secondary school has been identified.</li> </ol>
			<p>Ensure that all curriculum delivery gives mana to all DHH learners.</p> <p>→</p>		<p>B. Consolidate the components of our extended curriculum (our adaptation to the NZC) and socialise these with learners and staff.</p> <p>→</p>		<p>→</p>



# Giving effect to Te Tiriti o Waitangi

## Ko Taku Reo - Deaf Education New Zealand

**Te Tiriti o Waitangi** – Ko Taku Reo - Deaf Education NZ acknowledges the importance of the Te Tiriti o Waitangi articles and principles and their bi-cultural significance. Learners and staff will have opportunities to learn te reo Māori me ona tikanga.

**Cultural Diversity** – Learners and staff have opportunities to explore the rich cultural diversity and value the histories and traditions of the people living in New Zealand and other countries.

Our school is addressing the cultural heritage of New Zealand by continuing to develop programmes that encourage understanding of and sensitivity to cultural differences and promoting an understanding of our dual heritage. Staff will show evidence of giving effect to Te Tiriti o Waitangi by including Mātauranga Māori in their teaching and ensuring that Māori students can enjoy and achieve education success as Māori.

Our school will implement policies and practices in ways that are sensitive to the cultural backgrounds, values and needs of individual learners and their families. We will use practices that reflect New Zealand's cultural diversity and the unique position of Māori culture.



Rūaumoko Marae, Ko Taku Reo - Deaf Education New Zealand, Auckland, 2022.





[kotakureo.school.nz](http://kotakureo.school.nz)