



Ohinemuri Cluster

Cluster Membership

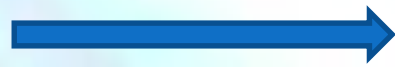
All 10 schools that are part of the Ohinemuri region are members. This includes all students from Y0-13, including special needs students. It also includes special character, integrated and mainstream schools. Membership is well supported by each schools Board.

- Paeroa College
- Goldfields Special School
- Paeroa Central
- Miller Avenue
- Paeroa St Josephs
- Paeroa Christian
- Netherton
- Karangahake
- Hikutaia
- Tirohia

All schools;
Y0-13 students
Decile 1-4
95%- 30% Maori



Conflict



Success

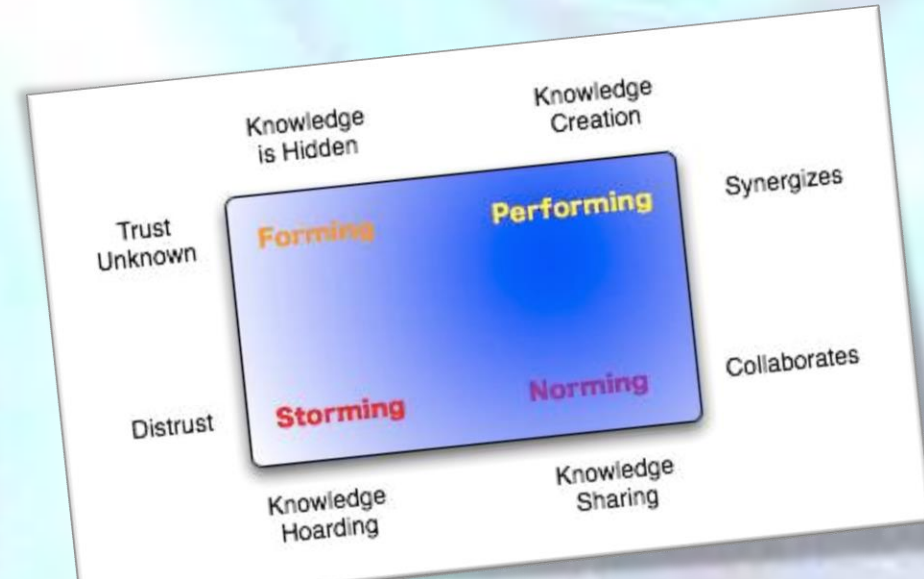
Initial focus – Literacy

- 17% improvement overall
- 22% improvement Maori
- Average achievement from well below to above national averages

Response to failure or challenge

We learned;

- Not to avoid the issues
- Maintain collaborative conversations
- Situate power and leadership across all schools and principals
- To have a commitment to get it right



Result

- ✓ Organisational trust
- ✓ Relational trust
- ✓ Collaborative positive culture
- ✓ “Our way” of working together was formed

Common Purpose and Goals

- Must take you to the heart of the matter
 - strong moral purpose
- Meaningful - real
- Engage everyone
- Have benefit for everyone
- Challenging
- Underpinned by a common set of beliefs and vision

RESULT

Success for a whole community.

The impossible becomes possible.

Momentum is irresistible



Principal “Buy in”

- Principals must have huge energy
- Commitment to the cluster
- Be leaders of change
- Be learners themselves



Principal Induction

- Leadership and power must be invested in the organisation, not individuals, so that continuity is maintained.
- Change is continuous.
- Leadership is crucial, so it must be continuously grown.
- Induction maintains the culture of the organisation through changes in leaders.
- (Induction also crucial for teachers and Boards but this is gate kept by principals)



