



## 2018 Report



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**InZone Education Foundation**  
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### Our Vision

InZone Education Foundation's **vision** is to see Māori and Pasifika proportionately represented in the social, economic and civil leadership of Aotearoa New Zealand.

### Our Mission

InZone Education Foundation's **mission** is to inspire and support Māori and Pasifika to excel through access to high performing schools, whilst living in a whānau environment with a Māori and Christian kaupapa.

## From our Chair

I am pleased to report that 2018 comes to a close amid a real sense of pride and optimism for the future of InZone. It is a pleasure to be a part of an organisation in which all stakeholders are so fully invested in our ongoing success. This was evident at this year's prize giving, where we celebrated the numerous achievements of our students with the wider InZone community.

Wayne Rangihuna joined us in October as our new Head of Boarding. Wayne has a strong background in secondary education, student pastoral care and senior leadership and was most recently Deputy Principal at Alfriston College. Wayne and his wife Mere will be moving into the staff apartment at 99 Owens Road in January 2019 and his 3 tamariki will join the InZone kāinga in 2019. We are excited to welcome him to the InZone whanau. I would also like to acknowledge our outgoing CEO Stewart White who worked with dedication, in particular driving the development of our new values and the embedding of our Tikanga Māori programme.



The cost of the InZone program per student is \$16,000 per annum, and families are asked to pay an annual fee of \$8000. We are committed to keeping our fees at a level which allows students from all backgrounds to attend, which means IZEF has to raise on average \$8000 or 50% of the cost per student. We make up this shortfall through contributions from supporters and other forms of fundraising.

To support our fundraising efforts, this year we launched our Friends of InZone program which aims to connect our donors more closely with InZone, by sharing our news with them and hosting an annual Friends event.

We are grateful for the support from all our partners and funders, some new this year and others long term including Foundation North, the United Māori Mission, Ngāti Whātua Ōrākei, the Maurice Paykel Trust, Heartland Bank, the Hugo Charitable Trust the Joyce Fisher Charitable Trust, the Lion and Lotteries Foundations, Black & White Golfers Trust and the Manchester Trust. We were also very fortunate to receive pro bono support from a number of organisations including ANZ, First Foundation, Minter Ellison, Teach First NZ and Kiwi Harvest.

Our academic, sporting and cultural results speak for themselves and we continue to “punch above our weight” in the number of school leaders we produce. A number of boys have been appointed as prefects and sports captains at Auckland Grammar since 2011 and I am delighted to report that InZone student Jasmin Wiki has been appointed as Deputy Head Girl at Epsom Girls' Grammar School for 2019.

I am currently acting CEO as the Board works to recruit into this role in 2019. Working from the office in the boys kāinga enables me to see at close hand the real commitment shown by our staff to our rangatahi and to the InZone kaupapa and also to see the genuine manaakitanga shown by both staff and students.

This year we will farewell our fourth full cohort of Form 7 boys and 4 Year 13 girls. We are confident that they each have their future pathway mapped out and are well prepared to work hard, give back to their communities and take their place in the world. Thank you to all of our supporters for your contribution to their successes.

Deborah George, Executive Chair

## Strategic Priorities

Our goal is to inspire and support Māori and Pasifika youth to take their place in the cultural, economic and civic leadership of Aotearoa NZ.

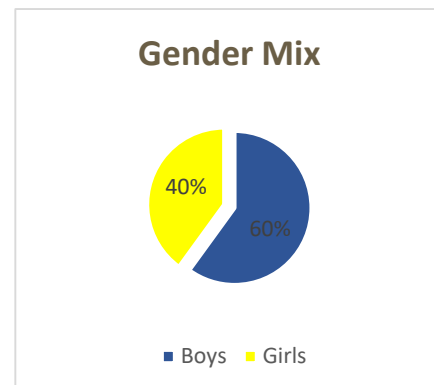
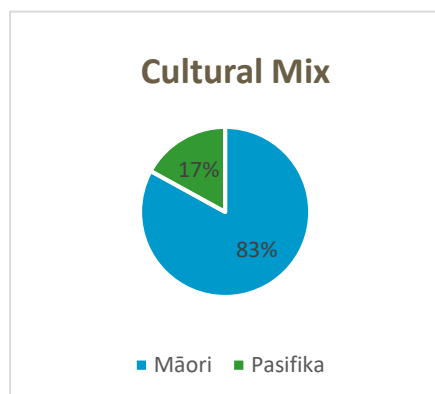
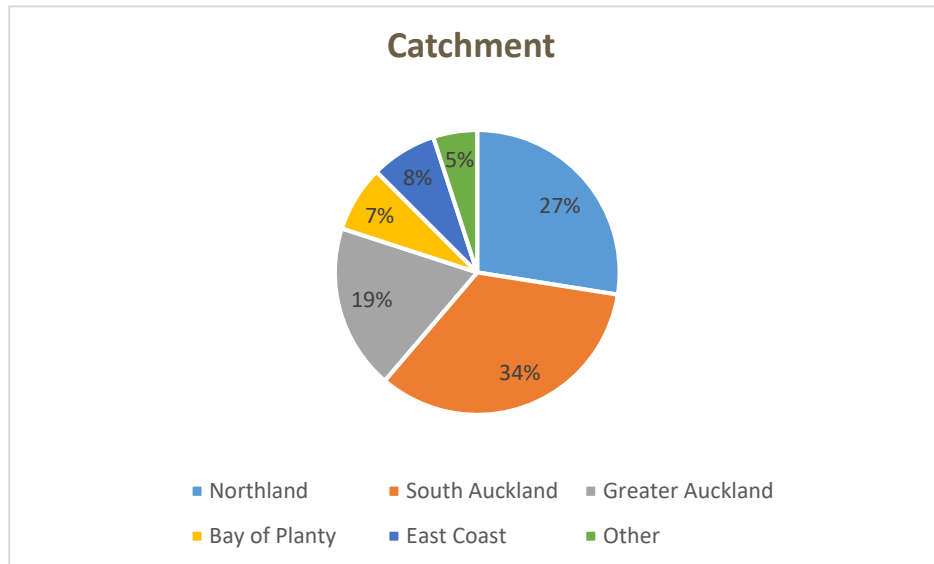
In order to achieve our goal, we identified six strategic priorities for 2018. We have made significant progress during the year towards achieving these key matters as set out below.

<p style="text-align: center;"><b>Operational Excellence</b></p> <p><i>InZone's whanau environment exemplifies excellence as the first choice secondary school boarding environment for Māori and Pasifika.</i></p> <p>Key achievements:</p> <ul style="list-style-type: none"> <li>• Appointed an Academic Director &amp; further developed academic support programme</li> <li>• Appointed Head of Boarding to improve operational management across both kāinga</li> </ul>	<p style="text-align: center;"><b>Financial Sustainability</b></p> <p><i>InZone's profile, relationships and accountability attracts new and repeat funders thus securing our long term financial sustainability.</i></p> <p>Key achievements:</p> <ul style="list-style-type: none"> <li>• Secured repeat funders &amp; consolidated base of significant funders</li> <li>• Strengthened financial management systems and operational processes</li> </ul>
<p style="text-align: center;"><b>Collaboration &amp; Partnership</b></p> <p><i>InZone's kaupapa and performance inspires individuals, organisations and communities to support and partner our further development and expansion.</i></p> <p>Key achievements:</p> <ul style="list-style-type: none"> <li>• Finalised and launched our Friends of InZone programme</li> <li>• Secured capital funding for improvement/redevelopment of boys' kāinga</li> <li>• Strengthened our relationship with both AGS and EGGS</li> </ul>	<p style="text-align: center;"><b>Pathways &amp; Alumni</b></p> <p><i>InZone alumni remain connected, supported and successful as they transition to further education, training and employment.</i></p> <p>Key achievements:</p> <ul style="list-style-type: none"> <li>• Reconnected with our alumni</li> <li>• Established an intern programme with Heartland Bank</li> </ul>
<p style="text-align: center;"><b>Culture &amp; Tikanga</b></p> <p><i>InZone provides a rich and relevant kaupapa that grounds students culturally, builds their aspirations and produces confident and competent rangatahi.</i></p> <p>Key achievements:</p> <ul style="list-style-type: none"> <li>• Revised values &amp; embedded operationally with students, staff, &amp; whanau</li> <li>• Developed an expanded tikanga curriculum</li> </ul>	<p style="text-align: center;"><b>Evidence &amp; Impact</b></p> <p><i>InZone is confident about its programme impact &amp; has the verifiable evidence and evaluation data to underwrite its mission &amp; story-telling.</i></p> <p>Key achievements:</p> <ul style="list-style-type: none"> <li>• Developed a multi-dimensional evaluation framework with priority on academic impact</li> <li>• Implemented above evaluation framework and introduced year 9 PAT testing &amp; analysis</li> </ul>

## Student Numbers and Diversity

The InZone Education Foundation's two kāinga have been home to 50 Māori and Pacific Island boys and 30 girls this year. Enrolments for 2019 are very positive with a significant increase in the number of applicants leading to wait-lists for both kāinga.

Since inception our student body has represented almost thirty iwi and nine Pacific Island groups.



## Key Outcomes

InZone supports our rangatahi to achieve to their full potential academically and in their sporting and cultural activities. This is achieved through the delivery of study programs, academic tutoring, careers advice and goal setting, mentoring and internship programs and regular cultural and spiritual activities.

### Academic Achievement

We continue to work hard at supporting our students to maximise their personal academic potential and this is a key performance indicator which is reviewed and reported on regularly.

### Academic Director

This year saw Neihana Reihana commence a part-time role as Academic Director overseeing all facets of the academic program including academic monitoring and the coordination of the tutoring program. He also supports our senior students in their career planning by helping them to

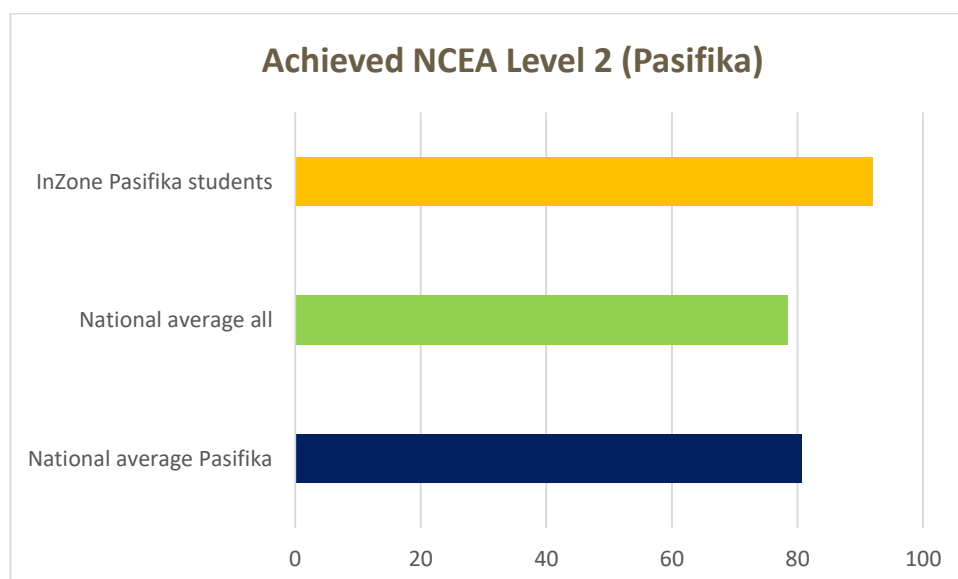
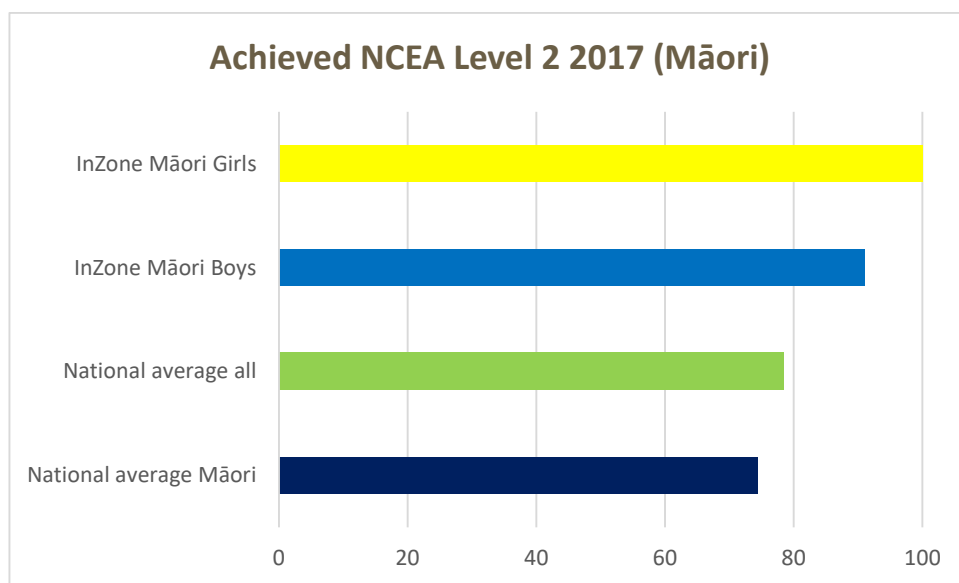
identify courses of study, scholarships or pathways to employment. Relationships are a key part of this role – Neihana works closely with our partner schools, for academic matters, he is also the conduit for our relationship with First Foundation (who support a number of our year 12 and 13 students through their Foundation Steps Mentoring Programme, assisting our students with the transition from school into university) and with Heartland Bank with their internship programme.

### Academic Results

InZone academic achievement statistics are consistently above national benchmarks for Māori and Pasifika. As the 2018 examination results are not available as at the date of this report, we have highlighted the key results from the 2017 results.

In 2017 combined average InZone student performance across the four qualifications we monitor (UE and NCEA L3, L2, L1) was **13%** ahead of the national figures for Maori and consistent with the national average (all ethnicities).<sup>1</sup> (Note 1: Boys' and national figures are a five-year average, 2012-16. Girls' figures are for 2016).

In addition, the percentage of our 2017 students who achieved NCEA Level 2 was above the national average for both Māori and Pasifika students, and the national average for all ethnicities.



## 2018 Academic Highlights

At Auckland Grammar School and Epsom Girls Grammar School it is an honour and achievement to cross the stage to receive an award.

### *Girls' Prize giving*

Girls from our InZone kāinga received the following:

- Prize for Service to Te Reo Korero and highly recommended in Physical Health Programme
- Prize for Biology
- University of Otago Performance Entrance Scholarship
- Distinction in Te Reo Māori
- Distinction in Sports Science
- Excellence in Drama, Textiles and Health
- Excellence in Te Reo Māori

### *Boys' Prize giving*

Boys from our InZone kāinga received the following:

- One first in class, two second in class and 1 third in class across Forms 3-7
- Award for Poutaki reo Māori / Top Te Reo Māori speaker in the school
- Kairangi Haka award for Excellence displayed in kapa haka
- Ricky Kumar Memorial Award for Biology
- University of Otago Māori Entrance Scholarship
- University of Auckland Keystone Scholarship
- Certificates in Classical Studies and Biology (Class 7C1)
- Certificates in Biology, Chemistry, Physics (Class 6C1)
- Certificate in Career Studies (Class 5O)
- Certificate in Te Reo Māori (Class 3K)

## Sporting Success

While our primary focus will always be on academic success we encourage and support the sporting activities of our students. The vast majority of our rangatahi are active participants in sporting activities both at school and beyond. This is encouraged and facilitated by InZone as an important contributor to their wellbeing and social cohesion.

Particular stand out achievements in 2018 were:

- One girl selected member of the NZ U19 Lacrosse Team
- One girl selected in NZ Secondary School Netball and 2018 AMNISS (Aotearoa Māori Netball International Schoolgirls' Squad)
- One girl selected for the NZ Indigenous U18 Basketball team to travel to Canada
- One girl performed at the Hip Hop World Championships in The Netherlands
- Two girls EGGs Premier Netball Team – 2018 Auckland Secondary Champions
- One boy selected NZ U16 Boys Touch team
- One boy was a member of the Under 17 Auckland rugby squad
- One boy selected for NZ U16 Softball team
- One boy in Auckland Representative Lacrosse Team
- Two boys in the AGS First XV rugby team
- Six boys selected AGS U15s rugby team



## Student Wellbeing

The pastoral care of our rangatahi is core to the InZone offering. Day to day our residential staff support our students to optimise their sense of wellbeing. Our staff monitor and record matters relating to individual students using Boardingware, a student management system. They also share information at handovers and staff meetings and work closely with the nursing and guidance teams at both schools. We make sure we update parents and work with them to tackle the important issues. In 2018 we receive funding to support student resilience and our staff will be partaking in professional development with the NZ Institute of Wellbeing and Resilience in 2019.

## Cultural and Spiritual

The InZone kāinga have a Tikanga Māori kaupapa underpinned by non –denominational Christian values and practices. The regular cultural and spiritual activities this year have included kapa haka, learning Te Reo, performing at Polyfest, regular Sunday chapel services, daily devotions and attendance at church services

### Tikanga Māori

InZone aims to deliver a culturally relevant kaupapa to equip our boys and girls to move seamlessly between Te Ao Māori and Te Ao Pakeha.

During 2018 we have further strengthened our Tikanga Māori program teaching Māori culture, traditions and protocol. This has included Traditional Māori teaching related to the harvesting and creation of rakau (mau rakau) and fortnightly kapa haka practice.

We have created a 'Tikanga committee' which oversees the development and delivery of our delivery framework related to all components under the korowai (cloak) of Te Ao Māori (The Māori World). Committee members include staff, Board members, whānau and kaumātua.



Our noho marae based wānanga this year included our InZone students, staff, Board members and whānau. The theme was whakawhanaungatanga - the process of building relationships. A significant highlight was the workshopping and development of our new values, as well as strengthening of the relationships between all parties.



## Growing Future Leaders



This year Takarei Rollo was not only the head of boys kāinga, he was also selected as a prefect at Auckland Grammar School. Takarei lives our values and has a strong moral compass. He has achieved academically and on the sports field and is a great example for our junior students. He has led our rangatahi in performing our haka and spoken on numerous occasions about his InZone experience. Takarei has been awarded a scholarship to Otago University where he plans to study Health Sciences.

We are delighted to report that Jasmin Wiki has been appointed Deputy Head Girl for Epsom Girls Grammar School for 2019. This is a major achievement; with a roll of approximately 2200 students EGGs is one of the largest girls' schools in New Zealand. The InZone whanau will be there to support Jasmin and we wish her every success for 2019.



## Pathways for their future

As our 2018 cohort depart the kāinga, they head in different directions including:

- 3 studying Health Science at University of Otago
- Apprenticeship as an Outdoor Education Instructor
- Engineering at AUT
- Nursing at University of Auckland
- Commerce & Property at University of Auckland
- Commerce at University of Auckland
- 3 taking a GAP year to work and decide what they would like to study.

## 2018 Highlights

### Evaluation Framework

2018 has seen the creation of a multi-dimensional evaluation framework with a priority on academic impact. This is to enable us to have data to help us measure the impact of our InZone program.



Part of this is the introduction of year 9 baseline testing which identifies the strengths of weaknesses of our new students. This then allows us to provide tailored support from our tutors and to track growth and development. This year we also revamped our supervised study program for our senior students who were on exam leave from school, with Neihana running timetabled study sessions, helping them create good study habits.

### Our Values revamp

As we continue to grow as an organisation we have recognised that our culture, of which our values are a key part, needs to reflect our InZone kaupapa.

We took the opportunity during our noho marae in May to bring together our students, staff, whānau and Board members to work together to refresh values (the essence of who we are) seeking views from all, then evaluating, discussing and refining the suggestions. This was facilitated by two InZone whānau members. All students, staff and whānau were extremely engaged and gained a sense of ownership in the values.



The following have been adopted:



### Our Values

**Manakitanga** – Generosity, Aroha and Loyalty.

**Kia Tika, Kia Pono** – Respect, Integrity, Fairness, Tautoko.

**Kia Māia** – Courage, Determination, Striving for Excellence.

**Kotahitanga** – Unity, Solidarity, Common purpose.

In addition, we developed our **whakatauki** and the behavioural mantra that drives our culture

**“Me Rangatira te tū” – Carry yourself like a Rangatira**

The whakatauki and values are proudly displayed in both kāinga and are used to help guide not only our students but our staff on a daily basis.

## Property development

The latter part of 2018 promises to be the most exciting period for InZone since we opened the girls' kāinga in 2015. The long awaited redevelopment of the boys' kāinga at 99 Owens Road is within sight. The Foundation is progressing this with the support of Ngāti Whātua and the current focus is on planning and consents with a proposed start date of February 2019.

The project includes a substantial new fit-for-purpose accommodation block at the rear of the property requiring the demolition of one wing. Refurbishment of the remaining buildings will be undertaken across a staged programme of works to provide improved student and staff accommodation and better communal spaces. Dominion Constructors have been employed as the lead contractor and are working closely with us to ensure it can progress without unnecessary disruptions to hostel life.

## InZone Annual Fundraiser - RAISE 2018

Our annual fundraising event this year "RAISE" was held at the Raye Freedman Arts Centre at Epsom Girls' Grammar School. The InZone rangatahi were amazing and stunned the guests with their



performances. Sonny Ngatai was a very entertaining MC for the evening and Takarei Rollo the InZone Head Boy spoke about his journey at InZone. There were over 30 silent items and 10 live auction items with all items successfully purchased on the night, leading to \$98,000 being raised. All profits made at this event went towards closing the gap between the cost per student at InZone and the fees paid by our whānau.

## Our students in the community

The InZone whānau provided an amazing experience during the opening of the recent Westpac Women of Influence event at Skycity Convention Centre. We opened this event with a karanga given by Whaea Kathy and a mihi by Matua Neihana who spoke about the positive movement of women into leadership positions within Aotearoa. Our rangatahi then performed with distinction with a waiata and haka that left our audience feeling inspired.



We were also very proud of our students when they performed at the NRL Indigenous Round for the NZ Warriors. Although the game didn't go our way, our rangatahi won the hearts of everyone who witnessed their beauty in waiata and haka.

## ***In the Zone* movie**

Four years in the making, *In the Zone* is a feature length documentary film on the establishment of the InZone Project in New Zealand and Terrance Wallace's journey to take it to his home town of



Chicago. It is an inspirational look at possibility through education and features our own students and staff as well as Terrance's current work in the USA. Our students and staff (past and present) have been invited to the world premiere of the movie on Wednesday 5<sup>th</sup> December. We hope this event will be a great finale to a successful year at InZone.

## **Our Supporters**

We are grateful for the generosity of all our Supporters have enabled the growth and delivery of the InZone initiative. We have grouped our Supporters in to 3 categories:

### **Partners**

These entities are pivotal in facilitating our work at InZone Education Foundation.

- Auckland Grammar School
- Epsom Girls Grammar School
- Ngāti Whātua Ōrākei
- United Māori Mission
- First Foundation
- Teach First NZ: Ako Mātātupu

### **Cornerstone Partners**

These charitable entities and corporations have either generously funded our operations and ongoing development (to the value of \$100,000 (or more) per annum) or have been long term supporters of InZone.

- Foundation North
- Heartland Bank
- Lottery Grants Board
- Maurice Paykel Charitable Trust
- MinterEllisonRuddWatts
- The Lion Foundation

### **Friends of InZone**

These charities, organisations and individuals have either funded InZone's operations and helped make up the shortfall between InZone's actual costs per student and the fees that whānau pay or donated their products, experience and knowledge to InZone and our students.

### **Charitable Trusts**

- Auckland Private Education Charitable Trust
- Black and White Golfers Trust
- Hugo Charitable Trust
- Joyce Fisher Charitable Trust
- William & Lois Manchester Trust

*Further information on our Supporters can be found at [www.inzoneeducation.org.nz/our-supporters](http://www.inzoneeducation.org.nz/our-supporters).*



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