

2025 Annual Plan

Strategic objective	Target	Strategy
Equity - <i>Our school provides equitable and inclusive teaching, learning and growth opportunities which are informed by te ao Māori, for all students, their whānau and the wider school community.</i>		
1. At our school, cultural responsiveness, Te Ao Māori, and Te Reo Māori are embedded across teaching and learning, our school culture, and within behaviour management approaches.	More than 50% of teaching staff with Te Reo qual (level 2, 3, ...) or otherwise Support staff Te Reo PLD	Upskilling staff WSLs Te Ao focus
2. At our school we foster a culture of inclusivity, celebrate diversity, and are universally designed to ensure that all students' experiences at the school are mana enhancing.	Wellbeing@School shows 5% movement over 2 years related to inclusivity and diversity	UDL PLD for all staff AI focused PLD PLD focus on staff working with students with disabilities
Whānau - <i>Fostering a vibrant, positive, inclusive, and culturally responsive school culture where students' unique identities are honoured.</i>		
1. A school culture where school values are embedded across the school including developing individualised support for students, values-focused learning conversations, and staff who model behaviour.	All students receive support that is appropriate to their needs	Te Kura enrolment for support reasons Developing individual support plans for students on SAR
Excellence - <i>Creating a school culture which supports students to achieve and celebrate personal and shared excellence across growth pathways.</i>		
3. A school environment where effective reporting and monitoring systems measure students' progress along growth pathways and identify opportunities for support.	Parent feedback is positive in relation to new reporting systems	Reviewing year 11 reports, introducing at year 12 and creating time for year 9, 10 and 13 development for 2026
Respect - <i>Working together to create respectful, positive, and supportive relationships between students, staff, and the wider school community.</i>		
3. A school culture where a bi-cultural, restorative practice approach to behaviour management is adopted which is mana enhancing, values student voice, and is understood by the wider school community.	KAMAR entries will reflect an increased restorative approach Decrease in stand downs	Restorative PLD for staff (PCTs, new staff), day 1 work SLM-CKW term 1 mini project on positioning this as authentic, bicultural work Baseline analysis related to Māori Getting student voice re their experience
4. A school culture where Mana ōrite mō te Matauranga Māori is actively fostered and respected.	Mātauranga Māori embedded in unit plans - SLT see evidence in the classroom	WSLs work with faculties
Ora - <i>Enhancing hauora for students and staff by establishing a positive and supportive school environment.</i>		
2. A school environment which promotes hauora as an integral aspect of the school culture and spirit through education programmes, events promoting wellbeing, and staff modelling positive behaviours.	Implementation of year 9 hauora course Improved attendance	Guidance continue to run parent events in 2025 Review process related to Te Whare Tapa Whā and decide next steps