

2025 ANNUAL IMPLEMENTATION PLAN:

Pou 1: LEARNER FOCUSED Goal: Empower Learner Agency					
INITIATIVE 1: Develop student and teacher capability in using formative assessment tools.					
OUTCOME: Focussed and accelerated learning. 80% of ākonga are achieving at their expected curriculum level. All ākonga are making progress through the curriculum.			MEASURES: Learning data through HERO goal setting and formative assessment practices.		
ACTIONS:	ACCOUNTABLE:	RESPONSIBLE:	RESOURCES:	COMPLETED:	✓
Ensure reporting systems in HERO effectively show progress through Te Mātaiaho phases, including student work samples.	Richelle	SLT and Teaching Staff	HERO, NZC,	Term 4 2025	
Use e-asTTle for reading, writing and maths.	Nikkole	Senior team	easTTle	Term 4 2025	
Regular observations and coaching occur followed by feedback and goal setting to ensure consistent practice.	Nikkole and Richelle	Teaching Staff	Observation forms 8 days SLT release	Literacy T1 & T3 Maths T2 & T4	
Track and trace target ākonga, run booster groups, and monitor interventions for effectiveness.	Nikkole	Teaching Staff	Track and trace doc MSL, ALIM	T2 2025	
Improve Assessment for Learning through the Capabilities Matrix, setting specific PGC goals to improve teaching practice. Leaders use a coaching model to monitor outcomes.	SLT	Teaching Staff	100 hours PLD PGC documentation	T4 2025	
Create across school collaboration, assessment and moderation to improve teaching and learning.	SLT	Teaching Staff	Assessment tools & HERO goals	T4 2025	
INITIATIVE 2: Create a local curriculum that meets the aspirations of the community and the vision.					

OUTCOME: A collaborative living document owned by ākonga and whanau reflecting the local context.		MEASURES: Community survey			
ACTIONS:	ACCOUNTABLE:	RESPONSIBLE:	RESOURCES:	COMPLETED:	✓
PLD in English curriculum for teachers to effectively teach in a structured way.	Richelle	Teaching staff	MOE PLD 60 hours	T1/T2 2025	
PLD in Maths curriculum for teachers to effectively teach in a structured way.	Richelle	Teaching staff	MOE PLD 60 hours	T1-4 2025	
Develop Curriculum Documents and collaborative planning methods that are reflective, responsive, authentic, connected, progression based, acceleration focussed, and assessed.	Curriculum leaders	Curriculum leaders	\$100 printing 10 hours	T1 2025	
INITIATIVE 3: Develop a 'Kete' for Te reo and tikanga expectations.					
OUTCOME: A collaborative living document owned by ākonga and whanau reflecting iwi education goals.		MEASURES: Progress through Te reo and tikanga goals			
ACTIONS:	ACCOUNTABLE:	RESPONSIBLE:	RESOURCES:	COMPLETED:	✓
Work with Cultural Lead and MAC facilitator to finish the 'Kete' for te reo and tikanga, meeting level 4a funding based on Te Puna Ahu Reo	Cultural lead	Cultural lead, teachers	20 hours hui and workshopping	T4 2025	
Continue professional learning for staff in Te Reo and tikanga	Richelle	Richelle and Cultural Lead	5 hours hui and planning	T1-4 2025	
Continue building on the success with employing an iwi based te reo educator across the Kāhui Ako - raising fluency in te reo Māori and sharing pourato/mātauranga.	Richelle	Richelle and Evelyn (NTNW)	5 hours hui and planning	T1 2025	

Pou 2: INCLUSIVE Goal: Foster a positive school culture

INITIATIVE 1: Develop an attendance/engagement strategy where ākonga belong, are safe, successful, and free of barriers.


OUTCOME: Increased attendance and engagement in school **MEASURES:** Everyday matters reports - termly, Attendance follow up tracking , Wellbeing survey

ACTIONS:	ACCOUNTABLE:	RESPONSIBLE:	RESOURCES:	COMPLETED:	<input checked="" type="checkbox"/>
Continue to develop and use a student profile school wide to inform staff of strengths and areas of need early.	Richelle	Teaching Staff	Student Profile form	Early Term 1 every year	
Employ a Kaitakawaenga (Community Connector) to work with attendance and engagement initiatives.	Richelle	Richelle & Nikkole	JD and \$10 000	Term 1 2025	
The BOT will provide stationery to eliminate the barrier of a slow start to learning.	Richelle and BOT	Office staff	\$5000	Early Term 1 every year	
Review the attendance monitoring systems, enrollment pack and transition practices for effectiveness.	Richelle	SLT	\$100 printing 5 hours	Term 4 2025	

INITIATIVE 2: Strengthen staff capability to support PB4L (Positive Behaviour for Learning) and Mana Potential

OUTCOME: Improved behaviour and values school wide. **MEASURES:** Big 5 PB4L report, REPS rubric progress

ACTIONS:	ACCOUNTABLE:	RESPONSIBLE:	RESOURCES:	COMPLETED:	<input checked="" type="checkbox"/>
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Include progress in our values (REPS) for HERO reporting.	SLT	Teaching staff	HERO	Term 2 2025	
Staff train in Mana Potential and begin to use alongside PB4L and trauma informed practice.	SLT/PB4L team	All staff	Mana Potential Angeline McDonald	Term 1-4 2025	
Use restorative practice for staff, whānau, hapū, iwi, parents, and the community to eliminate racism, stigma, bullying and discrimination.	SLT/PB4L team	Teaching staff	Mana Potential Angeline McDonald	Term 1-4 2025	
INITIATIVE 3: Develop a new vision and Ākonga profile with the community.					
OUTCOME: Collective direction and alignment. E waka eke noa.			MEASURES: Community Survey. Track ākonga progress through the learner profile		
ACTIONS:	ACCOUNTABLE:	RESPONSIBLE:	RESOURCES:	COMPLETED:	
Critique the current vision with the board, staff and community	Richelle	BOT, staff, whanau	Survey	Term 1 2025	
Use feedback to key words activity to create a range of sample vision statements	Richelle	BOT, staff, whanau	N/A	Term 2 2025	
Seek community feedback around the vision statements and a graduate profile in an end of year survey	Richelle	BOT, staff, whanau	Survey	Term 4 2025	

Pou 3: PRODUCTIVE PARTNERSHIPS Goal: Active community engagement

INITIATIVE 1: Build relationships with whanau, community and local business.

OUTCOME: Reciprocal learning centred relationships and partnerships that enrich opportunities for ākonga to become confident, connected and actively involved learners, seeing the connection between what they are learning and the wider world.

MEASURES: Visitors into school and visits to local places.


ACTIONS:	ACCOUNTABLE:	RESPONSIBLE:	RESOURCES:	COMPLETED:	<input checked="" type="checkbox"/>
Include focused questions for community engagement responses in surveys and community hui.	Richelle	Teaching staff	Survey	Term 2 2025	<input type="checkbox"/>
Invite whānau and community experts into the school to share their skills. Set up a register to draw from.	Team leaders	Teaching staff	Enrolment pack - add a question to the form	Term 2 2025	<input type="checkbox"/>
Visit local business and community groups regularly.	SLT	Teaching staff	Travel costs - unknown	Term 2 2025 Term 4 2025	<input type="checkbox"/>

INITIATIVE 2: Visit local marae, local whenua, and Iwi to plan and meet the Ngati Tahu Ngati Whaoa education strategy.

OUTCOME: An enhanced curriculum that connects ākonga to Ngāti Tahu Ngāti Whaoa tangata whenua

MEASURES: Progress in the Ngāti Tahu Ngāti Whaoa education strategy

ACTIONS:	ACCOUNTABLE:	RESPONSIBLE:	RESOURCES:	COMPLETED:	<input checked="" type="checkbox"/>
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Ngati Tahu/Ngati Whaoa collaborative production.	Richelle, Tanissha and Felicity	Teaching staff	Te Puna Ahu Reo	Term 2 2025	
Staff and students visit another local marae and local whenua.	Tanissha	All staff	Bus \$100 koha	Term 1 2025	
Continue to hold termly hui with Iwi/Runanga to plan and meet the Ngati Tahu Ngati Whaoa education plan.	Richelle	Richelle, Gemma and Tanissha	\$20 per term for kai	Termly	
INITIATIVE 3: Involve our Asian community to meet their aspirations and celebrate cultural events school wide.					
OUTCOME: An enhanced curriculum that connects ākonga to our international community		MEASURES: Progress in meeting the needs of our international students			
ACTIONS:	ACCOUNTABLE:	RESPONSIBLE:	RESOURCES:	COMPLETED:	
Include focused questions for community engagement responses in surveys and community hui.	Richelle	Teaching staff	Survey	Term 2 2025	
Celebrate a cultural event school wide - multicultural Matariki	Richelle and Tanissha	All Staff	Planning time - staff hui. Trees for planting x3	Term 2 2025	
Meet with Asian community to plan for their aspirations for their tamariki moving into the 2025 plan.	Richelle	SLT	Morning Tea \$50	Term 3 2025	