Te Kura o Te Awahou

Annual Plan 2026

Background and Context

The 2026 Annual Plan has been developed alongside the kura Strategic Plan, Education Review Office recommendations, statutory intervention priorities, community consultation findings, and Board improvement priorities.

This plan spans Terms 2–4 of 2026 and considers the 2027 year. It reflects the kura's current phase of restoration and sets the foundations for longer-term realisation of its educational aspirations.

Particular focus during 2026 will be given to:

- Strengthening assessment methodology, moderation, reporting and data reliability.
- Improving attendance and learner engagement.
- Monitoring and improving teaching quality and learning experiences.
- Building leadership capability and organisational stability.
- Strengthening governance capability and compliance.
- Developing meaningful learning partnerships with whānau.
- Improving communication and engagement with the kura community.
- Aligning professional learning and development with identified improvement priorities.
- Embedding Raukawatanga across curriculum, culture and practice.
- Recruiting and appointing a substantive Tumuaki.

The Board recognises that the appointment of a permanent Tumuaki represents a significant milestone in the kura's improvement journey. While this Annual Plan establishes the priority areas requiring attention, it is anticipated that aspects of the plan will be reviewed and refined in partnership with the incoming Tumuaki following their first two terms in the role. This approach provides continuity of direction while creating space for new leadership to contribute to the next phase of development and realisation.

Progress against these priorities will be monitored through principal reporting, Board review, internal evaluation and statutory intervention processes.

TERM 2 · JUNE–JULY 2026

Strategic focus: Restoration, Consultation and Planning for Recruitment

PRIORITY ONE - Curriculum	Lead
Strategic Plan adopted by the Board	Board
Annual Plan 2026 adopted	Board
Board Work Programme adopted by the Board	Board / LSM
Tumuaki Recruitment Report endorsed by the Board for public release.	Board
Development of the Tumuaki Recruitment Pack commenced, including candidate information, recruitment documentation, selection criteria and assessment framework.	Irene & Alana
An overall Term 2 Achievement Report is developed for the Board	Acting Principal (due July 20)

PRIORITY TWO - Learning & Thriving	Lead
The Kura Attendance Management Plan is delivered consistently to ensure learners are present, supported, and thriving.	Acting Principal
Work begins to develop calendar of events for Term 3 & 4 including informing the Board of intended EOTC for remainder of year	Acting Principal and Kaiako
Ruma Takiwatanga Review is near completion for presentation to Board at hui held on July 20th	Acting Principal, Wahi, Troy (due July 20)
An overall Term 2 Attendance Report is developed for the Board	Acting Principal (due July 20)

PRIORITY THREE - Teacher & Leader Development	Lead
The Pillars of Governance Training with Robin Hapi with Board	Board
Begin evaluation of Board Governance PLD opportunities	Presiding Member & LSM
Monitoring of teaching knowledge, skills, and alignment with learning	Acting Principal
Establish a teaching observation, coaching and feedback programme aligned to agreed expectations for effective practice	Acting Principal
An assurance report is prepared for the Board to confirm all staff and volunteers have been police vetted and risk management plans are completed where appropriate.	Acting Principal (due July 20)

PRIORITY FOUR - Culture & Communication	Lead
Communicate with whānau the ways in which they can engage with the kura (i.e. assembly, pānui, Facebook, kapa haka, events)	Acting Principal
Confirm and communicate a date for Term 3 Whānau Hui	Acting Principal
Engage iwi & hapū in whānau hui dates and opportunity to hear about results from consultation with community	Presiding Member

TERM 3 · JULY–SEPTEMBER 2026

Strategic focus: Improvement Implementation & Recruitment

PRIORITY ONE - Curriculum	Lead
Review assessment methodology and tools	Acting Principal
Develop and implement a kura-wide assessment schedule that includes assessment tools, moderation processes, reporting cycles, data analysis and intervention review.	Acting Principal
Achievement data regularly analysed and used to inform teaching, intervention and governance decisions	Acting Principal
Board receives monthly reporting on achievement + attendance,	Board & LSM
Report to Board intended assessment approach and reporting cycles for approval and endorsement	Acting Principal & Board

PRIORITY TWO - Learning & Thriving	Lead
Develop, implement and evaluate responsive approaches that support the learning, wellbeing and success of neurodiverse learners.	Acting Principal
Implement PLD plan for all staff on PB4L and restorative practice	Acting Principal
Submit a calendar of events for Term 3 & 4 including EOTC for remainder of year to Board for approval	Acting Principal & Staff
Review the daily routine of class time to ensure learning time is maximised and students are engaged	Acting Principal
Ruma Tākiwatanga review completed and recommendations are made to the Board	Acting Principal & Wahi/Troy

PRIORITY THREE - Teacher & Leader Development	Lead
Financial Governance with Steven Whittaker (ESL) with Board	Board
Complete evaluation of Board PLD & develop plan	Presiding Member & LSM
Implement a kura-wide approach to learning themes, assessment, and curriculum focuses	Acting Principal
Implement kura-wide assessment schedule and report monthly with clear data of teaching practice and student achievement	Acting Principal

PRIORITY FOUR - Culture & Communication	Lead
Develop and implement a Communication & Engagement Plan	All
Develop and publish a calendar of events and engagement opportunities	Acting Principal
Establish clear communication standards and expectations	Acting Principal
Whānau engagement framework developed	Leadership
Host Whanau Hui	All

PRIORITY FIVE - Tumuaki Recruitment	Lead
Complete Recruitment Documentation & Matrix for approval	Board
Go to market with Recruitment	Board
Shortlist candidate applications and book interviews	Board
Conduct interviews	Board + Panellists
Preferred candidate identified	Board

TERM 4 · OCTOBER–DECEMBER 2026

Strategic focus: Appointment, Transition and Embedding

PRIORITY ONE - Curriculum	Outcome
Implement assessment schedule and ensure operating reliably across all classrooms	Reliable data available for end-of-year reporting
Evaluate assessment interventions to improve the key priorities	Evidence used to adjust practice and inform 2027 planning
Curriculum working group established in partnership with Ngati Raukawa ki te tonga	Group operational with clear terms of reference
Benchmark for Te Reo Maori me ona Tikanga Maori and Raukawatanga	Benchmark ready for use in 2027
PLD sessions planned on Raukawatanga for Staff & Board led by Iwi Hapū	Strengthened shared understanding across the kura

PRIORITY TWO - Learning & Thriving	Outcome
Attendance monitoring embedded with escalation protocols active	Improvement trend visible in end of year data
Review tākiwatanga learning and achievement against Board agreed recommendations	Progress against Board recommended endorsement evidenced
End of year celebration and recognition of all akonga	All students recognised and prizegiving reflects kura values
Review attendance management plan effectiveness and update for year 2027	Revised plan ready for Term 1 2027

PRIORITY THREE - Teacher & Leader Development	Outcome
Governance PLD continued - third session delivered	Increased Board capability and confidence
Annual governance capability self-review completed by the Board	Areas for development in 2027 identified
Internal evaluation framework established	Evidence-based decisions operating across all priorities
Staff performance and growth cycle completed for all kaimahi	All staff have documented development plans for 2027
2027 staffing and professional learning plan developed ensuring responsive to ERO recommendations	Ready for incoming Tumuaki to review and endorse

PRIORITY FOUR - Culture & Communication	Outcome
Communication plan operating consistently across all platforms	Increased whānau engagement and awareness evidenced in feedback
Annual whānau, staff, and student survey conducted	Survey findings inform 2027 planning
End of year stakeholder report prepared and shared with community at the final whānau hui of the year	Community informed of 2026 progress and 2027 direction
Enrolment and onboarding process reviewed in preparation for 2027	Improved process ready for 2027

PRIORITY FIVE - Tumuaki Recruitment	Outcome
Tumuaki appointment confirmed and announcement made	Appointment letter signed; community notified
Contract negotiated and signed	Completed
Transition and handover plan developed with incoming Tumuaki	Tumuaki ready to lead
Induction programme prepared and delivered	Tumuaki clear on delivery
2027 Annual Plan presented to and adopted by the Board	Ready for delivery