

KAIMAI SCHOOL



Strive and Honour



ANNUAL PLAN

2025-2026

SCHOOL NUMBER 1758

KAIMAI SCHOOL



Strive and Honour

TE HOROPAKI

CONTEXT

Kaimai School is a rural school situated on the Kaimai Ranges, located 12 kilometres from The Lakes and 20 kilometres from Tauranga City. Kaimai School has strong rural community and historical connections dating back to our opening in 1913.

Our ākonga come from lower and upper Kaimai, with a diverse range of cultures represented. Our current roll of 65 ākonga consists of 16 Māori 25%; 45 NZ European 71%; 1 African Origin 1.5%; 1 Indian 1.5%, 1 Samoan 1.5%.

Our school consists of five classrooms, an administration area, library, community owned hall, swimming pool, turfed court, abundance of field space and community skatepark. Our school is supported by an enthusiastic PTA, BoT and wider community who are striving to make Kaimai School the hub of the community.

We have four teaching staff, an office administrator, a permanent teacher aide, a cleaner and a part time caretaker.

We are a full primary, U2, catering for New Entrants up to Year 8. Our school has a varied cohort of ākonga with cultural diversity represented and strong programmes to support learners with diverse needs of which the school has a high percentage of.

We have developed our school values this year to be more reflective of our ambitions for our Kaimai Kids!, *Belonging/Turangawaewae, Integrity/Pono, Gratitude/Whakawhetai, Resilience/Manawaroa*. These are embedded through whole school lessons, and in our expected behaviours and actions. Our motto *Strive & Honour* and our vision *'providing enriched educational opportunities in a safe, stimulating environment'* guides our aspirations for all ākonga!

We are proud of our school and believe that we provide a caring, nurturing environment where our tamariki feel safe and included!



Strive and Honour

KAIMAI SCHOOL



Strive and Honour

MOEMOEĀ

VISION

Our vision, 'providing enriched educational opportunities in a safe, stimulating environment' is about the uniqueness of our rural setting, the aspirations of our community and Kaimai School providing positive educational outcomes.

Our motto also drives our aspirations for our Kaimai Kids!

Strive-to do the best you can wherever you are and whatever you are doing. Always aiming higher and looking for that next step in your developmental journey, whether it be academic, behaviourally or socially. We believe that as a collective, we are here to help our ākonga reach their individual potential, aspiring to be the best we can be! As a school, we focus on progress and potential and celebrate the journey each student is on!

Honour-to represent yourself, our school and community with respect and enhance not only the school's reputation but also your own. Honour incorporates life skills of self managing, integrity and being true to yourself.

Our supportive community has high aspirations for our school, academically, socially and also making the school the hub of the community. They to strive to make our school the best it can be!



Strive and Honour



KAIMAI SCHOOL



Strive and Honour

NGĀ WHANONGA PONO VALUES

Our school values were redeveloped during professional learning with kaiako, staff and support form RTLB. After consultation with school stakeholders and identifying a need for a consistent approach to embedding these throughout the school, our new values were launched.

The action statements that follow each value are tangible ways our Kaimai Kids can show these values. Each Friday we come together as a school to learn about our values through deliberate teaching, planned activities and tuakana teina.

We celebrate these values throughout the week through token awards for students who model these behaviours. Also, we celebrate these at our weekly hui through token draws and kaiako awarding certificates to ākonga who have shown the values. Values are embedding into school life with ākonga being taught the action statements and these been articulated by ākonga. Our values are used as a preventative measure for behaviours and also as a way for kaiako to model values that serve our Kaimai Kids well as adults! We aspire for our Kaimai Kids to be B.I.G.R in all they do!

Kaimai School Vision - providing enriched educational opportunities in a safe, stimulating environment

Kaimai School Values:

BELONGING (TURANGAWAEWAE)

- I know who I am and value myself
- We work together as a team
- We accept each other for who we are
- We make positive connections with people, places and things

INTEGRITY (PONO)

- We are respectful
- We take ownership of our actions
- We do the right thing

GRATITUDE (WHAKAWHETAI)

- We celebrate our efforts and growth
- We recognise the good in all situations
- We appreciate people, places and things

RESILIENCE (MANAWAROA)

- We strive to do better everyday
- We persevere and learn from our mistakes
- We embrace challenges



Strive and Honour

KAIMAI SCHOOL



Strive and Honour

TE TIRITI O WAITANGI

Kaimai School honours Te Tiriti through participation, protection and partnership. Kaimai School is developing relationships with local iwi, with kaumatua leading powhiri at the start of the year welcoming new ākonga and a school pepeha introduced. Language is becoming more prevalent throughout the school, with ākonga knowing values in both English and te reo, weekly newsletters containing increasing examples of te reo and greetings and instructions used in class.

Kaimai School is part of the Tauranga Moana, Kāhui Ako and fully participates in the achievement objectives, developing relationships with local iwi and hapu as expert partners in our journey. We value our relationship with local iwi and hapu and look to strengthen these further.

We will work towards establishing equitable partnerships to inform decision making, ensuring there are equitable outcomes for Māori learners, aspiring for Mauri Ora; Māori achieving success as Māori, by supporting Māori learners to access their language, culture and identify. Our approach will be guided by the principles and outcomes of Ka Hikitia, the Māori education strategy and the kaupapa, vision and principles of Te Mātaiho, the refreshed New Zealand curriculum and by consultation with local iwi about their aspirations for Māori.

Kaiako undertake regular professional learning with Māori Achievement Collaborative, (MAC), to further develop knowledge and capability.



Strive and Honour



KAIMAI SCHOOL



Strive and Honour

STRATEGIC GOAL 1 - NELP 3, 2 & 1

KAIAKO ĀHEITANGA - TEACHER CAPABILITY

Strengthen kaiako knowledge, capability and practice through targeted professional development that accelerates progress and promotes positive outcomes in all learning areas.

Key Action	Planned Outcome	Measurable outcomes	Responsibilities	Resourcing	Timing
TLCs implemented	<ul style="list-style-type: none"> TLC are conducted Teacher capability increasing Teacher practice improves 	<ul style="list-style-type: none"> Monthly TLC meetings are evidenced in staff meeting minutes Each kaiako leads a TLC Data improves due to actions in TLC 	<ul style="list-style-type: none"> Principal Kaiako 	<ul style="list-style-type: none"> Wharehui 	<ul style="list-style-type: none"> 2025
PGCs and appraisals embedded	<ul style="list-style-type: none"> 2025 PGCs established Goals are reviewed termly Popins Observations Video Self Observations are conducted with self reflection Follow up conversations are had with kaiako PGC goals reviewed and reflected Increase teacher capability 	<ul style="list-style-type: none"> Kaiako goals are established Kaiako reflect in PGC each term 3 per term 1 per term 1 per term 1 per term termly 	<ul style="list-style-type: none"> Principal Kaiako Curriculum leader 	<ul style="list-style-type: none"> Release CRT days (deputy principal/ curriculum lead) BoT staffing Kaimai Observation Sheet 	<ul style="list-style-type: none"> T1 T1/T2/T3/T4 Termly Termly T2 and T4 Termly Termly
Structured approaches to teaching	<ul style="list-style-type: none"> Common practice model implemented Kaimai Way "writing recipe" is used in writing lessons- NZC refresh-progression outcomes are used in lessons- Kāhui Ako PLD attendance 	<ul style="list-style-type: none"> Kaimai Way observed during observations Noted during observations WALT cards evident in modelling books and ākonga books 80% of time All kaiako attend PLD days for curriculum refresh 	<ul style="list-style-type: none"> Principal Kaiako Curriculum leader 	<ul style="list-style-type: none"> BoT \$6000 PLD budget Release CRT days 	<ul style="list-style-type: none"> 2025



Strive and Honour

KAIMAI SCHOOL



Strive and Honour

STRATEGIC GOAL 2 - NELP 2, 3 & 1 AKORANGA-THE LEARNING

Plan, deliver and review high quality, balanced learning programmes, intentionally catering for diverse needs, cultural identity and reflects the aspirational goals of the Kaimai community and whānau.

Key Action	Planned Outcome	Measurable outcomes	Responsibilities	Resourcing	Timing
Implementation of NZC refresh Panui/Tuhituhi/Pāngarau	<ul style="list-style-type: none"> Kaiako use NZC objectives in unit and lesson plans-observed in PLGs Shared unit planning for learning areas- Targeted WALTs with NZC progression outcomes- WALT cards in ākonga books- Formative assessment/evidence of ākonga achievement towards progression outcomes- Differentiation and conferencing 	<ul style="list-style-type: none"> observed in PLGs every 2 week cycle at staff hui observed in PLGs every 2 week cycle at staff hui observed in modelling books in PLGs every 2 week cycle at staff hui observed in ākonga books observed in modelling books in PLGs every 2 week cycle at staff hui observed in modelling books-formal observations and in PLGs every 2 week cycle at staff hui 	<ul style="list-style-type: none"> SLT Curriculum Leader Kaiako 	<ul style="list-style-type: none"> Kāhui Ako-PLD TOD BoT \$6000 PLD budget 	<ul style="list-style-type: none"> T1 Review bi-weekly and termly
Kaimai Way common practice model embedded	<ul style="list-style-type: none"> All kaiako use Kaimai Way structure Explicit and deliberate acts of teaching evident Common Practices/Signature practices are evident in teaching 	<ul style="list-style-type: none"> Observed in modelling books in PLGs every 2 week cycle at staff hui Observed in pop-ins, formal observations, video observations, peer observations Observed in pop-ins, formal observations, video observations, peer observations 	<ul style="list-style-type: none"> SLT Curriculum Leader Kaiako 	<ul style="list-style-type: none"> Release for deputy principal, Release for curriculum leader 8 days \$3600 	<ul style="list-style-type: none"> T1 Reviewed termly
Increase core curriculum accelerated progress and achievement level	<ul style="list-style-type: none"> Reading-accelerate priority learners Writing-accelerate priority learners Mathematics-accelerate priority learners 	<ul style="list-style-type: none"> 6/11/-55% priority learners accelerated progress Overall EOY achievement 79%=>85% (55/66 Kaimai Kids) 14/21 -67% priority learners accelerate progress Overall EOY achievement 61%=>80% (53/66 Kaimai Kids) 11/16-69% priority learners accelerate progress Overall EOY achievement 69%=>79%% (52/66 Kaimai Kids) 	<ul style="list-style-type: none"> SLT Curriculum Leader Kaiako BoT 	<ul style="list-style-type: none"> ALiM \$4000 funding SLA 0.23 funding 	T1⇒ T4



Strive and Honour

KAIMAI SCHOOL



Strive and Honour

STRATEGIC GOAL 3 - NELP 1, 2 & 5 AKONGA-THE LEARNER

Develop ākonga that are engaged and nurtured, academically and socially aspirational, feel safe, happy, exemplify the school values and have a sense of belonging as Kaimai Kids.

Key Action	Planned Outcome	Measurable outcomes	Responsibilities	Resourcing	Timing
New values are introduced and embedded	<ul style="list-style-type: none"> Values are reviewed Tamariki are able to articulate the action statements Values are deliberately taught each Friday 	<ul style="list-style-type: none"> All Kaimai stakeholders have had consultation of values Call back day review Google Form sent to community for consultation Token numbers are consistent from week to week-tracking Reflection sheet decrease Hauora survey shows consistency or improvements in outcomes for ākonga Teachers plan for activities Improving Hauora Survey scores Kaiako have planned activities for each Friday lead learning 	<ul style="list-style-type: none"> RTLB Principal SLT SENCO Kaiako Principal Kaiako Principal Kaiako RTLB support 	<ul style="list-style-type: none"> RTLB Chromebooks iPads Tuakana Teina 	<ul style="list-style-type: none"> T1 Ongoing 2025 T1
New curriculum timetable embedded	<ul style="list-style-type: none"> All kaiako are following the same timetable Shared lessons are attended by all classes Ākonga show increased engagement 	<ul style="list-style-type: none"> Classes are attending shared learning sessions 100% of time Attendance at shared lessons 100% of time Classes punctual to shared lessons progressive/consistent Hauora survey results "I enjoy learning" "Rate your fortnight" above 85% 	<ul style="list-style-type: none"> Kaiako Principal Curriculum Leader Deputy Principal 	<ul style="list-style-type: none"> BoT-\$14400 relief teacher budget iPads Chromebooks 	
To improve overall attendance rates	<ul style="list-style-type: none"> Increase the attendance rate of Kaimai Kids. 90% attendance 80% of the time. Develop recognition system for attendance 	<ul style="list-style-type: none"> Target 36/66=54% T1 Target 40/66=60% T2 Target 45/66=68% T3 Target 53/66=80% T4 Weekly draw-juicie Termly certificate Yearly top attendees 	<ul style="list-style-type: none"> Office administrator Principal SENCO 	<ul style="list-style-type: none"> etap-SMS \$50 pupil incentive budget STAR resource 	<ul style="list-style-type: none"> T1 T2 T3 T4 T1 T1-T4 T4



Strive and Honour

KAIMAI SCHOOL



Strive and Honour

STRATEGIC GOAL 4 - NELP 2 & 5 ĀHUATANGA ŌKIKO-THE PLACE

To maintain the functionality and appearance of the outdoor spaces to encourage physical activity, connection with nature and deliberate use for learning.

Key Action	Planned Outcome	Measurable outcomes	Responsibilities	Resourcing	Timing
School environment is deliberately planned into curriculum	<ul style="list-style-type: none"> Kaiako plan deliberately using the Kaimai School environment as a resource Kaimai Kids develop an affiliation with their environment 	<ul style="list-style-type: none"> Outdoor environment is planned into learning 8 times a term Kaimai Kids are using the native area consistently during break times 	<ul style="list-style-type: none"> Kaiako 	<ul style="list-style-type: none"> \$400 curriculum budget 	2025
Incorporate nature based activities and experiments into the curriculum	<ul style="list-style-type: none"> school gardens are used regularly contextual learning is planned to deliberately incorporate natural resources and importance related to te ao Māori nature activities established using our community and school 	<ul style="list-style-type: none"> Gardening club is established-R.I.C.K Observed in planning 4 times a year Planned 4 times per year 	<ul style="list-style-type: none"> Class kaiako Principal 	<ul style="list-style-type: none"> \$400 curriculum budget 	2025
Maintain the appearance of the infrastructure	<ul style="list-style-type: none"> Mulch is redone around senior playground Appearance of buildings and functionality is maintained 	<ul style="list-style-type: none"> Mulch is delivered and installed Working bee undertaken twice a year No recorded injuries due to infrastructure failing e.g screws and nails in decks and steps 	<ul style="list-style-type: none"> Principal BOTH&S BoT Kaiako Principal 	<ul style="list-style-type: none"> Grants-Helen Whitcombe \$26000 Injuries register 	T1 T2 and T4 2025



Strive and Honour



SUMMARY

Data to develop this strategic plan was gathered from a range of sources and reflects the aspirations of the Kaimai community and its aspirations for our tamariki to achieve academic success while staying true to our rural values.

Some of these sources were

- formal observations
- community survey
- ERO recommendations
- data analysis
- analysis of anecdotal behaviour notes
- professional conversations
- feedback form external PLD facilitators
- ākonga hauora survey

Signed  Date:31.3.2025

Donna Neville

Kaimai School Presiding Member

Signed  Date:31.3.2025

Kane Fraser

Principal