Strategic & Annual Plan - 2024/2026

VALUES

RESPECT for myself, for others, for the environment

VISION

GUIDING Pāmapūria learners to **THRIVE**

STRATEGIC GOAL 1 Increasing Achievement through an Engaging Curriculum

INITIATIVE 1 Develop an Engaging Localised Curriculum

OUTCOMES	MEASURES
Progress in Participation and Achievement	a) People make themselves available and are willing to engage in hui b) Through connecting with our kaimahi, whānau and hāpori – we will have a structure and plan for our engaging localised curriculum c) Increased participation, enjoyment and achievement, especially in literacy d) Tamariki, kaimahi and whānau survey

KEY ACTIONS	ACCOUNTABLE	RESPONSIBLE	RESOURCES	COMPLETE BY
Hui with Te Paatū marae, iwi, kuia, kaumatua, hāpori re: environment	Tumuaki	Tumuaki	Ongoing	End of 2026 Ongoing
Kōrero with Ngāti Kahu knowledgeable experts	SLT	Kaimahi	5 days	End of 2026 Ongoing
Utilise the matauranga in Ngāti Kahu Pukapuka	Kaimahi	Kaimahi	All year/ongoing	End of 2026 Ongoing
Develop a 3-year plan of what we will cover	SLT	Kaiako/BoT	1 day	End of 2026 Ongoing
Hui with our whānau and tamariki to gauge feedback	BoT	Kaimahi	Ongoing	End of 2026 Ongoing

STRATEGIC GOAL 1 Increasing Achievement through an Engaging Curriculum

INITIATIVE 2 Utilise specialists to improve our knowledge and capability

OUTCOMES	**MEASURES**
Progress in Participation and Achievement	a) Specialist Kaiako/knowledgeable people will enhance our curriculum through utilising the increased CRT days to do this. b) Use of PLD providers to increase Teaching Pedagogy plus student engagement and achievement. c) Rich experiences will provide tamariki with authentic writing opportunities d) Tamariki, kaimahi and whānau voice

KEY ACTIONS	**ACCOUNTABLE**	**RESPONSIBLE**	**RESOURCES**	**COMPLETE BY**
Meet with local knowledgeable people before our whole school haerenga to front load	SLT	Kaimahi/BoT	Social media to find knowledgeable people	Ongoing
Whole School Haerenga once a term for 3yrs	SLT	Tumuaki/Kaiako	Bus Travel	Ongoing
Record the kōrero both at the initial hui, but also on our haerenga around the hāpori. Set up an online folder to download kōrero and video for future reference	Tumuaki	Kaimahi	Phone and laptop to download onto	Ongoing
Utilise specialist kaiako/people (music/drama/visual arts) to provide further opportunities for our tamariki to engage and express themselves.	Tumuaki/BoT	Tumuaki	Engage Music/drama/art kaiako	Ongoing
Upskilling kaiako/kaiawhina on new curriculum and structured teaching initiatives	Tumuaki/BoT	Tumuaki	MoE PLD Other providers	2024/2025 Ongoing

Ākonga that need support are identified and a plan of action put into place	Kaiako/ Tumuaki	Kaimahi	RTLB, SWiS, MoE, Attendance	2026 Ongoing

STRATEGIC GOAL 2 Connecting with our Whānau – Increasing Engagement and Involvement

INITIATIVE 1 Develop a Culture of Partnership

OUTCOMES	**MEASURES**
Increased Whānau and Community Voice	a) Attendance at hui b) Written documentation of ideas c) Survey results that have identified the barriers

KEY ACTIONS	**ACCOUNTABLE**	**RESPONSIBLE**	**RESOURCES**	**COMPLETE BY**
Develop a culture of whānau/hāpori partnership (2x Whānau Hui per year)	BoT	Tumuaki/BoT	5-6 hours/ year	Ongoing
Emphasise we are providing kai and refreshments for hui plus free raffles as incentives	BoT	Kaimahi	Kai, kaimahi	Ongoing
Survey for whānau to identify the barriers to connecting at school events - all names go into a draw for a prize	BoT	Tumuaki/BoT	Monkey Survey + computer	T3, 2024 but then ongoing to keep capturing voice
On a day that we have tamariki led whānau hui, have a room set up for them to share their ideas (digital/paper form)	Tumuaki	Kaimahi	Room Chromebooks Pen/Paper	Ongoing
Sharing Everyday Matters Attendance Data from previous tern and Attendance Management Plan plus incentives for ākonga to attendance.	Tumuaki	Tumuaki/BoT/ Kaimahi	Newsletter, assembly, chat groups	2026 Ongoing

STRATEGIC GOAL 2 Connecting with our Whānau – Increasing Engagement and Involvement

INITIATIVE 2 Create a Plan for Connecting

OUTCOMES	**MEASURES**
Enhanced Whānau Involvement	a) We have a plan of connecting with our whānau more b) More whānau are attending events we hold eg tamariki led whānau hui, sports events, cultural events, school assemblies (even for end of term) c) Tamariki, kaimahi and whānau voice - survey/f2f/hand written

KEY ACTIONS	**ACCOUNTABLE**	**RESPONSIBLE**	**RESOURCES**	**COMPLETE BY**
Utilise whānau voice to develop a plan to engage and connect with whānau/hāpori	BoT	Kaimahi/BoT	Survey F2F hui	2026 Ongoing
Plan to include providing transport (bus/vans) for whānau to be able to connect/attend events	Tumuaki	Tumuaki/BoT	Transport Provider	2026 Ongoing
Ensure we provide kai/drink and free raffles as incentives to attend	SLT	Kaimahi/BoT	Included in initiative 1	2026 Ongoing

STRATEGIC GOAL 3 Developing Leadership & Staff Capability

INITIATIVE 1 Understand Roles of Responsibility

OUTCOMES	MEASURES			
Ownership of Roles and Development of Working Relationships	a) Professional Growth Cycle b) Kaimahi/Trustees gaining a better understanding of their roles and responsibilities and feeling more comfortable to engage in these. c) Surveys to gain data to analyse			
KEY ACTIONS	**ACCOUNTABLE**	**RESPONSIBLE**	**RESOURCES**	**COMPLETE BY**
Identify Teaching Goals and Aspirations for all Kaimahi	Tumuaki	Tumuaki/SLT	Chat & Track	Ongoing
Identify Hauora Goals for all Kaimahi	Tumuaki	Tumuaki/SLT	Chat & Track	Ongoing
Create plan to regularly connect with Kaimahi to review goals and where to next steps	SLT	Tumuaki/SLT	Chat & Track	Ongoing
CRT days and specialist relievers T1/2 2024 = 3, T3/4 2024 = 4, T1 2025 and ongoing = 5 days a term	Tumuaki	Tumuaki/SLT	Built into Strategic Goal 1	Ongoing
DP and 1-2 kaiako (Identified Roles of Responsibility) released 1x term (3x4 = 12 for the year, x3=36 days over 3 years)	SLT	Tumuaki/SLT	Utilise extra CRT 2025	End of 2024.
BoT training to develop a better understanding of being a trustee and the different roles and functions	BoT	Tumuaki/BoT	Ed Services Finances MoE Prop NZSTA	Ongoing

STRATEGIC GOAL 3 Developing Leadership & Staff Capability

INITIATIVE 2 Engage in Professional Development

OUTCOMES Growth in Skillset and Practice	**MEASURES** a) Observations and written analysis of kaiako pedagogy b) Kaimahi have increased confidence and knowledge c) Ākonga achievement			
KEY ACTIONS	**ACCOUNTABLE**	**RESPONSIBLE**	**RESOURCES**	**COMPLETE BY**
Apply for PLD; Literacy & Assessment for Learning	Tumuaki	Tumuaki	120hrs or 60hrs	T1, 2024
Neurodiverse Ākonga	Tumuaki	Tumuaki	MoE, RTLB	2026 Ongoing
New Zealand Curriculum	Tumuaki	Tumuaki	MoE PLD Providers	2026 Ongoing

STRATEGIC GOAL 3 Developing Leadership & Staff Capability

INITIATIVE 3 Hauora of Kaimahi/BoT

OUTCOMES Kaimahi/Trustees feeling a sense of self-worth, success and appreciation	**MEASURES** a) Surveys to gather data and analyse b) Kaimahi/Trustees wanting to return every year. c) Kaimahi/Trustees feeling comfortable and keen to share their ideas.			
KEY ACTIONS	**ACCOUNTABLE**	**RESPONSIBLE**	**RESOURCES**	**COMPLETE BY**
SoD for team building activities and brainstorming/planning for the term ahead.	SLT	Kaimahi/BoT	4x SoD	2026 Ongoing
End of year appreciation dinner/awards	BoT	BoT	1x day planning	2026 Ongoing