

Annual Implementation Plan 2025	
NELP Statements	Desired Actions / Outcomes
Objectives	2025
1. We ensure our places of learning are safe, inclusive, and free from racism, bias, discrimination, and bullying.	<p>The school values are enacted and evident at all levels.</p> <p>The school's role in the well-being of students, staff, and the board is up to date and evident in the school.</p> <p>Target areas identified and addressed from the annual student well-being survey.</p> <p>The health and safety plan is reviewed and updated annually.</p> <p>Anti-bullying and discrimination programmes are planned and taught.</p>
2. We have high aspirations for every learner/ākonga and support these by partnering with their whānau and communities to design and deliver education that responds to their needs and sustains their identities, languages, and cultures.	<p>Curriculum delivery plans were developed for each learning area based on the NZC curriculum areas (Maths and English)</p> <p>Regularly planned Hui Whanau to build community and gather feedback from whanau. Information collated by the Maoritanga Team and used to inform classroom practice.</p> <p>Development and training of ELL team to plan for and assess the needs of our growing number of ELL students</p> <p>Participation in community projects</p> <p>Utilisation of experts from outside the teaching team</p>

<p>3. We reduce barriers to education for all, including for Māori and Pacific learners/ ākonga and those with learning support needs.</p>	<p>Coordination and funding of support programmes to reduce barriers to learning for all students</p> <p>Ākonga Māori feel supported and enjoy success as Māori through the development of a plan to enable continuous upskilling of staff and initiatives for our school.</p> <p>Utilisation of LSC to maximise learning opportunities for all students</p> <p>Put supports in place to improve attendance with a focus on the moderate-absence students. Aim to have 5% or fewer of our students in this band throughout 2025.</p> <p>Increase the consistency of the overall attendance of students in the school so that all terms have regular attendance at or above 75%</p>
<p>4. We ensure every learner/ākonga gains sound foundation skills, including language, literacy, and numeracy.</p>	<p>Curriculum teams lead the work on best practice models and the incorporation of structured literacy and maths practices across the school.</p> <p>Focus groups in Literacy and Math for those needing further grounding and acceleration</p> <p>Monitor progress in Literacy and Mathematics subjects through quality assessment with a goal of having at least 80% of students reach curriculum expectations in reading, writing, and mathematics</p> <p>Produce accelerated progress for 95% of students identified for intervention, with at least 40% reaching curriculum expectations for their year group by the end of the year.</p>
<p>5. We meaningfully incorporate te reo Māori and tikanga Māori into the everyday life of our place of learning.</p>	<p>Maori Tanga team to support all staff in the implementation of school-wide programmes and the greater use of Te Reo and Tikanga practices in the classroom.</p> <p>Further increase the time students spend learning Te Reo and Tikanga throughout the school so that at least 50% of students are being taught at a 4b level. (3 hours Te Reo learning per week)</p> <p>Greater experience with Te Reo and Tikanga through learning environmental changes, intentional teaching and cultural experiences.</p> <p>Giving effect to Te Tiriti o Waitangi is defined and understood by staff and board.</p>

<p>6. We develop our staff to strengthen teaching, leadership, and learner support capability across the education workforce.</p>	<p>Leadership development courses for the management team as available.</p> <p>Better start literacy professional development and refreshers for junior and middle school staff</p> <p>The Learner First Maths focus group with Rob Profitt-White with focus on Mathematics assessment.</p> <p>Professional development and support for Restorative Practices.</p> <p>Board support for further tertiary studies</p>
<p>Additional Objectives</p>	<p>The school acts as a good employer for all staff.</p> <p>The board maintains a focus on staff wellbeing and supports, including funded counselling services, tertiary study assistance, and other wellbeing initiatives.</p> <p>The financial management of the school is well managed. Good practices implemented around preset budgets</p> <p>School maintenance planned for and budgeted. Building improvement projects identified and timetabled</p> <p>Effective reporting of student achievement following analysis of data at both a Board and Parent level. Updating of report formats in line with professional development findings.</p> <p>The board will regularly review policy and procedure in line with review timetables and through consultation with our community, update policies to reflect both best practice and the needs and goals of our kura</p>