



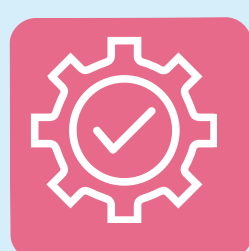
# STRATEGIC PLAN 2024 - 2025

Elmgrove Learners will be Resilient, Caring and Engaged.



Ngā Vara  
Values

“Poipoia te kākano kia puawai” - “Nurture the seed and it will blossom”



## Priorities

### Ākonga - The Learner

We are committed to being a safe inclusive place of learning, free from prejudice, for all ākonga. We foster whanaungatanga as a foundation for a sense of unity and belonging. Key to our success, is maintaining positive, purposeful relationships with ākonga, whanau and the wider community.

### Ako - The Learning

Every ākonga deserves to be engaged by learning and supported to become curious, self-aware agents of their own education. We are committed to reducing barriers to learning as well as maximising learning achievement and opportunities through quality teaching approaches and high expectations for all. We believe greater achievement is built on a solid foundation, especially in literacy and numeracy.

### Wāhi - The Place

At Elmgrove we foster an environment grounded in our core values of caring, respect, perseverance, and responsibility, where every child thrives academically, socially, and emotionally. We embrace the unique character of our kura and strive to develop a nurturing, healthy, and sustainable learning community where ākonga feel connected to the natural world both locally and globally.



## Actions

- We have a genuine commitment to achieving equity and acceleration of Māori achievement and well-being
- Reflect the identities of ākonga in our teaching, and demonstrate a commitment to ensuring tamariki, their whanau, and their culture are valued at Elmgrove
- Implement restorative practices across the kura as a way to develop ākonga ability to reflect on their own learning and behaviour; building awareness of how to manage their emotions and to consider the choices they make
- Gathering ākonga and whanau voice as a way of monitoring wellbeing, safety, engagement and academic progress
- Develop deliberate actions to improve ākonga wellbeing

- A commitment is made to ensure that all ākonga needs are identified, addressed and reviewed regularly
- Kura-wide monitoring data will include analysis of priority groups such as Māori and Pacific learners. This will be used at Board level to prioritise funding and programmes to meet the specific needs of these groups and all ākonga
- Continued development of common teaching practice in response to the refreshed curriculum, Te Tiriti o Waitangi and kura wide professional development.
- Strengthen partnerships with whānau ensuring regular consultation and reporting on ākonga

- Authentic integration of the school values into classroom programmes and everyday lives of our ākonga
- Meaningfully incorporate te reo Māori and tikanga Māori into everyday life and learning
- Take deliberate steps to support staff wellbeing and cultivate a positive working environment
- Commitment to ongoing development of the buildings and environment to enhance the learning opportunities of our ākonga



## Outcomes

- Ākonga feel a sense of pride and understanding of their culture
- Maori ākonga achieving at or above expectations.
- Ākonga seeing and hearing positive affirmations of their culture
- School-wide development of well-being practices
- Plans developed and implemented in response to information provided by ākonga and whanau
- Ākonga feeling happy and safe at school
- High levels of attendance

- Additional support is available, prioritised, and meets the needs of all ākonga
- The Board uses relevant data to prioritise support and funding
- Literacy and Numeracy are prioritised for the foundational learning of all ākonga
- Teaching programmes are based on up to date, evidence based, best practice
- We work hard to develop coherence of teaching practice across the kura

- The kura environment is welcoming, inclusive, accessible and exciting
- Daily routines incorporating te reo and tikanga in all classrooms
- Our kura grounds encourage community participation and active whanau engagement
- Staff feel supported and valued in their workplace and know how to access additional support as required
- Giving back to our community through our environmental education and actions



Kawenga  
Responsibility



Whakaute  
Respect



Manawanui  
Perseverance



Manaaki  
Caring