



Annual Plan

2026

Strategic Initiative 1.1: Navigate and develop deep understanding of the refreshed national curriculum (Te Mātaiaho)

Actions	Timeline				Responsible	Resources	Annual Targets
	T1	T2	T3	T4			
PLD for staff around current pedagogical practices that support our knowledge rich curriculum	■	■	■	■	Jenna/ Shanae/ Ange	Staff meetings	Teachers are consistently implementing pedagogical practices consistent with structured approaches by term 3.
Promote year level planning	■	■	■	■	Jenna	CRT	Year level teams planning together each term.
PLD around Maths content in the curriculum	■	■	■	■	Jenna/ Shanae	TOD	Consistent practices implemented across the school that align to the curriculum.
PLD around Literacy content in the curriculum	■	■	■	■	Jenna/ Ange	TOD	Consistent practices implemented across the school that align to the curriculum.
Organise curriculum information evenings for whānau	■	■	■	■	SLT	Hall & kai	One curriculum evening held each term: Terms 2-4
Implement changes to CRT and leadership release, supporting planning, teaching, assessment, kaiako and tamariki feedback, conferences and kaiako /observation processes.	■	■	■	■	Jenna	CRT overview	Develop expectations around CRT for teachers.

Strategic Initiative 1.2: Students make measurable progress through high quality teaching and assessment practices

Actions	Timeline				Responsible	Resources	Annual Targets
	T1	T2	T3	T4			
PLD around SMART assessment tool	■	■			Jenna	Staff meeting	Teachers are confident to use and analyse the tool and the data it provides.
Moderation - termly in year groups &/ or other schools etc	■	■	■	■	Jenna	Staff meeting	Moderation happens termly. Invite other schools 1-2 times annually.
Build and enhance teaching capability through teachers' Professional Growth Cycles	■	■	■	■	Ange/ Sarah	CRT/ Staff meetings	Explore new standards with teachers at TOD. Teachers follow revised PGC model from T1 onward.
PLD targeted on ThinkSRSD approach to writing	■	■			Jenna/Ange	Staff meeting/ course costs	Think SRSD implemented from T2 onward.

Strategic Initiative 2.1: Lift attendance school wide to align with Ministry expectations

Actions	Timeline				Responsible	Resources	Annual Targets
	T1	T2	T3	T4			
Begin STAR attendance process					Shanae	Attendance Management Plan	Attendance Target and Review Increase termly regular attendance by:- Term 1 - 4% compared to 2025 to reach 66% Term 2 - 5% compared to 2025 to reach 60% Term 3 - 3% compared to 2025 to reach 45% Term 4 - 4% compared to 2025 to reach 50 %
Develop incentive programme for good attendance					Shanae	Budget allocated for prizes	Increases as outlined above.
Research attendance programmes in NZ					Shanae		Gain insight into what schools are doing to incentivise
Work with Attendance services where necessary					Shanae		Attend 2 x termly ROCK on meetings. Increase attendance as above.
School wide events including whānau					SLT	Food for some.	At least one whānau event each term.

Strategic Initiative 2.2: Strengthen cultural capacity of staff

Actions	Timeline				Responsible	Resources	Annual Targets
	T1	T2	T3	T4			
Staff spend the day at Whitiora Marae to gain knowledge of local Ngāti Rēhia history	█				Sarah	TOD @ marae	Increased knowledge of local Māori history.
Conduct termly wellbeing surveys with children	█	█	█		Sarah	Google survey	75% + enjoy school.
A unit holder to lead cultural initiatives in the school	█	█	█		Sarah	Budget allocated for resources	Indian and Paskifika events incorporated into school calendar.
A unit holder to lead FOCUS programme for our seniors			█		Sarah	Budget allocated for resources	Our inaugural FOCUS week is held in term 3, with year 5/6 students involved.
Build teachers' te reo Māori capacity		█	█		Sarah/ Wai/ Jess	Te reo Māori courses	Teachers engage in a reo course every two years.
Review and align our te reo Māori progressions for our students	█	█			Wai/ Jess	Reo progressions	Review what we have in place and enhance. Reshare with teachers.

Strategic Initiative 3.1: Review and enhance our school wide approach to behaviour management

Actions	Timeline				Responsible	Resources	Annual Targets
	T1	T2	T3	T4			
Review/Update behaviour response flow charts					Ange/ Sarah	Hero	Update behaviour flow charts by the start of term 2.
Implement a social-emotional / anti-bullying school-wide programme					Sarah/ Ange	Purchasing the Second Step programme	Roll out from week 2 in term 1. Session held on Mondays, with follow up sessions throughout the week.
Organise Online safety PLD for parents					Sarah	Rob Cop: Presenter	Hold an online safety presentation for our parents.
Review online safety focus at school					Sarah/ Claire	Linewize	Analyse safety reports and determine pathway forward.

Strategic Initiative 3.2: Increase understanding of teaching interventions and inclusion for diverse tamariki needs

Actions	Timeline T1 T2 T3 T4				Responsible	Resources	Annual Targets
Start a Gifted and Talented programme	█				Ange	Budget allocated for resources	Programme starts mid term one. Children identified from 2025 EOY data. Positive feedback from students.
Strengthen the English Language Learning Programme to support new tamariki processes and communication (e.g. connections with other tamariki etc.)	█				Shanae/ Sarah	Budget allocated for resources. Google Translate	Translate enrolment forms into top three ESOL languages. Investigate other key docs that need to be translated.
Provide support for Tier 3 and in-class support for Tier 2 diverse Learning students, ensuring systems, processes, support interventions, advice, guidance and evidence is consistently applied across the school. This includes working alongside teachers and TAs.	█	█	█		Shanae	Budget allocated for resources Teacher aide time	TA timetables are developed to ensure this coverage.
New entrant oral language programme implemented	█	█	█	█	Sarah/ Ange	Budget allocated for resources	Implement programme from term 2 onwards for NE chn (needs based).