

Annual Implementation Plan 2025

Summary of the plan

We have three main goals that we will be working on in 2025 each aimed at ensuring that our children make the very best of their opportunities at our kura:

Goal 1: To enhance children's academic achievement. In 2025 we will be focusing primarily on Maths. We are revising our school wide approach to the teaching of Maths in line with the publication of the updated national curriculum. Our teachers will be provided with good quality professional development, and a schoolwide approach to this key curriculum area will ensure consistency across the classrooms.

Goal 2: Reflecting our Community within our School. We will look at ways to encourage our community to support the work we do at school and to encourage whānau to be part of their tamariki's learning. We will be focusing on celebrating the cultural diversity of our school - embracing language, culture and identity. We will also be incorporating the history and ecology of our local area within classroom programmes.

Goal 3: Promoting Wellbeing for All. We will be enhancing our focus on health and wellbeing, which is essential for learning. We will be looking at wellbeing in its widest sense from healthy eating through to catering for neurodiversity.

Where we are currently at:

Based on community consultation in 2024, the Board of Trustees developed its two-year strategic plan. We have recently reviewed the progress we have made to date and have developed our annual plan for 2025. The new goals reflect national developments with the revised curriculum and student achievement as well as the input from our community regarding their aspirations for their tamariki.

How will our targets and actions give effect to Te Tiriti o Waitangi:

1. Tangata Whenua will be consulted on the developments in our whānau classes
2. A hapu elected liaison will work alongside the school
3. Community consultation has been undertaken to find out about whānau aspirations
4. Iwi voice is recorded in Te Tai Whanake ki Tauranga Moana Te Ao Māori Local Curriculum website which will be used to ensure that we are using local resources to assist us with the localised curriculum
5. All data collected will be analysed in terms of ethnicity. This will allow us to celebrate success as well as to identify areas which need to be strengthened.

Teaching and learning strategies and programmes of our school which support students to progress and achieve

1. Structured Literacy and Maths
2. House of science
3. Treasuring our Place – localised curriculum in conjunction with Katikati Museum
4. Children who are not making expected progress will be identified and become priorities for their teachers. Their progress and the adaptations made for them will be tracked through the appraisal process.
5. Wide range of special needs programmes will be delivered to meet the needs of our tamariki
6. Volunteer reading programme will be used to assist with reading mileage
7. A range of online tools will be used to accelerate children's progress in maths, reading and spelling
8. Ready for Learning Programme
9. Engagement in Project Parore

Strategic Goal 1 To enhance the children's academic achievement				
Annual Target/Goal: Our academic focus for 2025 is Maths as we focus on the revised curriculum. We will also have a minor focus on Literacy to ensure that the work undertaken to improve children's outcomes in this area of the curriculum are maintained and BSLA is embedded into the junior school.				
What do we expect to see by the end of the year?				
Maths No Problem to be implemented schoolwide and formative assessments to be used regularly to enhance the teaching and learning.				
Actions	Who is Responsible	Resources Required	Timeframe	How will you measure success?
Three unit holders for Maths will be appointed to lead developments school wide. They will provide professional development as well as undertaking observations and giving feedback.	SLT Unit Holders	Unit holders released to work with staff They will undertake observations and provide feedback Responsibility for school wide moderation Ensure staff are knowledgeable with the requirements for the new curriculum and that planning and programmes reflect this.	Throughout the year	We will have met our annual target. Revised expectations for the teaching of Maths will be apparent in the classrooms.
Two Teacher Only Days for Maths will be held to provide practical support for teachers.	SLT Unit Holders Outside Facilitators	TOD to be set	Beginning Term 1	Teachers will feel confident with teaching Maths and have practical ideas to take back to their classroom to use. There will be consistency in classrooms regarding the Maths Programmes.
A unit holder for literacy will be appointed.	SLT Unit Holder	Release time to undertake observations and give feedback. The unit holder will also be responsible for school wide moderation. Ensure staff are knowledgeable with the requirements for the new curriculum and that planning and programmes reflect this.	Throughout the year	There will be consistency of practice in the teaching of writing. Teachers will feel supported and confident in their teaching practice. Spelling programmes will be well embedded into practice.
Additional teachers to be trained in BSLA.	Junior DP	Teachers to take part in the BSLA professional development programme. Teachers to be supported by our school facilitator.	Throughout the year	Structured Literacy practices will be used in the classroom.
An additional part time teacher will be employed to support our ORS funded students.	SENCO	Funding for salary	Beginning Term 1	The IEP goals set for our ORS funded students are achieved.

New Assessment expectations will be put into place	DP	Tests need to be ordered	Term 2	The school will comply with assessment regulations.
We will have a focus on acknowledging the achievements of high performing students. Students will be able to challenge themselves through the Kiwi Competitions. Staff will be encouraged to lead clubs or activities based on personal strengths.	SLT	Discussion to be held on TOD	Throughout the year	Children will feel proud of their achievements and be able to showcase their talents.

Strategic Goal 2 To reflect our community within our school				
Annual Target/Goal: For our whānau and the wider community to have a greater involvement in the school in order for language, culture and identity to be celebrated and for the children to gain a better understanding of and pride for the place in which they live.				
What do we expect to see by the end of the year?				
Our community will regularly be part of what we do at school. Our cultural diversity will be reflected in our learning and celebrations. Children will have a better understanding of the histories and resources in our local area and be actively involved in environmental projects.				
Actions	Who is Responsible	Resources Required	Timeframe	How will you measure success?
A unit holder to be appointed to lead Cultural Pedagogies school wide.	Principal	Management Unit	Term 1	Cultural festivals and celebrations will regularly be held at the school, whānau will become our cultural experts, bilingualism will be celebrated.
Cultural Festivals will be celebrated at school, whānau to be encouraged to act as our cultural experts.	Staff and whānau	Dates are identified at the beginning of the year and added to the year overview Team leaders reminded to plan for significant events with their teams Cultural Pedagogies Unit Holder to support	Terms 1- 4	Children are confident and proud to share their cultural background at school. Significant festivals such as Matariki will be celebrated across the whole school. Whānau participation in cultural celebrations increases.
Whānau will be invited to a wide range of events at the school e.g. sporting events; cultural celebrations; open afternoons; assemblies	Unit holder SLT	Management Unit	Throughout the year	The numbers of whānau regularly attending the school will increase
Staff to attend a pōwhiri at Te Rereatukahia Marae to enhance relationships and local knowledge.	Principal Hapu liaison	Date set and koha organised	Terms 1	Staff and whānau are more comfortable reaching out to one another Staff knowledge is increased and used with the tamariki in their classrooms
All children to take part in karakia at the start of assemblies with children from Matakana being the tuakana.	Unit holder and team leaders	New staff to be provided with a copy of the karakia for assembly and are supported to teach this to the class where needed.	Term 1	Children can confidently join in with the karakia.
Reach out to organisations/ individuals in our community, to provide multiple perspectives as we develop our new strategic plan 2026 – 2029.	SLT and BOT	Invitations to take part	Term 3	We have multiple voices, which reflect the diversity of our school, participating when we develop our strategic plan for the following three years.

School wide waiata to be written and learnt	Hapu liaison Team Leaders	Our hapu liaison will use her contacts to organise for a waiata especially our kura to be composed.	2025	All tamariki at the school will have learnt the waiata and sing it with pride at school events.
Children to be encouraged to be kaitiaki of our local environment including our school garden and the gulley.	SLT	The school will work in conjunction with Project Parore, the Katikati Museum and Rotary.	Throughout the year	The gulley will become an outdoor classroom where tamariki can learn about the environment. The school garden will be well managed and the children will be actively involved in maintaining it.

Strategic Goal 3*Promoting wellbeing for all.***Annual Target/Goal:**

The school will adapt its practices to encourage the wellbeing of the children.

What do we expect to see by the end of the year?

1. Children will be interacting in a positive manner with their peers and the adults at the school
2. The number of children needing senior leadership support will decrease
3. Children will be attending school regularly
4. Children will be better equipped to self-regulate and engage in the school setting

Actions	Who is Responsible?	Resources Required	Timeframe	How will you measure success?
<p>On our website and through our newsletter, we will promote to whānau what we have in place to reduce barriers to attendance e.g. breakfast club, free lunches, provision of uniform etc</p> <p>When our attendance officer rings whānau, she will let them know that our website has an overview of how we can assist.</p>	SLT Attendance officer	<p>Website to be updated.</p> <p>Whānau to be encouraged to donate unwanted uniform items at the end of the year.</p> <p>Our thanks to Apata for continuing to fund our breakfast club</p>	Terms 1 - 3	Whānau will be supported to overcome barriers to their children's attendance at school. More children attending regularly as shown through our attendance data.
Promote Te Runanga o Ngai Tamawhariua's assistance for whānau as they prepare to come back to school.	Principal Hapu liaison	Information from Te Runanga regarding the assistance they can offer.	Term 1	Whānau will be supported to overcome barriers to their children's attendance at school. More children attending regularly as shown through our attendance data. Children having the right uniform and stationery to start the school year.
Liaison will take place with Te Runanga regarding whānau who need support.	SLT	DPs and SENCO to liaise with the staff from Te Runanga. A room at school to be made available for their use.	On-going	Regular referrals made to Te Runanga and the tamariki they are working with are attending regularly/ show improved attendance.
Children to be taught about Cybersafety	TL ICT unit holder	Staff meeting time	Term 1	Children have a greater awareness of how to keep themselves safe online Children are following the school expectations for the use of devices
Our sports coordinator will ensure that the children have the opportunity to take part in a wide range of sporting events throughout the year.	Sports Coordinator	Kiwi Sports funding used to employ Sports Coordinator	Full year	Significant numbers of children taking part in sports
Annual survey of staff well being undertaken and recommendations implemented.	BOT	Survey Discussion at BOT meeting	Term 2	Teachers feel better supported in the work place

A new schoolwide behaviour plan to be drawn up and implemented based on our work on: Positive Behaviour for Learning; Trauma Informed Practice, Restorative Practice and neuro diversity.

PB4L team
SLT

Release time for PB4L members
Professional Development for staff

Full year

Simplified school rules that everyone knows
Consistent practice among staff
Children are actively working towards our school values