ANNUAL IMPLEMENTATION PLAN

STRATEGIC GOAL 1: Our Learning: Develop a Years 1–13 curriculum that aligns with up-to-date curriculum documents, honours Te Tiriti o Waitangi, embeds and celebrates mātauranga Māori, upholds high expectations, supports achievement across a range of levels, and is guided by our values of **whanaungatanga**, **pono, kaitiakitanga** and **kotahitanga.**

ANNUAL STRATEGIC INITIATIVES:
Conduct a full school curriculum review and develop new curriculum according to new changes
Create and use standardised planning and assessment practices

BASELINE DATA:	2025 curriculum, 2025 assessments, 2025 progress reports, strategic planning feedback

ANNUAL GOALS

WHEN?	WHAT?	WHO?	INDICATORS OF PROGRESS
Ongoing	Conduct a whole school stocktake of current curriculum content	CSR, TAK, TNT	Stocktake complete
Ongoing	Incorporate literacy and numeracy strategies through all curriculum areas	All teachers	Strategies used
Ongoing	Authentically incorporate te reo Māori and mātauranga Māori throughout the curriculum	All teachers	Evidence in planning documents
Ongoing	Ensure curriculum coverage for years 1 - 13 aligns to the most up to date curriculum documents	All teachers	Evidence in planning documents
Ongoing	Engage in curriculum consultation including proposed NCEA replacement	All teachers	Consultation feedback documented
Ongoing	Review the Health curriculum with the community and respond accordingly	CSR, NOM, LNA	Review complete and responses formulated
Ongoing	Initiate authentic engagement with whānau, hapū and iwi about localised mātaraunga Māori and relevant cultural narratives to be included in curriculum design	CSR, TAK, Cultural Leader	Cultural narratives gifted included in curriculum design
Ongoing	Use standardised planning templates across all curriculum areas	All teachers	Standardised templates used
Ongoing	Use the MAS graduate profile to guide the development of fit for purpose assessments in each curriculum area, ensuring that assessments cater to a range of levels	All teachers	Assessments developed

Ongoing	Explore the SMART Tool as a reporting framework and give feedback to MOE accordingly	Teachers of years 3 - 10	SMART tool used, feedback documented
Ongoing	Refine system of reporting to the Board	CSR	Data reporting schedule developed and reviewed
Term 1	Align progress reporting through Kamar with new assessments and protocols for use developed	CSR, TNT, All teachers	Assessment titles and dates added to Kamar and protocols developed
Ongoing	Launch Kamar portal including assessment dates and regular reporting	CSR, TNT	Kamar portal launched
MONITORING: Principal's reports to the Board **RESOURCING:** MOE Teacher only days, Professional Learning and Development, Specialist Teacher time allowance, Cultural Leadership Allowance, classroom release time			

STRATEGIC GOAL 2: Our Culture: Foster a strong, inclusive school culture grounded in shared high expectations, empowering every student to reach their full potential while feeling connected, valued, and recognised.

ANNUAL STRATEGIC INITIATIVES:
Implement new school vision, values and branding
Develop, align and implement new celebrating success protocols and practices
Improve student attendance
Create a sustainable model of whole school activities, events and competitions
Embed trauma aware and restorative practices
Promote approaches and strategies to assist with learning and wellbeing for all students

BASELINE DATA:	2025 strategic plan, historical prizegiving and certificates data, 2025 attendance data and protocols, 2025 EOTC data

ANNUAL GOALS

WHEN?	WHAT?	WHO?	INDICATORS OF PROGRESS
Ongoing	Implement new school vision, values and branding	All staff	Vision, values and branding consistently used
Ongoing	Update school website and keep social media presence current and engaging	All staff	Update website, social media current and engaging
Term 1	Stocktake of current methods of celebrating success	All teachers	Stocktake complete
Term 1	Review prizegiving criteria and prizes	All teachers	Review complete
Terms 2 - 4	Develop and implement new plan for celebrating success aligned to the new school values	CSR, TAK	Plan developed and implemented
Ongoing	Develop a sustainable model of student leadership opportunities across the school	CSR, TAK, WNM, CNA	Sustainable model developed
Ongoing	Implement Attendance Management Plan according to the MOE's criteria	CSR, TAK, NOM, CKL, HMS	New Assessment Management Plan developed and used
Terms 2 - 4	Develop a model of balanced whole school activities, events and competitions aligned to the school values	CSR, TAK, NOM, TNT	Model aligned to the school values developed

Term 1	Implement a balanced model of whole school activities, events and competitions aligned to the school values	CSR, TAK, NOM, TNT	Model implemented
Ongoing	Increase extracurricular opportunities	CSR, TAK, NOM	Increased opportunities offered
Ongoing	Ongoing staff training and student learning opportunities in trauma aware and restorative practice approaches	CSR, TAK, NOM, CKL	Increased opportunities for staff and student learning
Ongoing	Publicise and promote restorative practices and trauma aware approaches	CSR, TAK, NOM, CKL	Increased publicity and promotion
Ongoing	Effective use of ICT, eg, Google Classroom, Artificial Intelligence (AI) to reduce staff workload, Google Read Write, Adobe suite	All staff	ICT used effectively
Ongoing	Targeted classroom support for literacy and numeracy and effective use of Learning Support Assistants	All teachers	Targeted support in place, LSAs used effectively
Ongoing	Programme of targeted goal setting, academic mentoring and careers support across the school which focuses on promoting student ownership	CSR, TAK, CNA, NOM, CKL, MRF	Effective academic mentoring and careers support programme in place
Ongoing	Explore opportunities to enhance wellbeing, eg, movement activities such as jump jam, yoga, zumba and other strategies such as mindfulness and breathing techniques	All staff	Increased opportunities offered
MONITORING: **RESOURCING:**	Principal's reports to the BOT Professional Learning and Development, remuneration and time allowance (DP, Deans, Sports, ICT, Careers Allowance, Primary Leader)		

STRATEGIC GOAL 3: Our Place: Build a school community in which everyone feels welcomed, valued, and able to contribute.

ANNUAL STRATEGIC INITIATIVES:
Strengthen partnerships with whānau, hapū and iwi
Develop school specific, culturally aligned protocols and tikanga
Promote the use of the school as a community facility to promote a sense of connection and belonging
Document the histories and traditions of the Mangakahia community

BASELINE DATA:	2025 PTA, 2025 school magazine and newsletters

ANNUAL GOALS

WHEN?	WHAT?	WHO?	INDICATORS OF PROGRESS
Term 1	Create a Professional Learning Group (PLG) to develop an engagement plan with whānau, hapū and iwi	CSR, TAK	PLG developed
Terms 2 - 4	Develop an engagement plan and implement accordingly	CSR, TAK	Plan developed
Ongoing	Staff visits to all local marae, starting with mana whenua (Korokota Marae)	CSR, TAK, Cultural leader	Visits take place
Ongoing	Student visits to local marae	CSR, TAK, Cultural leader	Visits take place
Ongoing	Compilation of waiata, karakia and haka booklet which all students will learn	Cultural Leader	Booklet created
Ongoing	Development of school waiata and haka	Cultural Leader	Waiata and haka developed
Ongoing	Development of student leadership opportunities in karanga, whaikōrero and taumata	Cultural Leader	Opportunities offered
Ongoing	Investigate adult learning opportunities	CSR	Ideas generated
Ongoing	Investigate ways the school can be used outside of school hours	CSR, WNM (PTA)	Ideas generated

Ongoing	Develop the PTA as a ‘parents as champions’ group	WNM (PTA)	Publicised
Ongoing	Form and implement a plan to document histories and traditions of the school	LASS, WNM (PTA)	Plan formed and implemented
Ongoing	Remain open to new ideas and initiatives	All staff	New ideas generated
Ongoing	Publicise through school newsletter, facebook and at Titoki General Store	CSR	Publicised
MONITORING: **RESOURCING:**	Principal’s reports to the BOT Remuneration (Cultural Leadership Allowance), PTA		