

Annual Implementation Plan Otamatea High School 2025

Strategic Goal 1 Focus on Teacher Practice to increase the quality of teaching and learning (impacting student outcomes)				
Annual Targets NCEA level 1 pass rate = 90% NCEA level 2 pass rate = 90% NCEA level 3 pass rate = 75% CAA pass rate by End of year 10- 70% CAA Pass rate by End of year 11- 90%				
What do we expect to see by the end of the year? Documented lesson-by-lesson planning in place for all Y7-10 courses. A revised Schoolwide Literacy and Numeracy program in place Walk through and classroom observations to build teacher capacity				
Actions	Who is Responsible?	Timeframe	How will you measure success?	
Documented lesson by lesson planning updated for all Y9 courses.	DP (student achievement) and Department HODs	By the end of 2025	Documented, detailed plans in place that follow the Universal Design for Learning framework	

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Actions	Who is Responsible?	Timeframe	How will you measure success?	
Implementing a revised Literacy and numeracy program	SLT/ WS teachers/HOD	By the end of 2025	CAA results Y7-9 E-Asttle data improvements	
Walk through and classroom observations by HOD/SLT SCT classroom observations of new and OTT (teachers)	SLT/ HOD		Student voice surveys Walk through data	

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Strategic Goal 2 Our students will learn in a safe, inclusive environment where effective hauora (physical, mental, social and spiritual wellbeing) is promoted				
Annual Target Overall regular school attendance rate to increase from 35% to 50 in 2025 At least 90% of year 11s return to school in year 12 At least 80% of year 12s return to school in year 13 A reduction in the number of major incidents related to poor behaviour comparative to 2024				
What do we expect to see by the end of the year?				
Improved rates of schoolwide attendance. Improved retention rates of students who reach 16 years of age. Fewer incidents of poor student behaviour.				
Actions	Who is Responsible?	Timeframe	How will you measure success?	
Increased contact between staff and Care givers (phone/email/ meetings)	SLT/Deans/HOD	By end of T2 2025	Kamar stats	

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The ongoing development of school systems for monitoring and addressing student attendance and pastoral	DP, Attendance/Pastoral Manager and Deans	By the end of 2025	Improved schoolwide attendance Stand down and suspension data decreases	
KIVA for Year 8 and Year 9s.	DP	By the end of 2025	All Year 8 and Year 9 KIVA lessons delivered during 2025	
Expand our Alternative Education Programme to year 8s.	DP- AC and AltEd Tutor	By the end of Term 1 2025	Year 8 students regularly timetabled into AltEd	

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Strategic Goal 3 Focus on removing barriers to learning to achieve equitable outcomes for all				
Annual Target Equitable student achievement outcomes for Māori and Pasifika students.				
What do we expect to see by the end of the year?				
Successful implementation of mātauranga Māori. Equitable NCEA pass rates, attendance and retention rates for Māori students. Investment in teacher professional development in te reo and tikanga Māori. Māori representation in the leadership of the school (including teachers) Increasing differentiated resources in unit plans by all teachers				
Actions	Who is Responsible?	Timeframe	How will you measure success?	
Invest in teacher professional development in te reo and tikanga Māori.	Principal, DP	By the end of 2025	Increased staff fluency and understanding of te reo and tikanga Māori.	

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Māori representation in the leadership of the school (including teachers)	Principal	Term 4 2025	Diversity in BOT/ Leadership/Middle management at OHS	
Increasing differentiated resources in unit plans by all teachers	HOD	By term 2 of 2025	Increased resources in Google Drive for each department	
Continue our Mana Ake and TKO programmes	DP and Kaiawhina	By the end of 2025	Increased engagement, achievement and retention of students in these programmes.	