

Annual Implementation Plan 2026

The following plan outlines the actions required for 2026,

Strategic Goal 1: Improving Academic Achievement and Curriculum Excellence

Overarching Aim: All students will progress and achieve their highest possible educational potential through the provision of high-quality, evidence-based teaching and learning programmes, with a strong focus on foundational skills and effective curriculum implementation.

Annual Targets 2026	What do we expect to see by the end of the year?
NCEA Level 1 pass rate 90%	NCEA pass rates sustained and enhanced across all levels.
NCEA Level 2 pass rate 90%	Achievement data indicates improved foundational literacy and numeracy across junior school levels.
NCEA Level 3 pass rate 75%	Curriculum implementation is fully compliant with all finalised new NZ Curriculum and NCEA standards.
Establishment of ambitious school-specific targets for improved Literacy/Numeracy achievement across all year levels.	Three times the baseline average number of Golden Kauri awarded (sustaining the 2024 expectation).
	Effective utilisation of new MOE-provided standardised assessment tools for Years 7-10.

Actions	Who is Responsible?	Timeframe	How will you measure success?
Adapt the lesson-by-lesson unit plans to reflect the updated curriculum for Y7-10.	DP (Student Achievement) and Department HODs	Ongoing/End of 2026	Auditable evidence that UDL-based planning is consistently in place and utilised across all Y7-10 courses.
Ensure full and successful implementation of all finalised new NCEA L1 standards and corresponding NZ Curriculum refresh areas scheduled for use in 2026.	DP and Department HODs	Ongoing/End of 2026	Achieving NCEA Level 1 target of 90% and sustained or enhanced pass rates/endorsements at Levels 2 and 3.
Develop and implement a refined, school-wide literacy and numeracy programme using evidence-based, structured teaching approaches.	DP (Curriculum), HODs, and Lead Teachers	End of Term 2 2026	School-specific targets for Literacy/Numeracy improvement are established and progress is tracked against national benchmarks.
Integrate new MOE standardised assessment tools (Y7-10 assessment tool) to monitor student progress accurately and inform targeted interventions.	DP (Student Achievement), HODs, and Data Manager	By the end of Term 3 2026	Accurate monitoring data generated by the new assessment tools utilised to report progress and inform interventions.
Sustain and enhance the Golden Kauri reward system to recognize regular demonstration of WAKA values.	DP (Pastoral)	Ongoing	Issuance of Golden Kauri awards maintained at three times the baseline average.

Strategic Goal 2: Nurturing a Safe, Inclusive, and Well-being Focused Environment

Overarching Aim: Our students will learn in a physically, mentally, socially, and spiritually healthy environment, fostering a strong sense of belonging, safety, and respect for all members of the school community.

Annual Targets 2026	What do we expect to see by the end of the year?		
Actions	Who is Responsible?	Timeframe	How will you measure success?
Overall school attendance rate of 90%.	School systems for monitoring and addressing attendance are fully refined and consistently applied.		
At least 90% of Year 11 students return to school in Year 12.	Increased communication and engagement with parents and caregivers regarding attendance is evident.		
A 20% reduction in the number of major incidents related to poor behaviour (sustaining the 2024 goal).	Pastoral care systems (including restorative practices and KIVA) are fully embedded and effective.		
Refine and embed established school systems for monitoring and addressing student attendance, ensuring consistent follow-up and support for students with low attendance.	DP, Attendance/Pastoral Manager, and Deans	Ongoing	Achievement of the 90% overall school attendance target.
Implement a clear strategy to increase communication and engagement with parents and caregivers to collaboratively improve student attendance and re-engagement.	Principal, DP (Pastoral), Attendance Manager and Deans	Ongoing	Documented evidence of increased communication with caregivers regarding attendance.

Embed and evaluate comprehensive pastoral care systems, ensuring restorative practices are consistently applied across all year levels.	Principal, DPs, Attendance/Pastoral Manager, and Deans	Ongoing	Reduction in the number of major incidents related to poor behaviour.
Continue implementation of KIVA and expand the reach of positive behavioural and social-emotional programmes (e.g., Mana ake, Dingle and TKO).	DP (Pastoral) and Deans	Ongoing	Measurable reduction in bullying incidents and improved student positive social-emotional skills.
Review and expand the Alternative Education Programme for Y7-8 to ensure it continues to meet student needs effectively and promotes positive student outcomes.	DP and AltEd Tutor	End of Term 3 2026	Positive academic and engagement outcomes for students regularly timetabled into the AltEd programme.
Progress the school's Master Property Plan, addressing current and future roll growth and facility needs.	Principal and Property Manager	Ongoing	Key milestones of the Master Property Plan achieved, with a specific focus on modern classrooms and infrastructure.

Strategic Goal 3: Empowering Māori Success as Māori

Overarching Aim: Our Māori students will experience educational success as Māori, with their identity, language (Te Reo Māori), and culture (Tikanga Māori and Mātauranga Māori) affirmed, celebrated, and meaningfully integrated across all aspects of school life.

Annual Targets 2026	What do we expect to see by the end of the year?
Equitable student achievement outcomes for Māori students, eliminating disparity.	Deepened integration of Mātauranga Māori across curriculum and school operations.
Actively recruit a senior Te Reo teacher.	The ability to cater for NCEA Te reo within school
Increased opportunities for Māori representation in leadership roles within the school.	Staff professional development leads to increased fluency and understanding of Te Reo and Tikanga Māori.

Actions	Who is Responsible?	Timeframe	How will you measure success?
Maintain the integration of Mātauranga Māori across the curriculum and school operations.	DP (Curriculum), Kaiawhina, and HODs	Ongoing	Documented evidence of Mātauranga Māori integration in multiple learning areas and school practices.
Deliver ongoing professional development (PD) for all staff to increase their fluency and understanding of Te Reo Māori and Tikanga Māori.	Principal and DP	Ongoing	Increased staff fluency and understanding, measured via internal review/evaluation.

<p>Implement and evaluate the effectiveness of programmes such as "Mindshift" to enhance Māori student engagement and retention.</p>	<p>DP and Kaiawhina</p>	<p>End of Term 2 2026</p>	<p>Increased engagement, achievement, and retention of students participating in these programmes.</p>
<p>Strengthen authentic and reciprocal partnerships with Māori whānau, hapū, and Te Uri o Hau, ensuring their aspirations inform school practices.</p>	<p>Principal and BOT</p>	<p>Ongoing</p>	<p>Documented evidence of reciprocal partnership activities and whānau/iwi aspirations reflected in school reviews.</p>