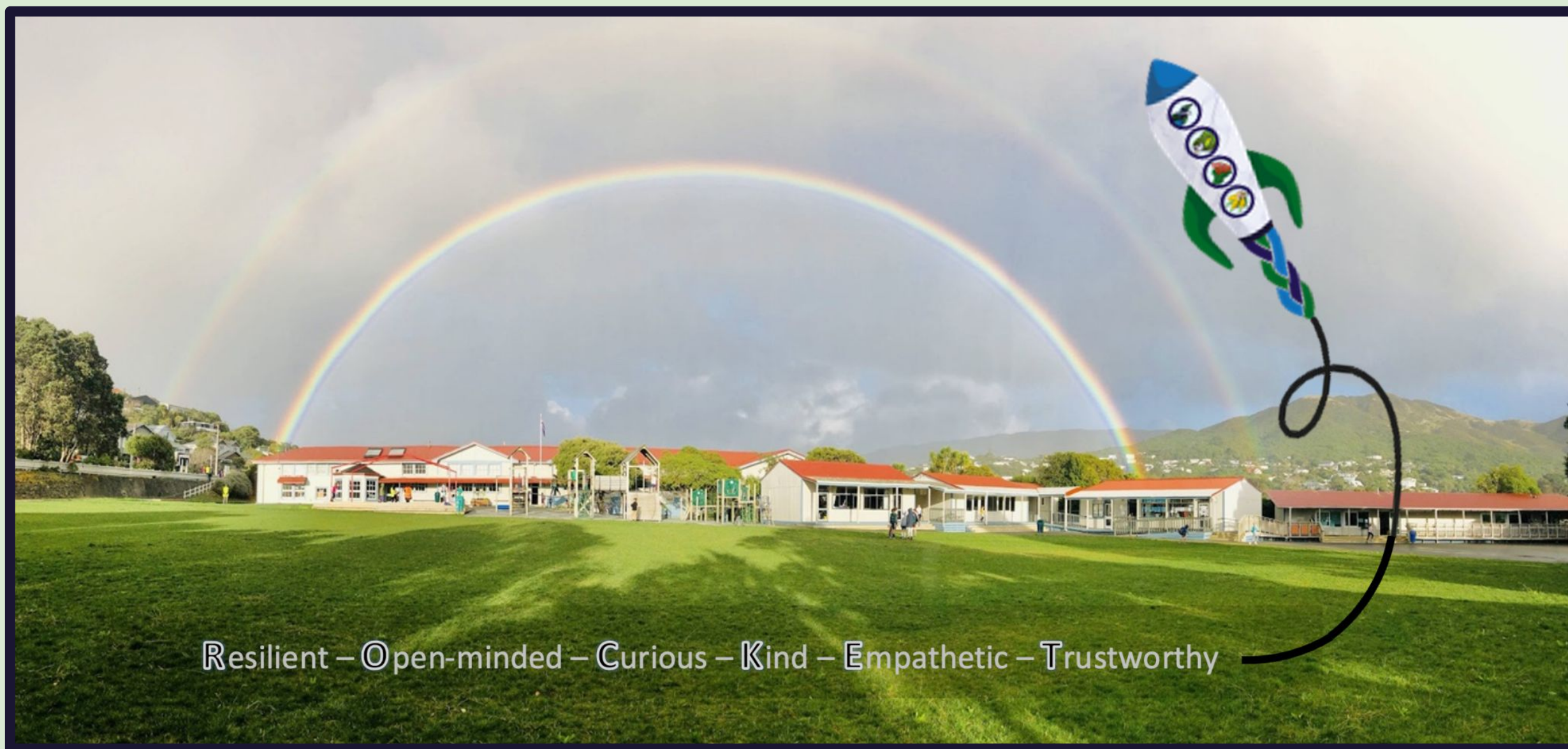




# Ngaio School 2024-2025 Strategic Plan *Updated for 2025*



Resilient – Open-minded – Curious – Kind – Empathetic – Trustworthy

# Strategic Plan 2024 - 2025

We are pleased to present the Ngaio School Strategic Plan for 2024-2025.

The Strategic Plan highlights specific areas for further growth or development which are in addition to the school's 'business as usual' focus on teaching across the curriculum

This page presents a high level view of the 2024-25 strategic plan initiatives and the changes we want to see over the two years.

Each year we also develop an annual implementation plan which describes the specific things we will focus on in that year towards the goals and initiatives in the strategic plan.

## STRATEGIC GOAL for our LEARNERS

Create inspiring and meaningful pathways for learning

In addition to giving ongoing attention to attendance, reading, writing and mathematics, the following outlines specific initiatives and expectations for our learners.

### Initiatives for 2024-2025:

Celebrate the identity, culture and uniqueness of ākonga to support their learning pathways and wellbeing

Provide rich learning experiences to engage students and ensure their wellbeing and learning needs are catered for.

Sustain a positive learning culture

Foster positive online awareness and interactions (communication).

### What do we expect to see by the end of 2025?

A Graduate Profile underpinned by our ROCKET values.  
Confident ākonga taking ownership of their learning and persevering when faced with challenge.  
Diversity of heritage, language, identity and culture are valued and celebrated.

Happy, engaged ākonga provided with rich learning opportunities generated from Te Mātaiaho, the refreshed NZ Curriculum.  
Kaiako and ākonga and whanau understand the role of play in the Ngaio School class programmes.

A culture where positive behaviour and learning is a way of life. Supported by school-wide positive behaviour strategies supported by our ROCKET values.  
Teachers with a kete of tools to effectively focus on maintaining high expectations for positive behaviour and learning

Appropriate use of digital devices is a seamless and natural part of school life. Classrooms have access to appropriate volume and quality of devices to support their classroom programmes. Ākonga across the school are able to engage in the digital curriculum, including online, safely.

## STRATEGIC GOAL for our STAFF

Support all staff to succeed

### Initiatives for 2024-2025:

Maintain a cohesive, positive and happy teaching team by

- developing shared pedagogy incorporating best practice
- supporting all staff in their professional growth.

### What do we expect to see by the end of 2025?

A staff culture where continuous improvement is valued.  
Mathematics delivered across the school by confident kaiako with shared practice and assessment resulting in more than 90% of ākonga at or above expectations at the end of each year.  
The Better Start Literacy Approach embedded in years 1-6  
All kaiako with an understanding of and appreciation for Aotearoa's bicultural heritage and perspective on local historical narratives, tikanga and kawa and the confidence to bring this into classroom programmes across the curriculum.

## STRATEGIC GOAL for our COMMUNITY

Weave strong partnerships with our community

### Initiatives for 2024-2025:

Facilitate rich family/whānau engagement in children's learning.

Strengthen communication of developments and change.

### What do we expect to see by the end of 2025?

Satisfied, informed parents and whānau who feel informed and trust in the information received about the progress of their tamariki. Whānau are aware of the ways they can find out about progress and the role of different things like 3-way conferences.

Whānau are well informed about curriculum developments impacting Ngaio School in 2024 and 2025.  
Whānau know where to find information about Te Mātaiaho | *The refreshed NZ curriculum* and the Ngaio School Curriculum.

## STRATEGIC GOAL for our ENVIRONMENT

Our school environment continues to be a place we all treasure

### Initiatives for 2024-2025:

Look after our outdoor spaces.

### What do we expect to see by the end of 2025?

Outdoor spaces that support and enhance wellbeing and learning outcomes. Improvements to the schools outdoor spaces that focus on looking after what we have.

The following have been considered in our our strategic and annual planning. Further detail, including measures, outcomes and responsibilities are included in our Annual Implementation Plan for 2024.

## The Statement of National Education and Learning Priorities (NELP)

The Statement of National Education and Learning Priorities (NELP) and the Tertiary Education Strategy (TES) set out the Government's priorities for education that will ensure the success and wellbeing of all learners. This set of seven priorities is designed to guide us in ensuring the success and wellbeing of all our learners. The NELPs are used alongside our own local priorities, and in conjunction with delivering a rich local curriculum, to help every learner/ākonga to progress and achieve their aspirations.

NELP & Strategic Goal Alignment	OUR LEARNERS Create inspiring and meaningful pathways for learning	OUR STAFF Support all staff to succeed.	OUR COMMUNITY Weave strong partnerships with our community
<b>NELP Objective 1: LEARNERS AT THE CENTRE</b> Learners with their whānau are at the centre of education	<b>Priority 1:</b> Ensure places of learning are safe, inclusive and free from racism, discrimination and bullying	<b>Priority 2:</b> Have high aspirations for every learner/ākonga, and support these by partnering with their whānau and communities to design and deliver education that responds to their needs, and sustains their identities, languages and cultures	
<b>NELP Objective 2: BARRIER FREE ACCESS</b> Great education opportunities and outcomes are within reach for every learner	<b>Priority 3:</b> Reduce barriers to education for all, including for Māori and Pacific learners/ākonga, disabled learners/ākonga and those with learning support needs  <b>Priority 4:</b> Ensure every learner/ākonga gains sound foundation skills, including language*, literacy and numeracy		
<b>NELP Objective 3: QUALITY TEACHING AND LEADERSHIP</b> Quality teaching and leadership make the difference for learners and their whānau	<b>Priority 5:</b> Meaningfully incorporate te reo Māori and tikanga Māori into the everyday life of the place of learning.	<b>Priority 6:</b> Develop staff to strengthen teaching, leadership and learner support capability across the education workforce.	

## Board Primary Objectives

There are four primary objectives for boards listed in Section 127 of the Education and Training Act 2020. These help boards to focus on what matters most for learners and their whānau. The Ngaio School Board ensures that:

- Every student at Ngaio school can achieve their highest educational standard
- Ngaio School is a physically and emotionally safe place, ensures students' human rights are upheld and takes steps to eliminate racism, stigma, bullying and other forms of discrimination
- Ngaio School is inclusive of and caters for, students with differing needs
- Ngaio School gives effect to Te Tiriti o Waitangi, including by:
  - › working to ensure that our plans, policies, and local curriculum reflect local tikanga Māori, mātauranga Māori, and te ao Māori
  - › taking all reasonable steps to make instruction available in tikanga Māori and te reo Māori
  - › achieving equitable outcomes for Māori students

## Kāhui Ako Achievement Challenges

The three challenges agreed upon for the Kāhui Ako focus in 2025 are

- **Connected and Contributing community** - A cohesive and understood pathway across kāhui in English and Mathematics.
- **Identity and Culture** - All schools give effect to Te Tiriti to ensure equitable outcomes for ALL ākonga.
- **Inclusive and responsive practices** that support our ākonga to thrive (including ND students) - links to identity, culture, connection.

Wellbeing is woven throughout.

# Annual Implementation Plan Goal Summary 2025

## STRATEGIC GOAL: OUR LEARNERS - Create inspiring and meaningful pathways for learning

INITIATIVE 1: Celebrate the identity, culture and uniqueness of ākonga to support their learning pathways and wellbeing.

ANNUAL GOAL 1: Enact our newly developed Graduate Profile  
*(Connected to OUR COMMUNITY Initiative 1, Goal 2.)*

INITIATIVE 2: Provide rich learning experiences to engage students and ensure their wellbeing and learning needs are catered for.

ANNUAL GOAL:  
a. Develop a wider understanding and acknowledgement of 'play' in the curriculum programmes  
b. Embed 'Loose Parts Play' as an integral activity at Ngaio School.  
c. Market how we incorporate and value 'play' in our curriculum.

INITIATIVE 3: Sustain a positive learning culture.

ANNUAL GOAL: Continue our PB4L journey embedding rubrics (scoring guides) and aligning to our Graduate Profile.

INITIATIVE 4: Foster positive online interactions (communication)

ANNUAL GOAL 1: Update/expand our digital citizenship to include online behaviour/etiquette  
ANNUAL GOAL 2: Equip year 6 students to identify the sources of online information. recognise fake news, disinformation, to avoid scams and identify hoaxes.  
*(Consider widening this to other year groups going forward.)*  
ANNUAL GOAL 3: Equip Year 6 ākonga to understand AI tools, how they work and how they can be used as a learning tool.  
*(Age appropriate AI tools only under supervision and guidance of kaiako.)*

## STRATEGIC GOAL: OUR STAFF - Support all staff to succeed

INITIATIVE: Maintain a cohesive, positive and happy teaching team by

- developing shared pedagogy incorporating best practice
- supporting all staff in their professional growth.

ANNUAL GOAL 1: Update the Ngaio Framework for mathematics to incorporate new expectations and resources (unpack and implement the revised curriculum)

ANNUAL GOAL 2: Build a shared understanding of Structured Literacy at Ngaio School (unpack the revised curriculum)

ANNUAL GOAL 3: Support staff wellbeing during period of curriculum change.

## OUR COMMUNITY: Weave strong partnerships with our community

INITIATIVE 1: Facilitate rich family/whānau engagement in school life.

ANNUAL GOAL 1: Develop a clear plan for communicating with parents/caregivers about their child's learning.

ANNUAL GOAL 2: Increased whānau group contribution to strategic direction.

INITIATIVE 2: Strengthen communication of developments and change.

ANNUAL GOAL: Provide opportunities for whānau to learn about Structured Literacy and Mathematics.

## STRATEGIC GOAL: OUR ENVIRONMENT - Our school environment continues to be a place we all treasure

INITIATIVE: Look after our outdoor spaces.

ANNUAL GOAL 1: Develop a plan for maintaining the pool

ANNUAL GOAL 2: Replace the playground matting and make a plan for ongoing maintenance of equipment