

Kaitao Intermediate



Strategic plan

2023 - 2025

Kaitao Intermediate Strategic Plan 2023-2025

Welcome to Kaitao Intermediate's Strategic Plan for 2023-2025, a document outlining our dedication to strengthening our learning community over the next three years. As an education provider, we understand the transformative power of learning and the value of fostering a nurturing, inclusive, and collaborative environment.

At Kaitao Intermediate, our guiding principle is "Mā te whānau, tātou e puāwai - achieving success together". We believe that the success of our tamariki is intertwined with the active participation of their whānau and the broader community. We acknowledge that everyone has a vital role to play in the educational journey of our students.

To fulfil our mission, we are implementing several strategic initiatives that respect and respond to our diverse student needs. Our Rumaki class offers full immersion in te reo Māori, nurturing our students' linguistic and cultural competencies. Our Differentiated Learning programme provides tailored support for students with dyslexia and dyslexic tendencies, enabling them to thrive in their unique ways. The Mana Mahere programme promotes school-ready behaviours, facilitating the successful reintegration of students into mainstream learning.

This strategic plan outlines our commitments and goals across several key areas, from improving teaching quality and leadership to ensuring barrier-free access and creating an education that is relevant for our students' future. Our strategic direction is aligned with the principles of Te Tiriti o Waitangi, encompassing Partnership, Protection, and Participation. We believe that such alignment is vital for the future of Aotearoa New Zealand's education.

Together, we aim to nurture a community of lifelong learners who are not only prepared for their future roles but are also empathetic, culturally aware, and committed to making a positive impact on their communities. We invite you, our whānau, to join us on this journey, achieving success together.

Strategic Goals for PGC at Kaitao Intermediate 2023 - 2025

	Learners at the Centre	Barrier Free Access	Quality Teaching and Leadership	Future of Learning and Work	World Class Inclusive Public Education
2023	Initiate student-centric PGC groups to identify learning goals and challenges. Engage whānau in understanding these goals.	Develop and implement a system to ensure that every student, irrespective of their background, can participate fully in PGC.	Invest in comprehensive teacher training programmes to build leadership capacity and enhance teaching quality.	Emphasise on building skills that are relevant for today's world, including digital literacy, critical thinking, and problem-solving.	Strive to create an inclusive learning environment that promotes equitable learning opportunities for all.
KPI	<ul style="list-style-type: none"> 85% of students involved in defining their PGC goals 75% whānau participation in PGC meetings 	<ul style="list-style-type: none"> 100% access to learning resources for all students No reported incidents of inaccessible educational content 	<ul style="list-style-type: none"> 70% of teachers report improvement in teaching methods 	<ul style="list-style-type: none"> 90% of lessons incorporate relevant skills (digital literacy, critical thinking, etc.) 80% of students report finding their learning relevant to their lives 	<ul style="list-style-type: none"> Less than 5% reported incidents of exclusion. 90% of students report feeling valued and included in the school environment
2024	Regularly update and involve whānau in the progress of learners' PGC. Create student-led conferences to share learning journeys.	Continually review and adapt strategies to ensure accessibility and equity in education.	Foster a culture of continuous improvement among teachers and leaders through ongoing professional development and feedback.	Integrate real-world applications and future-oriented thinking in learning. Emphasise lifelong learning skills.	Continue to work towards an inclusive education system that reflects and values the diversity of New Zealand.
KPI	<ul style="list-style-type: none"> 90% of students leading their own conferences 80% whānau participation in student-led conferences 	<ul style="list-style-type: none"> Zero tolerance for inaccessible educational content 100% of new educational content created is accessible 	<ul style="list-style-type: none"> 80% of teachers participate in leadership partnerships. 80% of teachers report feeling supported in their professional development. 75% of teachers share their effective strategies with colleagues 	<ul style="list-style-type: none"> 85% of students are able to articulate the relevance of their learning to real-world scenarios. 75% of students report a commitment to lifelong learning 	<ul style="list-style-type: none"> 95% of students report feeling included in the school environment Diversity representation in educational content matches or exceeds the demographic distribution of students
2025	Involve learners and their whānau in the evaluation and refinement of the PGC. Celebrate and share learners' success.	Investigate and address any remaining barriers to access, with a focus on systemic changes.	Encourage and support teacher-leaders to share their effective strategies and learnings with others.	Adapt teaching methods and content to keep pace with the changing world, ensuring ongoing relevance.	Showcase success stories and best practices as examples of a world-class inclusive public education system.
KPI	<ul style="list-style-type: none"> 95% of students involved in the evaluation and refinement of their PGC 85% of whānau engaged in PGC celebrations 	<ul style="list-style-type: none"> 100% of learning resources reviewed for accessibility 100% of the learning environment is physically accessible 	<ul style="list-style-type: none"> 100% of teachers implement learnings from professional development in their classrooms 100% of teachers share their success stories with colleagues 	<ul style="list-style-type: none"> 90% of students demonstrate future-oriented thinking in their work 80% of teachers regularly update teaching methods to stay relevant 	<ul style="list-style-type: none"> 98% of students report feeling included in the school environment 100% of new educational content created is inclusive and diverse

Strategic Goals for Reading at Kaitao Intermediate 2023 - 2025

	Learners at the Centre	Barrier Free Access	Quality Teaching and Leadership	Future of Learning and Work	World Class Inclusive Public Education
2023	Initiate a literacy assessment for each student to identify reading levels and needs. Involve whānau in setting reading goals.	Establish a school-wide initiative to provide all students with access to quality reading materials at home.	Invest in professional development for teachers to effectively teach reading strategies and engage students.	Integrate reading with practical, real-life contexts and problem-solving activities.	Ensure that reading curriculum and resources reflect diverse cultures and experiences, to make learning relatable and inclusive.
KPI	<ul style="list-style-type: none"> 100% of students assessed for reading levels 75% of whānau participate in setting reading goals 	<ul style="list-style-type: none"> A 50% increase in the number of reading materials available to students at home Launch of a school-wide initiative to provide access to quality reading materials 	<ul style="list-style-type: none"> 80% of teachers participate in reading-focused professional development 70% of teachers report improvement in teaching reading strategies 	<ul style="list-style-type: none"> 75% of lesson plans incorporate real-world contexts and problem-solving activities 70% of students report finding their reading materials relevant to their lives 	<ul style="list-style-type: none"> 85% of students report that their cultures and experiences are represented in the reading curriculum and resources
2024	Regularly update and involve whānau in students' reading progress. Implement student-led book clubs and reading groups.	Promote student use of the school library and whānau use of the local library as well as send home reading resources that are high quality and no longer in use.	Encourage and support teachers in sharing successful strategies for teaching reading, particularly for students facing socio-economic challenges.	Use real-world examples in reading materials to build comprehension and critical thinking skills that are relevant for future work.	Actively promote the inclusion of diverse voices and perspectives in reading resources and discussions.
KPI	<ul style="list-style-type: none"> 100% of whānau regularly updated on students' reading progress 60% of students participate in reading groups 	<ul style="list-style-type: none"> 60% of whānau report regular use of the local library 85% of students report regular access to the school library 	<ul style="list-style-type: none"> 75% of teachers share effective reading teaching strategies with colleagues 80% of teachers report feeling supported in their teaching of reading 	<ul style="list-style-type: none"> 80% of reading materials include real-world examples 75% of students demonstrate improved comprehension and critical thinking skills 	<ul style="list-style-type: none"> 90% of reading resources and discussions include diverse voices and perspectives 90% of students report feeling included and engaged in reading activities
2025	Involve learners and their whānau in celebrating reading milestones and sharing their favourite books or reading experiences.	Collaborate with local businesses and organisations to support a community-wide reading initiative, ensuring that reading opportunities are available beyond school.	Recognise and reward teachers who have made significant contributions to improving reading outcomes among students.	Regularly update reading materials and teaching methods to ensure that students are prepared for the changing demands of the future.	Showcase success stories and best practices in inclusive reading education, emphasising how reading has been made accessible and engaging for all learners.
KPI	<ul style="list-style-type: none"> 90% of students meet or exceed their reading goals 85% of whānau participate in reading celebrations 	<ul style="list-style-type: none"> A community-wide reading initiative established with participation from local businesses and organisations 90% of students have access to reading opportunities beyond school 	<ul style="list-style-type: none"> 80% of teachers recognised for their contributions to improving reading outcomes 85% of teachers demonstrate confidence and competence in teaching reading 	<ul style="list-style-type: none"> 85% of students can articulate the relevance of their reading skills to their future work and lives 90% of reading materials and teaching methods updated to reflect future demands 	<ul style="list-style-type: none"> 95% of students and whānau satisfied with the inclusiveness and accessibility of reading education Showcase of success stories and best practices in inclusive reading education

Strategic Goals for Writing at Kaitao Intermediate 2023 - 2025

	Learners at the Centre	Barrier Free Access	Quality Teaching and Leadership	Future of Learning and Work	World Class Inclusive Public Education
2023	Implement a writing assessment for each student to identify current writing abilities and areas for improvement. Involve whānau in setting writing goals.	Provide every student with access to writing resources and tools, including online writing aids.	Invest in professional development for teachers to enhance their ability to teach writing strategies effectively.	Emphasise practical and creative writing, helping students understand the importance of written communication in real-world situations.	Ensure writing tasks and assignments represent and respect the diverse cultures and experiences of students, promoting inclusivity.
KPI	<ul style="list-style-type: none"> 100% of students assessed for writing abilities 75% of whānau participate in setting writing goals 	<ul style="list-style-type: none"> A 50% increase in the access to writing resources for all students Launch of an initiative to provide online writing aids 	<ul style="list-style-type: none"> 80% of teachers participate in writing-focused professional development 70% of teachers report improvement in teaching writing strategies 	<ul style="list-style-type: none"> 75% of lesson plans incorporate practical and creative writing exercises 70% of students report finding their writing tasks relevant to their lives 	<ul style="list-style-type: none"> 85% of students report that their cultures and experiences are represented in the writing curriculum and assignments
2024	Encourage students to share their writing with whānau and peers, promoting confidence and openness. Host writing competitions to showcase talent and improvement.	Ensure the school's writing curriculum and resources are accessible to all, considering factors like language and special needs.	Encourage peer-review sessions among teachers, promoting the sharing of effective strategies for teaching writing.	Integrate technology into writing instruction, preparing students for the digital future.	Promote a culture of inclusion and respect through writing, emphasising the representation of diverse voices and perspectives.
KPI	<ul style="list-style-type: none"> 85% of whānau regularly updated on students' writing progress 60% of students participate in writing competitions 	<ul style="list-style-type: none"> 100% of students have access to the school's writing curriculum and resources Implementation of accessible writing resources for special needs students 	<ul style="list-style-type: none"> 75% of teachers share effective writing teaching strategies with colleagues 80% of teachers report feeling supported in their teaching of writing 	<ul style="list-style-type: none"> 80% of writing tasks integrate technology 75% of students demonstrate improved digital writing skills 	<ul style="list-style-type: none"> 90% of writing tasks and discussions include diverse voices and perspectives 90% of students report feeling included and engaged in writing activities
2025	Organise writing exhibitions or fairs, encouraging students to share their work with the wider community. Celebrate writing milestones and achievements.	Collaborate with local libraries and community organisations to offer writing workshops and support outside school hours.	Recognise and reward teachers who have significantly improved writing outcomes among students.	Ensure writing tasks are future-oriented, focusing on skills needed in tomorrow's workplaces, like persuasive and technical writing.	Showcase the school's commitment to inclusive education by sharing student writing that reflects the diverse voices and experiences in the school community.
KPI	<ul style="list-style-type: none"> 90% of students meet or exceed their writing goals 85% of whānau participate in writing celebrations 	<ul style="list-style-type: none"> A community-wide writing initiative established with participation from local libraries and organisations 90% of students have access to writing opportunities beyond school 	<ul style="list-style-type: none"> 80% of teachers recognised for their contributions to improving reading outcomes 85% of teachers demonstrate confidence and competence in teaching reading 	<ul style="list-style-type: none"> 85% of students can articulate the relevance of their writing skills to their future work and lives 90% of writing tasks updated to reflect future demands 	<ul style="list-style-type: none"> 95% of students and whānau satisfied with the inclusiveness of writing education Showcase of student writing that reflects the diverse voices and experiences

Strategic Goals for Maths at Kaitao Intermediate 2023 - 2025

	Learners at the Centre	Barrier Free Access	Quality Teaching and Leadership	Future of Learning and Work	World Class Inclusive Public Education
2023	Implement an assessment for each student to identify current mathematics skills and areas for improvement. Involve whānau in setting mathematics goals.	Provide every student with access to mathematics resources and tools, including online maths aids and apps.	Invest in professional development for teachers to enhance their ability to teach mathematics strategies effectively.	Incorporate practical real-world scenarios in maths lessons to demonstrate its application in daily life and future work.	Ensure mathematical tasks and assignments represent and respect the diverse cultures and experiences of students, promoting inclusivity.
KPI	<ul style="list-style-type: none"> 100% of students assessed for mathematics abilities 75% of whānau participate in setting mathematics goals 	<ul style="list-style-type: none"> A 50% increase in the access to mathematics resources for all students Launch of an initiative to provide online mathematics aids and apps 	<ul style="list-style-type: none"> 80% of teachers participate in mathematics-focused professional development 70% of teachers report improvement in teaching mathematics strategies 	<ul style="list-style-type: none"> 75% of lesson plans incorporate practical real-world scenarios 70% of students report finding their mathematics tasks relevant to their lives 	<ul style="list-style-type: none"> 85% of students report that their cultures and experiences are represented in the mathematics curriculum and assignments
2024	Encourage students to share their mathematical progress with whānau and peers. Introduce a math challenge or competition to showcase talent and improvement.	Ensure the school's maths curriculum and resources are accessible to all, considering factors like language and special needs.	Encourage peer-review sessions among teachers, promoting the sharing of effective strategies for teaching maths.	Integrate technology into maths instruction, preparing students for the digital future.	Promote a culture of inclusion and respect through mathematical tasks, emphasising the representation of diverse voices and perspectives.
KPI	<ul style="list-style-type: none"> 85% of whānau regularly updated on students' mathematics progress 60% of students participate in maths challenges or competitions 	<ul style="list-style-type: none"> 100% of students have access to the school's mathematics curriculum and resources Implementation of accessible mathematics resources for special needs students 	<ul style="list-style-type: none"> 75% of teachers share effective mathematics teaching strategies with colleagues 80% of teachers report feeling supported in their teaching of mathematics 	<ul style="list-style-type: none"> 80% of mathematics tasks integrate technology 75% of students demonstrate improved digital mathematics skills 	<ul style="list-style-type: none"> 90% of mathematics tasks and discussions include diverse voices and perspectives 90% of students report feeling included and engaged in mathematics activities
2025	Organise maths fairs, encouraging students to share their work with the wider community. Celebrate maths milestones and achievements.	Collaborate with local libraries and community organisations to offer maths workshops and support outside school hours.	Recognise and reward teachers who have significantly improved maths outcomes among students.	Ensure maths tasks are future-oriented, focusing on skills needed in tomorrow's workplaces, like analytical and problem-solving skills.	Showcase the school's commitment to inclusive education by sharing student maths achievements that reflect the diverse voices and experiences in the school community.
KPI	<ul style="list-style-type: none"> 90% of students meet or exceed their mathematics goals 85% of whānau participate in mathematics celebrations 	<ul style="list-style-type: none"> A community-wide mathematics initiative established with participation from local libraries and organisations 90% of students have access to mathematics opportunities beyond school 	<ul style="list-style-type: none"> 80% of teachers recognised for their contributions to improving mathematics outcomes 85% of teachers demonstrate confidence and competence in teaching mathematics 	<ul style="list-style-type: none"> 85% of students can articulate the relevance of their mathematics skills to their future work and lives 90% of mathematics tasks updated to reflect future demands 	<ul style="list-style-type: none"> 95% of students and whānau satisfied with the inclusiveness of mathematics education Showcase of student mathematics achievements that reflects diverse experiences

Strategic Goals for Hauora at Kaitao Intermediate 2023 - 2025

	Learners at the Centre	Barrier Free Access	Quality Teaching and Leadership	Future of Learning and Work	World Class Inclusive Public Education
2023	Conduct a wellbeing assessment for each student to identify their needs and areas for improvement. Involve whānau in setting wellbeing goals.	Ensure every student has access to mental, physical, and social wellbeing resources, including online supports and in-school counselling services.	Invest in professional development for teachers to enhance their understanding and support of student wellbeing.	Incorporate lessons on stress management, healthy relationships, and resilience to prepare students for future challenges.	Ensure health and wellbeing practices respect and represent the diverse cultures and experiences of students, promoting inclusivity.
KPI	<ul style="list-style-type: none"> 100% of students assessed for wellbeing needs 75% of whānau participate in setting wellbeing goals 	<ul style="list-style-type: none"> A 50% increase in the access to wellbeing resources for all students Implementation of online supports and in-school counselling services 	<ul style="list-style-type: none"> 80% of teachers participate in professional development focused on student wellbeing 70% of teachers report improvement in supporting student wellbeing 	<ul style="list-style-type: none"> 75% of lesson plans incorporate stress management and resilience lessons 70% of students report finding their wellbeing lessons relevant to their lives 	<ul style="list-style-type: none"> 85% of students report that their cultures and experiences are represented in the wellbeing curriculum and practices
2024	Encourage students to participate in wellbeing activities like mindfulness, physical exercise, and community service. Host a wellness week to foster a healthier school environment.	Collaborate with community organisations to provide wellbeing resources and services, considering language and special needs barriers.	Encourage teachers to integrate wellbeing lessons into their regular teaching practice and share effective strategies among peers	Integrate wellbeing concepts into the school's digital learning platforms, preparing students for a balanced digital future.	Promote a culture of inclusion and respect through wellbeing activities, emphasising the importance of diverse voices and perspectives.
KPI	<ul style="list-style-type: none"> 80% of students participate in wellbeing activities Successful hosting of a wellness week with high student engagement 	<ul style="list-style-type: none"> Collaboration established with community organisations for providing wellbeing resources Implementation of accessible wellbeing resources for special needs students 	<ul style="list-style-type: none"> 75% of teachers integrate wellbeing lessons into their regular teaching practice 80% of teachers share effective wellbeing teaching strategies with colleagues 	<ul style="list-style-type: none"> 80% of wellbeing tasks integrate digital learning platforms 75% of students demonstrate improved digital wellbeing skills 	<ul style="list-style-type: none"> 90% of wellbeing tasks and discussions include diverse voices and perspectives 90% of students report feeling included and engaged in wellbeing activities
2025	Celebrate and acknowledge students' progress and achievements in their hauora journey. Provide platforms for students to share their experiences and learn from one another.	Establish partnerships with local healthcare providers and community organisations to extend wellbeing support outside school hours.	Recognise and reward teachers who have significantly improved student wellbeing outcomes.	Ensure wellbeing lessons prepare students for future challenges, focusing on skills like mental resilience, emotional intelligence, and healthy lifestyle habits.	Showcase the school's commitment to inclusive education by sharing student wellbeing success stories that reflect the diverse voices and experiences in the school community.
KPI	<ul style="list-style-type: none"> 90% of students show improvement in their hauora journey 85% of whānau participate in wellbeing celebrations 	<ul style="list-style-type: none"> A community-wide wellbeing initiative established with participation from local healthcare providers and organisations 90% of students have access to wellbeing opportunities beyond school 	<ul style="list-style-type: none"> 80% of teachers recognised for their contributions to improving wellbeing outcomes 85% of teachers demonstrate confidence and competence in supporting student wellbeing 	<ul style="list-style-type: none"> 85% of students can articulate the relevance of their wellbeing skills to their future work and lives 90% of wellbeing tasks updated to reflect future demands 	<ul style="list-style-type: none"> 95% of students and whānau satisfied with the inclusiveness of hauora education

Strategic Goals for Te Tiriti o Waitangi at Kaitao Intermediate 2023 - 2025

	Learners at the Centre	Barrier Free Access	Quality Teaching and Leadership	Future of Learning and Work	World Class Inclusive Public Education
2023	Develop curriculum elements that reflect the principles of Partnership, Protection, and Participation. Involve whānau in setting cultural competency goals for the school.	Ensure every student has access to culturally-responsive teaching and learning resources that align with Te Tiriti principles.	Invest in professional development for teachers to enhance their understanding and application of Partnership, Protection, and Participation in their teaching.	Incorporate lessons on how Te Tiriti's principles influence and are relevant to today's society and future implications.	Cultivate an inclusive educational environment that recognises and respects the principles of Te Tiriti in the school's policies and practices.
KPI	<ul style="list-style-type: none"> Completion of curriculum elements reflecting Te Tiriti principles 70% of whānau participate in setting cultural competency goals 	<ul style="list-style-type: none"> 100% of students have access to culturally-responsive resources 30% increase in use of Te Tiriti-aligned resources in classrooms 	<ul style="list-style-type: none"> 80% of teachers attend professional development on Te Tiriti principles 75% of teachers report improved confidence in applying Te Tiriti principles 	<ul style="list-style-type: none"> 50% of lesson plans include explicit references to Te Tiriti principles 70% of students report finding lessons on Te Tiriti principles relevant 	<ul style="list-style-type: none"> Integration of Te Tiriti principles into school policies and practices
2024	Encourage students to engage in projects and activities that reflect Te Tiriti's principles, including service learning within their local communities.	Collaborate with local iwi and Māori organisations to provide opportunities for students and staff to learn and participate in Māori customs, practices, and events.	Foster an environment where teachers continually integrate Te Tiriti principles into everyday teaching and collaborate to share effective strategies.	Integrate understanding of Te Tiriti principles into digital and future-focused learning contexts, preparing students for active and informed citizenship.	Implement a policy of inclusivity and respect, guided by Te Tiriti's principles, ensuring diverse voices and perspectives are represented and heard within the school.
KPI	<ul style="list-style-type: none"> 80% of students participate in Te Tiriti principle-based projects or activities 	<ul style="list-style-type: none"> Establish at least two partnerships with local iwi or Māori organisations 60% of students participate in activities with local iwi or Māori organisations 	<ul style="list-style-type: none"> 85% of teachers regularly integrate Te Tiriti principles into teaching Formation of teacher collaboration group focused on Te Tiriti principle integration 	<ul style="list-style-type: none"> 75% of students demonstrate understanding of Te Tiriti principles in digital contexts 80% of students are able to discuss relevance of Te Tiriti principles to future citizenship 	<ul style="list-style-type: none"> Policy of inclusivity and respect guided by Te Tiriti principles in place 90% of students and whānau report feeling their voices are heard and represented
2025	Acknowledge students' progress and achievements in their understanding and application of Te Tiriti's principles. Create platforms for students to share their learning and experiences.	Establish strong partnerships with local cultural centres, maraes, and iwi to extend the learning and application of Te Tiriti principles beyond school.	Recognise and reward teachers who significantly foster student understanding and application of Te Tiriti's principles.	Ensure that students are prepared to apply the principles of Te Tiriti in their future lives, workplaces, and in their roles as citizens.	Showcase the school's commitment to the principles of Te Tiriti by sharing success stories of inclusive practices and student achievement that reflect these principles.
KPI	<ul style="list-style-type: none"> 90% of students demonstrate improved understanding and application of Te Tiriti principles 	<ul style="list-style-type: none"> Establishment of ongoing relationships with at least three local cultural centres, maraes, or iwi 90% of students participate in learning experiences related to Te Tiriti principles beyond school 	<ul style="list-style-type: none"> 90% of teachers recognised for their commitment to fostering student understanding of Te Tiriti principles 	<ul style="list-style-type: none"> 85% of students can articulate how they will apply Te Tiriti principles in their future lives and workplaces 90% of students report feeling prepared for active and informed citizenship 	<ul style="list-style-type: none"> 95% of students and whānau satisfied with school's commitment to Te Tiriti principles

Actions for implementation

2023	2024	2025
<p>Professional Growth Cycle (PGC)</p> <ul style="list-style-type: none"> Organise termly workshops for teachers on the Professional Growth Cycle process. Integrate PGC process into the existing systems. Schedule regular meetings for teachers to share their PGC insights and experiences. <p>Reading</p> <ul style="list-style-type: none"> Launch a school-wide reading initiative that encourages students to read more at home. Implement guided reading sessions in classrooms to support students with low reading abilities. Initiate partnerships with local libraries to provide resources and support for students and families. <p>Writing</p> <ul style="list-style-type: none"> Introduce a school-wide writing project that involves writing for different audiences and purposes. Provide differentiated writing instruction based on individual student needs. Train teachers in strategies for teaching writing to students with varying abilities. <p>Mathematics -</p> <ul style="list-style-type: none"> Implement a maths coaching model to support teachers in improving maths instruction. Introduce hands-on, practical maths activities to make learning more engaging. Start a "Maths is Fun" week to increase students' interest and engagement in mathematics. <p>Hauora and Student Wellbeing</p> <ul style="list-style-type: none"> Conduct a school-wide survey to assess students' wellbeing needs. Introduce a wellbeing programme that includes strategies for managing stress and developing resilience. Establish partnerships with local health organisations to provide resources and support for student wellbeing. <p>Te Tiriti o Waitangi</p> <ul style="list-style-type: none"> Organise workshops for teachers on the principles of Te Tiriti o Waitangi. Involve whānau in setting cultural competency goals for the school. Incorporate the principles of Partnership, Protection, and Participation into the school curriculum. 	<p>Professional Growth Cycle (PGC)</p> <ul style="list-style-type: none"> Evaluate the effectiveness of the PGC process and make necessary adjustments based on feedback. Encourage teachers to pursue professional learning opportunities related to their PGC goals. Introduce and develop Learner to Learner relationships (coaching/mentoring) to support professional learning. Develop Teacher Leader capabilities and mindsets. Foster PGC relationships of trust that are free of judgement. Host a PGC Showcase event where teachers can share their growth and learning experiences. <p>Reading</p> <ul style="list-style-type: none"> Launch a mentorship programme where proficient readers help struggling readers. Arrange visits from authors or organise virtual meetups to inspire students. <p>Writing</p> <ul style="list-style-type: none"> Introduce a peer review process to encourage collaboration and constructive feedback among students. Host a school-wide writing competition with different categories to cater to various writing styles. Arrange workshops with local authors to provide insights into the writing process. <p>Mathematics</p> <ul style="list-style-type: none"> Continue to develop and adjust the maths coaching model based on feedback and student outcomes. Introduce a 'Parent Math Night' to involve families in mathematical learning and showcase student progress. <p>Hauora and Student Wellbeing</p> <ul style="list-style-type: none"> Evaluate the effectiveness of the wellbeing programme and make necessary adjustments. Organise wellbeing workshops that involve families and the wider community. Continue to work closely with health organisations and integrate their resources into the school's wellbeing programme. <p>Te Tiriti o Waitangi</p> <ul style="list-style-type: none"> Celebrate Waitangi Day with culturally significant events that involve the whole school community. Foster relationships with local iwi and Māori organisations to create learning opportunities for students. Continue integrating Te Tiriti principles into all aspects of the curriculum. 	<p>Professional Growth Cycle (PGC)</p> <ul style="list-style-type: none"> Further refine and tailor the PGC process based on the experiences and feedback from the previous years. Recognise and celebrate teachers' achievements and progress made through the PGC process. Facilitate the sharing of PGC success stories among teachers in wider educational forums. Provide time for teachers to explore professional learning opportunities beyond the school (Kāhui Ako, community). Continue to develop Learner to Learner relationships (coaching/mentoring), and Teacher Leader capabilities and mindsets within and beyond Kaitao Intermediate. <p>Reading</p> <ul style="list-style-type: none"> Evaluate and enhance the mentorship programme based on student progress and feedback. Broaden the range of reading resources to include a more diverse selection of authors and topics. Celebrate reading achievements school-wide, acknowledging both progress and attainment. <p>Writing</p> <ul style="list-style-type: none"> Showcase student writing in public spaces around the school, on the school website, and in local media. Implement a writing mentorship programme where experienced writers help guide students. Celebrate writing achievements school-wide, highlighting progress and creativity. <p>Mathematics</p> <ul style="list-style-type: none"> Review and refine the maths coaching model and maths activities based on students' outcomes and feedback. Host a school-wide 'Math Fair' where students present maths projects and activities to parents and the community. Recognise and celebrate students' achievements in mathematics, both in class and in external competitions. <p>Hauora and Student Wellbeing</p> <ul style="list-style-type: none"> Review and update the wellbeing programme based on students' feedback and changing needs. Host a 'Wellbeing Week' that involves a range of activities promoting mental and physical health. Celebrate positive changes in student wellbeing, acknowledging both individual and collective achievements. <p>Te Tiriti o Waitangi</p> <ul style="list-style-type: none"> Continue to celebrate significant Māori events, enhancing the involvement of local iwi and the wider community. Conduct a review of the curriculum to ensure it reflects Te Tiriti principles consistently. Celebrate achievements in understanding and applying Te Tiriti principles across the school community.

Notes: