

Waitakere Primary School Strategic Plan 2025-2026



Pūtake: Ehara Mo Matou Anake (Not for Ourselves Alone)

Te Taihu (Vision): Learning with purpose; Leading with heart.

Values: Manaakitanga (Respect), Haepapatanga (Responsibility), Manawaroa (Resilience)

The Waitakere Why: Our passion for teaching drives us to inspire and empower our students to be creative and critical thinkers who have a strong sense of self-worth, so they can contribute positively as future citizens to society.

Tiriti o Waitangi: We celebrate the multicultural diversity within our school. We also recognise the importance of the bicultural nature of Aotearoa and the special place of Māori as tangata whenua.

Kāhui Ako Shared Purpose: Raise student achievement; Enhance capabilities of all learners; Build relationships and communities based on trust; All learners to have a sense of pride of where they are and where they come from.

Kāhui Ako Achievement Challenge - Development of:

- Collective Teacher Efficacy
- Learner Agency
- Culturally Sustaining Practice

Strategic Goals

	Goals	Indicators
Strategic Goals: Academic	1. Develop a balanced academic, social and emotional curriculum that enables continuous steady improvement for everyone	<ul style="list-style-type: none"> • All cohorts will register a shift in students' achievement. • Ākonga will be able to articulate how they learn best, and what strategies they use when work is hard. • Ākonga engagement and attitude will improve. • Our local curriculum will continue to develop reflecting the needs of our Ākonga in consultation with our community (including previous work from relishing the waka and developing our Waitākere Way). • Ākonga will be able to articulate whether they feel safe and secure in our school environment and what strategies to use when faced with difficulty. • All cohorts will be encouraged to develop positive relationships in all contexts. • Revised 2025 curriculum is reflected in our school curriculum.
	2. Deepening our understanding of and strengthening collective teacher efficacy and learner agency to lift student achievement.	<ul style="list-style-type: none"> • Teachers and teams complete twice yearly ongoing professional growth cycles which involve reflection on their practices and identification of areas for further development. • Teachers collectively use evidence to improve leadership and teaching practices. • Ākonga are confident in using appropriate strategies for dealing with challenges, uncertainty, and complexities. • School/whānau/student relationships firmly embedded with feedback and feedforward being an integral part of all communications. • Ākonga and Staff understanding and living our values. • Ākonga are co agents in the learning process.
	3. Culturally sustaining and responsive practices embedded in all we do	<ul style="list-style-type: none"> • The use of our school karakia and pepeha are embedded as the norm and used to explain tūrangawaewae. • All Ākonga from Year 3 up will have the opportunity to join kapa haka or learn Te āo Māori

		<ul style="list-style-type: none"> All areas of our curriculum will have a Māori perspective appropriate to topic and class level. Teachers are confident to learn alongside their Ākonga. Whakatau regularly used to welcome manuhiri and new students as tangata whenua, Ākonga will learn about the relevant components. Whānau will be invited to share in their children's learning. The school will continue our consultation and communicate with Māori whānau about Māori achievement and progress. The school will foster a strong relationship with the Tangata whenua (Te Kawerau ā Maki) through Mana Kura All cultures are recognised and celebrated.
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Strategic Goals: Finance	Goals	Indicators
	1. Allocate funds to support/reflect our strategic plans	<ul style="list-style-type: none"> School's financial viability will be secure. Ākonga achievement in targeted learning areas will improve. Funds are allocated effectively and efficiently, reflecting the annual plans.
	2. Review and refine internal procedures to monitor finance and expenditure	<ul style="list-style-type: none"> Monthly finance meetings held. The annual audit process is completed, and the outcome is satisfactory. Data is analysed to decide on annual targets.

Strategic Goals: Property	Goals	Indicators
	1. Environment – Our environment is central to our curriculum and all we do. We understand our responsibilities as kaitiaki.	<ul style="list-style-type: none"> Practices, environment, and facilities reflect our vision and values. Continue to be part of the Travelwise programme. Ākonga Leadership is evident (kaitiakitanga – environment leader). Environmental programmes which fall out of Mana Kura.
	2. Develop indoor and outdoor environments to strengthen collaboration, innovation, and challenge.	<ul style="list-style-type: none"> Development of shade areas around our school. Sustaining our garden areas around the Junior playground, growing food and items for sale Integration of indoor/outdoor spaces into teaching and learning. Breakout spaces for students with additional sensory needs Address drainage issues on the bottom field.
	3. Buildings and facilities are safe for all.	<ul style="list-style-type: none"> Septic tank issues being reviewed Processes for reporting hazards are followed.

S t r a t	Goals	Indicators
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	1. To ensure we maintain a safe physical and emotional environment for our school and the wider community.	<ul style="list-style-type: none"> • Health and safety procedures established using MOH and MOE guidelines and updated regularly. • Waitakere Way embedded and reflected in our learner profile (PB4L). • Procedures for emergencies, have been reviewed and followed.
	2. To work with the community to foster an atmosphere of inclusiveness through communication and consultation.	<ul style="list-style-type: none"> • Regular communication between community and school via Seesaw, Skool loop, email, newsletters, phone calls, meetings, and any other methods including social media channels if applicable • Community consultation will be responsive to the school's needs and follow a review cycle. • Explore ways of sharing our local curriculum with the community.

Business as Usual

<p>Personnel Our staff work in a way that honours our school values and Pūtake.</p> <p>Ongoing development of our staff's capabilities around learning and behaviour.</p>	<p>Finance Funds allocated to support our strategic and annual plans.</p> <p>Apply for grants to supplement monies needed to develop bigger projects.</p>
<p>Property Develop facilities to reflect our priorities as identified in staff and community consultation.</p> <p>Implement an efficient programme of maintenance for our buildings and facilities.</p> <p>Work with MOE where appropriate on Ministry funded projects (non 5YA projects)</p>	<p>Community Develop purposeful partnerships with other learning communities and businesses.</p> <p>Our community is invested in and takes collective responsibility for our kura and Ākonga.</p> <p>Continue the relationship with Whiria te Tangata Kāhui Ako Schools in creating a community in which all learners succeed and flourish.</p>