



## Waitakere Primary School Strategic Plan 2025-2026

### **Pūtaki: Ehara Mo Matou Anake (Not for Ourselves Alone)**

**Te Tauihu (Vision):** Waitakere Primary is the centre of a supportive community where all aspire to achieve personal excellence.

**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

Strategic Goals: Academic	Goals	Indicators
	1. Develop a balanced academic, social and emotional curriculum that enables continuous steady improvement for everyone	<ul style="list-style-type: none"><li>• All cohorts will register a shift in students' achievement.</li><li>• Ākonga will be able to articulate how they learn best, and what strategies they use when work is hard.</li><li>• Ākonga engagement and attitude will improve.</li><li>• Our local curriculum will continue to develop reflecting the needs of our Ākonga in consultation with our community (including previous work from relashing the waka).</li><li>• Ākonga will be able to articulate whether they feel safe and secure in our school environment and what strategies to use when faced with a difficulty.</li><li>• All cohorts will be encouraged to develop positive relationships in all contexts.</li><li>• Curriculum Refresh is reflected in our school curriculum.</li><li>• The Waitakere Way embedded and reflected in our learner profile.</li></ul>
	2. Deepening our understanding of and strengthening collective teacher efficacy and learner agency	<ul style="list-style-type: none"><li>• Teachers and teams regularly self-reflect on their practices and identify areas for further development.</li><li>• Teachers collectively use evidence to improve leadership and teaching practices.</li><li>• Ākonga are confident in using appropriate strategies for dealing with challenges, uncertainty, and complexities.</li><li>• School/whānau/student relationships firmly embedded with feedback and feedforward being an integral part of all communications.</li></ul>

		<ul style="list-style-type: none"> <li>• Ākonga understanding and living our values.</li> <li>• Ākonga are co agents in the learning process.</li> </ul>
	3. Culturally sustaining and responsive practices embedded in all we do	<ul style="list-style-type: none"> <li>• The use of our school karakia and pepeha are embedded as the norm and used to explain tūrangawaewae.</li> <li>• All Ākonga from Year 3 up will have the opportunity to join kapa haka.</li> <li>• All areas of our curriculum will have a Māori perspective appropriate to topic and class level.</li> <li>• Teachers are confident to learn alongside their Ākonga.</li> <li>• Powhiri regularly used to welcome manuhiri as tangata whenua, Ākonga will learn about the relevant components.</li> <li>• Whānau will be invited to share in their children's learning.</li> <li>• The school will continue our consultation and communicate with Māori whānau about Māori achievement and progress.</li> <li>• The school will foster a strong relationship with the Tangata whenua (Te Kawerau ā Maki) through Mana Kura</li> <li>• All Ākonga cultures are recognised and celebrated.</li> </ul>

Strategic Goals: Finance	Goals	Indicators
	1. Allocate funds to support/reflect our strategic plans	<ul style="list-style-type: none"> <li>• School's financial viability will be secure.</li> <li>• Ākonga achievement in targeted learning areas will improve.</li> <li>• Funds are allocated effectively and efficiently, reflecting the annual plans.</li> </ul>
	2. Review and refine internal procedures to monitor finance and expenditure	<ul style="list-style-type: none"> <li>• Monthly finance meetings held.</li> <li>• The annual audit process is completed, and the outcome is satisfactory.</li> <li>• Data is analysed to decide on annual targets.</li> </ul>

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"> <li>• Practices, environment, and facilities reflect our vision and values.</li> <li>• Continue to be part of the Travelwise programme.</li> <li>• Ākonga Leadership is evident (kaitiakitanga – environment leader).</li> <li>• Environmental programmes which fall out of Mana Kura.</li> </ul>
	2. Develop indoor and outdoor environments to strengthen collaboration, innovation, and challenge.	<ul style="list-style-type: none"> <li>• Development of shade areas around our school.</li> <li>• Investigation of the options for our garden areas around the Junior playground etc.</li> <li>• Integration of indoor/outdoor spaces into teaching and learning.</li> <li>• Investigation of breakout spaces for staff and students.</li> <li>• Address drainage issues on the bottom field.</li> </ul>

		<ul style="list-style-type: none"> <li>Investigation into alternative playground enhancements eg natural playground space</li> </ul>
	3. Buildings and facilities are safe for all.	<ul style="list-style-type: none"> <li>The weathertight issues in the school are addressed.</li> <li>Septic tank issues being reviewed</li> <li>Processes for reporting hazards are followed.</li> </ul>

Strategic Goals: Community	Goals	Indicators
	1. To ensure we maintain a safe physical and emotional environment for our school and the wider community.	<ul style="list-style-type: none"> <li>Health and safety procedures established using MOH and MOE guidelines and updated regularly.</li> <li>Waitakere Way embedded and reflected in our learner profile (PB4L).</li> <li>Procedures for emergencies, have been reviewed and followed.</li> </ul>
	2. To work with the community to foster an atmosphere of inclusiveness through communication and consultation.	<ul style="list-style-type: none"> <li>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</li> <li>Community consultation will be responsive to the school's needs and follow a review cycle.</li> <li>Explore ways of sharing our local curriculum with the community.</li> </ul>

## Business as Usual

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