



Annual Implementation Plan 2026

Vision: Growing connected learners who make positive contributions to our thriving community

Values: Whanaungatanga Kaitiakitanga Manaakitanga

Annual Goal: Effective pedagogy in every classroom

Strategic Goals	Target	Actions to be taken
<p>Our Students</p> <ul style="list-style-type: none"> ● Resilient students ● Students who are connected to their communities ● Students who have opportunities to enhance and reflect on their wellbeing ● Students who are offered quality teaching and learning and pathways ● Students who experience positive educational outcomes 	<p>Over 80% of the school attending 80% or more of the time (regular and irregular attendance)</p> <p>Targets for regular attendance (over 90% attendance):</p> <p>2026 Term 1 – 70%</p> <p>2026 Term 2 – 60%</p> <p>2026 Term 3 – 60%</p> <p>2026 Term 4 – 60%</p> <p>Māori and Pasifika students are maintaining/attaining literacy and numeracy at or above the same rate as NZ Pakeha students</p>	<ul style="list-style-type: none"> ● Whangangtanga activities at the start of the year ● College & Community evening event ● Start of year contact from form teachers ● Smaller class sizes in Years 7 - 10 and an extra form class in Year 11 ● Attendance Management Plan in place ● Close monitoring of attendance - form teachers, deans & SLT ● Pastoral Support roles in place ● Attendance Support role continuing across the whole year ● Early identification of pastoral concerns and support required ● Pastoral budget to support ākongā and reduce barriers ● House spirit and activities to increase connections to school ● Year level EOTC activities (Years 7 - 10) to increase student connections ● Numeracy and Literacy Support roles in place from the start of the year ● Early data analysis (February) for literacy and numeracy support ● Learning support programmes in place for identified students ● Strategies for in-class support shared ● Transition hui Year 6 into Year 7 ● Staff PLD for whole school numeracy and literacy, including a website with starter activities ● Acceleration pathways supported by Careers and Pastoral Support Deans ● Access to resources for all students ● Assistive technology across the school (Google ReadWrite) ● Individual/small group workshops
<p>Resourcing - strategically aligning resources to foster community through culture and connection, ensuring inclusive educational outcomes for all</p> <ul style="list-style-type: none"> ● Community event evening - kai for students, 2 x prizes (laptop and Chromebook), kai for staff ● Additional staffing to support smaller class sizes in the junior school ● Pastoral Support roles x 2 		

- Funding for the Attendance Support role
- Increased pastoral budget
- Increased financial support budget - stationery, uniform, camp costs, sports fees, curriculum costs
- House activities
- EOTC events for year levels
- Literacy Support and Numeracy Support roles
- Assistive technology
- Increased staffing in Learning Support to better provide small group teaching of literacy and numeracy

Success is measured as:

- Improvement in regular attendance across all year levels and ethnicities
- Student achievement data in junior school compared with the previous year
- Achievement in the Common Assessment Activities (CAA) and literacy and numeracy recognised achievement standards

Strategic Goals	Target	Actions to be taken
<p>Our Staff</p> <ul style="list-style-type: none"> ● Staff who are resilient and connected to their communities ● Staff value and contribute to enhancing the wellbeing of self, others, and the school community ● Staff value and contribute to change that leads to quality teaching and learning opportunities ● Staff support the growth of quality leadership at every level 	<p>Annual goal of effective pedagogy in every classroom through the teaching and learning cycle being implemented in all learning areas</p>	<ul style="list-style-type: none"> ● Planning overview including year planner (with assessments indicated), course outline, program outline and unit plans (clearly showing evidence of differentiation and acceleration, curriculum links) ● SLT catch-up/liaison hui with HOF and Curriculum Leaders, focusing on: <ul style="list-style-type: none"> ○ teaching and learning cycle ○ planning overview (as above) ○ key tasks ● Pastoral Wellbeing redevelopment ● New curriculum is implemented in Mathematics and English ● Other learning areas engage with PLD opportunities in relation to the new curriculum ● Implementation of an extra weekly Faculty meeting ● Develop and implement a teacher observation framework based on the ERO Teacher Observation Framework ● Embedding Katikati College Effective Teacher Profile ● Development of a self-review tool based on the effective teacher profile and an anonymous self-reflection tracking tool

		<ul style="list-style-type: none"> ● Develop a shared understanding of the new Professional Standards through an updated quality practice template
<p>Resourcing - strategically aligning resources to foster community through culture and connection, ensuring inclusive educational outcomes for all</p> <ul style="list-style-type: none"> ● Professional development offered to all staff ● Relief costs to cover meeting and PLD time ● Time allowances ● SLT meetings with relevant portfolio staff ● Designated extra time for curriculum hui 		
<p>Success measured as</p> <ul style="list-style-type: none"> ● The teaching and learning cycle is in place in all learning areas ● Classroom observation data shows effective pedagogy in place ● Student voice data shows effective pedagogy in place ● Quality unit plans, etc., are in place ● Evidence from professional growth cycle data ● Faculty termly data reviews 		

Strategic Goals	Target	Actions to be taken
<p>Our School</p> <ul style="list-style-type: none"> ● A school which is positive, predictable, consistent, and safe ● A school which provides a range of opportunities for everyone to feel a sense of belonging ● A school where property contributes to student and staff achievement ● A school where finances are effectively managed to support everyone 	<p>Students and staff are engaged in house activities</p>	<ul style="list-style-type: none"> ● Appointment of Staff and Student House Leaders to drive the house culture and embed values ● Pastoral Wellbeing Implementation ● Start of year contact and whanaungatanga activities ● Appointment of Pastoral Support Deans - focus on support and acceleration pathways ● Include questions in the wellbeing survey on house and school culture ● Promotion of events and opportunities for students ● Data collected on student involvement in house activities, arts, sports, etc

<p>Resourcing - strategically aligning resources to foster community through culture and connection, ensuring inclusive educational outcomes for all</p> <ul style="list-style-type: none"> ● Staff House Leader positions ● Additional student House Leaders ● Increased pastoral budget ● Pastoral Support roles x 2
<p>Success measured as</p> <ul style="list-style-type: none"> ● Increased student and staff attendance at house events ● Increased overall attendance (term-by-term measures)

Strategic Goals	Target	Actions to be taken
<p>Our Community</p> <ul style="list-style-type: none"> ● A community that is connected and has pride in their school ● A community of productive partnerships to foster positive pathways 	<p>Increased whānau connection with the college</p>	<ul style="list-style-type: none"> ● Compare feedback on communication through the annual Wellbeing survey ● School Board community consultation to include asking for feedback on communication ● Overview of communication created ● Improved marketing of college events ● Regular marketing of the College through Facebook and Instagram

<p>Resourcing - strategically aligning resources to foster community through culture and connection, ensuring inclusive educational outcomes for all</p> <ul style="list-style-type: none"> ● Communications Hui with designated staff ● Communications & Design Administration role ● Whānau hui budget ● Matariki and Fiefia night budgets ● College & Community Event - kai and prizes

<p>Success measured as</p> <ul style="list-style-type: none"> ● Increased number of whānau attending events ● Positive feedback from the community
