

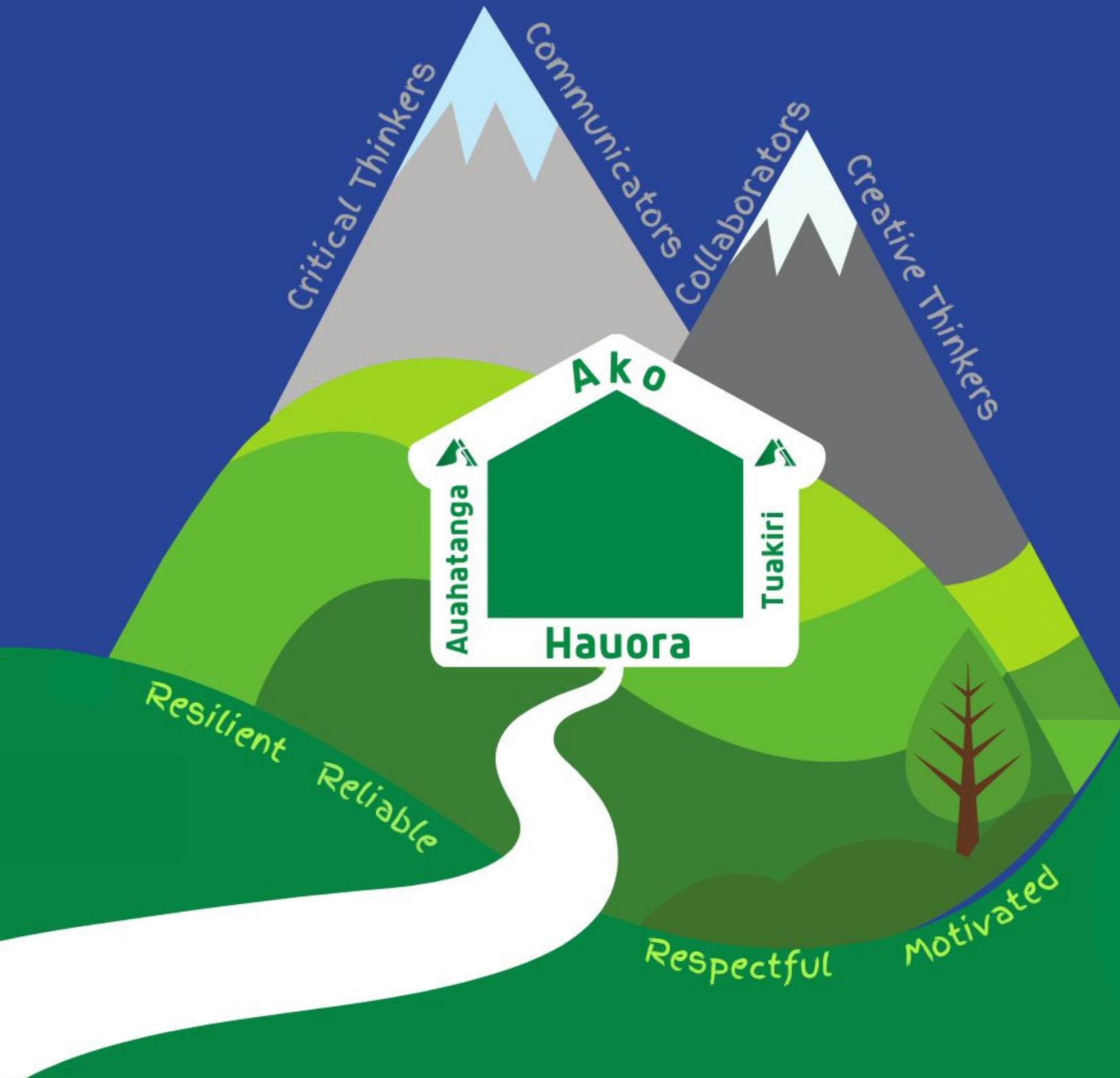


HIGHFIELD
SCHOOL

Ka eke ngātahi atu mātau ki ngā taumata hou
Together we soar to new heights

ANNUAL PLAN

2025



WE ACTIVELY CREATE AN INCLUSIVE KURA WHERE WE CAN FLOURISH, THRIVE AND SOAR TOGETHER.

Strategic Goal (9a):	1. AKO : TEACHING & LEARNING Together we provide opportunities for all learners to thrive through engaging learning experiences that reflect our local and national curriculum.
Starting point (9e): <i>Include details if what has been done previously, previous years performance, unmet targets</i>	We have had inconsistent and inflated achievement data in the past and this came to light halfway through 2023. Previously teachers had been using PACT to determine achievement levels however many had been using this tool inaccurately. Due to this a school-wide Curriculum and Achievement Plan was made and implemented during October 2023. This has now given us accurate 2024 End of Year Data with clear next steps needed that have informed this plan.

Annual Targets (9a):
Informed by the strategic actions

Annual Targets	Success (9d): What we expect to see at the end of the year
1.1 Accelerating student learning in Maths for those students whose needs have not yet been met.	Success: Consistent teaching & learning practices evident school-wide. Increase in staff confidence. Improved student achievement outcomes. Measures: Staff & student feedback, whānau feedback on teaching & learning, student achievement data & monitoring of class/school target groups.
1.2 School-wide engagement with the Maths Curriculum so that teachers feel confident in knowledge and delivery.	Success: Professional Development for all staff for maths leading to improved classroom practice, consistency in teaching and evidenced through improved student outcomes. Measures: Staff & student feedback, whānau feedback & student achievement data.

Describe how the annual targets and actions give effect to Te Tiriti o Waitangi (9g):

Promoting whānau engagement in learning, Incorporating Tīkanga, Te Reo Māori & Mātauranga Māori. Professional development for staff on cultural responsiveness. Monitoring & accelerating achievement outcomes for Māori learners.

Describe how the annual targets &/or actions support student progress (literacy/numeracy/students whose needs have not been met) (9f):

Through the upskilling of our teachers and consistent school-wide teaching & assessment practices student progress and achievement outcomes will be improved.

Strategic goal: AKO : TEACHING & LEARNING

Together we provide opportunities for all learners to thrive through engaging learning experiences that reflect our local and national curriculum.

Annual Target: 1.1 Accelerate the learning of those students whose needs have not yet been met in maths

Action (9b)	Resources (9c)	Evidence/Measures of success (9d)	Timeframe	Personnel	Mid year review: Achieved ✓ Working towards ➡ Next Steps
Ākonga who are working well below their expected level to be reported to the SENCO and put on the learning support register (LSR)	Learning support register SENCO Time	Learning Support Register IEP'S, Individual Action Plans	By week 2, Term 2	teachers SENCO	
Teachers to meet within teams, share progress tracking.	Time Teachers	Minutes from each meeting Class Description	Ongoing, 2025	All teachers Team Leaders	
Targets for accelerated learning set and monitored	Individual Teachers	Targets are set and met Accelerated progress made Ākonga feedback	Ongoing 2025	Team Leaders teachers	
SENCO and SLT monitor student progress and support teachers	Time Budget for support resources	School wide data reflects the effectiveness of the planned interventions/programmes for accelerated learning	Ongoing 2025	SENCO SLT	
Progress tracking sheets used consistently school-wide.	ImpactEd Tracking Sheets	Consistent tracking sheets evidenced by every teacher at staff meetings and in team meetings.	Ongoing 2025	SLT Teachers	
Evaluate the potential of IMA as an assessment tool for Phase 1 learners as needed.	ImpactEd IMA Testing	Teachers consistently & confidently administering tests to measure student progress.	Ongoing 2025	Principal SENCO Junior teachers	

Strategic goal: AKO : TEACHING & LEARNING

Together we provide opportunities for all learners to thrive through engaging learning experiences that reflect our local and national curriculum.

Annual Target: 1.2 School-wide engagement with the Maths Curriculum so that teachers feel confident in knowledge and delivery.

Action (9b)	Resources (9c)	Evidence/Measures of success (9d)	Timeframe	Personnel	Mid year review: Achieved ✓ Working towards ➡ Next Steps
Strengthen teachers pedagogical knowledge in maths.	Teachers Hui Budget for PLD Kaiako PLD days	Staff confidence in curriculum knowledge Staff enthusiasm for teaching maths	Ongoing, 2025	Team Leaders teachers	
Engage with all MoE support & expectations.	Kahui Ako Teacher Only Day teachers	Staff confidence in curriculum expectations Staff understanding of new curriculum. Staff ensuring a dedicated hour a day for instruction.	Ongoing, 2025	All teachers	
Assign a Maths Lead for our kura.	Staff Fixed-term unit Clear job description	Consistent maths messaging across kura. Culmination of maths resources	Week 1, Term 1	Principal	
Review and enhance school-wide best practice in maths teaching.	Best Practice Document Phases of Learning MoE Pedagogical Approaches	Consistent practice Staff survey Classroom walk throughs	Ongoing, 2025	SLT Maths Lead teachers	
Engage in ALim	Release PLD provided	Accelerated progress in learning	Ongoing, 2025	Maths Lead Principal	
Provide quality maths resources	Budget MoE Materials	Accelerated progress in learning Consistent teaching	Ongoing, 2025		
Integrate rich mathematical tasks and problem-solving school-wide.	Create school resource bank	Accelerated achievement Student engagement Staff collaboration	Ongoing, 2025	Maths Lead Teachers SLT	
Strengthen partnerships with whānau	Equipment for home learning Information evenings/afternoons Hero Facebook	Parents/caregivers have a good understanding in the new curriculum & have confidence in the teaching and learning practices at our school.	Ongoing, 2025	SLT Maths Lead Teachers	

Strategic Goal (9a):	2. HAUORA WELL-BEING Together we create an environment that fosters and nurtures the wellbeing of all.
Starting point (9e): <i>Include details if what has been done previously, previous years performance, unmet targets</i>	We have a number of diverse learners at our kura who first need the skills to regulate before accelerated learning can take place. Our achievement data in 2024 has painted a picture of low academic achievement for some, with the combining of strong pedagogical practices and hauora practices we aim to see a big increase in accelerated learning school-wide.

Annual Targets (9a):
Informed by the strategic actions

Annual Targets	Success (9d): What we expect to see at the end of the year
2.1 Ensure that our school systems meet the social and emotional needs of all of our learners.	Success: School will be a safe and secure environment for our staff and students. Measures: Behaviour data, staff, student, and whānau feedback. Staff & Student well-being survey. Attendance data.

Describe how the annual targets and actions give effect to Te Tiriti o Waitangi (9g):

Promoting whānau engagement in school-life. Enhancing hauora in all of our learners. Our learners feeling safe & confident within their culture. Building whakawhanaungatanga across our kura.

Describe how the annual targets &/or actions support student progress (literacy/numeracy/students whose needs have not been met) (9f):

Students being able to regulate themselves so they can then engage in learning.

Strategic goal: 2. HAUORA: WELL-BEING

Together we create an environment that fosters and nurtures the wellbeing of all.

Annual Target: 2.1 Ensure that our school systems meet the social and emotional needs of all of our learners.

Action (9b)	Resources (9c)	Evidence/Measures of success (9d)	Timeframe	Personnel	Mid year review: Achieved ✓ Working towards ➡ Next Steps
Consistent monitoring of attendance & pastoral care needs and patterns. Planning to minimise barriers.	Hero Attendance Services partnership Food & stationery support budget Pastoral Care meetings 2 x term	Whānau feedback Student wellbeing survey Improved attendance data	Ongoing, 2025	SLT	
Provide staff with strategies/tools to enhance own well-being.	Budget Staff meetings Staff Team building Reboot	Staff wellbeing survey	Ongoing, 2025	All staff	
Strengthen Tier II PB4L Practices & systems	Budget Staff meetings Fixed-term unit for PB4L lead	PB4L SET Staff/student wellbeing survey	Ongoing, 2025	Sarah SLT All staff	
Continued focus on Inclusive Practice school-wide through: building communication and best teaching practice.	Learning Support Partnership PLD Budget Staff meetings	Student feedback Whānau feedback Outside agency feedback	Ongoing, 2025	Kim All staff	
Partner with Sport South Canterbury around Healthy Active Learning initiative.	PLD & resource Budget Staff meetings	Student feedback Whānau feedback Sport South Canterbury Feedback	Ongoing, 2025	Robyn teachers	
Strengthen culturally responsive practices to support all learners' identities, languages & cultures.	Resource budget Koia te Matuaraka Staff meetings Learning Assistants Local translators and support workers Kapa Haka Pasifika Group	Whānau Hui Pasifika fono Former Refugee info night Staff/student survey Achievement data	Ongoing, 2025	Amy Kerryn All Staff	
Implement a school-wide approach to wellbeing & share this with whānau.	Budget Reboot resource bank PLD	Consistent practice school-wide Students able to self regulate Whānau engagement Positive relationships	Ongoing, 2025	Amy Teachers	
Establish Hauora Team	School Staff		Ongoing, 2025	SLT	