

Papakura High School Annual Plan 2025



Kia oho ake te rangatira kei roto — Awakening the leader within

Academic Achievement and Engagement	Relevant NELPS
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Annual Objective	Specific Targets/outcomes	Actions to achieve	Led by:	Timeframe & progress - 2025				
				1	2	3	4	Progress
Raise student achievement against key metrics. <i>Objective 1 Priority 2</i>	All Year 11 students achieve NCEA Level 1 literacy and numeracy 80% of Year 11 students to achieve 20 NCEA Level 2 credits Level 2, 3 NCEA and University Entrance results to be at least 5% above equity index band Year 9 & 10 Kia Puawai Beginner - 20% Proficient - 35% Expert - 35% Te Tohu Rangatira Bronze - 15% Silver - 50% Gold - 25%	<ul style="list-style-type: none"> Enter students at Level 5 e-asTTle into CAA. 	MRI		✓			
		<ul style="list-style-type: none"> Additional opportunities for tuition and assessment available outside of lessons. 	MRI	✓				
		<ul style="list-style-type: none"> Year 11 courses include at least one L2 standard so students have a head start for Year 12 	MRI	✓				
		<ul style="list-style-type: none"> Whaanau Academic Engagement Plan to better include whaanau in student learning. 	MRI	✓				
		<ul style="list-style-type: none"> Regular review of students against termly targets. 	MRI	✓	✓	✓		
		<ul style="list-style-type: none"> Positive reinforcement for students achieving well through assemblies and rewards celebration events. Whaanau informed. 	MRI	✓	✓	✓	✓	
		<ul style="list-style-type: none"> Sharing of previous data to show junior diploma progress. 	MRI	✓				
		<ul style="list-style-type: none"> Sharing weekly attendance data with all staff. 	MTW	✓	✓	✓	✓	
		<ul style="list-style-type: none"> Engaging programmes: Regular inter-whanau competitions to enhance identity and a positive and competitive culture within the 	MTW	✓	✓	✓	✓	

	<p>Percentage of regular attenders (>90%) exceeds the number of chronic attenders (<70%)</p> <p>Increase regular attendance by 5%</p> <p>Decrease the percentage of chronic attendees by 5%.</p>	school (not only sporting activities). Announcing the results on a platform where students can see this.						
		<ul style="list-style-type: none"> Engaging programmes: New sports or activities to ensure mass participation e.g Orienteering, rock climbing. 	MTW	✓	✓	✓	✓	
		<ul style="list-style-type: none"> Engaging programs: New STEM program in Year 9. Which will be connected with Sustainable schools, (pilot study for 9AGN and the year 9&10 Oranga Reo classes). Contextualised pedagogy. 	MTW	✓	✓	✓	✓	
		<ul style="list-style-type: none"> Whanau evening to celebrate all students who have achieved 95-100% attendance during the term, takes place during the first week of the next term. Another opportunity to get the whanau in for a positive reason. 	MTW	✓	✓	✓	✓	
		<ul style="list-style-type: none"> Celebrate ALL 95% junior students to a trip to Rainbows End in Term 4 	MTW				✓	
		<ul style="list-style-type: none"> Chronic attendees, handed to Kaiarahi for follow-up, involve Maaori wardens for home visits. 	MTW	✓	✓	✓	✓	
		<ul style="list-style-type: none"> Outside agency involvement: Chronic attendees handed to Kaiarahi, to be discussed at multi-agency meetings (MDCAT) includes MSD, Ministry of Health and Papakura Marae. These hui will be once every fortnight. 	MTW	✓	✓	✓	✓	
		<ul style="list-style-type: none"> New Kaitohutohu times and renaming as a structured programme.. 	MTW	✓	✓	✓	✓	
		<ul style="list-style-type: none"> PLC formed to implement a 'Culture of Care' at PHS - evidence-based actions developed in consultation with students and implemented with staff 	CRG	✓	✓	✓		

				Timeframe & progress - 2025				
Annual Objective	Specific Targets/ outcomes	Actions to achieve	Led by:	1	2	3	4	Progress
Implementing a strengths-based, formalised goal-setting and tracking programme <i>Objective 1 / Priority 2</i>	See achievement targets above	• Kia Puawai/Te Tohu/NCEA tracking documents and overall tracking sheet will be implemented and followed up with students	MRI	✓	✓	✓	✓	
		• Manawanui tracking (student engagement in learning) every 3/4 weeks with documented conversations.	MRI	✓	✓	✓	✓	
		• Celebrating students with maximum Manawanui points in assemblies. Whaanau informed.	MRI	✓	✓	✓	✓	
		• Aronga programme established and implemented during extended Aronga time. Programme will include MyMahi and Banquer financial literacy course and other relevant content for students.	MRI	✓	✓	✓	✓	
Grow 'Te Oranga Reo' immersion pathway. <i>Objective 2 / Priority 3 & 4</i>	More subjects will be offered in Te Reo	• Senior Te Ao Haka standards will be introduced through waananga and kapa haka campaigns	WAL/CRG		✓	✓		
		• Support SMP to train as a teacher	WAL/CRG	✓	✓	✓	✓	
		• Work with Rachael Tūwhangai on a strategic plan for Te Oranga Reo growth	WAL/CRG	✓	✓			
Plan and implement a schoolwide literacy and numeracy approach. <i>Objective 2 / Priority 4</i>	Increased achievement rates in Literacy and numeracy assessments	• Each department to complete departmental inquiry into Writing Across The Curriculum (WACI) and is to share back to staff their journey/findings	MCG	✓	✓	✓	✓	
		• Literacy PLC to complete the PD with Writers Toolbox	MCG	✓	✓			
		• Writers Toolbox to be implemented school wide	MCG	✓	✓	✓	✓	
		• E-asTTle reading and writing testing for Year 11 students undertaken to measure readiness and progress.	MCG		✓		✓	
		• Literacy interventions to be offered through Pro-Jects and Electives to be offered	MCG	✓	✓	✓	✓	

				Timeframe & progress - 2025				
Annual Objective	Specific Targets/ outcomes	Actions to achieve	Led by:	1	2	3	4	Progress
Develop and implement a professional learning programme for staff using the Tū Rangatira framework. <i>Objective 3 / Priorities 5 & 6</i>	Staff competency in use of TR framework	• Staff PLC Groups established to provide opportunity for leadership. More focused agendas implemented as per staff feedback	MCG	✓	✓	✓	✓	
		• Develop a tracking system for leadership development	MCG	✓	✓	✓	✓	
		• Meet with individual staff to discuss goals	MCG	✓	✓	✓	✓	
		• Report regularly on PD engagement to staff and SLT	MCG	✓	✓	✓	✓	
Implement and resource a staff wellbeing programme. <i>Objective 1 / Priority 1</i>	Staff feeling heard/supported in their wellbeing	• Termly Wellbeing Initiatives have been placed in the Calendar.	TMS/JSE	✓	✓	✓	✓	
		• Beginning and End of the year survey to gauge effectiveness of initiatives	TMS/JSE	✓			✓	
		• Engage wellbeing committee to help run termly initiatives	TMS/JSE	✓	✓	✓	✓	
Adapt the Tuu Rangatira framework for a PHS student leadership programme. <i>Objective 1 / Priority 2</i>		• Implementation of a well-functioning, student-led Te Kaunihera	MTW	✓	✓	✓	✓	
		• Each strand/pou one successful activation and implementation per semester	MTW	✓	✓	✓	✓	
		• Representation to all levels of students on each strand/pou of Te Kaunihera	MTW	✓	✓	✓	✓	
		• Year 9 camps are used for development of pou, identification of young leaders,	MTW	✓				

				Timeframe & progress - 2025				
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Implement the property master plan refresh and grounds landscape plan. <i>Objective 1 / Priority 1</i>	Completed masterplan presented to BOT and community Completed landscape projects.	• Lobby the Ministry of Education and local politicians to secure funding for completion of masterplan	CRG	✓	✓			
		• Plan, fund and complete a barn refresh project	CRG			✓	✓	
		• Complete 5YA projects for Music, Art & Drama and Hospitality	CRG	✓		✓		
		• Complete weathertightness projects on Gym, Library, K & J blocks	CRG/JSE	✓	✓			
Conduct and implement a review of inclusive practices and wellbeing supports at PHS. <i>Objective 2, 3 / Priority 2, 4 & 6</i>	Student voice survey Whaanau feedback via IEP meetings	• Continue to provide PLD and mentoring for FOLCO to ensure implementation of new structure	TMS	✓	✓	✓	✓	
		• Provide PLD opportunities for staff across the school, including Nga Manu Rere, for trauma-informed approach to behaviour management and pastoral care systems	TMS	✓	✓	✓	✓	
		• Appoint new gifted and talented co-ordinator, provide PLD opportunities to establish upskilling for the staff and opportunities for the students	TMS	✓	✓	✓	✓	
Relaunch of new PHS school values and expectations. <i>Objective 1 / Priority 1</i>		• Working with Values PLC group to promote within the school	TMS/THO	✓	✓	✓	✓	
		• Launched with Kaitiaki and New Year 9 Cohort aim to become an everyday language	TMS/THO	✓	✓	✓	✓	
		• Acknowledge students within Whaanau time who are demonstrating these values	TMS/THO	✓	✓	✓	✓	

				Timeframe & progress - 2025				
Annual Objective	Specific Targets/outcomes	Actions to achieve	Led by:	1	2	3	4	Progress
Develop and implement a Pasifika engagement plan in conjunction with staff and community.	Pasifika engagement plan in place and implemented - higher levels of whānau engagement	• Embed and strengthen Kura Moana Student Council within our school	MCG	✓	✓	✓	✓	
		• Develop relationship with Ola Fau to provide academic and wellbeing support to our Pasifika students	MCG	✓	✓	✓	✓	
		• Develop leadership capabilities of Pasifika Coordinator	MCG	✓	✓	✓	✓	
		• Strategic planning hui quarterly where outcomes will be presented to SLT	MCG	✓	✓	✓	✓	
		• Review of processes, systems and planning currently in place	MCG	✓	✓	✓	✓	
		• Hold/Plan a minimum of two Family Fono	MCG	✓	✓	✓	✓	
		• Participation in Polyfest for Tongan Group	MCG	✓	✓	✓	✓	
		• Formalise the Pasifika Engagement plan and get staff, students and whānau voice on it	MCG	✓	✓	✓	✓	
Implement Te Ara Mātauranga o Ngāti Tamaoho.	Completed implementation plan	• Include Within School Leader (WAL) on Kaahui Ako meetings/PLD with Ngaati Tamaoho	CRG	✓	✓	✓		
	Two activations completed	• Plan and implement second Mana Whenua Week in December	CRG			✓	✓	
		• Support Kaiako to reinstate Matariki Awards	CRG		✓	✓		
		• Conduct at least two 'Hui a Whaanau' during the year	CRG		✓		✓	
		• Complete carving and installation of waharoa at front of school	CRG		✓	✓		
Develop and implement a strategic plan for community	Successful implementation of new programmes and Pro-Jects/Electives	• Align the ProJects and Electives, Careers, Gateway, & Trades learning areas to create a streamlined and integrated pathway for students	MCG	✓	✓	✓	✓	

engagement and partnerships.	<ul style="list-style-type: none"> Strategically resource the area so that we are able to expand and grow at pace as roll continues to grow 	MCG	✓	✓			
	<ul style="list-style-type: none"> Develop a partnership onboarding and development program 	MCG	✓				
	<ul style="list-style-type: none"> Report to whaanau on engagement in Pro-Jects and Electives 	MCG	✓	✓	✓	✓	
	<ul style="list-style-type: none"> Review of processes and systems currently in place in Careers/Gateway 	MCG	✓	✓	✓	✓	
	<ul style="list-style-type: none"> Identify areas for sustainable engagement within the Wed program. 	MCG	✓	✓	✓	✓	
	<ul style="list-style-type: none"> Target Alumni, local businesses, trades for new partnerships 	MCG	✓	✓	✓	✓	
	<ul style="list-style-type: none"> Continue developing the database of community partners 	MCG	✓	✓	✓	✓	
	<ul style="list-style-type: none"> Formalise our three-five year plan 	MCG	✓	✓			
	<ul style="list-style-type: none"> Gather and analyse data (engagement, attendance, student voice, whaanau voice, community partnership voice) 	MCG	✓	✓	✓	✓	
	<ul style="list-style-type: none"> Focus on telling the story of what we are doing to our community through video, social media, and news outlets 	MCG	✓	✓	✓	✓	
	<ul style="list-style-type: none"> Two authentic learning showcases 	MCG		✓		✓	