

ANNUAL PLAN 2026 - STRATEGIC DIRECTION 1

Our commitment to Te Tiriti o Waitangi guides our school culture.

Initiative - 1.1

Develop teacher capability, in partnership with mana whenua, to teach local pūrākau and the histories of Aotearoa.

Outcome - Tamariki in all classes are provided learning opportunities within our local pūrākau and Aotearoa history.

Measures - Lesson plans, observations, student voice, staff voice, mid-year and end-of-year reviews to assess progress.

Actions	Accountable	Responsible	Resources	Timeline
1. PD for all kura whānau with Te Kawerau A Maki in local pūrākau.	Tumuaki Tuarua H	All kaiako	PD time (Whole staff / SLT)	All year
2. Local pūrākau learning undertaken in all classes.	Tumuaki / Tumuaki Tuarua H	All kaiako		Term 2 onwards.
3. Histories of Aotearoa learning plan developed and implemented.	Team Leaders	All kaiako		Term 2 onwards.

ACTIVITY TRACKING	PROGRESS	NEXT STEPS
1	01 /03 -	01 /03 -
2	01 /03 -	01 /03 -
3	01 /03 -	01 /03 -

ANNUAL PLAN 2026 - STRATEGIC DIRECTION 1

Our commitment to Te Tiriti o Waitangi guides our school culture.

Initiative - 1.2.

Develop a Te Reo Māori name for our kura in partnership with Te Kawerau A Maki and our community.

Outcome - Our kura community establishes a Te reo Māori name for our kura.	Measures - Range of opinion data will inform naming received from surveys, focus groups, one to one interviews, hui, talanoa.			
Actions	Accountable	Responsible	Resources	Timeline
1 Lead board / staff / iwi consultation.	Tumuaki	SLT		Term 1 - 2
2 Lead community / tamariki consultation.	Tumuaki	Principal / SLT / Team leaders		Term 3 - 4
3 Lead operational support to enable consultation processes to flow.	Tumuaki	Tumuaki / SLT		Term 1 - 4

OUTPUT / ACTIVITY TRACKING	PROGRESS	NEXT STEPS
1	01 /03 -	01 /03 -
2	01 /03 -	01 /03 -
3	01 /03 -	01 /03 -

ANNUAL PLAN 2026 - STRATEGIC DIRECTION 1

Our commitment to Te Tiriti o Waitangi guides our school culture.

Initiative - 1.3

Embed kura tikanga consistently and with fidelity across the kura.

Outcome - Kura tikanga is understood and authentically in place in all classrooms, everyday.	Measures - E.g Lesson plans, observations, poutama of learning developed and trialled, mid-year and end-of-year reviews with tamariki and staff are conducted to assess progress.
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Actions	Accountable	Responsible	Resources	Timeline
1 Regular tikanga staff hui to develop understanding & promote collective teacher efficacy.	SLT	SLT and Team Leaders		All Year
2 Regular observations to support te ao maori in the classroom.	Team Leaders	Team Leaders		All Year

OUTPUT / ACTIVITY TRACKING	PROGRESS	NEXT STEPS
1	01 /03 -	01 /03 -
2	01 /03 -	01 /03 -

ANNUAL PLAN 2026 - STRATEGIC DIRECTION 2

We are driven by building a culture of collaboration and continuous improvement.

Initiative - 2.1

Embed evidence-based decision-making by strengthening formative assessment, and evaluation capability for all kaiako.

Outcome - Kaiako are upskilled in, and are using impactful formative assessment practices daily.

Measures - Lesson plans, observations, student voice, kaiako voice, reflective practice, mid-year and end-of-year reviews are conducted to assess progress.

Actions	Accountable	Responsible	Resources	Timeline
1 Internal PD for team leaders on effective formative assessment strategies.	P / DP H / AP	DP / AP	Bishop - Leading to the North-East book.	Term 1.
2 Internal PD and support for kaiako on effective formative assessment strategies.	P / DP H / AP	All kaiako	Bishop - Leading to the North-East book.	Term 2 onwards.
3 Regular Team / staff hui centred on promoting collective teacher efficacy.	P / DP H / AP	All kaiako	Bishop - Leading to the North-East book.	All year

OUTPUT / ACTIVITY TRACKING	PROGRESS	NEXT STEPS
1	01 /03 -	01 /03 -
2	01 /03 -	01 /03 -
3	01 /03 -	01 /03 -

ANNUAL PLAN 2026 - STRATEGIC DIRECTION 2

We are driven by building a culture of collaboration and continuous improvement.

Initiative - 2.2. Grow teacher capability to integrate learner identity, language, and culture to accelerate learning for Māori, Pasifika, and other marginalised tamariki.

Outcome - Accelerated learning measured for Māori, Pasifika, and other marginalised tamariki.

Measures - Lesson plans, observations, reflections rubric developed, trialled, mid-year and end-of-year reviews are conducted to assess progress.

Actions	Accountable	Responsible	Resources	Timeline
1 Ensure all kaiako have prior understanding of learner needs.	DP M	All kaiako. Team leaders	ETap	Term 1 onwards
2 PD and support provided to promote the use of dialogic interactive pedagogies based on formative assessment practices.				Term 2 onwards.
3 Regular Team / staff hui centred on promoting collective teacher efficacy.				All year.

OUTPUT / ACTIVITY TRACKING	PROGRESS	NEXT STEPS
1	01 /03 -	01 /03 -
2	01 /03 -	01 /03 -
3	01 /03 -	01 /03 -

ANNUAL PLAN 2026 - STRATEGIC DIRECTION 3

Our deep partnerships with parents, whānau, and our community enhances learner progress.

Initiative - 3.1 Strengthen kura / whānau communication to ensure shared understanding of tamariki learning progress.

Outcome - Parents and whānau have a shared understanding of their child's learning progress.

Measures - Progress updates through seesaw, Week 4 shares, formal assessments, Lesson plans, observations, student voice, reflective practice, mid-year and end-of-year reviews are conducted to assess progress.

Actions	Accountable	Responsible	Resources	Timeline
1 Support and guidance provided on the DBS action plan for educationally powerful connections with whanau.	SLT	All staff	DBS action plan.	All year
2 Further development of Seesaw usage to increase whānau understanding of learning progress.				

OUTPUT / ACTIVITY TRACKING	PROGRESS	NEXT STEPS
1	01 /03 -	01 /03 -
2	01 /03 -	01 /03 -

ANNUAL PLAN 2026 - STRATEGIC DIRECTION 3

Our deep partnerships with parents, whānau, and our community enhances learn

Initiative - 3.2. Host regular hui and whānau engagement events for curriculum design, evaluation, and feedback.

Outcome - A range of whānau and community school performance feedback and next step ideas gained.

Measures - Lesson plans, observations, reflections rubric developed, trialled, mid-year and end-of-year reviews are conducted to assess progress.

Actions	Accountable	Responsible	Resources	Timeline
1 Undertake kai and korero sessions with community "Listen first" partnership cycle.	Tumuaki	Tumuaki		Week 3 of each term.
2 Run termly kaupapa Māori hui and Pasifika fono.	DP H / Patricia	DP H / Patricia		Termly
3 Create "DBS Partnership Promise" (co-written with whānau): how we communicate, respond to concerns, and share learning.	Tumuaki			Term 1

OUTPUT / ACTIVITY TRACKING	PROGRESS	NEXT STEPS
1	01 /03 -	01 /03 -
2	01 /03 -	01 /03 -
3	01 /03 -	01 /03 -

ANNUAL PLAN 2026 - STRATEGIC DIRECTION 4 (Te Manu - BoT)

We continually develop and embed systematic governance and evaluation.

Initiative - 4.1

Ensure that all Board practices, policies, and curriculum oversight authentically give effect to Te Tiriti o Waitangi.

Outcome - All Board practices, policies, and curriculum oversight consistently and authentically give effect to Te Tiriti o Waitangi.

Measures -

Actions	Accountable	Responsible	Resources	Timeline
1				
2				
3				

OUTPUT / ACTIVITY TRACKING	PROGRESS	NEXT STEPS
1	01 /03 -	01 /03 -
2	01 /03 -	01 /03 -
3	01 /03 -	01 /03 -

ANNUAL PLAN 2026 - STRATEGIC DIRECTION 4 (BoT)

We continually develop and embed systematic governance and evaluation.

Initiative - 4.2.

Strengthen systems to hold school leadership accountable for educational performance, wellbeing, and equity outcomes.

Outcome - Accountability within school leadership clearly outlines responsibility for improving educational performance, wellbeing, and equity outcomes.	Measures -			
Actions	Accountable	Responsible	Resources	Timeline
1				
2				
3				

OUTPUT / ACTIVITY TRACKING	PROGRESS	NEXT STEPS
1	01 /03 -	01 /03 -
2	01 /03 -	01 /03 -
3	01 /03 -	01 /03 -

ANNUAL PLAN 2026 - STRATEGIC DIRECTION 4 (BoT)

We continually develop and embed systematic governance and evaluation.

Initiative - 4.3 Develop the Board's evaluative and governance capability to ensure effective stewardship and sustained improvement.

Outcome - The Board's evaluative and governance capability to strengthen stewardship and drive sustained school improvement has been built.

Measures - E.g

Actions	Accountable	Responsible	Resources	Timeline
1	DP	DP & Year 5 - 6 kaiake		
2				
3				

OUTPUT / ACTIVITY TRACKING	PROGRESS	NEXT STEPS
1	01 /03 -	01 /03 -
2	01 /03 -	01 /03 -
3	01 /03 -	01 /03 -

ANNUAL PLAN 2026 - STRATEGIC DIRECTION 4 (BoT)

We continually develop and embed systematic governance and evaluation.

Initiative - 4.4 Develop a systematic, evidence-based approach to school evaluation and improvement planning.

Outcome - A systematic, evidence-based approach to school evaluation and improvement planning to drive continuous improvement has been installed.

Measures - E.g

Actions	Accountable	Responsible	Resources	Timeline
1				
2				
3				

OUTPUT / ACTIVITY TRACKING	PROGRESS	NEXT STEPS
1	01 /03 -	01 /03 -
2	01 /03 -	01 /03 -
3	01 /03 -	01 /03 -