

# Annual Implementation Plan 2025

## **Vision**

Inspired learners. Proud contributors.

## **Whakataukī**

Whāia te pae tawhiti. Pursue your goals to the furthest horizon.

## **Mission**

Waiheke High School will inspire pride. We are the waka that guides our rangatahi on their individual journey to success.

## **Core Values**

Whanaungatanga: Caring for all

Independence: Managing ourselves

School Culture: Pride in our values, environment and community

Excellence: Striving for success

## **Strategic Streams**

Curriculum | Marautanga

Teaching and Learning | Ara Whakaako

Engagement | Kōkiri

Wellbeing | Hauora

<b>Strategic Goal 1: Curriculum   Marautanga</b> <i>Waiheke High School maintains a broad curriculum which prepares students for a dynamic, modern world while grounding them with a deep understanding of their local people and environment</i>				
Strategic Aspirations		Strategic Priorities		
Waiheke High School will prioritise development in foundational skills and key competencies to enable all students to readily access NCEA and prepare them for transitions to work or further education		<ul style="list-style-type: none"> <li>- Build understanding across the curriculum of numeracy and literacy requirements and integrate these skills throughout the junior curriculum</li> <li>- Develop key competencies and being explicitly teaching these skills in order to meet the demands of an ever changing world</li> </ul>		
Waiheke High School will prioritise development of a more localised curriculum; incorporating mātauranga Māori, local knowledge and history, and affirming Ngāti Pāoa as tangata whenua		<ul style="list-style-type: none"> <li>- Continue development and integration of localised curriculum content</li> <li>- Continue development and integration of mātauranga Māori</li> <li>- Collaborate with Ngāti Pāoa to ensure that said inclusion of localised content and mātauranga Māori is appropriate content in planning and delivery</li> </ul>		
Actions	Accountability	Resourcing	Timeframe	Measurement
Create a clear literacy and numeracy strategy	ROS	Curriculum WG, HoF meetings	By the end of Term 2	A handbook is available for staff, students and whānau around literacy and numeracy at Waiheke High School
Develop unified knowledge of the explicit instruction of literacy in the junior school across the curriculum	ROS	Curriculum WG, Full staff meetings	By the end of Term 4	65% of year 9 students are at or above expectations in literacy
Develop unified knowledge of the explicit instruction of numeracy in the junior school across the curriculum	ROS	Curriculum WG, Full staff meetings	By the end of Term 4	65% of year 9 students are at or above expectations in numeracy
Create a clear mātauranga Māori strategy	ROS	Curriculum WG, Ngati Paoa Rep	By the end of Term 4	A handbook is available for staff to guide the integration of mātauranga Māori at Waiheke High School

<b>Strategic Goal 2: Teaching and Learning   Ara Whakaako</b> <i>Waiheke High School teachers are committed to continuously reflecting on their teaching practices to enhance the quality of education for their learners</i>				
Strategic Aspirations		Strategic Priorities		
Waiheke High School will prioritise the understanding of best practice teaching and learning and the implementation of these methods in every classroom to boost academic achievement		<ul style="list-style-type: none"> <li>- Build an awareness of teaching best practice and use this to develop a localised best pedagogy profile for all teachers at Waiheke High School</li> <li>- Systematise engagement with academic data and student feedback to inform the effectiveness of practice and drive professional growth</li> <li>- Grow a collaborative culture in teaching and learning – specifically including observations, collaborative planning and review, and sharing of practice</li> </ul>		
Waiheke High School will prioritise developing the ability of staff to differentiate for neurodiverse learners to ensure all learners feel supported to succeed		<ul style="list-style-type: none"> <li>- Strengthen collective pedagogy around differentiation and student agency through targeted professional development</li> </ul>		
Actions	Accountability	Resourcing	Timeframe	Measurement
Solidify assessment, reporting and student communication to enable assessment for learning	KNI, ROS, MUS, FLU, ROU	HoFs, HoF Meetings	By the end of Term 2	At least 60% of junior students improve by two or more curriculum sublevels compared to last year, on average, per faculty
Offer professional development to all staff around assessment for learning strategies	KNI	Pedagogy WG, Full staff meetings, HoFs	By the end of Term 3	
Redevelop the system for sharing information with teachers around particular student neuro diversities and how we can best meet their needs	KNI	SENCO, Pedagogy WG, TAs	By the end of Term 3	All teachers will have open access to student information in a unified area of KAMAR and the training to access it
Research externally and use internal expertise to identify what best practice teaching and learning looks like our local context	KNI	Pedagogy WG, Full Staff Meeting	By the end of Term 4	Create a best practice teaching handbook for Waiheke High School

<b>Strategic Goal 3: Engagement   Kōkiri</b>				
<b><i>Waiheke High School aspires to be a safe learning environment for all where students have a strong sense of pride and belonging</i></b>				
<b>Strategic Aspirations</b>		<b>Strategic Priorities</b>		
Waiheke High School will prioritise fostering the continued development of a positive school culture to prioritising learning, healthy relationships and high participation in wider school activities		<ul style="list-style-type: none"> <li>- Develop and implement The Waiheke Way – Tikanga a kura as the positive behaviour framework that live by at WHS</li> <li>- Strengthen the integration of WISE values and their associated recognition system</li> </ul>		
Waiheke High School will prioritise the development of systematic best practice supports to promote high engagement for all learners in their education journey		<ul style="list-style-type: none"> <li>- Rebuild the pastoral system to build a consistent experience for all students</li> <li>- Overhaul the interventions associated with our PB4L system with a specific focus on better support for highly disengaged students</li> </ul>		
Waiheke High School will prioritise the development of strong relationships with students, whānau and the community and ensure that these are used to drive quality teaching and learning		<ul style="list-style-type: none"> <li>- Develop teacher skills to build learning focused relationships with students which are leveraged to maximise learning</li> <li>- Strengthen connections with whanau which are leveraged to maximise learning</li> <li>- Collaborate with Ngāti Pāoa to support the growth of all ākonga and to build an understanding of Te Ao Māori that supports all learners</li> </ul>		
<b>Actions</b>	<b>Accountability</b>	<b>Resourcing</b>	<b>Timeframe</b>	<b>Measurement</b>
Create graduate profiles for the junior, middle and senior sections of our school	ROS	Engagement WG, Full staff meetings	Profiles by Term 2	Clear profiles are established and recognition occurs at prize givings
Promote and embed The Waiheke Way into the everyday lives of our staff and students	ROS	Engagement WG, STAR, Assembly	Ongoing - review at years end	Improvement in regular student attendance by 5%
Create a system for student goal setting and use these to promote learning conversations between parents, students and teachers	ROS	Engagement WG, Full staff meetings	Set in Term 1 - review in Term 4	All students have learner goals identified, communicated with parents and reviewed at years end

<b>Strategic Goal 4: Hauora   Wellbeing</b> <i>Waiheke High School acknowledges that all learning is most effective when people are well, and takes care to provide a grounded, supportive, and inclusive environment at all times</i>				
Strategic Aspirations		Strategic Priorities		
Waiheke High School will prioritise the development of student leadership roles and forums for their participation in decision making to systematically ensure that student voice is built into strategic decision making		<ul style="list-style-type: none"> <li>- Develop a student executive committee to collaborate with school management</li> <li>- Build deeper pipelines for student leadership throughout all year levels</li> </ul>		
Waiheke High School will prioritise supporting students' mental wellbeing within our school community and the connection that this has to each students ability to learn and feel safe at school		<ul style="list-style-type: none"> <li>- Launch and embed the KiVa programme at Waiheke High School</li> <li>- Gather student voice around their wellbeing and respond to this systematically via our pastoral and student support services</li> </ul>		
Waiheke High School will prioritise the ongoing commitment to developing sustainable practices in line with the environmentally conscious ethos of our community		<ul style="list-style-type: none"> <li>- Develop our internal systems of recycling, composting and waste disposal</li> <li>- Promote student pride in, and care for, their school environment</li> <li>- Engage in wider community initiatives that affirm our connection to, and responsibility, for te taiao, our local environment</li> </ul>		
Actions	Accountability	Resourcing	Timeframe	Measurement
Develop and maintain a staff and student wellbeing programme	KNI	Wellbeing WG, Full Staff hui	End of Term 3	Student Pulse data will show positive engagement and wellbeing scores of 5.0 or greater over the school year
Create a systematic process for early identification and prevention of student bullying at Waiheke High School	MCK	Full Staff hui, Assembly	By the end of Term 4	Launch the KiVa programme at Waiheke High School
Develop new opportunities for student leadership among year groups outside of year 13	FLU	-	End of Term 2	Junior prefect process is systematised. Establish student executive committee
Develop a coordinated approach to reducing waste and caring for our environment	KNI	Prefects, Sustainability Group	By the end of Term 4	Reduction in waste is reflected in a 15% decrease in cost of waste disposal