

Annual Implementation Plan 2026

Vision

Inspired learners. Proud contributors.

Whakatauki

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

Strategic Goal 1: Curriculum Marautanga <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		- Build understanding across the curriculum of numeracy and literacy requirements and integrate these skills throughout the junior curriculum		
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		- Continue development and integration of localised curriculum content - Continue development and integration of mātauranga Māori - Collaborate with Ngāti Pāoa to ensure that said inclusion of localised content and mātauranga Māori is appropriate content in planning and delivery		
Actions	Accountability	Resourcing	Timeframe	Measurement
Continued development of literacy and numeracy instruction in the junior school across the curriculum	ROS	Staff PLD, Faculty resources	By the end of Term 4	75% of Year 10 students pass their literacy and numeracy CAAs
All staff participate in professional development to improve practice around the integration of local curriculum and Mātauranga Māori to improve their ability to respond to Māori learner needs	FLU, ROS	Staff PLD, Release time	By the end of Term 3	Existing gaps between Māori and non-Māori learners' attendance and engagement narrow by 50% (0.12 engagement score reduction, 2.5% attendance gap rate reduction)

Strategic Goal 2: Teaching and Learning Ara Whakaako <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		- Build an awareness of teaching best practice and use this to develop a localised best pedagogy profile for all teachers at Waiheke High School - Grow a collaborative culture in teaching and learning – specifically including observations, collaborative planning and review, and sharing of practice		
Waiheke High School will prioritise the understanding of culturally responsive pedagogy and the implementation of these methods in every classroom to boost academic achievement		- All staff participate in wānanga to develop their cultural competencies to enable the effective teaching of ākonga Māori - All staff continue to develop their ability to use te reo Māori me ōna tikanga in their classrooms under the guidance of Ngāti Pāoa		
Waiheke High School will prioritise developing the ability of staff to differentiate for neurodiverse learners to ensure all learners feel supported to succeed		- Strengthen collective pedagogy around differentiation and student agency through targeted professional development		
Actions	Accountability	Resourcing	Timeframe	Measurement
All staff actively incorporate research backed, effective teaching practice to improve academic outcomes for students	KNI, HoFs	HoF PLD, Staff PLD	By the end of Term 4	Excellence and Merit endorsement proportions meet or exceed national averages at all NCEA levels
All staff participate in professional development to improve practice around Culturally Responsive Pedagogy to improve their ability to respond to Māori learner needs	FLU, KNI	Staff PLD, PLD funding	By the end of Term 4	Existing gaps between Māori and non-Māori learners' NCEA and CAA achievement narrows by 50% (11.5% reduction across NCEA, 7.7% reduction across CAAs)
Improve the quality of information available for teachers around diverse learners; their ability to access this information, and their ability to respond to learner needs	KNI	SENCO, LSC, Staff PLD	By the end of Term 4	Staff feedback shows increasing confidence in accessing and using student data to differentiate teaching

Strategic Goal 3: Engagement Kōkiri <i>Waiheke High School aspires to be a safe learning environment for all where students have a strong sense of pride and belonging</i>				
Strategic Aspirations		Strategic Priorities		
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		- Develop and implement The Waiheke Way – Tikanga a kura as the positive behaviours that we live by at WHS		
Waiheke High School will prioritise the development of systematic best practice supports to promote high engagement for all learners in their education journey		- Rebuild the pastoral system to build a consistent experience for all students - Overhaul the interventions associated with our PB4L system with a specific focus on better support for highly disengaged students		
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		- Collaborate with Ngāti Pāoa to support the growth of all ākonga and to build an understanding of Te Ao Māori that supports all learners		
Actions	Accountability	Resourcing	Timeframe	Measurement
Increase student engagement by improving clarity of expectations at Waiheke High School for students, staff and whānau, and improving consistency of staff practice in behaviour management of said expectations	FLU, ROS	Staff PLD, External PLD, Assemblies, Media	By the end of Term 4	Average engagement scores improve across the year and average negative behaviours reduce across the year
Increase access to extension material, competitions, or events, to further challenge highly engaged learners	ROU	HoFs, AHoFs, Funding for competitions	By the end of Term 2	Every learning area has at least two extension opportunities which are included in formal reporting to the Board
Improve use of internal data, and external data from RTLB, MoE and other services, to create systematic intervention plans for at-risk learners	ROS	Learning Support, Deans	By the end of Term 2	100% of at-risk students have detailed response plans available to teachers which are implemented in classrooms
Audit and start to amend processes within our pastoral system so that options are available which reflect Te Ao Māori approaches for Māori learners and whānau	FLU, ROS, KNI	SLT meetings, Funding for consultants	By the end of Term 4	Te Ao Māori approaches to pastoral hui are codified with Ngāti Pāoa and data shows these are increasingly applied

Strategic Goal 4: Hauora Wellbeing <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 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		- Launch and embed the KiVa programme at Waiheke High School - Gather student voice around their wellbeing and respond to this systematically via our pastoral and student support services		
Waiheke High School will prioritise the ongoing commitment to developing sustainable practices in line with the environmentally conscious ethos of our community		- Continued focus on developing our internal systems of recycling, composting and waste disposal - Promote student pride in, and care for, their school environment		
Waiheke High School will prioritise raising awareness of Te Ao Māori elements of wellbeing among staff and students to promote an appreciation for the impact of taha wairua on overall wellness		- Redevelopment of Piringākau and revitalisation of this as a bastion of kaha Māori		
Actions	Accountability	Resourcing	Timeframe	Measurement
Improved integration between the wider pastoral team (learning support, student support services, deans and SLT) to ensure strong collaboration which supports overall student wellbeing and drives learning	FLU, KNI	Pastoral PLD, Staff PLD	By the end of Term 4	In-class attendance improves to 90% across the school throughout the year
Develop and implement a coordinated litter and recycling strategy to reduce waste and improve the quality of our environment	FLU, ROS	Prefects, Assemblies	By the end of Term 4	Litter audits across the school show a significant reduction across the year
Begin revitalising Piringākau by implementing the first stage of the Piringākau strategic direction plan	FLU, BRO, RUD	Budget support, Release time	By the end of Term 4	At least four marae noho during 2026; attend polyfest; reintroduce tupu mai