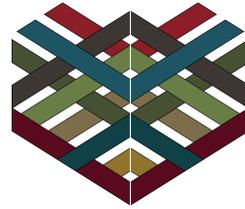


2026 Annual Implementation Plan



TE KURA O OAKURA
OAKURA SCHOOL

The Three-Year Strategic Plan remains unchanged, and 2026 represents a consolidation and deepening phase across all strategic goals.

The 2025 Statement of Variance highlighted several key achievements, as well as areas requiring further development:

- **Hauora:** Strong progress embedding HERO, behaviour expectations, and communication systems. Areas for continued improvement include simplifying behaviour systems, increasing visual consistency, and strengthening attendance processes.
- **Akoako:** Successful implementation foundations for Maths No Problem (MNP) and BSLA training. 2026 is the year for *full fidelity implementation* in literacy and consolidation in mathematics, alongside ensuring the school values are visible and lived in day-to-day practice. Align with the curriculum to make sure we are leaving 'no learning to chance'.
- **Hōkai Nuku, Hōkai Rangi:** Significant steps forward in Te Ao Māori capability, partnership with Ngāti Tairi and whānau hui, and extension rōpū success. Next steps include sustaining Te Reo and Tikanga learning during kaiārahi leave, increasing staff confidence with mihi whakatau, and continuing to explore a bilingual pathway.

Focus on refinement, consistency and embedding.

The 2026 priorities aim to ensure impact, coherence and sustainability across the school, while deepening alignment with the refreshed national curricula.

Hauora

- Strengthen consistency and understanding of the Be Our Best / Ngā Uara behaviour system.
- Continue building HERO capability as the school's single source for behaviour, reporting and communication.
- Make attendance a more visible and proactive priority. (Attendance Plan is a MoE priority)

Akoako

- Embed Maths No Problem with fidelity across all classrooms.
- Launch BSLA implementation schoolwide (this is totally new for Years 4–8).
- Ensure the school values and vision are visible and aligned to practice.
- Target Professional Growth Cycles (PGCs) to these core priorities.

Hōkai Nuku, Hōkai Rangi

- Grow staff confidence in leading mihi whakatau and tikanga.
- Sustain weekly Te Ao Māori learning during kaiārahi leave.
Deepen partnership with Ngāti Tairi and whānau hui.
- Continue exploring potential bilingual class models.

Strategic Goal 1: Hauora

To enhance our school culture and uplift collective wellbeing and resilience.

Annual Target	Key Actions	Measures / Indicators of Success
Behaviour system is consistent and visible across the school.	<ul style="list-style-type: none"> Refine and embed Be Our Best / Ngā Uara system. Ensure clear visual prompts in all learning and shared spaces. Provide ongoing staff PLD in consistent responses and restorative practice. 	<ul style="list-style-type: none"> Visuals visible across all learning spaces. Consistent school-wide use of behaviour expectations. Staff survey shows increased confidence and consistency.
HERO is the single system for behaviour, communication & reporting.	<ul style="list-style-type: none"> Continue PLD to build staff capability in HERO. Review and confirm school-wide guidelines for HERO learning posts and reporting. Add/update learning goals aligned to refreshed curriculum. 	<ul style="list-style-type: none"> Reduction in duplicate systems. All data and information kept in HERO. Increased quality and consistency of HERO posts.
Attendance processes strengthened and concerns identified early.	<ul style="list-style-type: none"> Tighten daily monitoring and follow-up processes. Include clear medical coding and consistency of data entry. Increase whānau awareness through communication and hui. 	<ul style="list-style-type: none"> Reduction in persistent non-attendance. Accurate attendance/medical data in HERO. Early contact logs recorded for emerging concerns.
Whānau feel informed and engaged.	<ul style="list-style-type: none"> Gather whānau feedback on reporting and communication. Celebrate positive behaviour/attendance in assemblies and newsletters. 	<ul style="list-style-type: none"> Whānau survey results. Regular celebration of progress in HERO, newsletters, assemblies.

Strategic Goal 2: Akoako

To learn and achieve highly through a refreshed, localised curriculum.

Annual Target	Key Actions	Measures / Indicators of Success
Maths No Problem embedded school-wide and aligned to the refreshed curriculum.	<ul style="list-style-type: none"> Continue maths PLD, coaching & modelling. Map MNP against refreshed maths curriculum. Use assessment data to identify targeted supports 	<ul style="list-style-type: none"> Consistent MNP lesson structure observed. Clear curriculum coverage maps. Improved scaled scores & overall teacher judgements.
BSLA is implemented with fidelity, this will be the major focus for Yr 4–8.	<ul style="list-style-type: none"> Launch daily BSLA routines. Purchase required BSLA resources. Analyse reading/writing data to adapt teaching. 	<ul style="list-style-type: none"> BSLA taught daily and observed in walk-throughs. Resources in place and used. Improvements in literacy data across the school.
Vision & values visible and lived across the school.	<ul style="list-style-type: none"> Collect voice from students, staff, and whānau. Continue explicit teaching of Ngā Uara in inquiry and daily practice. Align decision-making and celebrations with values. 	<ul style="list-style-type: none"> Whānau/student/staff voice collected and analysed. Values referenced in planning, assemblies, decisions. Increased values-based recognition in HERO posts.
PGCs aligned to core 2026 priorities.	<ul style="list-style-type: none"> PGC inquiries focused on MNP, BSLA or local curriculum. 	<ul style="list-style-type: none"> All staff have aligned PGC goals.

	<ul style="list-style-type: none"> • Middle leaders lead coaching conversations and walk-throughs. • Use coaching model developed in 2025. 	<ul style="list-style-type: none"> • Coaching documentation and reflection evident. • Improvement in classroom practice from observations.
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Strategic Goal 3: Hōkai Nuku, Hōkai Rangi

To grow our knowledge and expertise in Te Ao Māori.

Annual Target	Key Actions	Measures / Indicators of Success
Staff and classes are increasingly confident with mihi whakatau and tikanga.	<ul style="list-style-type: none"> • Provide ongoing PLD in pepeha, karakia, waiata and kawa. • Develop templates and supports for class-based mihi whakatau. • Model and scaffold opportunities for staff to lead. 	<ul style="list-style-type: none"> • Increased number of class/team mihi whakatau. • Staff confidence self-reported in PLD surveys. • Observations of correct tikanga in practice.
Te Ao Māori learning continues weekly across the kura during kaiārahi leave.	<ul style="list-style-type: none"> • Further develop Te Ao Māori resource folder. • Provide ready-to-use weekly lessons. • Maintain rōpū structures with clarity of purpose (if possible) 	<ul style="list-style-type: none"> • Weekly classroom planning shows Te Reo/tikanga lessons. • Strong continuation of extension rōpū programmes. • Increased student confidence (ākonga Māori survey).
Strong partnership with Ngāti Tairi and whānau hui rōpū.	<ul style="list-style-type: none"> • Hold regular hui with iwi and whānau groups. • Co-design tikanga, review progress and shape inquiry themes. • Visit Ōakura Pā as part of the 2026 programme. 	<ul style="list-style-type: none"> • Consistent attendance at whānau hui. • Tikanga document co-designed and in use. • Positive iwi/whānau feedback.
Explore bilingual class pathway options.	<ul style="list-style-type: none"> • Investigate bilingual models and visit other kura. • Consult with whānau and Ngāti Tairi. • Develop options for Board decision-making. 	<ul style="list-style-type: none"> • Summary report provided to the Board. • Clear whānau voice gathered. • Feasibility and resourcing options developed.