



STRATEGIC PLAN 2024-2026



MISSION STATEMENT

As a Christ centred community, inspired by Mary and our Catholic faith, we will support, challenge and empower each other to strive for personal excellence to navigate life's journey.

STRATEGIC GOALS

SPECIAL CHARACTER GOAL:

To develop a personal relationship with God as people of Aotearoa, growing our knowledge of the Catholic faith, living and experiencing the values of Jesus with Mary as our guide.

Teacher knowledge of the new RE curriculum, To Tātou Whakapono, Our Faith, will inform planning, teaching and learning, and assessment in RE.

Our revised Marian Values will be embodied in our school culture, special character and charism.

TEACHING AND LEARNING GOAL:

To provide an engaging, relevant and responsive education for all learners in our school community.

Teacher knowledge of the refreshed English and Mathematics curriculum, will ensure students participate in rich learning opportunities through the implementation of our Stella Maris Curriculum.

COMMUNITY GOAL:

To build and enhance relationships in a safe and inclusive environment within our school, parish and wider community.

Communication within our community will be streamlined to ensure our methods are impactful, timely and relevant.

HAUORA – WELL BEING:

To foster the hauora of all members of our school community, so that they feel included, valued and respected, and a sense of belonging in a safe emotional and physical environment.

Students will be supported to understand the importance of caring for themselves and others; they will be able to communicate their needs, ask for and accept help.

Through our Marian Values students will demonstrate an understanding and empathy for others, valuing and celebrating diversity.

ATTENDANCE GOAL:

To support students and their whānau to ensure students attend school regularly, enabling them to build strong foundations in student learning and social development.

At Stella Maris we will work with families to ensure students are attending school regularly (90% of the time – absent no more than 5 days per term) 80% of the time.



SHINE FOR GOD



**2026 ANNUAL IMPLEMENTATION PLAN FOR
SPECIAL CHARACTER GOAL**

STRATEGIC GOAL: SPECIAL CHARACTER	To develop a personal relationship with God as people of Aotearoa, growing our knowledge of the Catholic faith, living and experiencing the values of Jesus with Mary as our guide.		
ANNUAL TARGET/GOAL:	We will build awareness and grow understanding of the new RE curriculum, Tō Tātou Whakapono - Our Faith, with Kaiako, akonga and whanau.		
<p>WHAT DO WE EXPECT TO SEE BY THE END OF THE YEAR?</p> <ol style="list-style-type: none"> 1. Teacher knowledge of the new RE curriculum, To Tātou Whakapono, Our Faith, will inform planning, teaching and learning, and assessment in RE. 2. The bi-culturalism of Aotearoa is reflected in RE teaching and learning. 3. The revised Marian Values are embodied in our school culture, special character and charism. 			
ACTIONS	WHO IS RESPONSIBLE?	RESOURCES REQUIRED	HOW WILL WE MEASURE SUCCESS?
Planning, teaching and learning, and resources will be guided by Tō Tatou Whakapono, Our Faith.	DRS/SLT Teachers RE Advisors - CEO.	Internal PLD Teacher Meetings each term IT PLD PLD for teachers new to Catholic Schools (3 teachers in 2026) DRS PLD – termly DRS Days facilitated by RE Advisors	Planning and assessment developed by teams and teachers. Resource bank developed. Report to Board through Special Character Sub Committee. Student voice will be heard through the self assessments and affective domain. Assessments will be used to inform future planning. Internal Special Character evaluation – focus on “Growth in Knowledge” domain.
Give effect to Te Tiriti o Waitangi	DRS/SLT	Tō Tatou Whakapono – Our Faith	Teaching and learning will reflect and include bi-

<p>through a Catholic lens by incorporating tikanga Māori and Te Reo Māori into all aspects of our special character (e.g., Masses, liturgies, prayers, RE lessons)</p>	<p>Teachers RE Advisors - CEO.</p>	<p>curriculum document. Teacher website for Tō Tatou Whakapono. Manual Beasley – Māori Vicar Te Kamaka – Resource on Auckland Catholic Website.</p>	<p>cultural links.</p> <p>An increased understanding of our local Māori and pakeha history through our RE unit of learning “Ā Tātou Whakapapa - Our Story”. Te Reo Māori will be a part of liturgies, Masses, assemblies through inclusion of waiata, himene, karakia, greetings and responses.</p> <p>Reciprocal relationship with mana whenua established.</p>
<p>Communicate and embed our revised Marian Values within our community.</p>	<p>DRS/SLT Teachers</p>	<p>Shared Drive - Teacher resource bank for the values (includes essence statements, Gospel links, music, quotes) Ongoing IT PLD Special Character certificates.</p>	<p>Monthly reporting in BOT reports Special Character meeting.</p> <p>Values are seen, heard and felt through staff, student and community voice and action.</p> <p>Whanau engagement through school newsletters</p> <p>Charism awards and Special Character certificates awarded at assemblies emphasise the Marian Values.</p> <p>Artwork developed and displayed in school environment.</p>



**2026 ANNUAL IMPLEMENTATION PLAN FOR
TEACHING AND LEARNING GOAL**

STRATEGIC GOAL: TEACHING AND LEARNING	To provide an engaging, relevant and responsive education for all learners in our school community.
ANNUAL TARGET/GOAL:	To implement our Local Curriculum across the school.

WHAT DO WE EXPECT TO SEE BY THE END OF THE YEAR?

1. Kaiako will have a growing understanding of the English and Mathematics learning areas of the NZ curriculum.
2. Structured literacy practices will enhance student learning and achievement in literacy.
3. The Maths, No Problem resource will be implemented across the school to enhance student learning and achievement in mathematics.
4. Improved comprehension strategies for Yr 4-6 students.
5. Improved strategic problem solving in maths across the school.
6. Assessment practices and data used to inform teachers, students and parents of progress and achievement.
7. Kaiako and akonga giving authentic effect to Te Tiriti o Waitangi

ACTIONS	WHO IS RESPONSIBLE?	RESOURCES REQUIRED	HOW WILL WE MEASURE SUCCESS?
Kaiako will implement the final English and Mathematics curriculum.	SLT Teachers	Week 0 – Curriculum Day PLD/Teacher Meetings throughout the year. Teacher Only Days (x2) - Maths Teacher Professional Growth Cycle - school goals Budget for Structured Literacy Resources and Maths equipment. PLD for Structured Literacy – for 3 new teachers in 2026 PLD for Maths, No Problem for 3 new teachers,	Student achievement data in literacy will show improved achievement, including comprehension. Student achievement data in mathematics will show improved achievement, including strategic problem solving. Assessment schedule that reflects MoE guidelines and assessment tools (eg: Phonics Check, PATs, and reporting to parents)

		and foundation programme for Year 1 teachers. MoE assessment guidelines and tools/resources.	Parent information sessions will be held on how to help at home in line with the new English and Mathematics curriculum documents.
Teaching and learning programmes for Yr 4-6 will include a regular comprehension focus alongside the structured literacy programme.	SLT Teachers	Subscription for Chalkie (teaching and learning resource) School journals, novel studies, and readers.	A regular focus on comprehension skills will be included in literacy programmes for Year 4-6. Year 4-6 PAT Comprehension results will show improvement. Transfer of comprehension skills across all areas of the curriculum.
Teaching and learning programmes will include a regular strategic math problem solving focus in mathematics.	SLT Teachers	PLD for Maths Curriculum Leader (facilitated by Dr Jo Knox and Marie Hirst) Maths Snapshot assessment	Year 4-6 PAT Maths results will show improvement. Independence in students using maths problem solving skills across all areas of the curriculum.
Give effect to Te Tiriti o Waitangi through a Māori world view by incorporating tikanga Māori and Te Reo Māori into all aspects of our teaching and learning programmes.	SLT Teachers Support staff	NZ Curriculum and Tō Tatou Whakapono – Our Faith curriculum Tāhūrangi https://tahurangi.education.govt.nz/ Pūtātara website https://putatara.education.govt.nz/#/home Te Kāmaka https://cdaportal.nz/te-kamaka/ Te Reo Club subscription (budget) Mana Whenua and Te Herenga Waka o Orewa Manual Beasley – Māori Vicar of Catholic Education Office	Established relationship with mana whenua and local Marae. Tikanga Māori, Te Reo Māori and the Māori world view will be seen, heard and felt in the school environment.



**2026 ANNUAL IMPLEMENTATION PLAN FOR
COMMUNITY GOAL**

STRATEGIC GOAL: COMMUNITY	To build and enhance relationships in a safe and inclusive environment within our school, parish and the wider community.		
ANNUAL TARGET/GOAL:	To streamline the way we communicate with our community to ensure our methods are impactful, timely and relevant		
<p>WHAT DO WE EXPECT TO SEE BY THE END OF THE YEAR?</p> <ol style="list-style-type: none"> 1. School website will be reviewed and updated 2. To have clear guidelines of the purpose of each communication channel. 3. To have clear guidelines of what and when we are communicating. 4. Communication channels reflect the needs of the community. 			
ACTIONS	WHO IS RESPONSIBLE?	RESOURCES REQUIRED	HOW WILL WE MEASURE SUCCESS?
Review and update school website	Sub committee of main stakeholders - staff, board and PTFA, IT consultant.	Budget School Apps NZ	Updated website is active and used by community. Information on website is up to date.
Develop a communication plan that includes guidelines on the purpose of each communication tool.	SLT Admin staff Board		Communication is timely, and relevant. Communication tools are easily accessible to all. The school community is well informed.



**2026 ANNUAL IMPLEMENTATION PLAN FOR
HAUORA - WELL BEING GOAL**

STRATEGIC GOAL: HAUORA/WELL BEING	To foster the hauora of all members of our school community, so that they feel included, valued and respected, and a sense of belonging in a safe emotional and physical environment.		
ANNUAL TARGET/GOAL:	Students will be supported to understand the importance of caring for themselves and others; they will be able to communicate their needs, ask for and accept help. Through our Marian Values students will demonstrate an understanding and empathy for others, valuing and celebrating diversity.		
WHAT DO WE EXPECT TO SEE BY THE END OF THE YEAR? <ol style="list-style-type: none"> 1. Consultation with akonga around inclusion, respect, being valued and belonging. 2. Teaching and learning programmes that balance the structured learning with the needs of the students. 3. Akonga developing the capability to communicate effectively, and use strategies to support their hauora. 			
ACTIONS	WHO IS RESPONSIBLE?	RESOURCES REQUIRED	HOW WILL WE MEASURE SUCCESS?
Carry out a survey with students to understand their experiences of being valued, respected and included. (use NZCER wellbeing survey)	All staff	PLD Meetings with all staff NZCER well being survey	Student voice through well being survey. Analysis of survey results will provide information for developing an action plan. Discussion of findings with staff and students.
Develop an action plan to address needs and raise capabilities of kaiako to support students	Staff SLT and staff SENCo	PLD for all staff using providers who can address specific need. Support agencies eg RTLb, MoE Learning Support.	Teachers using strategies in their classes to address the needs of akonga

<p>Ensure teaching and learning programmes allow for a balance between the structured programmes and student needs (balance the intensity of the learning)</p>	<p>Teaching staff Teacher aides</p>	<p>Pause, Breathe, Smile resources Growth Mindset resources.</p>	<p>Students are using Pause, Breathe, Smile strategies.</p> <p>Students are demonstrating a Growth Mindset – the power of YET.</p> <p>Students and staff less tired by term 4.</p>
<p>Reinforce learning around Hauora through certificates, recognition within classes, Charism awards, peer recognition</p>	<p>Teachers Akonga</p>	<p>School certificates</p>	<p>Students being recognised for the learning they are doing for their Hauora – well being</p> <p>Students being recognised for their care of one another.</p>
<p>Principal to carry out one to one staff check ins twice a year.</p>	<p>Principal Staff members</p>	<p>Reliever to release staff members</p>	<p>Staff members able to discuss what is going well, what their challenges are, possible solutions.</p> <p>(15 minute interview times with principal twice yearly)</p> <p>Actions taken to address challenges as needed.</p>



**2026 ANNUAL IMPLEMENTATION PLAN FOR
ATTENDANCE GOAL**

STRATEGIC GOAL: ATTENDANCE	To support students and their whānau to ensure students attend school regularly, enabling them to build strong foundations in student learning and social development.		
ANNUAL TARGET/GOAL:	Support families to ensure students are attending school regularly (90% of the time – absent no more than 5 days per term) 80% of the time.		
WHAT DO WE EXPECT TO SEE BY THE END OF THE YEAR? <ol style="list-style-type: none"> 1. An increase in regular student attendance. 2. Staff, students and families engaging in the attendance management plan. 			
ACTIONS	WHO IS RESPONSIBLE?	RESOURCES REQUIRED	HOW WILL WE MEASURE SUCCESS?
Student attendance will be recorded accurately and absences followed up.	Teachers Office Staff Principal	HERO – student management system	Attendance is recorded promptly and accurately. Every Day Matters reports from MoE each term.
Principal will monitor attendance data and identify emerging trends and areas of concern	Principal		Students who are not attending school regularly are identified promptly and actions taken as per Attendance Management Plan.
Tailored action plans are developed for students who are absent more than 10 days per term.	Principal Teacher Parents		Improved attendance for identified students.