

Papakura High School Annual Plan 2026



Kia oho ake te rangatira kei roto — Awakening the leader within

Academic Achievement and Engagement

Relevant NELPS

Annual Objective	Specific Targets/outcomes	Actions to achieve	Led by:	Timeframe & progress - 2026				
				1	2	3	4	Progress
Raise student achievement against key metrics. <i>Objective 1 Priority 2</i>	Year 11 students Tū Pakari - 15% Tū Maia - 50% Tū Rangatira - 25%	<ul style="list-style-type: none"> Year 11 courses to include at least one L2 standard to provide a significant head start for Year 12. Implement and track students against Year 11 qualifications. 	MRI	✓	✓			
		<ul style="list-style-type: none"> Identify students at Level 5 e-asTTle for early entry into the Common Assessment Activity (CAA) 	MRI/BIL	✓		✓		
	Level 2, 3 NCEA and University Entrance results to be at least 5% above equity index band	<ul style="list-style-type: none"> DP/Kaiarahi/Kaitohutohu to lead aronga tracking hui to ensure subjects meet student needs 	MRI	✓	✓	✓	✓	
	Year 9 & 10 Kia Puawai Tū Pakari - 20% Tū Maia - 35% Tū Rangatira - 35%	<ul style="list-style-type: none"> Ensure that all Year 13 students are enrolled into 3 University approved subjects across semester 1&2 at the start of the year. Kaiarahi who are in charge of year 13's in their whanau groups should track this and be completed by the start of week 4. Students without this setup should be referred to the Whānau DP for follow up. 	FLE		✓	✓		
	Te Tohu Rangatira Tū Pakari - 15% Tū Maia - 50% Tū Rangatira - 25%	<ul style="list-style-type: none"> Implement new 20 credit programme for lit/num catch up for students at-risk of leaving without qualifications. Will be during Wednesday programme time. 	MRI	✓	✓	✓	✓	
		<ul style="list-style-type: none"> Accountability focus for 2026 staff theme. Regular reference to meeting requirements during staff meetings and briefings. 	CRG	✓	✓	✓	✓	
		<ul style="list-style-type: none"> Work with MOE team on literacy and numeracy programme and overview. 	MRI/BIL	✓				

<p>Percentage of regular attenders (>90%) exceeds the number of chronic attenders (<70%) Increase regular attendance by 5% Decrease the percentage of chronic attendees by 5%.</p>	<ul style="list-style-type: none"> Implement the Stepped Attendance Response (STAR) across all year levels. 	MTW	✓	✓	✓	✓	
	<ul style="list-style-type: none"> Fortnightly whānau meetings for Tier 3 students; involve Māori Wardens and Papakura Marae for home visits . 	MTW/TMS	✓	✓	✓	✓	
	<ul style="list-style-type: none"> Engagement Officer to conduct daily "hotspot" checks and restorative re-entry discussions. 	MTW	✓	✓	✓	✓	
	<ul style="list-style-type: none"> Liaise with Senior Advisor - MOE on attendance management plan implementation and supports available 	MTW/TMS	✓	✓	✓	✓	
	<ul style="list-style-type: none"> Implement an internal truancy officer role to reduce the number of chronic non-attending students. 	MTW	✓	✓	✓	✓	
	<ul style="list-style-type: none"> Increase positive messaging and incentives for students to improve attendance 	CRG/MTW	✓	✓	✓	✓	
	<ul style="list-style-type: none"> Regularly share data and attendance messaging to whānau via multiple channels 	CRG	✓	✓	✓	✓	
	<ul style="list-style-type: none"> Implement STEAM Academy in Years 9 & 10 	CRG/SPN	✓	✓	✓	✓	
	<ul style="list-style-type: none"> Explicit focus on Relational and Cultural Pou as part of PHS pedagogy. 	BIL/FLE	✓	✓	✓	✓	
	<ul style="list-style-type: none"> PLC to align planning, new curriculum, new teaching council standards, and observation templates to PHS pedagogy. 	BIL	✓	✓	✓	✓	

Annual Objective	Specific Targets/ outcomes	Actions to achieve	Led by:	Timeframe & progress - 2026				
				1	2	3	4	Progress
Implementing a strengths-based, formalised goal-setting and tracking programme <i>Objective 1 / Priority 2</i>	Increased student achievement as per above metrics	<ul style="list-style-type: none"> Implement the Aronga programme during extended Aronga time to track student aspirations 	MRI/BIL/TMS	✓	✓	✓	✓	
		<ul style="list-style-type: none"> Regular check-ins and accountability meetings with Kaitohutohu teachers and Kaiarahi 	MRI/BIL/TMS	✓	✓	✓	✓	
		<ul style="list-style-type: none"> Senior Kaitohutohu selected through application process and with evidence of successfully tracking students. 	MRI/BIL/TMS	✓			✓	
		<ul style="list-style-type: none"> Individualised review at end of Semester 1 for Years 12 & 13 students to ensure appropriate pathways for Semester 2. 	MRI/BIL		✓			
Grow 'Te Oranga Reo' immersion pathway. <i>Objective 2 / Priority 3 & 4</i>	Growth of roll numbers in TOR to over 100 students in 2026	<ul style="list-style-type: none"> Expand Te Ao Haka programmes 	MRI	✓				
		<ul style="list-style-type: none"> Strengthen Te Oranga Reo Department teaching programmes and support staff leadership development 	MRI	✓				
		<ul style="list-style-type: none"> Finalise a strategic growth plan for the unit 	MRI/CRG		✓	✓		
		<ul style="list-style-type: none"> Ensure literacy and numeracy pathways for TOR are strong to support NCEA achievement 	MRI	✓				
Plan and implement a schoolwide literacy and numeracy approach. <i>Objective 2 / Priority 4</i>	Increase student achievement in literacy and numeracy corequisites to above EQI band	<ul style="list-style-type: none"> Continue staff PD with writer's toolbox, and share data improvements termly. 	BIL/SRT	✓	✓	✓	✓	
		<ul style="list-style-type: none"> Implement Year 10 English programme to prepare Year 10's for CAA's 	SWN	✓	✓	✓	✓	
		<ul style="list-style-type: none"> Identify students in Years 12/13 that need literacy/numeracy and place in compulsory Wednesday Lit/Num program 	BIL/MRI	✓	✓	✓	✓	
		<ul style="list-style-type: none"> Implement Year 9 REP program from trial last year 	BIL/AMD	✓	✓	✓	✓	

		<ul style="list-style-type: none"> Form English and Mathematics PLC groups to support implementation of the new curriculums. 	BIL	✓	✓	✓	✓	
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Tū Rangatira - We create a culture of visionary leaders

Relevant NELPS

				Timeframe & progress - 2026					
Annual Objective	Specific Targets/ outcomes	Actions to achieve	Led by:	1	2	3	4	Progress	
Develop and implement a professional learning programme for staff using the Tū Rangatira framework. <i>Objective 3 / Priorities 5 & 6</i>	More staff applying for and achieving promotion to middle and senior leadership	<ul style="list-style-type: none"> Identify staff who are looking for promotion into leadership positions 	BIL		✓				
		<ul style="list-style-type: none"> Work with identified staff to determine targeted areas for support 	BIL		✓				
		<ul style="list-style-type: none"> Provide PD support and coaching for targeted areas 	BIL				✓	✓	
		<ul style="list-style-type: none"> Middle leaders to undertake appropriate leadership PLD (aspiring principals, MSSL, challenging conversations etc.) 	BIL/CRG	✓	✓	✓	✓		
Implement and resource a staff wellbeing programme. <i>Objective 1 / Priority 1</i>	Staff wellbeing data via Pulse shows improvement from baselines	<ul style="list-style-type: none"> Fully implement the use of Pulse for all staff and students 	TMS/JSE	✓	✓	✓	✓		
		<ul style="list-style-type: none"> Termly Wellbeing Committee meetings are held and pulse information is shared on how to benefit our school community 	TMS/JSE	✓	✓	✓	✓		
		<ul style="list-style-type: none"> Termly well-being days for staff 	TMS/JSE	✓	✓	✓	✓		
		<ul style="list-style-type: none"> Whole-staff restorative PD to be run TOD at start of year and throughout year. 	BIL/TMS	✓					
		<ul style="list-style-type: none"> PLC group formed to support restorative practise in the school. 	TMS	✓	✓	✓	✓		
Adapt the Tuu Rangatira framework for a PHS student leadership programme. <i>Objective 1 / Priority 2</i>	Student applicants for leadership positions grows from 2025 numbers	<ul style="list-style-type: none"> Tuu Rangatira levels incorporated into Kia Puawai, Te Tohu Rangatira and Year 11 Diploma frameworks 	MRI	✓					
		<ul style="list-style-type: none"> Te Kaunihera a Ākongā expanded to include representatives of every Kaitohutohu to enable more leadership positions throughout the kura 	FLE	✓					
		<ul style="list-style-type: none"> Develop leadership rubric for students aligned with Tuu Rangatira 	FLE		✓				
		<ul style="list-style-type: none"> Kaitiaki to initiate one new initiative per term 	CRG	✓	✓	✓	✓		

				Timeframe & progress - 2026				
Annual Objective	Specific Targets/outcomes	Actions to achieve	Led by:	1	2	3	4	Progress
Implement the property master plan refresh and grounds landscape plan. <i>Objective 1 / Priority 1</i>	Students and staff have comfortable teaching and learning spaces for all subjects within the school	<ul style="list-style-type: none"> Continue to advocate with MOE and other avenues for activation of the PHS masterplan 	CRG/JSE	✓	✓	✓	✓	
		<ul style="list-style-type: none"> Pursue options to create more classroom space within existing footprint 	CRG/JSE	✓	✓			
		<ul style="list-style-type: none"> Explore options for temporary Board-funded classrooms 	CRG/JSE	✓	✓			
		<ul style="list-style-type: none"> Complete fitness suite project 	CRG/JSE		✓	✓		
		<ul style="list-style-type: none"> Identify, plan and implement next phase of grounds upgrade - M & H Block outdoor areas 	CRG/JSE			✓	✓	
Conduct and implement a review of inclusive practices and wellbeing supports at PHS. <i>Objective 2, 3 / Priority 2, 4 & 6</i>	All SEN students have their needs met through PHS learning support programmes	<ul style="list-style-type: none"> Implement PULSE within the student body 	TMS /JSE	✓	✓	✓	✓	
		<ul style="list-style-type: none"> Data summary from Pulse is shared with students 	TMS		✓	✓	✓	
		<ul style="list-style-type: none"> Incorporate student voice from Te Kaunihera around inclusive practice and wellbeing support. 	TMS		✓	✓	✓	
Relaunch of new PHS school values and expectations. <i>Objective 1 / Priority 1</i>	PHS school values are visible around the school and in student and staff behaviours - negative behaviours to reduce	<ul style="list-style-type: none"> Mana Values up in all classes and common areas 	TMS	✓	✓	✓	✓	
		<ul style="list-style-type: none"> Mana Values are referred to by staff when addressing behaviour 	TMS		✓	✓	✓	
		<ul style="list-style-type: none"> Mana celebration at the end of each term during Whanau 	TMS		✓	✓	✓	

				Timeframe & progress - 2026				
Annual Objective	Specific Targets/outcomes	Actions to achieve	Led by:	1	2	3	4	Progress
Develop and implement a Pasifika engagement plan in conjunction with staff and community.	Pasifika student achievement and wellbeing improves against baseline measures.	<ul style="list-style-type: none"> Review current Pasifika engagement plan with Pasifika Liaison. Identify key areas of focus for our Pasifika students. 	FLE		✓	✓	✓	
		<ul style="list-style-type: none"> Formalise key talanoa meetings throughout the Term for Pasifika whānau and in whānau groups with kaiarahi. 	FLE		✓			
		<ul style="list-style-type: none"> Academic and Attendance Talanoa with our Pasifika Whanau. 	FLE		✓	✓	✓	
		<ul style="list-style-type: none"> Formalise key Pasifika external providers coming onsite to provide service to our Pasifika students. 	FLE	✓	✓	✓	✓	
Implement Te Ara Maatauranga o Ngaati Tamaoho.	Relationships between school and iwi are strengthened to the benefit of PHS students.	<ul style="list-style-type: none"> Whiria te Tangata, Kia Puawai programme implemented in conjunction with Ngaati Tamaoho 	CRG/TMS	✓	✓			
		<ul style="list-style-type: none"> Work with Kaumātua on the placement and opening of PHS waharoa 	CRG		✓			
		<ul style="list-style-type: none"> Staff to undertake haerenga around Papakura sites with kaumātua 	CRG				✓	
Develop and implement a strategic plan for community engagement and partnerships.	New partnerships are developed and existing partnerships strengthened to create new opportunities for students.	<ul style="list-style-type: none"> Intentional cultivation of new business and corporate partners 	CRG/BIL	✓	✓	✓	✓	
		<ul style="list-style-type: none"> Work with F&P Healthcare Trust & kootuitui on STEAM programme to ensure continuity of funding. 	CRG/SPN	✓	✓	✓	✓	
		<ul style="list-style-type: none"> Gateway funding is maximised to provide better opportunities for targeted students. 	BIL	✓	✓			
		<ul style="list-style-type: none"> Pro-Jects and Electives partnerships are consolidated to improve value-added to students 	BIL		✓	✓		
		<ul style="list-style-type: none"> External funding secured for Abu Dhabi trip in December 	CRG/TLI	✓	✓	✓		