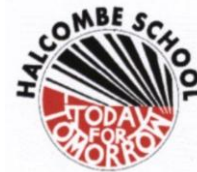


Halcombe School Annual Implementation Plan: 2025



Our School Vision is for our children to be: **Confident, connected, actively involved, and life-long learners.**

Strategic Goals, Associated Workstreams & Outcomes

Strategic Goal 1: Student Achievement

To enable all students to reach their potential in Reading, Writing and Maths, as evidenced by progress and achievement in relation to our Halcombe Learning Expectations.

Workstreams	Outcomes	Timing & Responsibility
Student Achievement Reports	<ul style="list-style-type: none"> ● Board Student Achievement and Progress Report to Board: Collecting quality data, and through detailed analysis, report to the Board on baseline, mid-year and end of year student achievement. ● Reporting to Parents: through KIT, 3WC's and written reports inform parents on child achievement, progress and overall development and needs 	<p>February, July & December Alastair, The Leadership Team, Teachers</p> <p>Regularly, compulsory 3WCs twice a year, EoY Report. Alastair & Teaching Staff</p>
Target Pupils	<ul style="list-style-type: none"> ● Through the above processes, teachers analyse and reflect on needs in class, and recommendations for supporting those needs. ● Continual reflection and reference to our Target Kids, highlighting progress. Review of class needs as pupils improve. 	<p>Alastair & teachers. Leadership Team</p>
Learning Support Programme	<ul style="list-style-type: none"> ● Make recommendations regarding resources and personnel according to our data. ● SENCO meets regularly with TAs to inform, reflect and think about our LP throughout the school. ● Assign resources to individuals, small groups and classes as required. Inform the Principal and update regularly. ● Liaise with outside agencies when expertise and resources are required. 	<p>Alastair</p> <p>Fiona vdB and TAs</p> <p>Teachers & Alastair</p> <p>SENCO & Alastair</p>

	<ul style="list-style-type: none"> ● Tier2 Literacy Support is integrated successfully into junior school programme to support learning needs in literacy 	Margot Mackie & associated teachers
SLA: Continued Contact, Embedding practice. Extending to Year 5	<ul style="list-style-type: none"> ● Using facilitator, provide modelling & PLD to embed practices and resources from 2024. ● Provide PLD for Rm5 Teacher for SLA practices 	Junior Team DP, Teachers, TAs & Marianne Brown Alastair & Marianne Brown

Supporting Documents: Halcombe School Learning Expectations, Reading, Writing & Mathematics Achievement Reports, Analysis of Variance, Annual Report & PLD Plan for each year. These documents contain specific target groups, and actions based on good information and analysis.

Strategic Goal 2: Broad Curriculum

To provide a broad, future-focused curriculum.

Workstreams	Outcomes	Timing & Responsibility				
Science PLD -Major Focus	<p>Have rigorous and relevant Science PLD, as per PLD Plan to focus on:</p> <table border="0"> <tr> <td>Science Capabilities</td> <td>Teaching Practices</td> </tr> <tr> <td>Resources</td> <td>Progression</td> </tr> </table> <p>Update Halcombe School Science Curriculum, with clear outcomes for cover, knowledge and skills included.</p>	Science Capabilities	Teaching Practices	Resources	Progression	Alastair & Vanessa Ben Laybourne (Facilitator) Alastair & H Team
Science Capabilities	Teaching Practices					
Resources	Progression					
Mathematics Curriculum Review	<p>Using new Te Mataiaho, Mathematics and Statistics, Curriculum document, review and make necessary changes to our own CDP.</p> <p>Plan for PLD in 2026, to help teachers implement the new Maths Curriculum</p>	Alastair & Leadership Team, Sue Alastair				
MoE Initiatives: Attendance, English and Mathematics:	<p>We will follow ministry of Education guidelines to give effect to the current priorities including attendance initiatives and targets, implementing Y0-6 English and Y0-8 Maths curricula, and the use of quality assessment tools to monitor and report on achievement.</p> <p>During the year, according to PLD Plan, facilitator availability and MoE funding</p>	Alastair and Leadership Team Alastair and Leadership Team				
Senior Tech Programme	Deliver a learning programme to Yr 7&8 pupils that is varied, enriching and skills-based: Food, Hard Materials, IT/AI, Art & Music	Alastair & Senior Teaching Team				
EOTC Adventure	Promoting and developing well-being, physical endeavour, mental stamina, and excellent learning connections, enhance classroom learning	Teaching Team				

	<i>through connection to the real world. Including Camps, Careers, Trips, and special events.</i>	

Supporting Documents: Halcombe School Learning Expectations, Reading, Writing & Mathematics Achievement Reports, Halcombe School Curriculum Development Plan, Teacher Planning, and Assessment outcomes, Science PD & all PLD plans, School Calendar, Staff Meeting minutes.

Strategic Goal 3: Community

To build our Community through attending to Hauora (workload, wellbeing and relationships, mental, social and physical needs)

Workstreams	Outcomes	Timing & Responsibility
Parent Education Evenings: RSE & Science	<i>Term 1: RSE - with Jnr & Snr contexts Term2: Science Offering the chance for parents of all pupils to come and hear about the curriculum on offer and how it can be supported at home</i>	<i>Di & Hannah, & the teaching team Alastair, Vanessa & the Teaching Team</i>
CRT Plan Implementation	<i>Provide timely CRT to teachers, according to our agreements with teachers. Provide expertise from CRT Teachers to enrich the learning of pupils. Ensure that the workload of teachers and staff is taken into account with school events and deadlines.</i>	<i>Alastair Alastair</i>
Golden Ticket	<i>Provide one Golden Ticket to each staff member to provide well-being and personal growth.</i>	<i>Alastair</i>
<i>Provide termly events for pupils, that parents can be involved in, help with, and grow together as a community</i>	<i>Have parents involved in teams, events, trips, so they may help us grow our pupils and provide</i>	<i>The H Team</i>
Strategic Plan 2025-2027 Written	<i>Consult with the community, staff, and students to review and rewrite the Strategic Plan. Use MoE guidance to process this along. New Strategic Plan will be ready for new Board elections to provide guidance Consult online Term 1. Collect any further clarifications in Term 2 to have written and completed by mid-Term2.</i>	<i>Alastair, Luke Shannon & The Board</i>

Supporting Documents: BoT Minutes, Parent Evening Agendas, Golden Ticket implementation, Principal BoT Reports, Staff Meeting Agendas, 2025-2027 Strategic Plan, CRT Plans.

Strategic Goal 4: Property

To provide school systems, resources and facilities conducive to an environment which supports modern learning.

Workstreams	Outcomes	Timing & Responsibility
Complete 'The Gap' build and embed good use in the spaces created	<p>Beginning of Term2 Fit out and define the use of the new spaces for students and teachers.</p> <p>Ensure new concrete pathway is completed around The Gap. Fit out The Gap with furniture suitable for resources, learning, collaboration and Learning Support Ensure that Rm12 is also fitted out for teacher CRT Space.</p>	<p>The Whole Teaching & Support Team</p> <p>Alastair & BoT Property Team</p> <p>Alastair & BoT Property Team</p>
Playground Markings redone	By end of Term1	Alastair & Paula
Property Plans are fulfilled: Ant Treatment, New Hall Sign, Solar panel clean, Touch-up Painting, Hedge Trimming, Willow removal	Halcombe School continues to be a beautiful and pleasant environment to work, learn and play in See 2025 School Budget	Alastair & Paula
Hall Sign Updated	By end of Term 1	Alastair
Pool Planning	Investigate the future development of the Pool and the adjacent areas, to provide facilities that support our school swim programme and community needs.	Board of Trustees and Community Group

Supporting Documents: Five Year Property Plans, School Maintenance Plans, Monthly Property Checks, Painting programme, School Budget.

Strategic Plan Review: it is expected that the school will be consulting extensively with our community during 2025, building on curriculum consultation from 2023-24, for a new Strategic Plan to be in place for 2026-2027.

Policy Review Timetable

Goals	Achievement	Broad Curriculum	Community	Property
2025	Achievement of Maori		Concerns & Complaints Police Vetting	Finance
2026		Curriculum Delivery	Allocation of Units Valuing Diversity	Sensitive Expenditure
2027			Appointments	Staff Leave

			Performance Management	Harassment
2028	Special Needs	Health Curriculum Consultation	Personnel Protected Disclosures	Property