

St Leo's Catholic School

Annual Implementation Plan 2025



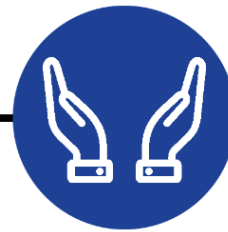
AROHA
COMPASSION



MANAAKITANGA
HOSPITALITY



TE TAPU O TE TANGATA
RESPECT



RATO / AWHINA
SERVICE



TIKA
SOCIAL JUSTICE

Strategic Goals 2025

St Leo's Strategic Goal 1 - Whakapono/Faith

To develop our Catholic faith and weave it through all dimensions of our school community

NELPS 1, 2, 3

St Leo's Strategic Goal 2 - Ako/Learning

To celebrate each child's gifts by providing an engaging, relevant and responsive education

NELPS 1, 2, 3, 4

St Leo's Strategic Goal 3 - Aroha/Love

To provide a nurturing environment that fosters aroha of one's self, others and the planet

NELPS 2, 3, 4

Achievement Targets 2025

Mathematics

Background Data 2024		Targets 2025
Years 1 - 3	8% Below 52% At 40% Above	10% Below 60% At 30% Above
Years 4 - 6	10 % Below 45% At 45% Above	5% Below 55% At 40% Above

Reading

Background Data 2023		Targets 2025
Years 1 -3	8% Below 52% At 40% Above	10% Below 60% At 30% Above
Years 4-6	10% Below 47% At 45% Above	5% Below 40% At 55% Above

Writing

Background Data 2023		Targets 2025
Years 1 -3	4% Below 60% At 36% Above	5% Below 65% At 30% Above
Years 4-6	10% Below 48% At 42% Above	10% Below 60% At 30% Above

Data includes new students in 2025. Interventions have been set in place for the target students.

Strategic Goal 1: WHAKAPONO - FAITH

To develop our Catholic faith and weave it through all dimensions of our school community

Annual Target/Goal: To enhance our special Catholic character through the implementation of To Tatou Whakapono Our Faith and Te Kamaka

What do you expect to see by the end of the year?

- Staff have further developed in-depth knowledge of the RE Curriculum
- Staff have a growing understanding of tūturu Māori and tūturu Katorika and how to use this resource
- Staff have a growing understanding of the Catholic faith. This will include rituals and traditions of the Catholic Church

Actions	Responsibility for implementation	Resources Required	Timeframe	How will you measure success?
Professional development opportunities through the Catholic Schools Office and Parish	Principal/DRS	Liase with CSO Father Neil to run PD with staff twice a year	Ongoing	All teachers to attend Having Life to the Full PD Staff meetings allow for discussions about liturgies and Masses
Teachers new to RE to attend courses.	Staff	Liase with CSO	Term 1	PD learnings are reflected in planning and teaching. Staff confident to teach RE.
Integrate RE planning with all subject areas using the term overview	Staff	Term overview Regular staff meetings	Ongoing	Planning checked by DRS to ensure integration across all curriculum areas
Use the online resource Te Kamaka as part of daily teaching	Staff	Term overview Regular staff meetings	Ongoing	Share resources during staff meetings- what is working well and how can we use them in different year levels
All classrooms will have a sacred prayer focus space that reflects our bi-cultural Catholic Faith and Mercy Character	Staff	Prayer cloths Candles Liase with CSO DRS support	Ongoing	Observation by DRS

Achieved:

Annual Target/Goal: To visibly live out our Mercy values

What do you expect to see by the end of the year?

- Staff, students and community have a growing knowledge and understanding of Mercy Charism
- Staff, students, and the community work together to enhance the Mercy values through all initiatives during the year
- Students to take part in projects that align with “looking after our environment’ (Laudato Si)

Promote outreach opportunities each term for the community to show manaakitanga, aroha, tika and kaitiakitanga eg Caritas Lenten appeal, Daffodil Day, Cans for Christmas, St Vincent de Paul fundraising etc	DRS Teachers	Notices to community Certificates in assembly Caritas resources	Ongoing	Payments made to different community outreach appeals
Giving back to the community eg Having our choir perform for the elderly or preschoolers in the area, RSA link, school Christmas show, other events	DRS Choir trainer - Dominic	Koha for Dominic Liaise with preschool Notices to community Parents to support with transport	Ongoing	Possible transport costs Taking part in the Peninsula Choir, singing at preschools, kapa haka, Matariki festival, principal part of Te Hau Kapua kapa haka group, Christmas show
Share regular updates on Mercy initiatives at school, including examples of student actions and tips for reinforcing these values at home	DRS/principal	School Newsletters	Ongoing	Class discussions Assembly certificates Mercy Awards
Include the community in school events, such as Mercy-themed Masses, assemblies, or cultural days, to strengthen shared values.	Staff	Staff/Parish	Ongoing	Parents attending Masses, assemblies, etc.
Conduct hands-on projects like planting trees, creating eco-art from recycled materials, or maintaining a classroom garden. This could be part of STEM.	DRS/Principal/Renee/ Ruth	Liaise with Noughty Wasters CRT STEM with John	Ongoing	Projects and work created by students Garden-to-table Lunchtime gardening groups

		Sculptures on the Shore		
Achieved:				
Annual Target/Goal: To continue to strengthen the relationship between the Parish, community and the school				
What do you expect to see by the end of the year?				
<ul style="list-style-type: none"> - DRS and Principal continuing to liaise with the Parish weekly - Parish/School organising events and including the school community - Students and community taking part in Masses 				
Continue communication between the school and Parish via the parish newsletter	Principal Renee	Regular meetings with Father Neil/Parish	Each week during term time	Principal sends news events to parish newsletter weekly
Organise Family Mass	DRS/Principal Teachers	Powerpoint Wifi for music Projector Butterfly House	Twice in the year- Term 1 and 3 <i>Having it Terms 1, 2 and 3.</i>	Family/parish Mass once a term except term 4
Join Parish Mass fortnightly on Fridays	DRS/Principal Teachers	Liaise with Parish	Friday fortnightly	Fortnightly Masses
Engage Father Peter Murphy to provide PD in the area of Christian Meditation to staff, students and the wider community	DRS/Principal	Liaise with Father Peter Murphy. Contact Parish and community	Term 3	All members of the school community taking part in this
School/Parish playgroup to run on Tuesdays	Board members/Parish	Anna Rumble and Julia Strickett to organise	All year	Attendance is recorded each week, which is the possibility of new enrolments
Achieved:				

Strategic Goal 2: AKO - LEARNING

To celebrate each child's gifts by providing an engaging, relevant and responsive education

Annual Target/Goal: We will continue to grow our understanding of Te Mātaiaho, the English Curriculum and the Mathematics Curriculum with staff

What do you expect to see by the end of the year?

- Teachers using the new Maths curriculum in planning
- Structured Literacy programme up and running
- Assessment practices aligned with the Ministry requirements

Actions	Responsibility for Implementation	Resources Required	Timeframe	How will you measure success?
Mathematics professional development to grow knowledge and understanding of the new Mathematics Curriculum	Principal	Liaising with Ministry to secure PLD Liaise with St Josephs to lock in dates	Ongoing	Teachers using the new curriculum to plan Differentiated learning happening in classrooms PGC reflects goals and progress
Structured Literacy professional development to raise progress in Reading and Writing	Principal	Liaising with the Ministry to secure PLD	Ongoing	Teachers using the new curriculum to plan Differentiated learning happening in classrooms PGC reflects goals and progress
Continue to deepen understanding of Te Mātaiaho	Principal	Taurangi	Ongoing	Discussions during staff meetings about the use of Te Mataiaho in learning and teaching
Schoolwide assessment practices and programme will be reviewed and revised	Principal/DRS	Teacher meetings	Ongoing	A revised assessment programme will be completed by the end of the year

Annual Target/Goal: To provide personalised and inclusive educational resources and support that caters to the diverse needs of every akonga/students

What do you expect to see by the end of the year?

- An inclusive and equitable learning environment where instructional strategies are tailored to accommodate various learning styles, abilities, and backgrounds, resulting in increased engagement, academic achievement, and overall well-being for all our akonga/students
- Staff will have a growing understanding of practices which remove barriers for all akonga/students
- Staff will have a greater understanding of assessment practices

Actions	Responsibility for Implementation	Resources Required	Timeframe	How will you measure success?
To gain a deeper understanding of the use of eAsTTle for all assessments (Reading, Writing and Mathematics)	Teachers	Workshops	Term 1	Teachers attended workshops and implemented the assessments in the classrooms. They have a good understanding of how to use the assessments for learning and teaching.
To involve students richly in the assessment of their learning to identify next steps	Principal Teachers	Access to assessments Learning conversations	Ongoing	Students can identify and make learning goals.
Teachers will specifically plan for differentiation	Teachers	Assessments Curriculum documents PD	Ongoing	Planning reflects a targeted approach.
Teachers will participate in PD, focussing on pedagogical practices that remove barriers; providing support for akonga/students with additional needs (including ESOL), extension for able akonga/students and promoting accelerated progress for all akonga/students	Teachers	PD	Ongoing	Teachers planning for differentiated learning. Teachers are using the new English and Maths curriculum to plan and assess.
Teachers will use a variety of assessment tools and practices	Teachers	Assessments Observations	Ongoing	Teachers are using a variety of tools to assess

		Staff meeting discussions		
Achieved				
Annual Target/Goal: To continue to develop an understanding of our bicultural heritage and multicultural community				
What do you expect to see by the end of the year?				
<ul style="list-style-type: none"> - Greater use of te Reo Māori in classrooms by teachers and akōnga - Growing understanding of tikanga practices - Integration of te Reo Māori in all curriculum areas 				
Tikanga and Te Reo to be integrated into all planning and to be visible in the classroom	Teachers	Online resources MAC support	Ongoing	Teachers and students using te Reo Maori in classrooms, integrated into planning Tikanga Maori practises evident in school
Provide opportunities for the teachers to improve their knowledge of Te Reo and Tikanga through professional development through Māori Achievement Collaborative (MAC)	Principal Teachers Ministry PLD	Online resources MAC support	Ongoing	Teachers and students using te Reo Maori in classrooms, integrated into planning Tikanga Maori practises evident in school
Continue to develop relationships with whānau and tangata whenua to enhance our teaching and learning programmes	Staff Principal	Contacts with Navy Contacts with tangata whenua	Ongoing	School projects undertaken with the local community Visit te Taua Moana Marae Work alongside Restoring Takarunga projects
Kapa haka group led by members of staff	Ruth/Greg	Hall Support from parents	Ongoing	Taking part in local events, Kahui Ako kapa haka, Te Hau Kapua kapa haka, performing at Matariki events
Achieved:				

School Goal: AROHA - LOVE

To provide a nurturing environment that fosters aroha of one's self, others and the planet

Annual Target/Goal: To provide opportunities for our students to grow in confidence, take risks, develop resilience and be happy at school

What do you expect to see by the end of the year?

- Ākonga/students will be instructed and encouraged in practices of caring for self, others and the environment
- Showing Mercy values through their actions
- Staff, ākonga/students and whānau will be given more opportunities for social outreach
- The school is meeting the Ministry requirements of 80% of students to attend 90% of the time.

Actions	Responsibility for implementation	Resources Required	Timeframe	How will you measure success?
Continue to provide positive mindset thinking through all learning and teaching programs.	Staff	Resources provided and budgeted for	Ongoing	Students are confidently taking part in all areas of the school
Collaborative group work where children support and learn from each other	Staff	Resources provided and budgeted for	Ongoing	Working confidently in groups.
Provide leadership opportunities in each class - prayer leaders, monitors, chances to lead at assemblies and Masses, ambassadors	Students	Resources provided and budgeted for	Ongoing	Confident leaders.
Year 6 leaders meet with the Principal and plan activities at the beginning of each term.	Year 6 leaders/Principal	Any resources provided	Ongoing	Year 6 leaders leading projects.
Provide regular updates on the importance of attendance through newsletters, emails, and parent meetings.	Staff Board	Attendance Matters E-Tap	Ongoing	High student attendance seen through data

Achieved:

Annual Target/Goal: To provide a safe and attractive environment

What do you expect to see by the end of the year?

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<p>To continue to develop initiatives in the areas of Catholic special character, teaching and learning, and community, throughout the year for example outdoor reflective prayer space, orchard, more seating, taking care of our creation</p>	<p>Principal/Teachers/Caretaker/Board</p>	<p>Resources provided and budgeted for</p>	<p>Ongoing</p>	<p>Orchard is set up, mural painted, school looking brighter and colourful, attractive Gardening Recycling - resource recovery Watercare lessons on water conservation</p>
<p>To continue to develop a sense of pride in our school by acknowledging students and staff who live the mercy values, celebrating achievements, taking part in community events such as picnics, PTFA fundraisers</p>	<p>Staff Principal Students Community</p>	<p>Resources provided and budgeted for Liaise with PTFA and other providers</p>	<p>Ongoing</p>	<p>Awards given in assembly, masses</p>

Achieved: