

St Leo's Catholic School

Annual Implementation Plan 2026



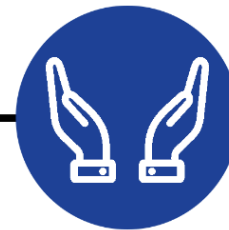
AROHA
COMPASSION



MANAAKITANGA
HOSPITALITY



TE TAPU O TE TANGATA
RESPECT



RATO / AWHINA
SERVICE



TIKA
SOCIAL JUSTICE

Strategic Goals 2026

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 2026

Mathematics

Background Data 2025		Targets 2026	Term 2	Term 4
Years 1 - 3	21% Below 68% At 11% Above	10% Below 70% At 20% Above		
Years 4 - 6	11 % Below 74% At 15% Above	11% Below 60% At 29% Above		

Reading

Background Data 2025		Targets 2026		
Years 1 -3	18% Below 82% At 0% Above	10% Below 60% At 30% Above		
Years 4-6	12% Below 64% At 24% Above	5% Below 40% At 55% Above		

Writing

Background Data 2025		Targets 2026		
Years 1 -3	24% Below 76% At 0% Above	5% Below 65% At 30% Above		
Years 4-6	12% Below 84% At 4% 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 use 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 an increasing knowledge of the Catholic faith. This will include the Catholic Church's rituals and traditions.

Actions	Responsibility for implementation	Resources Required	Timeframe	How will you measure success?
Professional development opportunities through the Catholic Schools Office and the Parish	Principal/DRS	Liaise with CSO Father Neil to run PD with staff twice a year	Ongoing	New teachers to attend courses Staff meetings provide an opportunity to grow in the Catholic faith
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 Liaise with CSO DRS support	Ongoing	Termly 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 the Mercy Charism.
- Staff, students, and the community collaborate to embody Mercy values through all initiatives throughout 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 the 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, and other events	DRS Choir trainer - Dominic	Koha for Dominic Liaise with the preschool Notices to the 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 foster a shared sense of values.	Staff	Staff/Parish	Ongoing	Parents attending Masses, assemblies, and other events.
Create opportunities for students to practise Mercy	Staff	Liaise with Restoring Takuranga Lunchtime garden with Renee Garden to table	Ongoing	Establish service opportunities—peer mentoring, environmental care teams, buddy programmes, or outreach projects to support local families. Link actions to the value (e.g., recycling

		during CRT Year 6 leaders to lead projects around the school (Principal to mentor)		initiatives tied to <i>Respect for Creation</i>). Celebrate "Mercy Moments" spotted in the playground, classrooms, or community.
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 the Principal are continuing to liaise with the Parish weekly - Parish/School organising events and including the school community - Students and the community are taking part in the Masses 				
Continue communication between the school and the Parish via the parish newsletter.	Principal Renee	Regular meetings with Father Neil/Parish	Each week during term time	The principal sends news events to the 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 the Parish	Friday fortnightly	Fortnightly Masses
Engage Father Peter Murphy to provide PD on Christian Meditation to staff, students, and the wider community.	DRS/Principal	DRS to make contact	Term 1	Date booked for Father Murphy - 4th February 2026
School/Parish playgroup to run on Tuesdays	Board members/Parish	Julia Strickett to organise	All year	Attendance is recorded each week, creating opportunities for new enrolments.

Reflection area project	Parish and School	Proprietors, Reps/Principal/Parish representatives		
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
- The Structured Literacy programme is up and running
- Assessment practices aligned with the Ministry requirements - Dibels, Maths snapshots, PATs, Writing

Actions	Responsibility for Implementation	Resources Required	Timeframe	How will you measure success?
Continue mathematics professional development to grow knowledge and understanding of the new Mathematics Curriculum	Principal	Liaising with the Ministry to secure PLD Liaise with St Joseph's to lock in dates	Ongoing	Teachers using the new curriculum to plan Differentiated learning is happening in classrooms PGC reflects goals and progress
Continue Structured Literacy professional development to raise progress in Reading and Writing	Principal	Liaising with the Ministry to secure PLD Work with	Ongoing	Teachers using the new curriculum to plan Differentiated learning is happening in classrooms

		curriculum advisor - Daisy to run PD during staff meetings		PGC reflects goals and progress
Continue to deepen understanding of Te Mātaiaho	Principal	Tahurangi	Ongoing	Discussions during staff meetings about the use of Te Mataiaho in learning and teaching
Schoolwide assessment practices and programmes will be reviewed and revised.	Principal/DRS	Teacher meetings	Ongoing	A revised assessment programme will be completed by the end of the year Reporting in terms 2 and 4 to reflect the new changes in the curriculum and assessments

Achieved:

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

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 that 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 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. This will be implemented through the Spotlight tool on etap (SMS platform)

Teachers will specifically plan for differentiation	Teachers	Assessments Curriculum documents PD	Ongoing	Planning reflects a targeted approach.
Teachers will participate in PD, focusing 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 are 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 Staff meeting discussions	Ongoing	Teachers are using a variety of tools to assess

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?

- 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 are to be integrated into all planning and to be visible in the classroom.	Teachers	Online resources MAC support	Ongoing	Teachers and students are incorporating Te Reo Māori into their classrooms and planning. Tikanga Māori practices are evident in school.
Provide opportunities for the teachers to improve their knowledge of Te Reo and Tikanga through professional development through the Māori Achievement Collaborative (MAC)	Principal Teachers Ministry PLD	Online resources MAC support	Ongoing	Teachers and students are incorporating Te Reo Māori into their classrooms and planning. Tikanga Māori practices are evident in school.

Continue to develop relationships with whānau and tangata whenua to enhance our teaching and learning programmes.	Staff Principal	Contacts with the 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, and 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 to practice self-care, care for others, and care for 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's requirements of 80% of students attending 90% of the time.

Actions	Responsibility for implementation	Resources Required	Timeframe	How will you measure success?
Continue to maintain a positive mindset and think 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, and an ambassador.	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 is 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? -				
To continue to develop initiatives in the areas of Catholic special character, teaching and learning, and community, throughout the year, for example, an outdoor reflective prayer space, an orchard, more seating, and taking care of our creation	Principal/Teachers/Caretaker/Board	Resources provided and budgeted for	Ongoing	Continue to grow the orchard area Gardening - selling vegetables at the school parish Mass and using this for garden to table programme Recycling - resource recovery
To continue to develop a sense of pride in our school by acknowledging students and staff who live the Mercy values, celebrating achievements, and taking part in community events such as picnics, PTFA fundraisers	Staff Principal Students Community	Resources provided and budgeted for Liaise with PTFA and other providers	Ongoing	Awards given in the assembly, masses Mercy cup at the end of the year Mercy values shield updated during assemblies
Achieved:				