

Annual Implementation Plan - St Anne's Catholic School 2026



Strategic Goal 1: Faith Centered Community - To grow an environment where our Gospel Values, charism and cultural identity are lived.

Key Initiative	Key Actions / Targets	Action	Who	When
1.1 Strengthen and enhance our Catholic Special Character, focusing on Social Justice, school values, and Mercy Charism	School Houses visibly promote values and Mercy Charism through 1-2 events per term	Review school charism eg Houses and implement any actions identified. Develop the school theme 'Building his Kingdom'. Teachers new to Catholic school attend two day PLD. Teachers complete RE Paper from Te Kupenga.	DRS DRS/Priest PRT teachers or overseas Teaching Staff	T1 T1 T2 and T3
1.2 Build staff understanding of the revised Religious Education curriculum to enrich faith-based learning and student engagement	DRS review confirms staff confidence and high student engagement in RE	Provide internal PLD for staff on the revised RE curriculum. Provide PLD for Year 7-8 teachers. Provide PLD for teachers Y2/3 and Y3/4 refresher	DRS RE Advisors RE Advisors	T2-4 T1-2 T1
1.3 Continue to build a rich liturgical and karakia focus throughout the school	DRS review confirms staff confidence in providing rich karakia and liturgy	Provide PLD for staff on karakia and liturgy. Further integrate te reo Māori and Pasifika languages into daily karakia and school-wide masses.	DRS RE Team AP	

1.4 Build a regular connection with the Parish	Increased number of meaningful touch points between Parish and whānau	Develop a calendar of Parish and school events. Note events where both can support each other. Identify where the school can offer resources to support Parish events.	DRS/Proprietor Reps	
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Strategic Goal 2: Building Capability - We aim to increase impactful teaching practice, based on effective learning strategies and positive relational interactions.

Key Initiative	Key Actions / Targets	Action	Who	When
2.1 Implement pedagogical adaptations specifically designed for neurodivergent learners.	Evidence of progress in individualized learning plans for neurodivergent tamariki	Provide PLD for staff in pedagogical adaptations specifically for neurodivergent learners. Support pedagogical adaptations (visual schedules, sensory supports) for neurodivergent learners, utilizing the "Expanded NZ Curriculum".	SENCO, RTLb, Teachers	T2 T2-3
2.2 Review and integrate the revised Mathematics and English learning areas into the school's curriculum and systems to enhance student achievement	Revised Learning Area evident in planning, assessment and classroom systems	Provide PLD led by staff to review the English Learning area - Reading. Align Teaching Practices with Curriculum Changes. Review Formative and Summative Assessments, and Maths Overview. Provide two maths PLD Accord Days.	Read Lead Team AP's Math Lead	T1-2 T2-4
2.3 Strengthened confidence and capability in te reo Māori, tikanga,	Staff self-review survey showing increased confidence in tikanga and te reo	Embed the teaching/learning of Aotearoa New Zealand Histories. Continue to strengthen and upskill staff in the understanding of te ao Māori and the	AP Social Sci Team	T1-4

mātauranga Māori and capability in teaching and learning that gives effect to Te Tiriti o Waitangi.		use te reo Māori. Access to Resources and Tools. Encourage Regular Practice. Grow the Kapa Haka group.		
2.4 Ensure a culture of inclusivity to recognise and respect diversity	Survey reflecting a sense of belonging and cultural safety	Develop Peer Leadership Programme. Audit school environment - Hub and external. Review school events - how do they reflect inclusivity and diversity.	Teaching Staff AP	

Strategic Goal 3: Responsive Curriculum - Provide our pupils an authentic and responsive curriculum.

Key Initiative	Key Actions / Targets	Action	Who	When
3.1 Review and refine schoolwide assessment practices, ensuring consistent implementation and effective analysis for improved learner outcomes aligned to the revised curriculum	Staff confident with progress markers and descriptors to ensure data is accurate and clear.	Implement the review of STAR, PAT, and BSLA procedures. Trial the SMART Assessment tool. Review the schools 'reporting to parents' and align to Ministry guidelines ie written reports	AP Team Leaders	T2 & T4 Wk1-5
3.2 Provide accelerated achievement pathways for our	100% of our Target pupils are actively engaged in an accelerated	Provide targeted interventions including: Structured Literacy Teacher - Yr 0-1 Quick60 groups - Yr 2-3 Maths interventions teacher - Yr 4-5 target	SLA/AP AP Honey	All year All Year Term 1

Targeted learners	programme.	pupils Hold two per term "Team Strategic Pupil Focus Days" to review the progress of the 78 targeted students. Upskilling of staff around coaching and mentoring.	Team leaders	Term 2
3.3 Build upon a structured Literacy approach for Years 0-8 to enhance foundational skills and learning outcomes	Achievement tracking toward the 85% target for Reading, Writing, and Maths by 2027	Strengthen our Better Start Literacy Approach for teachers in Yrs 0-8 (Reading). Support staff in Year 0-6 with embedding. PLD for Years 7-8 staff. PLD for new staff. Provide coaching for teachers on the "Structured Literacy" approach. Embed Writers Toolbox in Years 1-8 (Writing) School PLD days for Years 1-8 teachers. Develop use of analysis. Align to refreshed learning area (writing)	AP Reading PLG team AP Writing Lead Team	T1 and T2
3.4 Improve attendance and engagement by implementing the STAR framework, ensuring a supportive, targeted, and responsive approach to learner success	Meet or exceed MOE Attendance targets of 80% of pupils reaching regular attendance (90%+) per term	Implement the STAR framework (Supportive, Targeted, Responsive) using ETap monitoring for early detection. Collaborate with the School Nurse and Attendance Service for "Critical whānau" follow-ups. Use ETap to track and identify attendance patterns early. Implement timely and responsive interventions. Analysed data regularly reported to board and community.	Attendance Officer AP Team Leaders Solomon Group Principal	All year

