



Pine Hill
School Est. 1872

'Reaching for the Top!'

ANNUAL
IMPLEMENTATION PLAN
2025

Strategic Goal 1: Rangatiratanga - School Identity & Culture

Annual aim:

To enrich cultural effectiveness through collaboration and a focus on shifting pedagogical practice; reflecting understanding (and true partnership) of Te Tiriti o Waitangi and being culturally responsive to all kaimahi (staff), ākonga (children) and their whānau (family).

Actions	Led by	Resources/ Budget	Timeframe	Evaluation
All kaimahi using culturally responsive teaching practices	Principal, teaching staff		Ongoing	
All kaimahi maintain a welcoming, inclusive and collaborative environment	Principal, teaching staff		Ongoing	
Te Mataiaho (new curriculum) continuing to be unpacked	Principal, teaching staff			
Dimensions of Learner Profile actively reflected	Principal, teaching staff			
School vision and values actively reflected in all we do	Principal, teaching staff			
All ākonga receiving access to te reo Māori, in and through, education - te reo and tikanga teaching in all classes	Principal, teaching staff		Ongoing	
Kapa Haka group for year 2-6 ākonga	TBC	\$1800	Ongoing	
All Māori ākonga achieving to their full potential.	Principal, teaching staff			
Engaging authentically with whānau, tangata whenua, iwi, hapū and providing appropriate support, information and advice.	Principal, teaching staff		Ongoing	
All kaimahi being able to celebrate our place - Ōtepoti (Dunedin), respecting bicultural NZ and connecting with the rich history that embodies Ōtepoti - Kāi Tahu whaunui, the manawhenua that settled here. Connecting with the rich history of Aotearoa.	Principal, teaching staff		Ongoing	
Partnership/community meetings - whānau hui	Principal, teaching staff	\$300	Ongoing	
Board involvement in 'Te Tiriti o Waitangi' at a governance level	Principal, Board		Ongoing	

Strategic Goal 2: Whakawhanaungatanga - Community Partnerships

Annual aim:

To ensure that we foster a partnership with our local and wider community.

Actions	Led by	Resources/Budget	Timeframe	Evaluation
Having termly events that involve our school whānau and community	Teaching staff, Board		Ongoing	
Full participation by our school whānau at school interviews	Principal		Ongoing	
Promotion and communication about our school through school Facebook page, school website, emails, newsletters	Teaching staff		Ongoing	
Fostering a partnership with local providers in our local community	Teaching staff		Ongoing	
Promotion of our school to grow the roll e.g. open day, visiting local ECE providers to meet whānau and leave information packs, Matariki Event	Principal, Board		Ongoing	
School facilities used by outside groups	Principal		Ongoing	
Before/After School Care available	Principal	\$2000	Ongoing	
Attendance sitting at 95%+ across the school. Supported by whānau.	Principal, teaching staff		Ongoing	
Successful transition to and from Pine Hill School for our tamariki	Principal, teaching staff		Ongoing	
Community consultation with our school whānau and ākonga	Principal, Teaching staff		Ongoing	
Re-establishing our school council to help with the direction of the school	Principal, teaching staff		Ongoing	

Strategic Goal 3: Ako - Teaching & Learning

Annual Targets:

1. To have all students make progress in their reading for the period January – December 2025:

Reading Target 2025

- That 80% (10/12) of students working towards the expected curriculum level, will be working at or above the expected level by December 2025

2. To have all students make progress in their writing for the period January – December 2025:

Writing Targets 2025

- That 80% (8/10) of year 1-3 students working towards the expected curriculum level, will be working at or above the expected level by December 2025
- That 100% (9/9) year 4-6 students working towards the expected curriculum level, will be working at or above the expected level by December 2025

3. Attendance

Attendance target 2025

- That we will have 95%+ attendance across the school, daily.

Actions	Led by	Resources/Budget	Timeframe	Evaluation
All kaiako will participate in the Professional Growth Cycle (PGC)	Principal/teaching staff		Ongoing	
Teaching and Learning Resources: <ul style="list-style-type: none"> - iDeaL Structured Literacy - Numicon Maths Programme 	Teaching staff	\$5000 Subscriptions Reading material Other resources	Ongoing	
Using the Student Needs Register, kaiako will plan and implement tailored programmes to meet identified needs. This register will generate deliberate, purposeful and meaningful discussion around target ākongā.	Principal, LSC, teaching staff		Ongoing	
Working with Resource Teacher of Learning and Behaviour (RTLb), Learning Support Coordinator (LSC), Social Worker in Schools (SWiSS), Public Health Nurse (PHN), Counselor in School (CiS), MOE Occupational Therapist, MOE Speech Language Therapist, and other specialist staff where applicable	SENCO, Principal		Ongoing	
Kaiako will collaborate across a variety of platforms for example our school, other schools, Kāhui Ako	Principal, teaching staff		Ongoing	

Funded Professional Learning Development with Learning Matters for iDeaL Structured Literacy through MOE for six months of 2025 PLD for Numicon, funded by school, in term 2	Principal, teaching staff	\$2000	Ongoing	
Tier 2 and 3 structured literacy groups happening daily. Staffing 0.26 for this - 0.13 from MOE and 0.13 from school	Principal, Board, Valentina (tier 2 and 3 kaiako)	\$8000	Ongoing	
ERO profile report based around Structured Literacy	Melissa, teaching staff		Ongoing	
Consistent implementation of literacy and maths programmes across the school. SL and SM will help with this considerably.	Melissa, teaching staff		Ongoing	
Kaiako will model to ākongā the importance of taking risks as a precursor to developing new learning	Principal, teaching staff		Ongoing	
Kaiako will focus on high and consistent expectations with ākongā along with actively continuing to develop independence with them. Coaching students in goal setting and personal reflection.	Principal, teaching staff		Ongoing	
Classroom culture and physical layout will provide a vibrant and innovative learning environment	Principal, teaching staff		Ongoing	
Cultural awareness around our diverse school	All staff		Ongoing	
PB4L tier 1 & 2 implementation across the school	All staff	\$250	Ongoing	
Make community aware of school/national attendance goals and report on attendance in newsletter fortnightly	All staff		Ongoing	
Attendance awards for those who have between 98-100% attendance termly. Awards given out at final Assembly for the term. Different awards for 98%, 99%, 100%. Exceptional reward for 100% attendance all year!	All staff	\$250	Ongoing	
Class attendance award at Assembly every three weeks.	All staff		Ongoing	