



Who Strives, Conquers

NAPIER INTERMEDIATE SCHOOL

STRATEGIC PLAN 2024-2025

Growing and Empowering Learners

Kia Whakatipu, Kia Whakamana

Over the next 2 years Napier Intermediate School will

- ◇ Foster a Safe and Inclusive Learning Environment
- ◇ Cultivate Collaborative and Meaningful Whanau and Community Partnerships
- ◇ Empower All Students to Achieve Academic Excellence
- ◇ Equip Teachers with Adaptive Skills to Meet Evolving Student Needs



NAPIER INTERMEDIATE SCHOOL STRATEGIC PLAN 2024-2026

Mā te kimi kite	Seek and discover
Mā te kite ka mōhio	Discover and know
Mā to mōhio ka mārama	Know and become enlightened

INITIATIVES

WHAT WILL THIS LOOK LIKE

GOAL 1

At NIS, every student will succeed through cultural exploration, relevant learning, and well-rounded growth in a safe learning environment.

- A1-KiVa Anti-Bullying Program
- A1-Professional Development for Teachers
- A2-Te o Māori Cultural Experiences
- A3--Review Assessment Practices

- KiVa empowers inclusion by building empathy and practical skills for a welcoming environment.
- Elevate cultural competence through focused PD: Equip teachers with inclusive pedagogy and foster best-practice sharing for continuous staff growth.
- Immerse students in Te Ao Māori through diverse cultural experiences like noho marae and regional field trips.
- Embrace diverse learners: Revise assessments for fairness, explore alternative strategies, and value unique strengths in feedback.
- Nurture reading and writing: Implement a structured literacy program with explicit, systematic teaching.

GOAL 2

NIS will empower teachers to promote diverse learning and student well-being, weaving a thriving community where every path to success blossoms.

- A3-Student Engagement and Leadership
- A1-Students Support
- A2-Community Partnerships
- A3-Diverse Curriculum Integration
- A4-Teacher Collaboration

- Dive into diverse cultures each term through student-led celebrations, fostering leadership and whānau connections.
- Build a robust student support system with counselling, mentoring, and academic support to nurture holistic development.
- Organise community events, workshops, or speaker series that bring diverse voices and perspectives into the school community.
- Enrich classrooms with diverse voices and stories through a curriculum reflecting global perspectives, cultures, and histories.
- Empower interdisciplinary teamwork and PD in inclusive teaching for diverse learners.

SCHOOL VALUES
RESPECT RESPONSIBILITY RELATIONSHIPS RESILIENCE



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INITIATIVES

WHAT WILL THIS LOOK LIKE

GOAL 1

At NIS, every student will succeed through cultural exploration, relevant learning, and well-rounded growth in a safe learning environment.

- A3-Implementing Mātauranga Curriculum
- A2-Community Engagement and Partnerships

- Local & Māori Perspectives: Integrate into curriculum aligned with Te Mataiaho.
- Collaborative Design: Partner with iwi, community, and cultural experts.
- Real-world Connections: Showcase cultural richness through case studies and Mātauranga.
- Community Partnerships: Engage iwi, whānau, and ākonga for cultural insight.
- Connecting Classrooms: Organise events bridging learning with real-world experiences.
- Shared Values: Empower parents and community to shape student journeys.

GOAL 2

NIS will empower teachers to promote diverse learning and student well-being, weaving a thriving community where every path to success blossoms.

- A4-Professional development in TIP
- A4-Establish a Trauma-Informed Committee
- A4-Incorporate Trauma-Informed Practices into the NIS Way
- A2-Community Engagement and Partnerships

- Empower staff with trauma-informed PD, build a dedicated committee, and infuse practices into the NIS Way, all while partnering with experts for sustainable well-being.

WHAKAUTE MANAKITANGA WHANAUNGATANGA PAKARI
SCHOOL VALUES

STRATEGIC PLAN 2024-2025– ROADMAP



STRATEGIC GOAL	2024	2025	Future Planning
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GOAL 1
 At NIS, every student will succeed through cultural exploration, relevant learning, and well-rounded growth in a safe learning environment.

GOAL 2
 NIS will empower teachers to promote diverse learning and student well-being, weaving a thriving community where every path to success blossoms.

T1	T2	T3	T4	T1	T2	T3	T4	T1	T2	T3	T4
Aim 1: Foster a Safe and Inclusive Learning Environment IDENTIFY/PLAN → IMPLEMENT → REVIEW											
Aim 3: Empower All Students to Achieve Academic Excellence IDENTIFY → PLAN → IMPLEMENT → REVIEW											
Aim 2: Cultivate Collaborative and Meaningful Whānau and Community Partnerships IDENTIFY → PLAN → IMPLEMENT → REVIEW											
Aim 4: Equip Teachers with Adaptive Skills to Meet Evolving Student Needs IDENTIFY → PLAN → IMPLEMENT → REVIEW											

STRATEGIC GOAL: At NIS, every student will succeed through cultural exploration, relevant learning, and well-rounded growth in a safe learning environment.

NELP:

Ensure places of learning are safe, inclusive and free from racism, discrimination and bullying (Learners at the Centre)

Meaningfully incorporate te reo Māori and tikanga Māori into the everyday life of the place of learning (Quality Teaching and Leadership)

INITIATIVE	ACTIONS	MEASURE	OUTCOME
<p>KiVa Anti-Bullying:</p> <p>This program will focus on raising awareness, promoting empathy, and providing practical strategies for creating an inclusive and welcoming environment.</p> <p>Professional Development for Teachers</p>	<p>Launch a school-wide anti-bullying campaign to educate students, staff, and parents about KiVa, bullying prevention, and building a safe and inclusive environment.</p> <p>Integrate social-emotional learning (SEL) programs: fostering empathy, compassion, and understanding different perspectives. (Introduction to Berry Street)</p> <p>Encourage peer support groups: Create safe spaces for students to connect, share experiences, and build empathy for each other.</p> <p>Implement restorative justice practices: Use dialogue and mediation to address, and organise staff PD.</p> <p>Celebrate diversity: Organise end-of-term events and activities that celebrate cultural differences and promote inclusivity within the school community.</p> <p>Establish clear codes of conduct and consequences: Ensure clear communication and enforcement of anti-bullying policies and procedures.</p> <p>Create anonymous reporting systems: Set up an email account for students to be able to email the KiVa Team.</p>	<p>Monitor and evaluate progress: Regularly assess the effectiveness of the KiVa program with start and end-of-year school surveys and make adjustments based on data and feedback.</p>	<p>Reduced Bullying:</p> <p>Decrease in the number of reported bullying incidents:</p> <p>Improved student perception of safety: Conduct surveys to measure students' feelings of safety and comfort in the school environment.</p> <p>Enhanced Empathy and Inclusion:</p> <p>Increased student empathy and understanding of others.</p> <p>Improved sense of belonging and inclusion for all students.</p> <p>Positive School Climate and Culture:</p> <p>Improved relationships between students, staff, and families.</p> <p>Increased positive school spirit and engagement.</p>

INITIATIVE	ACTIONS	MEASURE	OUTCOME
<p>Te o Māori Cultural Experiences</p> <p>Community Engagement and Partnerships</p>	<p>Partner with local Marae to facilitate overnight noho where students engage in authentic cultural activities, learn Te Reo Māori (Māori language), and connect with local communities.</p> <p>Invite speakers and performers: Host Marae representatives in classrooms to purakau, and answer student questions about Māori culture and perspectives.</p> <p>Plan excursions around Ahuriri and Hawkes Bay: Organise visits to MTG, historical sites, and landmarks reflecting diverse cultural heritage within our region and wider Aotearoa.</p> <p>Incorporate community partnerships: Collaborate with local artists and experts to offer interactive workshops around traditional weaving and carving</p> <p>Acknowledge diverse strengths: Recognise and value students' cultural backgrounds and incorporate these backgrounds into day-to-day practice.</p> <p>Encourage a growth mindset by highlighting improvement, celebrating incremental progress, and recognising learning effort alongside achievement.</p>	<p>Develop a rubric to assess the quality of assessments in terms of clarity, fairness, and ability to measure intended outcomes.</p>	<p>Increased academic achievement and a deeper understanding of key concepts.</p> <p>More effective use of assessment data to identify areas for improvement and guide future interventions.</p> <p>Continual professional development for teachers to ensure they have the skills and knowledge to implement effective assessment practices.</p>
<p>Review Assessment Practices</p>	<p>Establish team of teachers with expertise in assessment and data analysis.</p> <p>Define review goals: Clarify the purpose of the review.</p> <p>Gather data: Collect information on existing assessment programs. What are we using and why?</p> <p>Review Process: Assess how well existing assessments align with curriculum and student needs.</p> <p>Explore alternative assessment practices</p> <p>Share review findings and planned actions with staff</p>	<p>Regularly updates, findings, and plans with staff.</p> <p>Involve staff in planning, reviewing, and implementing changes to foster ownership and support.</p> <p>DP is responsible for overseeing the review and implementation process.</p> <p>Seek PD and visit schools that are implementing effective assessment programs</p> <p>Base recommendations and action plans on concrete evidence from the review process.</p> <p>Develop a cyclical process for ongoing review and improvement of school-wide assessment programs.</p>	<p>Better learning: Targeted instruction and personalised learning based on data-driven results.</p> <p>Data-informed decisions and collaboration on best practices.</p> <p>Resource allocation, program evaluation, and strategic planning.</p> <p>Transparency and accountability.</p>

STRATEGIC GOAL2: NIS will empower teachers to promote diverse learning and student well-being, weaving a thriving community where every path to success blossoms.

NELP:

Reduce barriers to education for all, including for Māori and Pacific learners/ākonga, disabled learners/ākonga and those with learning support needs (Barrier Free Access)

INITIATIVE	ACTIONS	MEASURE	OUTCOME
<p>Students Support</p>	<p>Establish a robust student support services system that includes counselling, mentoring, and academic support. To address the diverse needs of students, both academically and emotionally, and create a supportive network for their holistic development.</p>	<p>Conduct needs assessment with staff to identify specific needs in counselling, mentoring, and academic support.</p> <p>Analyse existing student data on academic performance and attendance.</p> <p>Partner with local community organizations to understand additional support needs (e.g., socio-economic, mental health).</p> <p>Develop a Multi-Tiered Support System:</p> <p>Tier 1 (Universal Prevention): Offer school-wide social-emotional learning programs (Whirirwhiei korero and KiVa)</p> <p>Tier 2 (Targeted Support): Provide individual or small group counselling for identified students.</p> <p>Tier 3 (Intensive Support): Collaborate with MOE and other outside agencies to provide intensive support for students with complex needs.</p> <p>Recruit and Train Qualified Staff:</p> <p>Provide ongoing training on culturally responsive practices, trauma-informed care, and evidence-based interventions.</p>	<p>Improved academic performance and graduation rates.</p> <p>Reduced absenteeism and disciplinary actions.</p> <p>Increased student engagement and satisfaction.</p> <p>Improved mental health and social-emotional well-being.</p> <p>Fostered sense of belonging and community within the school.</p>

INITIATIVE	ACTIONS	MEASURE	OUTCOME
Community Engagement and Partnerships	Organise community events, workshops, or speaker series that bring diverse voices and perspectives into the school community.	<p>Organise student-led activities showcasing their learning and talents to the community.</p> <p>Offer family-friendly events like picnics, talent shows, or open houses every term.</p> <p>Partner with community experts to offer workshops on relevant topics (e.g., Police-Cyber Safety, DHB- Vaping).</p>	<p>Increased community interest and support for school initiatives.</p> <p>Stronger partnerships between school and community organisations.</p> <p>Enhanced sense of belonging for students and their families.</p>
Student Engagement and Leadership	Establish focussed themes each term that will celebrate and promote cultural diversity. Encourage students to take an active role in planning and organising term cultural events and allow students to take a leadership role within the school and seek opportunities to lead in the community. Actively invite whanau in to be part of the school environment	<p>Teachers plan end-of-term celebrations that connect to curriculum units, national/international cultural events, or student interests.</p> <p>Announce themes through assemblies, newsletters, and social media to create interest with whanau.</p> <p>Involve students in the decision-making process.</p> <p>Seek opportunities to invite whanau in to be part of the celebration planning and teaching.</p>	<p>Empowered and confident students taking ownership of events.</p> <p>Developed leadership skills in communication, collaboration, and decision-making.</p> <p>Authentic and engaging events reflecting student voices and interests.</p> <p>Stronger school-whānau partnerships built on trust and col-</p>
Teacher Collaboration	Foster a collaborative teaching environment by encouraging interdisciplinary collaboration among teachers. Provide professional development opportunities that focus on inclusive teaching practices, differentiation strategies, and creating an environment that caters to diverse learning styles and abilities.	<p>Allow teachers to observe colleagues and provide constructive feedback through the House system.</p> <p>Collaborative planning time to plan lessons, share resources, and discuss student needs together should be done during the House technology release.</p> <p>Utilise collaborative sharing via the NIS Google ShareDrive.</p> <p>Develop a Universal Design for Learning (UDL) to ensure teachers cater to the diverse learning styles and abilities of their students.</p> <p>Promote teamwork and highlight successful collaborations to cultivate collaboration.</p> <p>Build trust and respect among teachers through</p>	<p>Enhanced teacher collaboration and communication.</p> <p>Development of innovative and inclusive teaching practices.</p> <p>Improved student learning outcomes across diverse groups.</p> <p>A positive and supportive school climate that celebrates diversity.</p>

INITIATIVE	ACTIONS	MEASURE	OUTCOME
<p>Professional development in TIP</p> <p>Establish a Trauma-Informed Committee</p> <p>Incorporate Trauma-Informed Practices into the NIS Way</p>	<p>Organise PD and training sessions for all school staff, including teachers, and support staff. This PD should focus on understanding the impact of trauma on students, recognising trauma responses, and implementing trauma-informed strategies in the classroom.</p> <p>Create a committee dedicated to trauma-informed practices within the school. This committee can consist of teachers, counsellors, and senior management who work collaboratively to develop, implement, and evaluate trauma-informed initiatives.</p> <p>Hold regular meetings and communicate to staff to ensure that our school-wide practice is sustainable.</p> <p>Provide ongoing support and resources for teachers to integrate trauma-informed practices into their classroom practice.</p> <p>Creating a safe and predictable classroom environment, offering flexibility in learning and assessments, and incorporating mindfulness or relaxation techniques into daily routines.</p>	<p>PD with experts in trauma-informed practices to deliver evidence-based training sessions.</p> <p>Offer differentiated training for different staff roles (teachers, support staff).</p> <p>Establish a TIP Team that has clear goals and defined responsibilities.</p> <p>Collaborate with other schools to learn from and seek support and guidance.</p> <p>Offer coaching and mentoring opportunities for teachers implementing new strategies.</p> <p>Facilitate peer-to-peer learning and collaboration among teachers.</p> <p>Integrate mindfulness and relaxation techniques into daily routines.</p>	<p>Increased staff understanding of trauma and its impact on students.</p> <p>Improved ability to recognize and respond to trauma signals in students.</p> <p>Development of skills to implement trauma-informed strategies in the classroom.</p> <p>Improved learning environment and support for students who have experienced trauma.</p> <p>Increased student engagement and participation.</p> <p>Improved classroom climate and sense of community.</p> <p>Better learning outcomes for all students, including those who have experienced trauma.</p>