



Waiuku College Annual Implementation Plan 2025

School Vision

Empowering learners towards their future success
Kia eke te taura ki toona kairangatanga

School Motto

Titiro Teitei, Aim High

Recognising Te Tiriti o Waitangi through Partnership, Participation and Protection

School Values

Whanaungatanga



Whakaute



Korowai Manaaki



Manawanui



Academic Targets 2025

1. NCEA LITERACY 90% & NUMERACY- 80% (Year 11 overall, all genders & ethnicities)
2. NCEA Level 1- 75% (Year 11 overall, all genders & ethnicities)
3. NCEA Level 2- 85% (Year 12 overall, all genders & ethnicities)
4. NCEA Level 3- 75% (Year 13 overall, all genders & ethnicities)
5. University Entrance- 50% (Year 13 overall, all genders & ethnicities)
6. 10 subject scholarships

Strategic Goals	Strategic Initiatives
1. Learners at the centre	<ol style="list-style-type: none"> 1. Strengthening inclusive pastoral practices and whole-school wellbeing 2. Enhance cultural connectedness to improve student outcomes
2. Equitable opportunities for every learner	<ol style="list-style-type: none"> 1. Enable diversity of learning pathways responsive to individual student needs 2. Develop and embed school-wide Literacy and Numeracy practices
3. Quality teaching and learning	<ol style="list-style-type: none"> 1. Implement Universal Design for Learning in our school-wide pedagogy 2. Develop relevant & sustainable school-wide Te Reo/Tikanga PLD programmes 3. Implement PB4L in our school-wide pedagogy
4. Learning for now and the future	<ol style="list-style-type: none"> 1. Enhance academic mentoring and future pathway opportunities

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Strategic Goal 1	Initiatives	Actions	Resources	Success Statements
<p>Learners at the centre <i>(links to NELPs Objective 1) *</i></p>	<ul style="list-style-type: none"> Strengthening our pastoral practices to enhance our whole-school wellbeing 	<ul style="list-style-type: none"> Continue to develop a combined understanding of an evidenced-based pastoral system based on school values Create and implement a staff wellbeing survey 	<ul style="list-style-type: none"> PLD Time Media, Assemblies Rewards Systems PPTA survey 	<ul style="list-style-type: none"> Our pastoral practices are consistently applied & culturally responsive. All facets of school life positively promote staff and student wellbeing.
	<ul style="list-style-type: none"> Strengthening our pastoral practices to enhance our whole-school wellbeing 	<ul style="list-style-type: none"> Continue to develop a combined understanding of an evidenced-based pastoral system based on school values Create and implement a staff wellbeing survey 	<ul style="list-style-type: none"> PLD Time Media, Assemblies Rewards Systems PPTA survey 	<ul style="list-style-type: none"> Our pastoral practices are consistently applied & culturally responsive. All facets of school life positively promote staff and student wellbeing.
	<ul style="list-style-type: none"> Enhance cultural connectedness to 	<ul style="list-style-type: none"> Enter Polyfest with both a kapa haka 	<ul style="list-style-type: none"> Tutors Kakahu (costume/ 	<ul style="list-style-type: none"> Kapa haka and Pasifika groups

	improve student outcomes	<p>and a Pasifika group</p> <ul style="list-style-type: none"> • Develop the Tuu Rangatira programme • Develop four-year Maaori and Pasifika strategic plans 	<ul style="list-style-type: none"> • clothing) • Planning time • Te Ao Maaori Advisory 	<p>perform at Polyfest 2025</p> <ul style="list-style-type: none"> • A minimum of 45 credits are offered across the programme • A minimum of 75% of students achieve 30+ credits • Maaori and Pasifika strategic plans published by end of Feb 2025 • Maaori are enjoying and achieving education success as Maaori • Pasifika are enjoying and achieving education success as Pasifika
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Strategic Goal 2	Initiatives	Actions	Resources	Success Statements
<p>Equitable opportunities for every learner</p> <p><i>(links to NELPs Objective 2) *</i></p>	<ul style="list-style-type: none"> • Enable diversity of learning pathways responsive to individual student needs 	<ul style="list-style-type: none"> • Connect with external providers 	<ul style="list-style-type: none"> • Time for meetings 	<ul style="list-style-type: none"> • Waiuku College resources are allocated to support a range of pathways

		<ul style="list-style-type: none"> Develop non-UE pathway/subjects in Year 13 	<ul style="list-style-type: none"> Other schools' programmes 	
	<ul style="list-style-type: none"> Develop and embed school-wide Literacy and Numeracy practices 	<ul style="list-style-type: none"> PLD time allocated to Literacy & Numeracy Embed Literacy & Numeracy strategies into Schemes of Work 	<ul style="list-style-type: none"> WST Teachers External Advisors PLD time and resources 	<ul style="list-style-type: none"> All students have achieved NCEA Literacy and Numeracy

Strategic Goal 3	Initiatives	Actions	Resources	Success Statements
Quality teaching and learning <i>(links to NELPs Objective 3) *</i>	<ul style="list-style-type: none"> Implement Universal Design for Learning (UDL) as our school-wide pedagogy 	<ul style="list-style-type: none"> Develop plan for UDL implementation 	<ul style="list-style-type: none"> PLD Time MOE 	<ul style="list-style-type: none"> Differentiated learning & teaching is visible across our classes
	<ul style="list-style-type: none"> Develop relevant & sustainable school-wide Te Reo/Tikanga PLD programmes 	<ul style="list-style-type: none"> Explicit PLD on Te Reo/Tikaanga Induction programme for new teachers Year 9 Te Reo compulsory 	<ul style="list-style-type: none"> PLD Time Te Hononga ki te Ao Maaori/ Ngaati te Ata Timetabled subjects 	<ul style="list-style-type: none"> Waiuku College's cultural diversity is visible and embraced across our school community Te Reo and Tikanga is authentically visible in our classrooms & whenua

	<ul style="list-style-type: none"> • Implement PB4L in our school-wide pedagogy 	<ul style="list-style-type: none"> • Explicit teaching of expected behaviours through school values 	<ul style="list-style-type: none"> • PLD time • Student Rewards 	<ul style="list-style-type: none"> • There is a measurable reduction in pastoral concerns • Positive behaviour is clearly visible in our school
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Strategic Goal 4	Initiatives	Actions	Resources	Success Statements
<p>Learning for now and the future <i>(links to NELPs Objective 4) *</i></p>	<ul style="list-style-type: none"> • Enhance academic mentoring and future pathway opportunities 	<ul style="list-style-type: none"> • Increase student engagement with Careers Department • Develop Year 9 Career course as part of rotation cycle • Develop new timetable for 2026 that includes time for academic mentoring 	<ul style="list-style-type: none"> • Staffing • Academic Mentoring Days • Timetable • Staffing • School visits • Planning time 	<ul style="list-style-type: none"> • Academic Mentoring is embedded in our school • Student pathways promote equity of opportunity

*NELPs- [National Education and Learning Priorities](#)