



# PATRICIA AVENUE SCHOOL STRATEGIC PLAN 2026-2028

'LEARNING FOR LIVING'

Our Values

- Partnerships
- Belonging
- Thriving

## Strategic Goals

### **Ako Tahi (Teaching & Learning)**

Relevant, holistic learning pathways grow every learner

### **Tipu Tahi (Growing Capability)**

Resilient, capable and responsive staff are supported and valued

### **Mahi Tahi (Partnerships)**

Strong connections and reciprocal partnerships exist between whaanau, community and school

## Strategic Initiatives

- **Implement and embed schoolwide mathematics and literacy approaches**
- **Establish and embed comprehensive and accessible schoolwide data and assessment practices**
- **Equip staff to deliver specialist approaches and programmes**

- **Implement strategies that support a culture of wellbeing**
- **Improve retention of all staff having clear professional pathways and growth opportunities**
- **Develop and implement refreshed recruitment strategy**

- **Expand opportunities for engagement and connections with whaanau**
- **Grow partnerships with mana whenua**
- **Strengthen partnerships with Host schools**

## Success

**Our learners have pathways and programmes that ensure their success**

**Our School is a place of choice for staff to flourish and thrive**

**Our school is a vital part of the community**



# PAS ROAD MAP 2026-2028

**Year 1 2026**

**Year 2 2027**

**Year 3 2028**

**Ako Tahi  
(Teaching & Learning)**  
Relevant, holistic learning pathways grow every learner

*Implement and embed schoolwide mathematics and literacy approaches*

*Establish and embed comprehensive and accessible schoolwide data and assessment practices*

*Equip staff to deliver specialist pedagogies and school signature practices*

**Tipu Tahi  
(Growing Capability)**  
Resilient, capable and responsive staff are supported and valued.

*Implement strategies that support a culture of wellbeing*

*Improve retention by all staff having clear professional pathways and growth opportunities*

*Develop and implement refreshed recruitment strategy*

**Mahi Tahi  
(Partnerships)**  
Strong connections and reciprocal partnerships exist between whaanau, community and school

*Expand opportunities for engagement and connections with whaanau*

*Grow partnerships with mana whenua*

*Strengthen partnerships with Host schools*

# ANNUAL PLAN 2026

**Goal One:** Relevant, holistic learning pathways grow every learner

**Outcome:** Our learners have pathways and programmes that ensure their success



Initiative	Action	Who	Timeframe	Resources	Measures
Implement and embed schoolwide mathematics and literacy approaches	<b>Literacy</b> Undertake Professional learning and development: Specialists Schools Better Start Literacy <ul style="list-style-type: none"> <li>• 2 Day Workshop (12/2,13/2)</li> <li>• COPs x 9</li> <li>• Self Paced online modules</li> </ul>	UoC All staff	T1-T4	MOE funded UoC \$8000 for resources 2 MU for Practice leads	Track attendance and course completion
	Review Planning Documentation	Literacy Leaders Practice Lead SL team( Paula, Helen, Leanne)	T4		Updated planning docs
	Continue implementation of Comprehensive Literacy for All - Writing	Teachers	T1-T4	CLFA online School subscription	
	<b>Numeracy</b> Collate and distribute Numicon resource packs across all sites	Keely, Kay	T1	MOE funded resources	
	Contract external consultant Identify in school practice leaders	Andrea	T1-T4	\$6000 Anita 2 MUs	Term Planners
	Schedule 2 termly staff or team meetings with facilitation inclusive of external consultant  Review planning documentation	Numeracy Leaders , Practice Lead, SL team (Keely, Ellie, Christina)	T2-T4  T2-T4	Anita	Term Planners  Updated planning docs

# ANNUAL PLAN 2026

**Goal One:** Relevant, holistic learning pathways grow every learner

**Outcome:** Our learners have pathways and programmes that ensure their success



Initiative	Action	Who	Timeframe	Resources	Measures
Establish and embed comprehensive and accessible schoolwide data and assessment practices	Review and align current PAS Literacy and Communication assessment practices and documentation incorporating BSLA and CFLA	SL Team	T2-T4	CLFA online School subscription BSLA resources	Updated Assessment Guidelines
	Undertake BSLA baseline data	Teachers	T1 & T4		
	Review and align current PAS Mathematics assessment practices and documentation incorporating Numicon	SL Team			
	Develop assessment data protocols for Hero	Paula, Ellie	T2-T3		
	Refine guidelines and data collection for EOTC pathway awards	Helen	T3-T4		
Equip staff to deliver specialist approaches and programmes	Identify and capture exemplars of good practice within signature practices	SL Team (Ellie, Helen, Keely) Teachers/ Therapists (Lyndon)	T1	Staff Mtg time SL Team Focus mtgs	Online exemplars for identified SP on sharepoint  SP evident in all classes
	Develop induction modules of signature practices and identified teaching approaches	SL Team Practice Leads Therapists	T2-T3	SL Team Practice Leads Teachers Therapists	
	Incorporate signature practices into classroom practice	SL team Teachers	T2-T4		

# ANNUAL PLAN 2026

**Goal Two:** Resilient, capable and responsive staff are supported and valued.

**Outcome:** Our school is a place of choice for staff to flourish and thrive



Initiative	Action	Who	Timeframe	Resources	Measures
Implement strategies that support a culture of wellbeing	All Senior leaders undertake Psychological First Aid Training	SL Team (Andrea)	T2	Hamilton Red Cross \$225 pp	Certificate of completion
	Review current practices and explore additional initiatives to support a schoolwide culture of wellbeing	SL team (Andrea)	T2	Wellbeing @Work Toolkit (MHF)	
Improve retention of all staff having clear professional pathways and growth opportunities	Explore, record and actively support aspirations and areas of interest as part of PGC discussions.	SL Team (Andrea) Teachers Therapists	T1-2	FTMUs PGC docs 1:1 Mtgs	PGC doc.  2026 FTMU summary and position profiles
	Advertise M Units and opportunities that support growth and development	SL Team Teachers	T1	FTMUs	
	Identify and support annual Australasian PLD opportunities.	SL Team (Andrea) BOT	T2-3	Budget allocation \$10,000	2026 Budget code
Develop and implement refreshed recruitment strategy	Develop and implement Exit Interviews	SL Team (Andrea) + Steph	T1-T4	HR expertise Central Special School Cluster	2026 exit interview data
	Identify opportunities to promote positive school image: complete website upgrade	Andrea & Vicki	T1		
	Review Recruitment Strategies: Update Teacher Job Description and interview practices for LSAs	SL Team (Christina & Steph)	T2-T3		

# ANNUAL PLAN 2026

**Goal Three:** Strong connections and reciprocal partnerships exist between whaanau, community and school

**Outcome:** Our school is a vital part of the community



Initiative	Action	Who	Timeframe	Resources	Measures
Expand opportunities for engagement and connections with whaanau	Develop year overview of family events	SL Team	T2	Focus mtg time Roopu mtg time	Completed Community Survey
	Develop focused questions for community engagement and hui	SL Team	T2	Survey Budget for hospitality	School events
Grow partnerships with mana whenua	Initiate termly roopu and expand group participants/contributors	SL Team Teachers Therapists	T1-2	Ngati Wairere Representative	Host Kapa Haka Festival
	Implement start of year mihi whakatau	SL Team Teachers	T1	Budget for hospitality	
Strengthen partnerships with host schools	Restore Term 1 and 4 formal meeting cycle with host school principals	Andrea, Team Lead, Satellie Lead	T1 & T4	Detailed Annual Plan	Satellite Report Meeting minutes
	Team Lead to attend host school events to increase visibility and support	Team Leads	T1-T4		
	Membership and attendance at Waikato Principals Associations termly meetings	Andrea	T1-T4		