

Napier Boys' High School: Annual Implementation Plan – 2026

Overview of main objectives.					
<ul style="list-style-type: none"> – Academic Results: Improve Level 1, 2 and 3 Pass rates to over 85%. Merit =25%, Excellence = 15% and Scholarship = 30+. Literacy and Numeracy CAAs improved to Y10 = 70% and L1 = 90%. – Attendance and behaviour: Improved attendance rates. Fewer stand downs and suspensions. Reduction in “repeat offenders. 65% attending 90% of the time – Safety and spirit: Improved interhouse competition. Improve the cultural presence around the school. – Financial Security – Ensuring the school can provide everything that teachers require to teach their students, e.g. good working conditions/classrooms, well resourced. 					
Where are we currently:					
<ul style="list-style-type: none"> – Academic Results: L1 = 74%, L2 = 86%, L3 = 76.5%. Excellence L1 = 7.5% L2 = 11.6% L3 = 14%, Merit L1 = 23% L2 = 16.3% L3 = 25.9%, Scholarship = 8, Literacy Y10 = 42.1%, Y11 = 90%, Numeracy Y10 = 54.5%, Y11= 86.3% – Attendance and behaviour: 2025 students' attendance > 90% = T1 = 59%, T2 = 55%, T3 = 53%, T4 = 55%. Minor rules still breached, students going offsite and fighting is too regular, some teachers struggling in the classroom – Safety and spirit Participation rates for house events are low and only a couple of house events per year – Financial Security: Classrooms and buildings being fixed up. Many classes do not have adequate heating or air conditioning. 					
How will our targets and actions give effect to Te Tiriti o Waitangi:					
<ul style="list-style-type: none"> - Tikanga classes compulsory at Y9 - Use of Mātauranga Māori across the curriculum - Normalising Māori across the school 					
SG1: Meet students vocational Aspirations	SMART Goal	Action Steps	Timeline	Responsibility	Monitoring/Evaluation
1.1 Improve NCEA Attainment	85% of students achieve NCEA Level 2	Student tracking, at risk monitoring, ILPs, after-school support, Sky Blue Certificate established at Y11 as lead in	Ongoing	SLT, Deans, HODs	Sky-blue implementation, NCEA results, Engagement
	75% achieve Level 3 & Māori/Pasifika gap <10%	Student tracking, Deans intervention, ILPs, embed targeted support, create a bicultural environment, Māori normalized, Māori Mentoring programme,	Ongoing	HOD and Dean Māori	Achievement data by ethnicity
	Improve Attendance	Star Attendance response, positive attendance rewards, advertising campaign, uphold conditions on sports teams	ongoing	AP Pastoral, Attendance officer, Deans	MOE statistics
	Standardized lesson expectations for teachers – Classroom consistency	Creation of a “NBHS classroom profile” and 4-minute walk through established	Term 3	SCT, DP, LOLAs	Walk throughs, PGC, increased engagement and GPA
	Increase in the number of Scholarships	Excellence/Scholarship Awards, Enhancement program rather than Accelerate, Scholarship, After school mentoring	Term 3	Scholarship coordinator, AP Curriculum	Scholarship results
	Increase L2 endorsements: 25% Merit / 15% Excellence	Culture of Excellence, PLD on assessment, Excellence awards revisited, LOLA awareness of Excellence, Course endorsed recognition	Term 3	LOLA/HODs, SLT	Endorsement results
	Increase L3 endorsements: 20% Merit / 15% Excellence	Culture of Excellence, PLD on assessment, Excellence awards revisited, LOLA awareness of Excellence, Course endorsed recognition	Term 3	LOLA?HODs, SLT	Endorsement results
1.2 Redesign Junior Curriculum	New junior curriculum model	LOLAs to be established, Kaupapa setup, GPA's and Standardized Assessment across subjects, SMART reporting	Term 4	DP Curriculum, LOLAs	LOLAs established and standardized reporting/assessment established.
	Teachers upskilled in CAA's and Mātauranga Māori	Deliver PD on strategies and integration, New LATC established.	Term 2	AP Curriculum, LATC and NATC leads	PD attendance, Literacy and Numeracy results.
1.3 Academic Pathways & Careers	100% of Y10 complete pathway planning	Deliver info sessions, whānau interviews	Term 4	Careers, Deans	Pathway plans collected
	3 new tertiary/employer partnerships	Outreach to TEOs, host workshops	Term 1–3	Careers Advisor	Event logs, student participation
SG2 Māori Academic outcomes	SMART Goal	Action Steps	Timeline	Responsibility	Monitoring/Evaluation
2.1 Maori Tracking System Improvement	Weekly/Termly reporting and assessment	Junior Curriculum assessment standardized. Engagement grades monitored, SMART reporting	Ongoing	AP Curriculum, HOD/Dean Māori, Second Maori Dean	Data dashboards, NCEA results, Maori dean feedback
	Student Mentoring program setup	Kaupapa group setup teachers and Student buddy system	Term 2	Maori Deans	Data dashboards, NCEA results, Maori dean feedback
2.2 Iwi Partnerships	3 new iwi partnerships/projects	Meet iwi, co-design events	Term 4	Iwi Liaison, Principal	Event logs, iwi feedback

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	Include iwi on governance	Invite reps to BoT	Term 2	Principal	Meeting attendance records
2.3 Mātauranga Māori Integration	Mātauranga Māori in all junior courses	PD, Kaupapa and Waiata group established, Department reviews of lesson planning and practice	Term 3	Māori Dean, LOLAs SLT	LOLA /SLTreviews, NCEA results
	School-wide cultural celebration	Kapa Haka to school, Haka interhouse comp, Māori Signage around school	Term 2–3	Cultural Coordinator	Participation rates, NCEA results
	Normalization of Māori across the school	School Waiata, signage, staff Karakia, Kaupapa group, New Māori rooms in the center of the school, make it look more Maori	Term 3	Māori Deans, DP, Kaupapa group	Participation rates, NCEA results
SG3: Excellence in Well-being	SMART Goal	Action Steps	Timeline	Responsibility	Monitoring/Evaluation
3.1 Promote School Values	90% engagement with values	Student Council, Sky Blue Crew, Prefects leadership programme established, Engagement report.	Ongoing	SLT, Deans, Prefect Coordinator	Termly surveys
	Y9 Ladder to Manhood course delivered	Workshops, reflection activities	Term 2	Deans and AP Pastoral	Participation
	Pride in the uniform	SLT taking action on poor uniform standards, Number 1 uniform for travelling teams, standardization of uniform and kit			
	Sports and cultural program reviewed	Director/Administrator of Sport established Extra Curricula Strategic plan setup. ADP is sports specific.	Term 3	DOS, Sport Admin, DP	Fewer issues, more students participating, better results from sports teams
	Interhouse competition revitalized	Shield Challenge, prizes for participation	Term 3	AP Pastoral, Deans, heads of House	Participation
3.2 Staff Wellbeing	Staff event per term	Regular staff event in place	Termly	SLT	Staff feedback – Keep, Stop, Start
	Adequate resourcing and support	Ensuring staff have what they need, classrooms are a good/tidy/ warm/ cool environment to teach	Term 3	SLT	Staff feedback – Keep, Stop, Start
	PRT/New to School Teacher program established	Staff induction program setup, termly external PLD for PCT, Full PCT program established.	Term 3	SLT and SCT	Staff feedback – Keep, Stop, Start, New teachers staying at NBHS.
	Reduce internal relief	Improve relief funding for staff	Term 4	SLT	Staff feedback – Keep, Stop, Start
SG4: Excellence in Teaching and Learning	SMART Goal	Action Steps	Timeline	Responsibility	Monitoring/Evaluation
4.1 Behavior Management	30% fewer discipline referrals	Restorative PD, Lunchtime detentions for small infringements, Harsher punishments for poor behavior, SLT visible, Staff PLD on de-escalation	Term 4	Deans, SLT	KAMAR data
	50% increase in positive behavior recognition	Rewards, praise systems, engagement reporting, Attendance recognition	Termly	AP Pastoral	Recognition data
	Conditions for extra curricula	80% attendance, >3 on engagement and good pastoral record.	Termly	DoS, AP pastoral	Data analysis of Sportsmen
	Standardized lesson expectations for teachers – Classroom consistency	Creation of a “NBHS Classroom profile” and 4 minute walk through established	Term 3	SCT, DP, LOLAs	Walk throughs, PGC, reduction in pastoral referrals
	Improved behavior across the school	More cameras across the school. SLT Visible across schools. Classroom engagement reporting, Caregiver interaction	Daily	AP Pastoral	Deans reduced incidents to deal with.
4.2 Literacy & Numeracy	Improve Yr 9/10 baselines	Baseline tests, interventions, LATC and NATC coordinators, Y10 taking CAA twice, Important part of Sky-blue Certificate, SMART reporting	Term 3	LOLA English, Maths AP Curriculum	Assessment results
	CAA readiness by Term 3	Integrate CAA strategies	Term 3	AP Curriculum	CAA outcomes
4.3 Differentiation	100% of teachers trial differentiation	PLD, coaching, team-teaching	Ongoing	SLT, PD Coordinator	Lesson obs, surveys
4.4 Standardized Assessment	100% rubric use, 75% positive feedback	Co-design, SMART reporting, train staff	T1 pilot, T3 full	Rob, John, DP Assessment	Reporting feedback
4.5 Learning Support Model	25% increase in supported learner engagement	Needs analysis, literacy pilot, PLD, increase in Learning assistants	Term 1–4	SENCO, LS Team	Surveys, academic data