

HENDERSON PRIMARY SCHOOL

Face the future with confidence.

Kia matakite! Kia māia!

He tūwhāpoha te kōkōana tāhū
At the beginning existed one culture

He tanga te kōkōana mā
Treasure the bicultural nature of NZ

He awhi te kōkōana māhā
Celebrate the multicultural nature
of our community.

WORK HARD
Pakeke Mahi

ACT SAFELY
Mahi Ora

RESPECT
Manaaki

MAKE GOOD CHOICES
Kia Pai Kowhiringa

HEARTED

MANAGING SELF

RELATING TO OTHERS

PARTICIPATING & CONTRIBUTING

THINKING

USING LANGUAGE, SYMBOLS & TEXTS



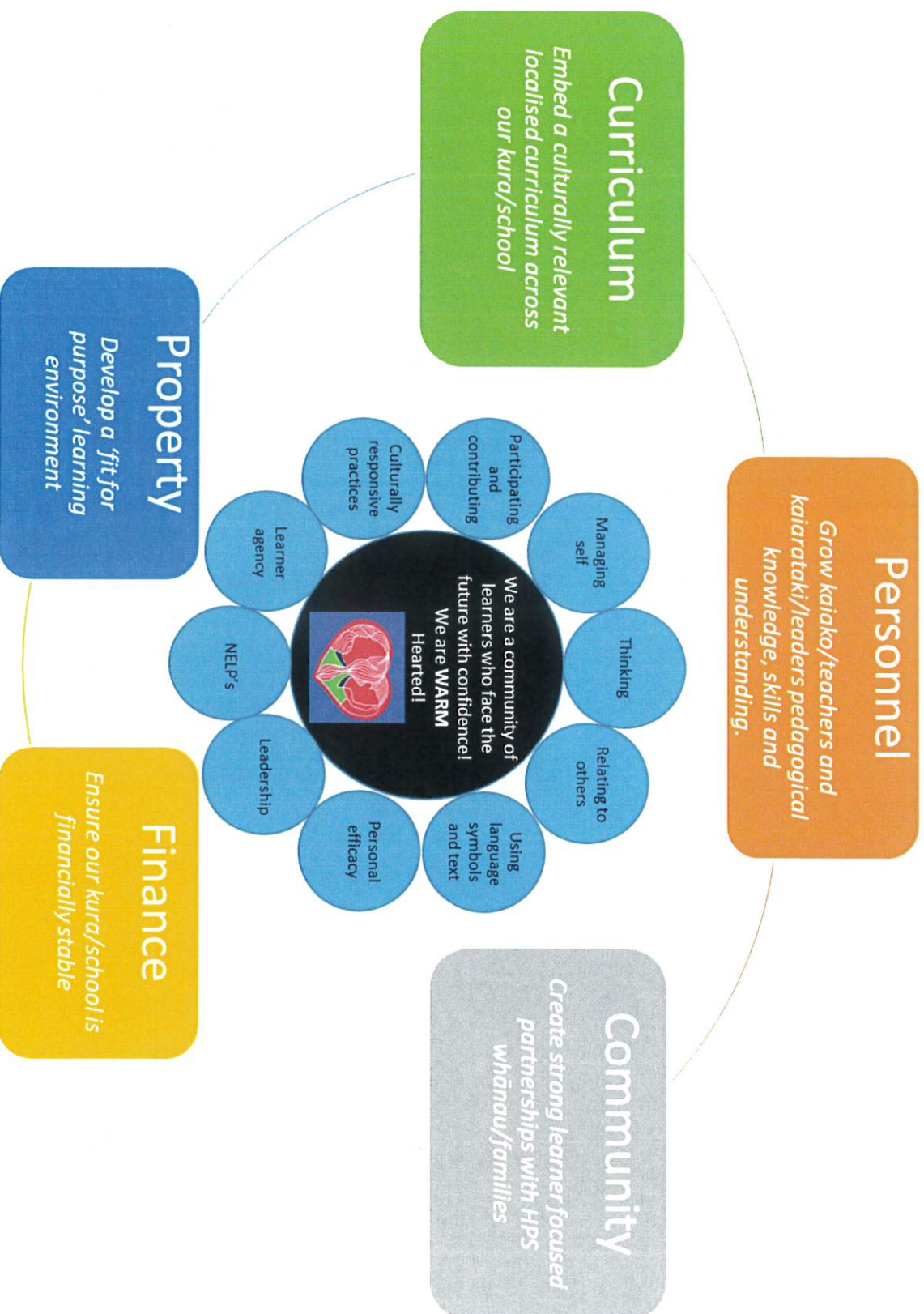
Strategic Goals!

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Strategic Goals!

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Curriculum Strategic Goal <i>Embed a culturally relevant localised curriculum across our kura/school</i>	Success <i>Tamariki/children are empowered as learners</i>	Initiatives and Operations <i>Align HPS Curriculum with the NZ curriculum</i> <i>Improve outcomes for priority learners</i> <i>Develop student agency by moving from compliance to engagement to empowerment</i> <i>Initiate HPS Maths progressions and review HPS Literacy progressions</i> <i>All tamariki working at or above Level 3 of the NZC, in Reading, Writing and Maths, by the end of Year 6</i> <i>Remove food as a barrier to learning</i>
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Personnel Strategic Goal <i>Grow kaitiako/teachers and kaiarataki/leaders pedagogical knowledge, skills and understanding.</i>	Success <i>Knowledgeable, skilled kaitiako/teachers and kaiarataki/leaders with a growing understanding of pedagogy and andragogy</i>	Initiatives and Operations <i>Improve kaitiako and kaiarataki practice through implementing a Professional Growth Cycle (PGC)</i> <i>Strengthen our normalisation of te ao Māori/ Māori world view at our kura through the Mana Kura partnership with Te Kawerau ā Maki</i> <i>Review HPS literacy programmes</i> <i>Develop and implement HPS Maths programmes</i> <i>On-going engagement with WAPA2020 community of schools</i>
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Community Strategic Goal <i>Create strong learner focused partnerships with HPS whānau/families</i>	Success <i>HPS tamariki/children, whānau/families, kaitiako/teachers and kaiarataki/leaders are partners in empowering learners</i>	Initiatives and Operations <i>Create a high quality learning community by developing strong partnerships with HPS whānau</i> <i>Implement a cycle of regular community consultation with HPS whānau</i> <i>Strengthen our relationship with our iwi, Te Kawerau ā Maki, through the Mana Kura partnership</i>
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Property Strategic Goal <i>Develop a 'fit for purpose' learning environment</i>	Success <i>A healthy, safe learning environment is enjoyed by all HPS tamariki/children and kaimahi/employees</i>	Initiatives and Operations <i>Implement 5 year agreement (5YA) planned work</i> <i>Implement HPS 10 year Property Strategic Plan</i> <i>Develop flexible learning environments that enhance collaboration</i> <i>Explore environmentally sustainable energy sources</i>
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Finance Strategic Goal <i>Ensure our kura/school is financially stable</i>	Success <i>A financially stable kura is empowered to support teaching and learning</i>	Initiatives and Operations <i>Implement HPS 10 year Finance Strategic Plan</i> <i>Implement financially sustainable practices</i>
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Strategic Initiatives Timeline 2025—2027

	2025	2026	2027
Strategic Initiatives	<p><i>Student agency</i> _____</p> <p><i>Literacy and Numeracy progressions</i> _____</p> <p><i>Professional Growth Cycle (PGC)</i> _____</p> <p><i>Structured Literacy PLD (Year 3 of 3)</i> _____</p> <p><i>Implement 5 YA planned work</i> _____</p> <p><i>Mana Kura PLD</i> _____</p> <p><i>Remove food as a barrier to learning</i> _____</p> <p><i>Flexible learning environments (R1-6)</i> _____</p>	<p><i>Develop new 5 YA plan</i> _____</p>	<p><i>Environmentally sustainable energy sources</i> _____</p>

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	2025	2026	2027
Strategic Operations	Align HPS Curriculum with the NZ curriculum _____		
	Strengthen our normalisation of te ao Māori _____		
	Priority learners _____		
	All tamariki working at or above Level 3 of the NZC, in Reading, Writing and Maths, by the end of Year 6. _____		
	Te Kawerau ā Maki partnership _____		
	WAPA2020 community of schools _____		
	Develop strong partnerships with HPS whānau _____		
	Cycle of regular community consultation with HPS whānau _____		
	Implement HPS 10 year Property Strategic Plan _____		
	Implement HPS 10 year Finance Strategic Plan _____		
Implement financially sustainable practices _____			

Curriculum Strategic Roadmap 2025-2027

Strategic Goal: *Embed a culturally relevant localised curriculum across our kura/school.*

What does success look like? *Tamariki/children are empowered as learners.*

Initiatives and Operations:

- *Align HPS Curriculum with the NZ Curriculum (NZC).*
- *Improve outcomes for priority learners; Māori, Pasifika and learners with special education needs.*
- *Develop student agency by moving from compliance to engagement to empowerment.*
- *Initiate HPS Maths progressions and review HPS Literacy progressions.*
- *All tamariki working at or above Level 3 of the NZC, in Reading, Writing and Maths, by the end of Year 6.*
- *Remove food as a barrier to learning.*

<i>School-wide Foci</i>	<i>2025</i>	<i>2026</i>	<i>2027</i>
Align HPS Curriculum with the NZ Curriculum	Year 1	Year 2	Year 3
Improve outcomes for priority learners	On-going	On-going	On-going
Develop Student Agency	On-going	On-going	On-going
Literacy and Numeracy progressions for all tamariki	Year 1	Year 2	Year 3
All tamariki working at or above Level 3 by the end of Y6	On-going	On-going	On-going
Ka Ora, Ka Ako-Free and Healthy School Lunches Programme	Year 4	Year 5	

Nb: Links to Personnel Initiatives and Operations

Personnel Strategic Roadmap 2025-2027

Strategic Goal: *Grow kaiako/teachers and kaiarataki/leaders pedagogical knowledge, skills and understanding.*

What does success look like? *Knowledgeable, skilled kaiako/teachers and kaiarataki/leaders with a growing understanding of pedagogy and andragogy.*

Initiatives and Operations:

- *Improve kaiako and kaiarataki practice through embedding a Professional Growth Cycle.*
- *Strengthen our normalisation of Te Ao Māori/The Māori World View at our kura/school through the Mana Kura partnership with Te Kawerau ā Maki.*
- *Review HPS literacy programmes.*
- *Develop and implement HPS Maths programmes.*
- *On-going engagement with WAPA2020 community of schools.*

	2025	2026	2027
Professional Growth Cycle	Ensure a PGC system is in place for all kaiako/teachers to enhance personal efficacy Ensure kaiako engage in a Professional Growth Cycle Engage kaimahi/staff and tamariki in self-review surveys... Term 4- NZCER Teacher Workplace Survey Term 1-4 Pulse Wellbeing (Y5-6)	Ensure a PGC system is in place for all kaiako/teachers to enhance personal efficacy Ensure kaiako engage in a Professional Growth Cycle Engage kaimahi/staff and tamariki in self-review surveys... Term 4- NZCER Teacher Workplace Survey Term 1-4 Pulse Wellbeing (Y5-6)	Ensure a PGC system is in place for all kaiako/teachers to enhance personal efficacy Ensure kaiako engage in a Professional Growth Cycle Engage kaimahi/staff and tamariki in self-review surveys... Term 4- NZCER Teacher Workplace Survey Term 1-4 Pulse Wellbeing (Y5-6)
Mana Kura project	Year 2	Year 3	Year 4
Literacy	On-going		
Maths	Year 1	Year 2	Year 3
WAPA2020 community of schools	On-going		

Nb: Links to Curriculum Initiatives and Operations

Community Strategic Roadmap 2025-2027

Strategic Goal: *Create strong learner focused partnerships with HPS whānau/families.*

What does success look like? *HPS tamariki/children, whānau/families, kaiako/teachers and kairataki/leaders are partners in empowering learners.*

Initiatives and Operations:

- *Create a high quality learning community by developing strong partnerships with HPS whānau.*
- *Implement a cycle of regular community consultation with HPS whānau.*
- *Strengthen our relationship with our iwi, Te Kawerau ā Maki, through the Mana Kura partnership.*

	2025	2026	2027
Term 1	HPS Goals Community Consultation	HPS Goals Community Consultation	HPS Goals Community Consultation
Term 2	HPS whānau/fanau Community Consultation talanoa - kura name	HPS Whānau Community Consultation talanoa - update karewa/floats	Review HPS Vision and Values
Term 3	HPS whānau/fanau Community Consultation talanoa – Board policy framework	HPS Health and Physical Wellbeing Curriculum	Review HPS Whānau Community Consultation framework - update aspirations and punga/anchors
Term 4	Strategic Goals Consultation	Strategic Goals Consultation	Strategic Goals Consultation

Property Strategic Roadmap 2025-2027

Strategic Goal: *Develop a 'fit for purpose' learning environment.*

What does success look like? *A healthy, safe learning environment is enjoyed by all HPS tamariki/children and kaimahi/employees.*

Initiatives and Operations:

- *Implement 5 YA planned work*
- *Implement HPS 10 year Property Strategic Plan.*
- *Develop flexible learning environments that enhance collaboration.*
- *Develop environmentally sustainable energy sources.*

Finance Strategic Roadmap 2025-2027

Strategic Goal: *Ensure our kura/school is financially stable.*

What does success look like? *A financially stable kura is empowered to support teaching and learning.*

Initiatives and Operations:

- *Implement HPS 10 year Finance Strategic Plan.*
- *Establish and implement financially sustainable practices.*

nb: HPS 10 year Property and Finance Strategic Plan follows.

HENDERSON PRIMARY SCHOOL

10 YEAR STRATEGIC PLAN - PROPERTY AND FINANCE - 2019 TO 2028

PROPERTY GOAL:		Develop a 'fit for purpose' learning environment.									
FINANCE GOAL:		Ensure our kura/school is financially stable.									
		2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Reserves		80,000	80,000	80,000	150,000	170,000	190,000	210,000	230,000	250,000	270,000
Cyclical Maintenance - External Painting		80,000		20,000	20,000 & Explore repaint of substandard areas	20,000	20,000	20,000	20,000	20,000	20,000
Cyclical Maintenance - Cesspits, Roof & Gutters			Clean all		Clean all				Clean all		Clean all
5/10Year MOE Capital Works			Rm 6-9 upgrade & \$146,916 School Investment package		10YPP/5YA prep \$288K 5YA and \$200K MOE top up					10YPP/5YA prep	
Playgrounds		30,000 New Top Court Playground		Edge/Bark upgrade		Edge/Bark upgrade		Edge/Bark upgrade		Edge/Bark upgrade	
Special projects:		Solar 22,000 (55,000 total)	Check protected oak on field	Bikes in Schools project		Check protected oak on field		Explore Solar increase &/or storage	Bike track asphalt- top coat re-spray	Check protected oak on field	
Digital Literacy/E-learning		Explore upgrade			Explore upgrade			Explore upgrade			Explore upgrade
Operational Budget - Annual budget balance to zero		0	0	0	0	0	0	0	0	0	0

Asset replacement (covered by previous years depreciation)	68,000	72,000	75,000	75,000	80,000	85,200	TBC	TBC	TBC	TBC
HPS Leases/Agreements	TELA x9	TELA x1 Energy Broker	TELA x3 Photocopiers Rubbish	TELA x9 Eftpos Energy Broker	TELA x3	TELA x 1	TELA x9 Photocopiers	TELA x1	TELA x3	TELA x9
Uncommitted funds	90,385	59,000	128,000	63,000	60,000	50,000	TBC	TBC	TBC	TBC