



**Gisborne
Intermediate
School**

growing great people

2026 Annual Implementation Plan

In 2025 the deadline for all schools in Aotearoa to submit a 3-year strategic plan to the Ministry of Education was extended to 1 March 2027. This annual plan stems from the goals within the 2024 -2025 Strategic Plan

2026 ANNUAL PLAN

GOAL 1: Improve Student Learning

To raise student achievement in literacy and mathematics to ensure that GisInt students can access the breadth and depth of the NZ Curriculum.

Initiative	Actions	Leader	Measures
Growing leaders	<p>Engage in external professional development to strengthen leadership capability.</p> <p>Develop a shared understanding of leading culture change.</p> <p>Establish a consistent, school-wide approach to building team culture and professional norms.</p>	Principal	<ul style="list-style-type: none">• Team leaders demonstrate a clear understanding of leading culture change.• Consistent planning frameworks and professional norms are evident across teams.
	<p>Collaboratively develop Big Picture Planning frameworks.</p> <p>Ensure systems, procedures and timelines are in place to support leaders and promote consistency of practice (including planning expectations and the Professional Growth Cycle – observations and student voice).</p> <p>Clarify role descriptions and expectations for team leaders.</p> <p>Build leaders' capability to analyse and use achievement data effectively with their teams.</p>	SLT	<ul style="list-style-type: none">• Teams collaborate effectively, sharing ideas, resources and effective practice.• Lead teachers confidently support teacher development through the Professional Growth Cycle.• Student achievement data is routinely analysed and informs team discussions and planning.

Initiative	Actions	Leader	Measures
Strengthening Assessment Capability	<p>Provide external professional learning to strengthen understanding of effective assessment practices and their alignment with the refreshed curriculum.</p> <p>Deliver professional learning on interpreting and using PAT assessment data.</p> <p>Trial SMART to evaluate its effectiveness, reporting functions and alignment with school needs.</p>	<p>Principal / Evaluation Associates</p> <p>Principal</p> <p>SLT</p>	<ul style="list-style-type: none"> Teachers demonstrate increased confidence in using assessment tools and understanding their connection to the refreshed curriculum. Teachers have a clear understanding of curriculum expectations and progress descriptors. Assessment information is used purposefully to inform teaching and next steps.
Ensuring consistency of Schoolwide Assessment practices	<p>Review and refine the current assessment schedule to align with curriculum requirements.</p> <p>Provide professional development to ensure staff understand assessment procedures and expectations.</p> <p>Update the Gisborne Intermediate Assessment Tools document to ensure clarity and consistency in administration.</p> <p>Support teachers to unpack assessment data with students to strengthen learner agency</p>	<p>Lead team</p> <p>Principal / DP</p> <p>AP</p> <p>Lead team</p>	<ul style="list-style-type: none"> Assessment tools are administered consistently across the school using agreed procedures. Teachers confidently analyse assessment information to identify strengths and learning needs. Students can articulate their current achievement and identify their next learning step

Initiative	Actions	Leader	Measures
<p>Improving Student Attendance</p>	<p>Implement the Gisborne Intermediate Attendance Management Plan.</p> <p>Apply the stepped attendance response process consistently.</p> <p>Support key staff to independently develop and implement targeted interventions.</p> <p>Provide regular communication in the school newsletter reinforcing the importance of attendance.</p> <p>Discuss attendance data regularly at Lead Team and team hui</p>	<p>Principal / attendance team</p>	<ul style="list-style-type: none"> ● Families are regularly informed about attendance expectations and processes. ● A measurable reduction in persistent (recidivist) absenteeism. ● Staff demonstrate clarity and confidence in attendance procedures and their role in supporting improvement.

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GOAL 2: Build Powerful Partnerships

To strengthen collaboration between school, whānau, iwi, other schools and community organisations

Initiative	Actions	Leader	Measures
Strengthening Connections with Mana Whenua	<p>Develop and maintain a positive, ongoing relationship with Mana Whenua</p> <p>Engage in dialogue to understand shared aspirations for our learners</p>	Principal	<ul style="list-style-type: none">• The school has established relationships with key representatives of Mana Whenua• Shared aspirations are identified and reflected in school planning and practice.
Growing Community Leadership Connections	<p>Appoint a staff member to lead community engagement within the leadership programme.</p> <p>Develop partnerships with community leaders and local businesses to enhance student learning experiences.</p>		<ul style="list-style-type: none">• Students engage with a range of community leaders and professionals.• Students can articulate connections between their learning and real-world pathways.

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GOAL 3: Health & Wellbeing

Ensuring the health and well-being of all students and staff is a priority that is monitored, with mechanisms in place, to provide support and education to improve their Hauora.

Initiative	Actions	Leader	Measures
Embedding Health and Wellbeing Education	<p>Implement a school-wide Health Education plan, including age-appropriate teaching on adolescent development and relationships.</p> <p>Embed the “Our Kids Online” programme into the annual teaching cycle.</p>	<p>Leader of Health + Lead Teachers</p> <p>Lead teachers</p>	<ul style="list-style-type: none"> • Students demonstrate understanding of physical and emotional changes associated with adolescence. • Students confidently access appropriate support (including period products). • Students can articulate online risks and strategies for keeping themselves safe.

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GOAL 4: Contributing Citizens

Embed our RISE values through providing opportunities for students to be community conscious.

Initiative	Actions	Leader	Measures
Growing Student Leadership	<p>Develop and mentor the student leadership group.</p> <p>Establish a clear annual leadership action plan.</p> <p>Support student-led school and community initiatives.</p> <p>Facilitate a careers-focused event.</p>	Andy	<ul style="list-style-type: none"> • Student leaders successfully plan and implement school-wide initiatives. • Students reflect meaningfully on their leadership growth. • Leadership initiatives align with and promote RISE values.