

Northcote College Annual Implementation Plan 2026

The Northcote College 2025 Annual Implementation Plan reflects the Northcote College Strategic Plan 2024-2026

Strategic Goals 2024-2026	Annual Goal Areas 2026
1. To achieve excellent and equitable outcomes for all ākonga.	1. Pedagogies for success: Effective teaching practice 2. Literacy and Numeracy co-requisites for NCEA success 3. Wellbeing policies, structures, processes and roles 4. Mātauranga Māori and Te Reo Māori across the curriculum
2. To work collaboratively with mana whenua, whānau and community to improve outcomes for all ākonga.	5. Relationships with mana whenua
3. To provide the physical environment needed to support the success of ākonga.	6. Progress building development Stage 1 with minimal disruption to ākonga

Where we are currently at:

Northcote College is committed to achieving these goals. Key Indicators show many areas of strength, progress and success. However, we are yet to achieve equitable outcomes for all ākonga.

[Key Indicators link](#)

We strive to achieve success for all.

The 2023 ERO Te Ara Huarau School Profile Report states:

- school leaders demonstrate and model a relentless focus on continuously improving a schoolwide culturally responsive approach
- the school has high levels of professional capability and collective capacity to achieve their strategic priorities and emerging kaupapa. This is well supported by ongoing professional learning and knowledge building
- a schoolwide culture that promotes staff willingness and understanding of strategic priorities is established
- connections with mana whenua and local iwi are established and collaboration to enrich opportunities for the school community and improve outcomes for ākonga are underway.

How our targets and actions give effect to Te Tiriti o Waitangi: Regulation 9(1)(g)

We recognise the impact of inequitable education outcomes for Māori students.

Strategic Goals 1 and 2 and the related annual goals demonstrate our deep commitment to achieving equitable outcomes for Māori students.

Northcote College Annual Implementation Plan 2026

Strategic Goal 1				
To achieve excellent and equitable outcomes for all ākonga				
Annual Goal 2026 1:				
Pedagogies for success: Effective teaching practice				
What do we expect to see by the end of the year?				
Consistent implementation of shared strategies to achieve conditions for learning. A shift in teacher practice to meet domains of ERO's teaching observation framework and domains of 2026 standards for teaching profession.				
Actions	Who is Responsible	Resources Required	Timeframe	How will you measure success?
<p>Professional learning for all kāiako teaching staff on pedagogies for success.</p> <p>Co-design professional learning plan to support quality teaching practice that meets the standards for teaching profession.</p> <p>Share, learn, trial and feedback on effective teaching strategies.</p> <p>Pedagogies for Success Co-design PGC cycle</p> <p>Northcote College Conditions for Learning 2025</p> <p>Teaching Observation Framework.pdf Microsoft Word - TOF Guide</p> <p>Teaching council 2026 standards</p>	<p>Kate Meade: Leading Pedagogies for Success and Conditions for Learning</p>	<p>Dedicated time in staff professional learning meetings, teacher only days.</p> <p>Creating conditions for learning and using co-operative learning to be in department goals and individual teacher's professional growth plans.</p> <p>Professional learning budget for courses, providers, publications, and release time.</p>	<p>2026</p>	<p>Teaching and School Practices survey results.</p> <p>Annual ākonga Māori focus group feedback.</p> <p>Kāiako Teacher feedback on progress along the continuum of practice in relation to PFS and conditions for learning.</p> <p>Annual professional learning report.</p> <p>Evaluation against ERO School Improvement Framework.</p> <p>Automated weekly emails to students & whānau with results to encourage academic tracking</p>

Northcote College Annual Implementation Plan 2026

<p>Leadership of Pacific achievement</p> <p>Investigate barriers to Pacific equity of achievement at Northcote College student and whanau voice. Tracking of progress and current interventions – creation of plan for 2027</p> <p>Host fono</p>	<p>Natasha Muschamp</p>		<p>Pacific student achievement, Lit, Num, NCEA</p> <p>Ākongā feedback</p>
--	-------------------------	--	---

<p>Strategic Goal 1 To achieve excellent and equitable outcomes for all ākongā</p>				
<p>Annual Goal 2026 2: Literacy and Numeracy co-requisites for NCEA success</p>				
<p>What do we expect to see by the end of the year?</p>				
<p>Ākongā in Years 10-13 gaining Literacy and Numeracy co-requisites for NCEA success</p>				
Actions	Who is Responsible	Resources Required	Timeframe	How will you measure success?
<p>Embed the school wide processes (logistics and professional learning) to support ākongā success in Literacy and Numeracy. All teachers recognising and maximising the opportunities they provide ākongā students to gain Literacy and Numeracy across the curriculum.</p> <p>Implement across school shared lessons for reading,</p>	<p>Kate Meade (SLT) Emma Grimwood (Numeracy) Kathryn Teeboon (Literacy) Jane Hall (NZQA PN) HoDs Deans Form teachers Learning Support All staff</p>	<p>Literacy and Numeracy co-ordinators</p> <p>Dedicated time in staff professional learning meetings, teacher only days.</p> <p>Professional learning budget for courses, providers, publications, and release time.</p>	<p>2026</p>	<p>Annual ākongā achievement data HOD reports Annual professional learning report Overall achievement in NCEA</p>

Northcote College Annual Implementation Plan 2026

<p>writing and numeracy in Year 9 and Year 10.</p> <p>Implement Year 9 Maths teacher professional learning and support</p> <p>Develop and review academic tracking processes to</p> <ul style="list-style-type: none"> • inform teaching practice, • improve student outcomes, • increase communications with whānau • establish student engagement and responsibility • inform interventions and pathways of students at risk of not gaining NCEA. 				
--	--	--	--	--

<p>Strategic Goal 1 To achieve excellent and equitable outcomes for all ākongā</p>				
<p>Annual Goal 2026 3: Continue to review and further develop wellbeing policies, structures, processes and roles at Northcote College. Increase student attendance.</p>				
<p>What do we expect to see by the end of the year?</p>				
<p>Integrated and clear policies, structures, processes and roles to effectively support ākongā wellbeing at Northcote College.</p>				
Actions	Who is Responsible	Resources Required	Timeframe	How will you measure success?
<p>Implement attendance action plan priorities to lift attendance.</p> <p>Implement 2026 Northcote College Attendance Management Plan</p>	<p>Vicki Barrie Natasha Muschamp Head of Counselling Head of Deans Deans Counsellors</p>	<p>Release time for meetings as required.</p> <p>Texts sent from Kamar cost</p> <p>PD – time \$ to grow Leadership</p>	<p>2026</p>	<p>Increased attendance rates in attendance reports.</p> <p>Feedback from staff involved in wellbeing function.</p>

Northcote College Annual Implementation Plan 2026

<p>Texts sent from Kamar</p> <p>Weekly reporting on attendance to parents and students and progress/results.</p> <p>Celebrate attendance in assemblies</p> <p>Continue to review policies, structures, processes and roles to improve attendance results including whānau engagement</p> <p>Engage with outside agencies effectively to improve attendance.</p> <p>Update Child Protection policies using a safeguarding lens. https://www.safeguardingchildren.org.nz/</p> <p>Update Job Descriptions of leaders – Counselling & Deans to include leadership capabilities framework.</p>	<p>Heads of Learning</p>	<p>Restorative PB4L</p>		<p>Evaluation against ERO School Improvement Framework.</p> <p>Updated policies</p> <p>Survey staff re PB4L effectiveness and their confidence in it.</p> <p>Survey staff re restorative practices & their confidence in it.</p> <p>Positive feedback from students and teachers regarding pastoral care programme.</p>
---	--------------------------	-------------------------	--	---

Northcote College Annual Implementation Plan 2026

Strategic Goal 1				
To achieve excellent and equitable outcomes for all ākonga				
Annual Goal 2026 4:				
Māturanga Māori, Te Reo Māori and across the curriculum				
What do we expect to see by the end of the year?				
<p>Revisit our school values.</p> <p>Evidence of integration of Mātauranga Māori across the curriculum.</p> <p>More staff and students knowing about local history.</p> <p>More staff and students comfortable with tikanga and Te Reo Māori.</p> <p>More staff and students studying Te Reo Māori and/or tikanga Māori.</p>				
Actions	Who is Responsible	Resources Required	Timeframe	How will you measure success?
<p>Review school values</p> <p>Visit Umupuia Marae</p> <p>Visit Kupe Waka Centre</p> <p>Continue to integrate Te Reo Māori me tikanga into the learning programmes for ākonga.</p> <p>Promote and offer Te Reo and tikanga learning opportunities for ākonga and staff.</p> <p>Encourage kāiako participation in Mumu Reo and other appropriate Reo learning opportunities.</p> <p>Offer more Te Reo Māori me tikanga learning opportunities for ākonga at all levels.</p> <p>Attend MAC hui and annual conference.</p>	<p>Kelli Kawhia-Conrad and Nicola Manoa leading Ohu Māori</p> <p>Kate Meade: Leading Curriculum</p> <p>SLT</p>	<p>Ongoing engagement with Māori Achievement Collaborative</p> <p>Dedicated time in staff professional learning meetings, teacher only days.</p> <p>Professional learning budget for courses, providers, publications and release time.</p> <p>Increased Te Reo Māori staffing</p> <p>Funding for Mumu Reo and other appropriate Reo learning opportunities.</p>	<p>2024-2025</p>	<p>A paper on a way forward for updating school values.</p> <p>Annual ākonga Māori focus group feedback.</p> <p>HoD reports: Evidence of integration of Mātauranga Māori across the curriculum.</p> <p>Professional learning report: Number of staff studying Te Reo Māori.</p> <p>Ohu Māori: Number of staff who have undertaken the local history tour.</p> <p>Staff survey: Number of staff who know the school karakia and waiata.</p> <p>Roll return: Number of students studying Te Reo Māori/tikanga Māori</p> <p>Evaluation against ERO School Improvement Framework.</p>

Northcote College Annual Implementation Plan 2026

Encourage new staff to attend MAC workshops on Te Tiriti o Waitangi.				
Integrate karakia into all meetings				

Strategic Goal 2				
To work collaboratively with mana whenua, whānau and community to improve outcomes for all ākonga				
Annual Goal 2026 5:				
Relationships with mana whenua				
What do we expect to see by the end of the year?				
Established connections, communication and relationships with Ngāti Whatua, Te Kawerau a Maki, Ngāti Pāoa, Ngāi Tai Ki Tāmaki				
Actions	Who is Responsible	Resources Required	Timeframe	How will you measure success?
Continue to build respectful relationships with mana whenua, Ngāti Whatua, Te Kawerau a Maki, Ngāti Pāoa, Ngāi Tai Ki Tāmaki	Kelli Kawhia-Conrad and Nicola Manoa leading Ohu Māori. Vicki Barrie Kate Meade	Dedicated time in staff professional learning meetings, teacher only days. Professional learning budget for courses, providers, publications and release time.	2026	Feedback from mana whenua. Ohu Māori progress report. Hautū Tool Te Puna Kōrero annual report Teaching and School Practices survey results. Evaluation against ERO School Improvement Framework.
Continuation of hui ohu Māori and engagement with Māori Achievement Collaboration (MAC).				

Northcote College Annual Implementation Plan 2026

Begin process to create and install appropriate po at redeveloped school entrance. See also Annual Goal 6				
Strategic Goal 3 To provide the physical environment needed to support the success of ākongā				

Annual Goal 2026 6: Progress building development Stage 1 with minimal disruption to ākongā.				
What do we expect to see by the end of the year?				
Te Toka Tu Moana timetable and used to capacity. Completion of plans for CDL renovation. Funding of CDL.				
Actions	Who is Responsible	Resources Required	Timeframe	How will you measure success?
Open new building (K Block): Te Toka Tu Moana	Board Vicki Barrie, Friederike Cannan	Budget for opening event Time for training	Jan-Feb 2026	Building open and used by staff and students Feb 2026
Completion of plans for renovation of C, D and L. Including beginning a process to create and install appropriate po at redeveloped school entrance. See also Annual Goal 5		Resources are controlled by the Ministry.	2026-2027	Renovated CDL available for use by the start of 2028. Completion of plans for CDL Confirmed funding for CDL, covered courts and new gym
Work with the Ministry of Education to cover courts permanently and build new gym.				

Northcote College Annual Implementation Plan 2026

Complete 10YP and secure 5YA funding for 2026-2030.				5YA and furniture and equipment grant available June 2026.
---	--	--	--	--

Additional Goals and Actions for 2026	Who is responsible	Notes
Evaluation		
Complete self-evaluation against ERO School Improvement Framework (SIF)	SLT	
Engage with ERO team undertaking 2026 review	All	
Curriculum and Assessment		
Implement NCEA curriculum & reporting changes	ME	
Smart Tool – learn more		
EOTC		
Continue to implement changes following 2025 review including School Bridge	PLU	
IT		
N4L secure access project	PLU, FC and New Era	
Firewall upgrade	PLU, FC and New Era	
AI		
Support the positive use of AI in teaching and learning and manage risks	PLU and ME	
Investigate ways to improve efficiency of school processes through the use of AI	PLU	
Communications		
Implement a new text messaging system for instant contact with parents	PLU/ME	
Pathways		
Develop a pathway plan for Year 13 Māori and Pasifika students – including whānau engagement.	WA	
Scholarship and academic extension		
Review opportunities for academic extension and scholarship success	ME	

Northcote College Annual Implementation Plan 2026

Reviewing gifted and talented provision & identification	MCP	
International Students		
Implement the 5-year International Department Strategic Plan	WA	
Privacy		
Prepare for IPP 3A to come into effect on 1 May 2026	MCP	
Sport		
Reunion 2027		
Implement plan for reunion 2027	VB/PLU	
Planning for Growth		
Continue to investigate ways of leading, planning and organising large schools	SLT	
Managing Emerging Issues		
Manage recovery from pavilion fire in February	SLT and FC	