



Strategic Plan 2024-2026

Vision

Empowered Proud Students

In partnership with whānau and community we design and deliver education that responds to need and sustains identity, language and culture. Every learner will be supported to achieve their highest educational standard. A Māori bilingual pathway is offered from Year 4.

Goals

TAHI

Create an environment in which everyone feels welcome and empowered to live our vision and values

RUA

Enhance the professional capabilities of all kaimahi/staff

TORU

Develop a school culture where whānau and students are fostered to be active participants in the learning process

Strategic Initiatives

Develop and implement clear processes for new student, whānau and kaimahi induction and engagement

Expand opportunities for whakawhanaungatanga

Build kaimahi knowledge to strengthen teaching & learning programmes

Increase kaimahi knowledge and use of Te Reo me ōna tikanga across the kura

Give effect to Te Tiriti o Waitangi

Develop a new assessment and reporting system for reading, writing and maths

Strategic Actions

Design new student, staff and whānau induction processes

GEPS values will be enacted and a continued point of reference

Provide a range of opportunities for whānau to engage in whakawhanaungatanga and have input into the kura

Ensure there are relevant PLD opportunities for kaimahi to inquire into and develop their teaching and learning practice, including in Te Reo me ōna tikanga Māori

Provide opportunities for teachers to participate in a professional growth cycle in areas of specific interest

Engage with external providers to develop understanding of Te Tiriti and mana whenua

Introduce a shared digital learning and communication platform across the kura

Provide regular opportunities for whānau hui about teaching and learning

Outcomes

Everyone feels valued as part of the GEPS wider whānau

Our staff members are highly skilled, motivated and confident educators within an Aotearoa/NZ kura

Whānau are regularly engaged in and informed about their children's learning

Kairangi



Whanaungatanga



Manaakitanga



Ako





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Tahi

Create an environment in which everyone feels welcome and empowered to live our vision and values

Strategic Initiatives	Strategic Actions	Specifics	Measures
Develop and implement clear processes for new student, whānau and kaimahi induction and engagement	Design new student and whānau induction process	<p>Review newly introduced processes for induction with a view to refining these in 2026</p> <p>Ensure that kaiako make a time within the first few weeks of a student starting to contact/meet whānau by providing release for thai to occur</p>	<p>Student kaiako and whānau voice about beginning experiences at GEPS</p>
	<p>GEPS values will be enacted and a continued point of reference</p>	<p>Opportunity for school whānau group whanaungatanga and an event at least once per term</p> <p>New whānau, staff and tamariki aware of school values and what these mean in action at GEPS</p>	<p>New whole school event/s introduced based on school whānau groups</p> <p>Values referred to regularly - assemblies, newsletters, certificates etc</p>
Expand opportunities for whakawhanaungatanga	<p>Provide a range of opportunities for whānau to engage in whakawhanaungatanga and have input into the kura</p>	<p>Have at least 1 whānau event per term</p> <p>Have open afternoons throughout the year, including at SOD at the beginning of the year</p> <p>Hold at least one whānau evening where whānau can input into GEPs cultural practices and understandings</p>	<p>New “norms” for how we do things at GEPS are developed as we learn more from our GEPS whānau</p>



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Rua

Enhance the professional capabilities of all kaimahi/staff

Strategic Initiatives	Strategic Actions	Specifics	Measures
<p>Build kaimahi knowledge to strengthen teaching & learning programmes</p>	<p>Ensure there are relevant PLD opportunities for kaimahi to inquire into and develop their teaching and learning practice, including Te Reo me ōna tikanga Māori</p>	<p>Engage with Cognition for ongoing Maths PLD Engage with MOE funded Assessment PLD through Cognition All teaching staff and teacher aides to be observed regularly and be given feedback on practice CH to do Maths training for acceleration with small group teaching Work with Sport Waitakere to improve teaching and learning programmes and curriculum content in PE and Health Kiwi teachers participate in ENGAGE programme</p>	<p>All teachers have written feedback from observations at least once per term. Staff can show increased level of Te Reo through PGC documents</p>
	<p>Provide opportunities for teachers to participate in a Professional growth cycle in areas of specific interest</p>	<p>Introduce new PGC aligned to new teaching standards</p>	
<p>Give effect to Te Tiriti o Waitangi</p>	<p>Engage with external providers to develop understanding of Te Tiriti and mana whenua</p>	<p>Continue to work with Te Kawerau a Maki and Mana Kura programme SL team & CT to work with Evaluation Associates on individual goals Ensure tamariki and kaiako Māori have opportunities to succeed as Māori Staff PLD for reo and tikanga Encourage staff to enrol in Te Reo and/or tikanga PLD</p>	<p>Hours with Te Kawerau a Maki utilised to increase learning about mana whenua at GEPs Ākonga Māori feedback</p>



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Toru

Develop a school culture where whānau and students are fostered to be active participants in the learning process

Strategic Initiatives	Strategic Actions	Specifics	Measures
<p>Introduce new teaching and learning report timelines and processes</p>	<p>Introduce a shared digital learning and communication platform across the kura</p>	<p>Introduce the HERO assessment & reporting platform for all teachers and whānau</p> <p>Undertake PLD with HERO to fully understand how to use this effectively</p> <p>Ensure all whānau can access the HERO platform - help new whānau to download this on DP/P meetings and during transition visits</p>	<p>Regular checks by class teachers with whānau to ensure access to all</p>
	<p>Provide opportunities for whānau hui about teaching and learning</p>	<p>Plan multiple times throughout the year that whānau can come in to see learning in action, learn about progress of their tamariki and learn more about subject areas and the progressions</p>	<p>Regular meetings throughout the year</p>
	<p>Develop a new assessment and reporting system for reading, writing and maths</p>	<p>Implement the SMART assessment tool</p> <p>Implement Junior Phonics Checks</p> <p>Participate in MOE trial of Year 2 Maths assessment tool</p> <p>Develop new assessments that align with new curriculum documents and assessment tools</p>	<p>Assessment schedule written and adhered to</p>