

GOAL 1: Through the S curve, 95% of students after 3 years at Cambridge Primary School will be achieving AT or ABOVE their curriculum expectation
Outcome: We will know we have met this goal according to EOY data

Goal 2: Effective Organisation and Systems
Outcome:

Supporting Student Learning Opportunities and Achievement -

Through explicit and deliberate acts of teaching all staff aim to meet s curve targets in collaboration with whaanau.

Literacy

All students are successfully able to access the NZC in Literacy; through explicit, deliberate and structured planning and teaching using NZC. Teachers will utilise a variety of strategies to access the curriculum.

Mathematics and Statistics

All students are successfully able to access the NZC in Numeracy; through explicit, deliberate and structured planning and teaching using NZC. Teachers will utilise a variety of strategies to access the curriculum.

Holistic Curriculum

Specific programmes for learners taught by specialist teachers eg Music, Maaori, Science, Garden to Table, Mandarin, Outdoor Classroom, Challenge and Extension, Being my Best, Tomatis, Literacy Support, PMP, RISE, Te Ao Maaori, Kapa Haka, Mitey

Student Achievement and Success

Reported achievement on Reading, Writing, Maths to whaanau

Reported achievement on Reading, Writing and Maths to the Board including separately Maaori and Pasifika

Celebrating student success through displaying our CPS Key Competencies

Included in planning is Maaori Perspectives: Manaakitanga (Values), Whanaungatanga (Relationships), Ako (Learning from each other), Tangata whenua (Place-based, sociocultural awareness and knowledge), Wananga (Communication, problem solving, innovation)

Give effect to Te Tiriti o Waitangi by providing opportunities for Maaori students to have success as Maaori within a whaanau supported approach (culturally responsive pedagogy)

Provide school-wide Te Reo, Tikanga and Te Ao Maaori through the NZ Curriculum

Monitor student Attendance against the government & CPS Targets

Hauora/Wellbeing

Whanaungatanga (relationships) knowing the child and whaanau, child & whaanau knowing you

Physical, mental, emotional, social, and spiritual well-being is valued and supported through Mitey.

Involvement and delivery of the Healthy Active Learning Programme

Being My Best Program skills and strategies taught

Promote EOTC learning opportunities

Promote Student Agency opportunities

Supporting transition in, out and within school/s

Upholding the five Guiding Principles of EnviroSchools

Wellness initiatives for students, staff, whaanau and community

Awareness, respecting and celebrating diversity and our many different cultures

Maintain an environment that fosters positive staff well-being

Pastoral care including working with our School Chaplain

Additional Learning Supports

Opportunities for learners eg Big C Boys, Girls Group, Enviro School initiatives, Kapa Haka, RDA, Tomatis, Rainbow Reading, Tier two learning groups including - RISE, ESOL

Community

Grow relationships with whaanau - open door policy

Schools events such as Family picnic nights, assemblies, PTA events

HERO posts / newsletters / reminders

Strengthen Whaanau Hui group - engaging local Marae, Kohanga Reo

Engage with local community members through our marketing plan.

Share our attendance rates with our community

Reporting to whaanau

Four Peaks (ASC) programme provides a homework option

Strategic Plan 2025-2029

Developing a Quality Learning Environment

Effective Teaching Delivery through;

Te Maataiaho (NZC)

Integrating the CPS Key Competencies

Quality planning, delivery and assessment of Literacy and Numeracy programmes that follow the structure and expectations of BSLA, The Code and Numicon according to the NZ Curriculum

Deliberate acts of teaching and learning is evident

Integrated curriculum is evident

Learning Supports

SENCO and resourcing to support student learning outcomes

Ministry of Education, RTLB, Learning Assistants, Lifeskills, Being My Best, Chaplains, Maanaki Akonga, referrals to outside agencies

Target learners are identified, monitored, discussed & supported closely.

Support and Guidance e.g. Goal setting and Professional Growth Cycle Doc

Induction at the beginning of each year as a refresher

Provide staff with an induction and mentoring programme before they commence employment

Resources allocated effectively and efficiently

Professional Development

Continue to develop internal capacity and capability of all staff

Staff PD focuses; **Mathematics** - Numicon, **Literacy** - BSLA, The Code, Murray Gadd, Writers Toolbox, NZC - Te Maataiaho, **Health & PE** - Mitey

Assessment moderation

Te Reo Maaori, Te Ao Maaori and Local History / Stories

Participate in Te Oko Horoi, Cambridge Community of Learners

Reflection of Professional Development through the Professional Growth Cycle.

BOT succession planning, professional development and induction

Knowledgeable and skilled staff in positions that support the school

Systems

Applying Kaizen approaches, PDCA (Plan, Do, Check, Adjust)

Maintain and review all supporting documents below

Use of HERO for recording and sharing student information and reports

Implementing and maintaining health and safety systems and procedures

Review policies and procedures as per schedule

Finance

Budget reflects Annual Plan/Strategic Priorities and reviewed in April, July and Oct using external expertise as applicable

Budget reflects the Annual Plan including 5YA and 10YA plans

Maintain positive working capital

Follow sound financial practices and legal requirements

Build and maintain uncommitted reserves of \$100,000 (2024) with additional \$5,000 annually added - subject to annual budget surplus

Provide quality Before and After School and Holiday Programmes, Swim School, Coffee Shop for students, whaanau and staff

Carry out reviews, including budget, on all Four Peaks programmes

Goal 3: Maintain and enhance all areas of property and grounds to a high standard.

Outcome:

Property

Deliver on the 5 Year Property Plan

Deliver on the 10 Year Maintenance Plan

Create an additional junior classroom

Seal bike track

New signage around the school - Key Competencies/room numbers/Multilingual- 2024

Build new extension to senior playground

Upgrade junior playground

Create a space, new or existing to tell the CPS history from 1866 to present

Astro Turf Batten area and cover with waterproof canopy

How we will achieve this goal:



Support Documents - School wide targets/ Professional development support, regular principal's reports, 2025 Term 2 and 4 achievement data reporting, operational plan, digital curriculum, professional development plan, BOT annual calendar and 5YA/10 year property maintenance plan, [marketing plan](#), communications plan, whaanau/community plan, EnviroSchool green gold plan, Green-Gold statement, assessment timetable, CPS Curriculum Review, Dyslexic support, structure of management team, School policies via school doc