



Knighton Normal School Annual Implementation Plan 2026

School Strategic Goal 1
Enriching learners by evolving our professional practices

Government Priorities

Annual Target/Goal 1.1: Government Priority.

Clearer curriculum: Establish a knowledge-rich curriculum grounded in the science of learning.

Aspiration: Every teacher will teach the new english and maths curriculum that incorporates the science of learning pedagogy.

Actions

Implement the new English Curriculum.

Implement the new Mathematics Curriculum.

Continue professional development around evidence based instruction and pedagogy.

Annual Target/Goal 1.2a: Government Priority.

Better approach to teaching literacy. Implementing evidence-based instruction in early literacy.

Aspiration: Our teachers will use proven, evidence-based methods to ensure every student masters (at their expected level) the essential building blocks of literacy. By aligning our instruction with the science of learning, we are empowering every child to become a confident, fluent reader and writer.

Actions

Engage in professional development with Emma Nahna for the year.

- Inquiry team in SRSD.
- Use of ORF assessment tool.

Carry out inquiry into SRSD (Self Regulated Strategy Development) programme with the view to rolling out with whole staff in 2027.

Continue to run tier 2 intervention in the Literacy Centre.

Provide support for our tier 3 students through targeted intervention provided by Learning Assistants.

Continue to use the BSLA (Better Start Literacy Approach) Structured Literacy Programme in Phase One.

Continue with the 'Top Teaching Tasks' and 'The Write Lesson' programmes in Phase Two.

Annual Target/Goal 1.2b: Government Priority.

Better approach to teaching numeracy. Implementing evidence-based instruction in early numeracy.

Aspiration: Our teachers will use proven, evidence-based methods to ensure every student masters (at their expected level) the essential building blocks of numeracy. By aligning our instruction with the science of learning, we are empowering every child to become a confident, fluent reader and writer.

Actions

Start a Maths Hub tier 2 intervention programme x4 days a week.

Implement Numicon Programme for 5 year olds.

Implement Oxford Maths Programme for Year 1-6.

- Ongoing professional development for teachers in the use of Oxford Maths.

Annual Target/Goal 1.3: Government Priority.

Smarter assessment and reporting: Implementing consistent modes of monitoring student progress and achievement.

Aspiration: We are committed to establishing consistent, data-driven monitoring across all classrooms to ensure every student's growth is seen and supported. By using these insights effectively, our teachers will provide the precise instruction needed to unlock each child's full potential.

Actions

Begin using the SMART Assessment Tool, twice yearly, with the view to embedding it in 2027.

Implement the ORF (Oral Reading Fluency) Assessment Tool.

Implement Oxford Maths Programme ongoing assessment.

Continue to use existing assessment tools including running records, phonics checks, that give accurate and useful data.

Inquire into AI assessment tools for literacy.

Report twice yearly to parents as per Government mandates and requirements.

Annual Target/Goal 1.4: Government Priority.

Greater use of data: Using data and evidence to drive consistent improvement in achievement.

Aspiration: Our teachers will use data and evidence to ensure every instructional decision drives consistent growth in student achievement. By turning insights into action, we are creating a culture of excellence where every child's progress is accurately mapped and supported.

Actions

"Our school has structures in place to ensure the use of high-impact assessment practices. We measure the impact these practices have and use it to inform our school-wide planning."
(School Leader Rubric for Assessment)

"We work together to build our data knowledge and practices. Our competency is growing, and we have confidence in managing, interpreting and using data to notice students' levels of proficiency."
(School Leader Rubric for Assessment)

"Our school collects classroom evidence of learning from a variety of sources and in a variety of forms. It is stored in a way that makes it accessible. We often share it and use it to discuss how to improve student learning across our teams and the whole school."
(School Leader Rubric for Assessment)

"When planning my teaching, I regularly use assessment information to notice and recognise the impact my teaching has on student knowledge building and proficiency. When I notice that expected progress is not occurring, I consistently adapt my teaching to explicitly address essential knowledge and practices from the sequenced progressions of the knowledge-rich curriculum so that future learning is not compromised."
(Teacher Rubric for Assessment)

"I regularly communicate progress and achievement information to parents and whānau in a variety of ways, both written and face to face. I often seek opportunities for parents and whānau to learn about, participate in, and contribute to the assessment and reporting practices."
(Teacher Rubric for Assessment)

" I confidently analyse and use data. I frequently use the evidence with colleagues to plan my own learning based on needs we have

identified from our student evidence sources.”
(Teacher Rubric for Assessment)

Annual Target/Goal 1.5: Government Priority.

To raise levels of attendance in line with Government aspirations.

Aspiration: For every child, who is able to, to attend school regularly.

Actions

Implement our [2026 Attendance Management Plan](#)

Local Curriculum

Annual Target/Goal 1.6: Vision and Values:

Aspiration: The Knighton Way is a living document and something all people aspire to live by.

Actions

Kaiako continue to embed and integrate the values and dispositions of The Knighton Way into everyday life at school.

The values and dispositions of The Knighton Way are communicated in school newsletters and class letters throughout the year.

Annual Target/Goal 1.7: Organisational Culture and Hauora:

Aspiration: All staff and students have a sense of wellbeing and fulfilment in their workplace.

Actions

Continue to use the MITEY resource throughout the school to support the Health and Physical Education curriculum objectives.

Continue to use the Hauora Hub as a trauma informed space for hybrid programmes.

Annual Target/Goal 1.8: Inclusive Learning: Culturally Responsive Pedagogy

#1 Te Reo and Tikanga Māori;

#2 Multi cultural:

Aspiration:

Our actions and pedagogy give effect to Te Tiriti o Waitangi

All staff, students and community have a sense of belonging and are able to learn in an authentic and culturally appropriate way.

Actions

Embed the explicit teaching of te reo Māori in all classes M-Th for 30 minutes a day as per the [KNS Te Reo Māori Vision statement](#).

Set up and run Kapa Haka for mainstream tamariki and Te Hihiri.

Continue with the explicit teaching of Aotearoa Histories.

ENGAGING OUR COMMUNITY

Annual Goal 2.1:	<p>Relational dialogue: Aspiration: There is open, respectful and useful dialogue between school and the community.</p>
Actions	<p>Continue with Individual teacher liaison with parents - both informal (i.e. day-to-day interactions) and formal (parent conversations)</p> <p>Full school wide information on our website (regularly updated) and prospectus</p> <p>Continue the pre school visit programme</p> <p>Effective use of social media and school app to share events, updates and highlights Continue with Learning Community Hub whether funded or not by the MoE.</p>
Annual Goal 2.2:	<p>Communicating learning: Aspiration: Communication of learning between kaiako, ākonga, and whanau is reciprocal and useful.</p>
Actions	<p>Report twice yearly to parents as per Government mandates and requirements.</p>
Annual Goal 2.3:	<p>Partnering with the wider community: Aspiration: Relationships between the school and community add to the 'life' of the school.</p>
Actions	<p>Faculty of Education and Te Wānanga o Aotearoa</p>

	<p>Plan and implement targeted PD sessions in situ for students</p> <p>Give staff the opportunity to complete Mentoring and Coaching papers in school</p> <p>Attend grad programme meetings including: CUSP/Kakano Rua meetings, ITE advisory meetings, and NAMSA meetings and conference</p> <p>FoE to provide extra supports for International Students</p> <p>Ngāti Wairere and Ngāti Haua</p> <p>Tipu ake group working towards waharoa for the māra</p> <p>Education Support Agencies</p> <p>Maintain our use of external education support agencies to help support students who need extra resourcing.</p> <p>Continue using the Attendance strategy using the Kahui Ako.</p>
--	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

School Strategic Goal 3
EFFICIENT AND EFFECTIVE PLANNING FOR SUSTAINABILITY AND GROWTH (SYSTEMS AND INFRASTRUCTURE)

Annual Goal 3.1:	Quality Management systems: Aspiration: All Management Systems enable the school to run in an effective way.
Actions	Use the annual self review schedule Continue to use the new Furniture Replacement Plan.

Annual Goal 3.2:	Personnel: Aspiration: The school attracts and retains high quality staff.
Actions	Attract, appoint, develop and motivate the very best staff available (both teaching and non-teaching roles) To provide a high quality, personalised and responsive induction programme for all new staff and Provisionally Registered Teachers with a high-quality support programme

Annual Goal 3.3:	Property / Learning Environment: Aspiration: Provide a school environment that is safe, attractive, welcoming and well maintained
Actions	Continue to have fortnightly property meetings with the property committee to review projects and maintenance. Work with MoE on pool fencing upgrade for high needs child. Monitor and manage cyclical maintenance plan. Upgrade the existing security system so security and fire are all on the one system.

	Apply to MoE for an extra classroom space due to roll growth over the last three years.
--	-----------------------------------------------------------------------------------------

Annual Goal 3.4:	Finance: Aspiration: To carefully manage school finances, budget allocations to maximise the use of financial resources
Actions	<p>Prepare annual budget</p> <p>Ensure all financial management systems are safe and effective</p> <p>Continue to ask budget holders to provide a 'wishlist' in term 3 for the following year's budget.</p> <p>Continue to use financial support services from SRN. Have twice termly meetings with the accountant from SRN to go over accounts and general financial position.</p> <p>Move to cashless system.</p>

Annual Goal 3.5:	Policy and procedure: Aspiration: All policy and procedures are known, understood , and relevant to the effective running of the kura.
Actions	Use school docs as platform for school policies and procedures.

Annual Goal 3.6:	Health and Safety:
------------------	---------------------------

	Aspiration: To ensure an environment which is safe
Actions	<p>Continue to use EOTC forms.</p> <p>Check for and minimise potential for physical hazards</p> <p>Evacuation drill/practice year overview incorporating fire, earthquakes, lockdowns</p> <p>Monitor traffic safety plan</p> <p>Continue the Health and Safety Committee</p>

Annual Goal 3.7:	Legislation and compliance: Aspiration: To fully comply with all regulatory and legislative requirements
Actions	<p>All returns completed to MOE: March 1st/July 1st roll returns</p> <p>Monitor legislation and make any changes necessary</p> <p>Charter/Strategic Plan submitted to Ministry of Education</p> <p>Teacher Registrations; Evacuation drills; Police vetting; Attendance; Vaccination registers</p> <p>Open correct number of half days, hours of instruction</p>

Annual Goal 3.8:	Governance and self review: Aspiration: To ensure effective governance practices are in operation
------------------	--------------------------------------------------------------------------------------------------------------------

Actions	<p>Ongoing Self-review of our policies and procedures with focus on:</p> <ul style="list-style-type: none">➤ Raising student achievement➤ Improving school systems➤ Responding to changes in legislation➤ Ensuring policies fulfil their purpose <p>Continue to use School Docs for all policy and procedure.</p> <p>All supporting procedures are up to date.</p>
----------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------