



Mahere Rautaki / Strategic Plan 2026 - 2028

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This Mahere Rautaki (Strategic Plan) explains what we intend to do over the next three years to improve student outcomes. It outlines key goals, targets and initiatives for improvement, which in turn guide resourcing priorities. It provides an important means for involving the school community in setting the school's direction.

Our school is located in Kohimarama and caters for students from Years 1 to 8. Our roll of 783 students (as at 01 March 2026) shows increasing cultural diversity, with approximately 30% of students speaking more than one language. The School employs 78 staff and engages with a range of local educational and service organisations to deliver the curriculum and extra-curricular learning opportunities for students.

Consultation process:

St Thomas's School Documentation Review, Community, Staff, Board of Trustees. This Strategic Plan was ratified by the Board of Trustees on 17/03/2026 and will be submitted to the Ministry of Education by 31/03/2026.

Board of Trustees Chairperson: Arapeta Albert

Date: 17/03/2026



A Story of Success and Support

The August 2025 Education Review Office (ERO) External Evaluation Report states:

- "The school provides a welcoming, inclusive environment where students are well-supported to participate in a range of activities and integrate into the school's community. Thorough policies and processes for monitoring and responding to student wellbeing and academic progress are in place."
- "Learners experience high levels of success and make excellent progress; outcomes are similarly high for all groups."
- "Learners benefit from excellent quality teaching practice that improves progress and achievement in reading, writing and mathematics."

A Rich Curriculum for All

- "Learners have rich opportunities to learn across the breadth and depth of the curriculum."
- "Learners with complex needs are well supported to achieve their education goals."

A Safe and Inclusive Environment

- "The school successfully promotes learners' engagement, wellbeing and inclusion."
- "All staff promote a safe and inclusive learning environment that supports physical and emotional wellbeing, ensuring all learners feel valued, respected and can thrive."

Leadership That Inspires

- "Senior leaders, staff and the School Board have high expectations for all learners to be successful."
- "The school board and leadership use a wide range of achievement and engagement data to inform decision making and equitably allocate resources to support all learners."
- "A robust cycle of internal evaluation ensures that the school is continuously reflecting, reviewing and improving its practices to meet the needs of all learners."

Progress and Achievement

- "The school is meeting Government reading; writing and mathematics and attendance targets set for 2030."
- "Assessment information is used well to adjust teaching practices to ensure ongoing improvement in teaching and student progress."

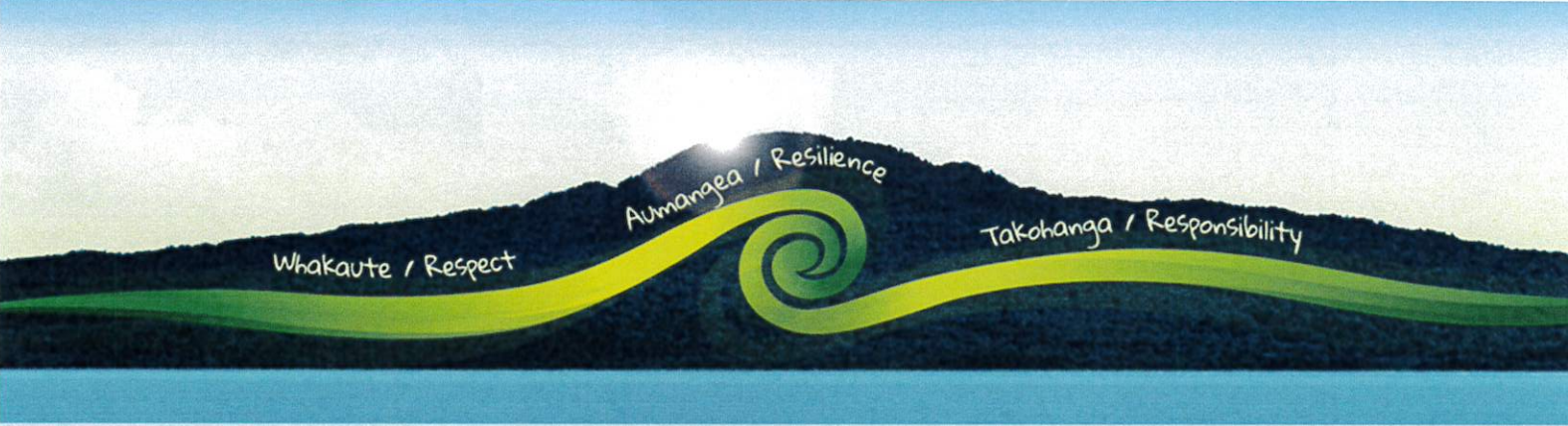
Welcoming the World

- "St Thomas School has high quality processes for the provision of pastoral care of international students."
- "The school provides a welcoming, inclusive environment where students are well-supported to participate in a range of activities and integrate into the school's community."

The Heart of the Matter

- "All staff promote a safe and inclusive learning environment that supports physical and emotional wellbeing, ensuring all learners feel valued, respected and can thrive."

Nga Whanonga Pono / Values Overview



Well prepared for an ever-changing world, the St Thomas's School Learning Community is:

- **Whakaute / Respect**
Valuing who we are as individuals, welcoming of diversity in others and caring for our environment.
- **Aumangea / Resilience**
Ambitious, persistent in overcoming challenges and driven to be the best we can be.
- **Takohanga / Responsibility**
For ourselves, and for our connection to those around us.

We live these values to successfully play our part in the world.

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Changing Learning for a Changing World



Whāinga Rautaki (Strategic Goals) 2026-2028

1. Ako / Teaching & Learning

- ▶ Our students and staff experience success across an extensive curriculum.

2. Taiao / Environment

- ▶ We provide a safe, high-quality environment that supports diverse learning styles and connects us with each other and nature.

3. Kaitiakitanga / Future Sustainability

- ▶ We practice effective stewardship to ensure a sustainable economic future for the benefit of all students.



Nga Whāinga (Strategic Objectives) 2026-2028

1. Ako / Teaching & Learning

1. Provide dynamic academic programs that accelerate student learning.
2. Foster a learning culture that improves student outcomes.
3. Strengthen whānau engagement through effective reporting and connections.
4. Maintain a staff development culture to support career success and retention.

2. Taiao / Environment

1. Evolve our school culture to celebrate diversity and enhance student belonging.
2. Enhance our facilities to provide a leading learning environment.
3. Use innovative technologies to enrich learning, foster future-focused skills and ensure equitable access to digital resources.

3. Kaitiakitanga / Future Sustainability

1. Foster strong governance for leadership continuity and success.
2. Maximise economic outcomes to benefit our school community.
3. Use resources to attract and retain high-quality staff.

Annual Implementation Plan Overview 2026

1. Ako / Teaching & Learning

1.1 Deliver rich and responsive academic programmes that accelerate student learning

- 1.1.1 Refreshed curriculum implementation
- 1.1.2 Research the International Baccalaureate (IB) Programme and evaluate potential for St Thomas's School

1.2 Enhance our culture of learning to support student outcomes

- 1.2.1 Special Education Needs review implementation
- 1.2.2 Mitey programme implementation

1.3 Ensure whānau engagement through effective reporting and connection to learning

- 1.3.1 Update reporting to parents to reflect govt. mandated assessment changes
- 1.3.2 Involve community in new teaching and learning practices

1.4 Maintain a staff development culture to support career success and retention

- 1.4.1 Provide effective staff professional development
- 1.4.2 Ensure a variety of opportunities for leadership

2. Taiao / Environment

2.1 Continue to evolve our school culture to represent and celebrate our diverse student backgrounds and enhance student belonging

- 2.1.1 Strengthen school transition points (ECE to school and school to college)
- 2.1.2 Further develop school-wide cultural practices

2.2 Continue to enhance our physical assets to create a leading New Zealand learning environment

- 2.2.1 5YA improvements
- 2.2.2 Specialist teaching facilities upgrade
- 2.2.3 Outdoor learning spaces

2.3 Continue to use innovative technologies to enrich teaching and learning, ensuring development of future-focused skills and equitable access to digital resources

- 2.3.1 SNUP and data cabinet upgrade
- 2.3.2 Refresh guidelines for community use of new digital technologies

3. Kaitiakitanga / Future Sustainability

3.1 Enhance our governance opportunities to improve succession and support strong and consistent leadership

- 3.1.1 Promote board membership to ensure continuity and succession
- 3.1.2 Develop robust induction framework for new board members

3.2 Improve economic outcomes to maximise benefits for our school community

- 3.2.1 International student programme
- 3.2.2 Explore other avenues for income

3.3 Ensure we utilise resources to continue to attract and retain high quality staff to our community

- 3.3.1 Upgrade staff facilities and resources
- 3.3.2 APTEC programme

Cultural Diversity at St Thomas's School

Including specific reference to Te Ao Māori and Pasifika

Cultural Diversity

St Thomas's School acknowledges Aotearoa, New Zealand's unique cultural diversity and values the histories, traditions and beliefs of all its peoples.

Bicultural Partnership

St Thomas's School acknowledges the principles of Te Tiriti o Waitangi, The Treaty of Waitangi and the bicultural foundations of Aotearoa, New Zealand. The school will continue to develop an understanding of Te Ao Māori, including tikanga and kawa Māori and Te Reo Māori. This will include developing a stronger relationship with our local iwis, Ngāti Whātua o Ōrākei and Ngāti Paoa, and utilising the expertise and environment of our local Ngāti Whātua o Ōrākei and Ruapōtaka Maraes.

Tikanga and Kawa Māori*

St Thomas's School will incorporate Tikanga Māori into the school's curriculum by:

- Using the strengths of teachers and visiting experts
- Having dual signage, art and artefacts in the physical environment
- Welcoming manuhiri (guests) and new whānau to our school in a culturally appropriate manner
- Acknowledging annual celebrations including Matariki and Te Wiki o te Reo Māori, Māori Language Week
- Creating a garden area of native plants suitable for raranga (weaving) and rongoā (medicine)
- Have school-wide kapa haka rōpū (groups)
- Selecting a karakia for our school to use at the start of the day or to begin a hui
- Singing our school waiata during assemblies and cultural events

Te Reo Māori**

St Thomas's School will incorporate Te Reo Māori into the school's curriculum by:

- Classrooms and shared spaces having visible greetings, commands, labels and calendar in Te Reo Māori
- A school-wide expectation for Te Reo Māori instruction in the classroom to be set including Te Reo Māori vocabulary across curriculum areas
- Promoting the correct pronunciation of all Te Reo Māori words

Aotearoa NZ Histories 2026

St Thomas's will continue to implement the Aotearoa NZ Histories curriculum in all classrooms by:

- Informing staff of the expectations
- Locating resources to support the teaching of these expectations
- Organising relevant Professional Learning and Development for supporting teachers to deliver Aotearoa NZ Histories expectations to students
- Include connections to Ōrākei and Ruapōtaka Marae

Pasifika

St Thomas's will support our Pasifika learners by:

- Continuing to monitor the progress of Pasifika students as a separate group (e-AsTTle, Termly Assessments, OTJs, Kāhui Ako initiatives)
- Establish targets for Pasifika students and report on these at key stages during the year.
- Encourage Pasifika whanau engagement throughout the year (e.g. sasa teaching, sports involvement, cultural day, in-class expertise shared).

Community


St Thomas's School will ensure a relationship with our Māori and Pasifika communities is strengthened by:

- Consulting with our Māori and Pasifika learners and whānau to help identify ways the school can support learners and whānau to feel valued as Māori and/or Pasifika
- Talking with whānau about ways to ensure all Māori and Pasifika whānau are welcomed into our school
- Finding opportunities that allow St Thomas's School and the local Ngāti Whātua o Ōrākei and/or Ruapōtaka Maraes to collaborate together
- Offering regular opportunities for whānau engagement
- Curriculum reports to the Board of Trustees (BoT) on literacy and numeracy contain specific reference to the achievement of Māori and Pasifika learners

**Correct procedure, custom, habit, lore, method, manner, rule, way, code, meaning, plan, practice, convention, protocol - the customary system of values and practices that have developed over time and are deeply embedded in the social context.*

Taken from māoridictionary.co.nz

***The Māori Language*



Moana Arapata, Albert
presiding Member
19.3.2026