Central Regional Health School Strategic Plan

1 January 2024 - 31 December 2025

Manaakitanga - Whakamana - Pono - Whanaungatanga - Ākina

Central Regional Health School

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Information informing this plan (7b/7c):

This strategic plan has been collaboratively crafted through consultation with our community, including ākonga, whanau, kaiako, and various stakeholders. The Board of Trustees, working closely with the senior leadership team, has pinpointed the core themes, aspirations, and opportunities for enrichment and growth within our kura. These insights have shaped the strategic direction and priorities outlined in this plan.

Strategic Goal (71b):	Actions (7e,7f): *Define one to three high level tangible steps for each strategic goal to inform the annual targets.*	Success (7g): *Define what you expect to see at the end of two years*	NELP & Relevant Strategies (7di,ii,iii):
Mana enhancing curriculum that promotes educational equity and empowers ākonga to strive for excellence.	• Engage kaiako, senior leaders, and support staff in high quality, impactful, curriculum focused professional development & mentoring. • Celebrate the cultural identity of ākonga through learning, language, and engagement	• Agile & responsive school curriculum that is reflective of the aspirations of our community, and the curriculum refresh. • Kaiako who are well supported and empowered, confident, and capable of delivering impactful programmes of work. • Curriculum and learning that is rich with language and culture.	NELP 2, 3, 4, 5, 6, 7 Ka hikitia –Te Kanorautanga –Te Tuakiritanga –Te Rangatiratanga Te Mātaiaho
To empower ākonga on their journey.	• Engage kaiako, senior leaders, and support staff in high quality, impactful professional development, support, and or/mentoring to enhance their wellbeing and the wellbeing of ākonga and whānau. • Ensure the cultural identity of ākonga and kaiako is valued and visibly woven into the fabric of school life. • Work alongside stakeholders to support ākonga, to effectively reintegrate into mainstream education, pursue vocations, or transition into the workforce.	• Kaiako who are well supported, empowered, & confident to support the diverse needs of ākonga. • Ākonga who feel supported and empowered on their personal journey. • The cultural identity of Ākonga and kaiako is embedded within the kura. • Ākonga and kaiako feel valued and have a strong sense of belonging. • Strong partnerships and a shared understanding of best practice. • Ākonga who are supported to thrive throughout their journey.	NELP 1, 2, 6, 7 Ka hikitia –Te Whānau –Te Tangata –Te Kanorautanga Te Mātaiaho – Vision for Young People
Organisational systems are high functioning and effective	▪ School wide systems are reviewed and changes planned strategically ▪ Systems and tools are analysed considering effectiveness and efficiency to support core business	• Administrations functions have been reviewed and a strategy planned for changes • A shared understanding with senior leadership for what systems best support effective functioning	Objectives 3 & 5

Strategies for giving effect to Te Tiriti o Waitangi (7fi,ii,iii):

Fostering genuine relationships with mana whenua and Māori whanau
Underpinning curriculum and hauora PLD with culturally responsive best practice, tikanga, and te ao Māori values
Where possible, ensure that key documentation is in Te Reo Māori and English

Awhi mai, awhi atu – tautoko mai, tautoko atu

Working in partnership and through innovation we enrich hauora, embrace diversity, and inspire quality continuous individualised learning.

Central Regional Health School Annual Plan 2025

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Strategic goal: Mana enhancing curriculum that promotes educational equity and empowers ākonga to strive for excellence.	Annual Target: 1.1 A school-wide approach to the NZ Curriculum is developed, kaiako are supported to be adaptive and dynamic through planned professional development

Action	Resources	Evidence/Measures of success	Timeframe	Personnel	Mid year review: Achieved ✓ Working towards ➡ Next Steps
MoE curriculum changes are engaged with and support provided for all staff to develop understanding and confidence in delivering these	Funding to run curriculum days Funding for external providers	Staff have engaged in professional learning Staff needs are evaluated through the year and responded to	End 2025	DP (CUR) Kaiako	
A school wide curriculum document is developed that captures our approach to delivering the NZC	Time	A curriculum document is published outlining CRHS approach to delivering the NZC	May 2025	DP (CUR)	
A professional development plan for staff is developed and actioned	Time Funding	A plan is developed and published Any changes made are in line with school targets	February 2025	DP (CUR)	

Tahi

Strategic goal: Mana enhancing curriculum that promotes educational equity and empowers ākonga to strive for excellence.	Annual Target: 1.2 A school-wide focus on te reo and tikanga māori

Action	Resources	Evidence/Measures of success	Timeframe	Personnel	Mid year review: Achieved ✓ Working towards ➝ Next Steps
An action plan to develop the confidence and competence in Te Reo	Time	Each site has an action plan for engagement in professional development. Action plan implemented	End 2025	DP (CUL) Kaihapai ahurea TL's	
Cultural competencies and inclusive practices enable ākonga culture and accessibility needs to be met	Time Funding for Niho Taniwha	A cultural competencies matrix has been developed. Staff use this to set learning goals Niho Taniwha program has been provided for staff	End 2025	DP (CUL) Kaihapai ahurea Kaiako	
Kaiako engage in school-wide whakawhanaungatanga and collaboration to develop and harness the collective expertise and skills of the staff team	Time	Language weeks are engaged with and celebrated Tikanga is followed at site and school events Tataiako has been considered in QPE review	End 2025	DP (CUL) Kaihapai ahurea Kaiako	

Tahi

| | | | | | **Strategic goal 2:** To empower ākonga on their journey. | **Annual Target:** 2.1 In consultation with partners, analyse systems and adapt to aspirationally seek the best outcomes for akonga. |

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Action	Resources	Evidence/Measures of success	Timeframe	Personnel	Mid year review: Achieved ✓ Working towards ➡ Next Steps
Tailored opportunities for student engagement (in person) with teachers and support staff are maximized, organisational capability is developed to significantly reduce waitlists	Funding to enable TL's to visit other health school sites Funding to enable TL's to engage with TL's from other health schools	A variety of approaches have been trialled and successes developed into models of delivery Models of delivery are able to provide for student needs and waitlists are significantly reduced or non-existent	June 2025	SLT DP (OPS) TL's Kaiako	
Ensure equity in access to education by clarifying how we apply the RHS guidelines	Time	A clear understanding across the school as to how we manage referrals into our kura	End 2025	SLT TL's	
Maintain or develop relationships with, and then engage with stakeholders to quantify the need for health school services	Time	Stakeholder voice has been considered, barriers to access identified, recommendations made to inform future development	June 2025	SLT DP (CUL) DP (OPS) TL's	
Student voice is captured and responded to feedback	Time	A system is developed to capture student voice to inform best practice	April 2025	DP (OPS)	
Individual learning needs are considered and support provided for staff to grow as practitioners	Time Staff development sessions	Development opportunities have been provided	End 2025	Learning support TL	

Rua

	Strategic goal 3: Organisational systems are high functioning and effective	Annual Target: 3.1 Systems and processes to support the one-school approach are defined, developed and implemented.

Action	Resources	Evidence/Measures of success	Timeframe	Personnel	Mid year review: Achieved ✓ Working towards ➡ Next Steps
Deploy schoolwide HSW systems and platform	Funding - External provider Funding - Digital platform	Needs analysis is complete, risks are identified. New system in place and staff are trained on its use	End 2025	Business Manager, SLT, TL's	
Establish a strategic development plan for the IT network	Funding - External review and advice	A report with analysis and suggested actions	June 2025	Business Manager	
Implement regular user training for the IT network and associated platforms	Funding - External providers scoped and one engaged. Sessions offered to staff.	Support has been provided and engaged with	End 2025	Business Manager, SLT, TL's, Kaiako	
Refresh the CRHS brand, website and external communications	Funding – external provider	Branding and website has been developed. Branding plan is implemented.	End 2025	Business Manager, Principal	
Develop annual management activity plan to drive and direct operational activity	Time	Annual management activity plan is in place and effectivly used	Term 1, 2025	Business Manager, Principal	
Financial management is improved through multi-level ownership.	Time	Systems are enhanced and senior and middle leadership are engaged	End 2025	Business Manager, Finance Manager, SLT, TL's	
Become data enabled for better decision-making	Funding – External contractor	Systems are in place to support data driven decision making	End 2025	SLT, Business Manager	
Strategic and sustainable asset planning is developed and implemented	Time	Asset management system is in place	End of 2025	SLT, Business Manager	

Toru