



BIS Draft Strategic Plan 2026 – 2028

Vision Statement:

Leading excellence in Intermediate school education

Strategic Goals	What is the desired outcome?	How will we achieve or make progress towards our strategic goals?	How will we measure success?
Excellence in Learning & Consistent Practice	<ul style="list-style-type: none"> Exceed government mandated achievement targets in reading, writing and maths Learners consistently achieve at or above national expectations. Sustain clarity and structure of lessons in all subject areas 	<ul style="list-style-type: none"> Establish and embed an essential practice model across the school Establish explicit engagement norms in all classrooms by the end of 2027 Align practice norms with cognitive load theory and the principles of instruction Review and refine all curriculum overviews by the end of 2027 Embed and sustain recommendations from ESOL/enhancement review 	<p>Start and end of year assessments, including:</p> <ul style="list-style-type: none"> PAT mathematics, reading comprehension, vocab, punctuation and grammar e-asTTle Mathematics and reading Formative assessment practices Progress tracking
Wellbeing & Belonging	<ul style="list-style-type: none"> All learners feel safe, connected and valued BIS leads the way in inclusive, evidenced based wellbeing approaches nationally. 	<ul style="list-style-type: none"> Communicate curriculum changes and approach to wellbeing programmes annually Pilot wellbeing programmes in 2027 Pilot weekly pulse surveys through LineWise Launch wellbeing speaker series Implement attendance management plan 	<ul style="list-style-type: none"> 85% of students reported feeling safe and connected to one trusted adult 20% increase in satisfaction of individual wellbeing through surveys
People & Culture Retain, Grow, Recognise	<ul style="list-style-type: none"> High performing, well supported staff Recognition and retention drive consistency and innovation Leadership pathways developed and communicated. 	<ul style="list-style-type: none"> Personal professional development plans for aspiring and middle leaders Targeted PLD in Te Reo, literacy and maths and digital AI Clear leadership pathways for identified staff Development of staff wellbeing and retention initiatives 	<ul style="list-style-type: none"> Staff retention improves Increase of staff identified and developed through leadership pathways
Student Voice, Agency & Engagement	<ul style="list-style-type: none"> Celebrate ethnic diversity through celebrations and specific events Increased student led initiatives that foster inclusion and leadership. 	<ul style="list-style-type: none"> Specific cultural events and language weeks Equity audits for sports and extracurricular access Staff PD on inclusive practices Metrics like participation rates across demographics 	<ul style="list-style-type: none"> Parent feedback through pulse surveys Feedback from students Improved participation rates in sports
Partnerships & Learning Environment	<ul style="list-style-type: none"> Strong whanau, family and iwi partnerships. All environments are modern and fit for purpose. 	<ul style="list-style-type: none"> Board to engage a cultural advisor Renovate and upgrade Learning Support Centre Systematic internal classroom upgrades Deliver on all 5YA projects: <ul style="list-style-type: none"> -roofing upgrades -toilet block renovations 	<ul style="list-style-type: none"> Parent communication satisfaction increases through pulse surveys Iwi engagement outcomes reported Property quick wins by the end of term 2