



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 mathsLearners 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 schoolEstablish explicit engagement norms in all classrooms by the end of 2027Align practice norms with cognitive load theory and the principles of instructionReview and refine all curriculum overviews by the end of 2027Embed 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 grammare-asTTle Mathematics and readingFormative assessment practicesProgress tracking
Wellbeing & Belonging	<ul style="list-style-type: none">All learners feel safe, connected and valuedBIS leads the way in inclusive, evidenced based wellbeing approaches nationally.	<ul style="list-style-type: none">Communicate curriculum changes and approach to wellbeing programmes annuallyPilot wellbeing programmes in 2027Pilot weekly pulse surveys through LineWiseLaunch wellbeing speaker seriesImplement attendance management plan	<ul style="list-style-type: none">85% of students reported feeling safe and connected to one trusted adult20% increase in satisfaction of individual wellbeing through surveys
People & Culture Retain, Grow, Recognise	<ul style="list-style-type: none">High performing, well supported staffRecognition and retention drive consistency and innovationLeadership pathways developed and communicated.	<ul style="list-style-type: none">Personal professional development plans for aspiring and middle leadersTargeted PLD in Te Reo, literacy and maths and digital AIClear leadership pathways for identified staffDevelopment of staff wellbeing and retention initiatives	<ul style="list-style-type: none">Staff retention improvesIncrease 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 eventsIncreased student led initiatives that foster inclusion and leadership.	<ul style="list-style-type: none">Specific cultural events and language weeksEquity audits for sports and extracurricular accessStaff PD on inclusive practicesMetrics like participation rates across demographics	<ul style="list-style-type: none">Parent feedback through pulse surveysFeedback from studentsImproved 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 advisorRenovate and upgrade Learning Support CentreSystematic internal classroom upgradesDeliver 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 surveysIwi engagement outcomes reportedProperty quick wins by the end of term 2