



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