

OWAIROA PRIMARY SCHOOL

STRATEGIC PLAN INITIATIVES

2026





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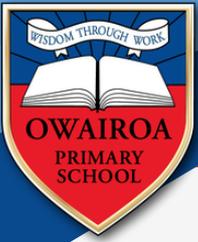
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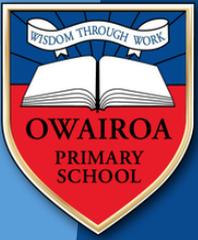
Owairoa Primary School Mission Statement

Our mission is to provide pathways to access challenging, stimulating, quality education that creates self-motivated, lifelong learners equipped for a changing world.

Owairoa Primary School Vision – Pathway to the Future

Our vision is to lead children along the pathway which prepares them for the future and challenges them to continually strive for new horizons.





Description of the School

Owairoa Primary School caters for a diverse school community welcoming enrolments of students from Years 0-6. It is a co-educational, contributing state school located at 85s Nelson Street, Howick, Auckland. The school has an Equity index number of 394 for 2026.

Owairoa Primary was officially opened in 1962 and initially comprised of twelve classrooms. Due to extensive roll growth, multiple classrooms have been added over the years. All of the three junior block have since been modernised, to meet modern building codes. More recently the Ministry of Education has funded a two storey eighteen classroom teaching space, the “Alan McIntyre Centre”, built near the Elliot Street access.

Owairoa Primary School facilities include a hall, library, swimming pool, astro turf and large sports field, four playgrounds including a fitness trail, sandpit, Chinese Garden and native bush walk. It also has an area designated for environmental studies which includes a fruit orchard, vegetable garden, worm farms, composting area and an area for Trees for Survival where students grow native seedlings to plant out annually in the community. The school also has specialist rooms for Science, Digital Dream Lab, Arts and Music. The school is well-equipped with modern teaching and learning resources including iPads in the Junior School and chromebooks for the Middle and Senior School classrooms.

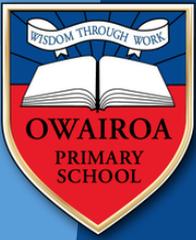
Popokotea Well Being Nest

Owairoa Primary has set up an initiative to implement a ‘Popokotea Wellbeing Nest’ within the school to make a significant and positive impact on student wellbeing, across the school. The programme has been in place since 2024, and has evolved to strengthen our holistic approach to supporting learners, fostering a culture where emotional safety, connection, and resilience are actively nurtured. The ‘Popokotea Wellbeing Nest’ has enhanced engagement, built self-regulation skills, and contributed to improved learning outcomes for students requiring additional support.

This initiative continues to reflect our commitment to creating a caring, inclusive environment where every child feels valued, supported, and ready to learn.

The Board generously funds this programme and the impact on learners has been amazing.





School Character



Our Mission, Vision and Values are at the forefront of all we do at Owairoa Primary School. Our values are integrated into the learning programmes and are covered across all year groups.

Owairoa Primary School has a strong 'family' ethos. It places a strong emphasis on student wellbeing and building partnerships with families. This was a key strength identified in our latest Education Review Office (ERO) school review.

Our school has a supportive School Board (formerly Board of Trustees) who bring a wide variety of skills and knowledge to their roles. The Board's overarching vision for the school is to "lead children along pathways that prepare them for the future" and to "challenge them to continually strive for new horizons".

The Parent Teacher Association is very active and provides numerous opportunities for students throughout the year, including school discos, movie nights, special lunch days and events for the wider community such as the 2024 inaugural "Give It A Go Day".

In the Junior and Middle School, classes are composed of students in the same year level whilst our Senior School has Year 5 and 6 composite classes. The school has numerous intervention programmes in action that cater for Tier 2 support (small group teaching for students that require additional literacy and numeracy support). The school programmes follow the refreshed National Curriculum guidelines. The school has a dedicated Special Needs Coordinator (SENCO). Outside agencies such as specialist education services are used when needed.

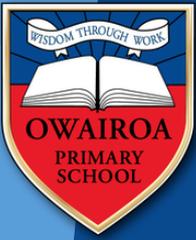
Our school has a very successful International Department which welcomes fee paying students from a range of countries to study at Owairoa Primary School. International Students are integrated well within the school community. They access quality pastoral care and education during their enrolment period. The school monitors and supports their wellbeing, progress and achievement and reports this to the School Board. Parents of International Students participate well in the school's 'Parent Class' programme which further supports their children's integration into the school.

Launchpad, a values based programme occurs weekly taken by a group of volunteers for students in Year 2-6.

A before and after school care programme is available to our students. The service operates on site daily from 7am to 6pm, and a holiday programme operates during each school holiday period.

Our school hosts a satellite class linked to Sommerville Special School.





School Community

The Owairoa Primary School community encompasses those people who have an active interest and involvement in the activities, fundraising, decision-making and general life of the school. It includes all the teaching and support staff, current students, their parents and caregivers, former students and their families, as well as families who have preschoolers who are pre-enrolled to attend Owairoa Primary School.

A strong partnership is maintained between the school and its' community. There is a positive community spirit, with strong family support. It is not uncommon for several generations of family members to have attended the school.

Many ethnic groups are represented in the school community and Owairoa Primary School embraces this multiculturalism. Students are encouraged to learn about other cultures and to celebrate those cultures' traditions and practices through numerous activities and opportunities at school.

Core Values and Beliefs

The 'School Values' of Respect (whakaute), Integrity (ngakau tapatahi), Self Esteem (whakaaro nui ako) and Excellence (hiranga) "(RISE)" are a living, integral part of life at Owairoa Primary School.

These sit alongside the 'Our Principals' and the 'Capabilities.' The capabilities encompass knowledge, skills, dispositions, values and attitudes, and are embedded within and across the knowledge and practices of each learning area.

The common capabilities across all learning areas are:

- communication
- relating to others
- self-management and self-regulation
- problem solving
- creativity

Staff at Owairoa Primary School model and encourage the school values for our students.

The table on the next page highlights what we believe is crucial to our school.





School Values



Owairoa Primary School Vision: **PATHWAY TO THE FUTURE**

Our vision is to guide children along the pathway which prepares them for the future and challenges them to continually strive for new horizons.

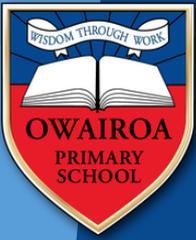
Our Key Approaches: Team Work, Innovation, Ethical Behaviour, Data and Research Analysis

We Value	Our Principles	Capabilities
<p>Respect/Whakautē</p> <ul style="list-style-type: none"> • for ourselves • our property • our whānau • our peers <p>Integrity/Ngakau tapatahi</p> <ul style="list-style-type: none"> • honesty • responsibility • accountability • ethical actions <p>Self-esteem/Whakaaro nui ako</p> <ul style="list-style-type: none"> • self confidence • decisiveness <p>Excellence/Hirangai</p> <ul style="list-style-type: none"> • behaviour • work • personal standards • aspirations <p>We will R I S E to the challenge</p>	<p>High Expectations</p> <ul style="list-style-type: none"> • Achieve personal excellence <p>Treaty of Waitangi</p> <ul style="list-style-type: none"> • Acknowledge Treaty principles • Acknowledge the bicultural foundations of New Zealand • Opportunity to acquire knowledge of Te Reo <p>Cultural Diversity</p> <ul style="list-style-type: none"> • New Zealand unique identity • Value the traditions and history of all people <p>Inclusion</p> <ul style="list-style-type: none"> • Inclusive curriculum which meets the individual needs of each student <p>Learning to Learn</p> <ul style="list-style-type: none"> • Learning through the Atol principles <p>Community Engagement</p> <ul style="list-style-type: none"> • Open doors • Connections and partnerships • Owairoa 'family' ethos <p>Coherence</p> <ul style="list-style-type: none"> • Broad education that opens up pathways to further learning <p>Future Focus</p> <ul style="list-style-type: none"> • Sustainability • Citizenship • Enterprise 	<p>Communication</p> <ul style="list-style-type: none"> • collaboration • building relationships • actively listening and participating • confidently and safely using digital tools <p>Relating to Others</p> <ul style="list-style-type: none"> • working productively together • acting with personal integrity and responsibility • respecting the views and opinions of others • demonstrating ethical and cultural understanding <p>Self-management and self-regulation</p> <ul style="list-style-type: none"> • the ability to navigate change and uncertainty • setting personal goals and reviewing them • managing behaviour in a range of situations • organising and planning how to go about a task • adapting strategies for success <p>Problem Solving</p> <ul style="list-style-type: none"> • identifying problems • justifying ideas • linking causes with consequences • critical thinking • testing solutions <p>Creativity</p> <ul style="list-style-type: none"> • enhances learning • enriches expression • supports future-focused thinking

Our Effective Learning Beliefs: We believe effective learning happens when:

- Learners are challenged and supported
- Learning is relevant, personalised and co-constructed
- There is a learning focused culture
- Students feel safe and happy
- Whanau play a key role in the learning community





Maori Learner Success

Owairoa has a focused commitment from the School Board, Senior Management and staff to ensure we:

- Seek to achieve equitable outcomes for Māori learners, and
- Take all reasonable steps to consider students to be taught, and to learn, in Te Reo Maori on request of their parents or immediate caregivers, and
- Take reasonable steps to ensure that the policies and practices for the school reflect New Zealand's cultural diversity
- Support Māori learners' progress and achievement at our school.

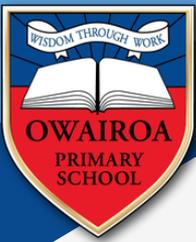
Māori learner success at Owairoa Primary School is supported where:

- The School Board, leaders and teachers know about and specifically support the aspirations of Māori learners and their whānau to achieve
- We set high expectations for attendance, progress and achievement
- We actively engage in respectful working relationships with Māori learners and their whānau - invitational, respectful, reciprocal relationships are evident
- The school affirms Māori learners and provides engaging, challenging and relevant content and curriculum that is progressive and paves the way to success and future learning and careers
- Teachers use evidence-based strategies that respond to each learner's diverse needs and reduce barriers to learning, so that every child, no matter their background or circumstances, can thrive
- The school is a place where students feel safe and included – a sense of belonging
- The School Board, leaders and teachers use a range of high-quality assessment information to look at what is working well for groups of learners – including Māori - and what they could do to improve their provision and success.

Our school works hard to make sure that these good practices are what children experience every day to endeavour to close the equity gap between Māori and non-Māori achievement.

We continue to get up every day to provide relevant, engaging learning for all children, that leads to success, in partnership with parents, whānau and community.





Cultural Diversity

Owairoa Primary School is culturally diverse, reflecting our community. Current ethnic compositions at Owairoa School (Feb 2026) include: 4% Māori, 5% Pasifika, 40% European, 34% Asian, 17% Other ethnicities. New Zealand's cultural diversity will be reflected at Owairoa Primary School from the students, School Board, Staff and Senior Management.

For Owairoa Primary School students this will mean:

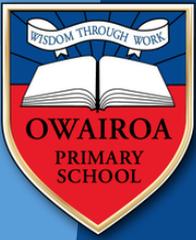
- accepting, valuing and actively engaging with all cultures in our student community
- experiencing Te Reo and Tikanga Māori in class lessons
- having the opportunity to participate in Kapa Haka or Pasifika groups over the school year

For Owairoa Primary School Board Members this will mean:

- ensuring inclusive learning practices foster a positive cultural understanding
- employing teachers and teacher aides to support our ELL and International Students
- encouraging consultation, engagement and practices to identify community expectations

For Owairoa Primary School Staff this will mean:

- valuing, acknowledging and celebrating all cultures by actively encouraging and providing an inclusive school culture and ethos
- our ELL programmes encompassing new language acquisition in a thematic based programme that is related to classroom learning
- encouraging parent consultation and engagement of our diverse cultural groups
- reporting on Māori and Pasifika student achievement regularly to the School Board and parents
- consulting with our Māori and Pasifika communities
- providing Professional Development in identified areas to meet teachers' needs
- different cultural perspectives are included in school programmes by celebrating language, customs and culture, through activities over the year



Equal Employment Opportunities

Our Equal Employment Opportunities policy ensures that all employees and applicants for employment are treated according to their skills, qualifications, abilities, and aptitudes, without bias or discrimination.

Owairoa Primary School maintains and complies with our school's Equal Employment Opportunities policy.

To achieve this, the School Board annually monitors compliance and:

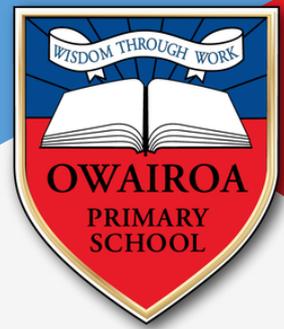
- appoints a member to be the EEO officer – this role may be taken by the Principal
- performs and reports on an annual EEO questionnaire
- shows commitment to equal opportunities in all aspects of employment including recruitment, training, promotion, and conditions of service
- recognises the value of attracting people from all possible sources of talent
- selects the person most suited to the position in terms of skills, experience, qualifications, and aptitude
- recognises the value of diversity in staffing (for example, ethnicity, age, gender, disability, hours of work, etc.) and the employment requirements of diverse individuals/groups
- ensures that employment and personnel practices are fair and free of any bias

Consultation Programme

Our Owairoa Primary School Community was consulted in relation to:

- Parent Consultation Surveys
- Health Education Curriculum
- South East Asian Community Hui
- South African Community Hui
- Korean, Taiwanese and Japanese Community Hui
- Policy Reviews (School Docs Annual Cycle)
- Wellbeing Surveys (students)

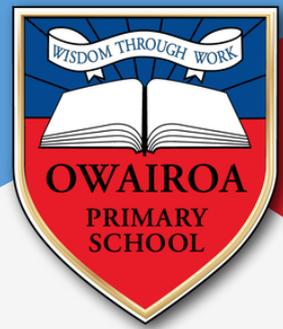




Owairoa Primary School Strategic Goals Overview

The Owairoa Primary School Strategic Goals have been developed from school reflections, community and teacher consultation, developing our local School Curriculum and using student data to inform our direction. This has also been the basis for our continued direction in creating opportunities for PLD and a sharpened focus for the school.

Strategic Goals	Intended Outcomes
<p>GOAL ONE: Responsive Curriculum</p> <p>To raise academic achievements for each student through the highest standards of teaching and learning</p>	<p>Students will progress and achieve at high levels across all aspects of their learning journey while at Owairoa Primary School</p>
<p>GOAL TWO: Professional Capability</p> <p>Through staff Professional Development, implement a responsive curriculum that provides inclusive and balanced educational programmes</p>	<p>Through targeted PLD, teachers will develop more skills, understanding and confidence to deliver learning opportunities that will further enhance learning outcomes and success for students.</p>
<p>GOAL THREE: Community Connections</p> <p>To strengthen school-community relationships to support learning pathways for students</p>	<p>Strong links are developed and sustained between the school and community with an emphasis of understanding and proactive partnerships to improve student outcomes</p>



Strategic Goal 1: Responsive Curriculum

To raise academic achievement for each student through the highest standards of teaching and learning

2026

1.1

Curriculum Implementation

Effectively integrate structured Mathematics and Statistics to raise student achievement

1.2

Curriculum Implementation

Effectively integrate structured English to raise student achievement

Outcome

Students will progress and achieve at high levels across all aspects of their learning journey while at Owairoa Primary School

Strategic Goal 2: Professional Capability

Through staff Professional Development, implement a responsive curriculum that provides inclusive and balanced educational programmes

2026

2.1

Teacher Professional Development

Professional Development and Learning (PLD) empowers teachers and aligns to school priorities and targets

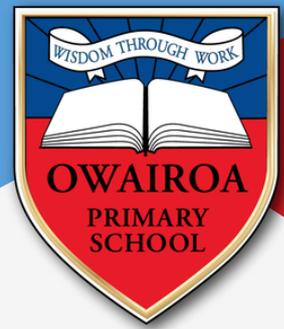
2.2

Professional Growth Cycle

Teaching staff to improve individual knowledge and skills through an inquiry into Mathematics and Executive Functions (EF)

Outcome

Through targeted PLD, teachers will develop more skills, understanding and confidence to deliver learning opportunities that will further enhance learning outcomes and success for students



Strategic Goal 3: Community Connections

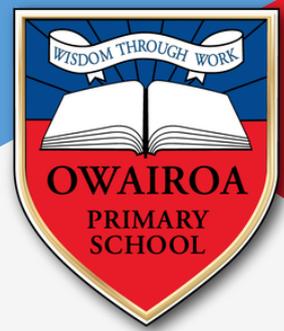
Strengthen school-community relationships to support learning pathways for students

2026	
3.1	<p>Community Engagement To engage and build meaningful and reciprocal relationships with the community to further develop and strengthen educational partnerships</p>
3.2	<p>School Attendance To raise student attendance levels at Owairoa by aligning to Ministry expectations</p>
<p>Outcome Strong links are developed and sustained between the school and community with an emphasis of understanding and proactive partnerships to improve student outcomes</p>	

Strategic Road Map

This map shows when the Strategic Goals will be prioritised and implemented

		2026			
		Term 1	Term 2	Term 3	Term 4
<p>Goal One: Responsive Curriculum To raise academic achievement for each student through the highest standards of teaching and learning</p>	1.1	Curriculum Implementation (Mathematics)			
	1.2	Curriculum Implementation (English)			
<p>Goal Two: Professional Capability Through staff Professional Development, implement a responsive curriculum that provides inclusive and balanced educational programmes</p>	2.1	Teacher Professional Development			
	2.2	Professional Growth Cycle (PGC)			
<p>Goal Three: Community Connections To strengthen school-community relationships to support learning pathways for students</p>	3.1	Community Engagement			
	3.2	School Attendance			



Owairoa Primary School Strategic Plan 2026

This plan highlights the school's strategic goals, what our focus will be and our annual targets

Strategic Goals	Focus	Targets	
<p>Strategic Goal 1: Responsive Curriculum</p> <p>To raise academic achievement for each student through the highest standards of teaching and learning</p>	<p>1.1</p>	<p>Effectively integrate structured Mathematics and Statistics to raise student achievement</p>	<p>To raise standards of achievement in Mathematics across the school</p>
	<p>1.2</p>	<p>Effectively integrate structured English to raise student achievement</p>	<p>To raise standards of achievement in English across the school</p>
<p>Strategic Goal 2: Professional Capability</p> <p>Through staff Professional Development, implement a responsive curriculum that provides inclusive and balanced educational programmes</p>	<p>2.1</p>	<p>Professional Learning and Development (PLD) empowers teachers and aligns to school priorities and targets</p>	<p>Through targeted PLD, teachers will develop skills, understanding and confidence in their teaching and learning programmes, to raise student achievement</p>
	<p>2.2</p>	<p>Teaching staff to improve individual knowledge and skills through an inquiry into Mathematics and Executive Functions (EF)</p>	<p>All teaching staff will undertake and complete an individual PGC inquiry by December 2026, focused on Mathematics and Executive Functions</p>
<p>Strategic Goal 3: Community Connections</p> <p>To strengthen school-community relationships to support learning pathways for students.</p>	<p>3.1</p>	<p>To engage and build meaningful and reciprocal relationships with the community to further develop and strengthen educational partnerships</p>	<p>Continue to develop relationships with parents from our varied community groups and report to parents on a regular basis</p>
	<p>3.2</p>	<p>To raise student attendance levels at Owairoa by aligning to Ministry expectations</p>	<p>Develop and implement an effective Attendance Management Plan (AMP) to raise student attendance</p>