



Lincoln High School

Te Kura Tuarua o Waihora

2024 Strategic Actions and Annual Implementation Plan



Strategic Actions

Strategic Goal 1: The Lincoln tikanga is strongly evident in the behaviour and attitude of all members of the school community.

Strategic Actions	Success (at the end of 2025)
The Lincoln tikanga is embedded in the school culture	LHS will achieve an 80% success rate with the annual external PB4L review. Students will feel safe (physically and emotionally) when at school. Those who feel safe all or most of the time will increase from 76% to 81% (2023 wellbeing survey)
Students and staff are committed to working effectively within the bicultural context of Aotearoa NZ	The visibility of te reo all or most of the time in the classroom will increase from 64% to 75% (2023 wellbeing survey) I see and hear my school supporting a te au Māori view: LHS supports a te ao Māori perspective will increase from 29% to 50% (2023 wellbeing survey)
Students have an understanding of, and respect, the cultures of the diverse peoples of New Zealand.	Provide opportunities to celebrate different cultures All students to feel they belong at LHS.
Sustainability: physical, social, cultural and economic awareness.	I have taken action in my community to support a sustainable practice. 88% have said "no, they have not"

Strategic Goal 2: Students achieve their personal best with their academic results.

Strategic Actions	Success (at the end of 2025)
At the end of Year 10, students will have made significant progress in Numeracy and Literacy (Reading and Writing).	1A: At the end of the Year 10 Numeracy programme there will be an 80% pass rate for those who sit the NCEA Numeracy co-requisite. 1B: At the end of the Year 10 Literacy programme: there will be: <ul style="list-style-type: none"> 75% pass rate in NCEA Literacy Writing (for those who sit) 85% pass rate in NCEA Literacy Reading (for those who sit)

The achievement of Māori and Pasifika students will be indistinguishable from the whole school	Pass rates for Māori and Pasifika students will be the same as all students for NCEA co-requisites, NCEA Level 2, NCEA Level 3, UE and endorsements.
Over 95% Year 12 students will achieve NCEA L2.	Over 95% Year 12 students will achieve NCEA L2.
NCEA Level 2 Endorsements will increase to 50%	NCEA Level 2 Endorsements will increase to 50%
The number of students that complete Year 13 with UE will increase to 85%.	The number of students that complete Year 13 with UE will increase to 85% (for those who are eligible).
Monitoring at risk students for improvement.	<ul style="list-style-type: none"> • Develop a more robust mentoring programme through Linc. • Continue the board-funded Flexible Learning Room.

Strategic Goal 3: Our community experience feeling good and functioning well at Lincoln High School

Strategic Actions	Success (at the end of 2025)
Students will experience a high level of satisfaction learning at LHS.	<p>There is a staff member at school who I know supports me. We will see an increase from 60% who say “Yes” to 80%. (2023 wellbeing survey)</p> <p>There is at least one staff member at school who I feel safe around and feel I can trust. We will see an increase from 80% who say “Yes” to 90%. (2023 wellbeing survey)</p> <p>I know how to get support for my education if I do not have what I need to be able to learn or participate. We will see an increase from 40% who say “Yes” to 75%. (2023 wellbeing survey)</p>
Staff will experience a high level of satisfaction working at LHS.	<p>We work in a safe and supportive environment. This will increase from 74% in 2023 to 80%. (TSP survey 2023).</p> <p>Teachers having difficulty helping students reach important academic and social goals are given good support. This will increase from 65% in 2023 to 75%. (TSP survey 2023)</p>
Staff are active and committed partners in the Ngā Mātāpuna o Ngā Pākihi Kāhui Ako, working to enhance learning	<p>Staff will actively engage in the Kahui Ako Conference Day in 2024 & 2025.</p> <p>Staff are committed to the Kahui Ako achievement challenges and WSL teachers engage with the ASL teachers where applicable.</p> <p>“How well is your CoL participation strengthening your own teaching practice” This will increase from 56% in 2023 to 70%. (TSP survey 2023).</p>

opportunities for all students.	
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Annual Planning

Strategic Goal 1: The Lincoln tikanga is strongly evident in the behaviour and attitude of all members of the school community.

Annual targets 2024	Actions	Personnel	Resource	Timeline
<p>Staff and students are committed to working effectively within the bicultural context of Aotearoa New Zealand.</p> <p>The visibility of te reo all or most of the time in the classroom will increase from 64% to 75%(2023 wellbeing survey)</p> <p>I see and hear my school supporting a te au Māori view: LHS supports a te ao Māori perspective will increase from 29% to 50% (2023 wellbeing survey)</p>	<ul style="list-style-type: none"> ASL Mana Ōrite to support staff and Board to increase knowledge and understanding. Present Māori Development Strategy to staff and whānau. Mātauranga Māori is weaved through all learning areas Provide time for teachers to increase confidence in using te reo Survey teacher confidence in using te reo in the classroom. 	<p>HOLAs</p> <p>DP Māori students</p> <p>ASL Mana Ōrite</p>	<p>Time</p> <p>Staff hui</p>	<p>Ongoing</p>
<p>Students have an understanding of, and respect, the cultures of the diverse peoples of New Zealand.</p>	<ul style="list-style-type: none"> Consult with Pasifika whānau. Celebrate Pasifika successes. Pasifika group formed at LHS Develop Pasifika Development Plan in consultation with whānau. Identify diverse cultural groups within the school. Celebration of different cultures at Whānau Fest Day. 	<p>Principal.</p> <p>DP in charge Pasifika.</p>	<p>Time.</p> <p>Connection to whānau outside of school.</p>	<p>Ongoing .</p>

Strategic Goal 2: Students achieve their personal best with their academic results.

Annual targets 2024	Actions	Personnel	Resource	Timeline
Over 95% of students will obtain NCEA Level 2 by the end of Year 12, including at least 50% obtaining a certificate endorsement.	<ul style="list-style-type: none"> • DP Māori and Pasifika students to monitor data throughout the year and put interventions in place to support students. And obtain indistinguishable results from whole school. • All staff to be aware of who their Māori & Pasifika students are in class. • HOLAs review and present to the board in February the data for Māori and Pasifika students. • Whānau hui and Fono to be held with whānau to support students. 	DP Māori and Pasifika students Principal Teachers HOLAs	Time Department reviews Staff hui	Ongoing
	<ul style="list-style-type: none"> • Linc teachers of Year 12 students to work with students to regularly review progress and check levels of achievement and attendance. • Review certificate endorsements for NCEA Level 2 (2020 was a baseline after the removal of NCEA Level 1). • Track & monitor 2024 NCEA L2 results including endorsement rates. 	DP for Linc & curriculum. Yr 12 & 13 Linc teachers. KAMAR expert. HOL Year 12-13.	Time. PD sessions. Staff hui Power BI	Ongoing.
	<ul style="list-style-type: none"> • Linc teachers of Year 9-13 students to work with students to regularly review progress and check levels of achievement and attendance. • Year level teams monitor progress 	SLT DP Curriculum	Time Support staff involvement	Ongoing

Strategic Goal 3: Our community experience feeling good and functioning well at Lincoln High School

Annual Targets 2024	Actions	Personnel	Resource	Timeline
<p>Staff will experience a high level of satisfaction working at LHS.</p> <p><i>“We work in a safe and supportive environment”</i></p> <p>- This will increase from 74% in 2023 to 80%. (TSP survey 2023).</p>	<ul style="list-style-type: none"> All staff will complete a wellbeing/TSP survey by the end of Term 3. The NZCER survey will be used for teachers and modified for support staff. Board informed of trends in exit interviews. Celebrate staff successes Staff will be supported and given opportunities for PLD. Professional learning teams will operate 5 times a year to facilitate learning for teachers. Teachers may select an area of interest and work in groups of 4 or more. Individuals may use this time to focus on external courses they are enrolled in. School continues to advocate for staff wellbeing and represent their voice at Ministry level as practicable. Systems will continue to be reviewed and renewed as needed to improve wellbeing outcomes for staff. Teachers having difficulty helping students reach important academic and social goals are given good support. This will increase from 65% in 2023 to 75%. (TSP survey 2023) – Classroom Practices Teams (CPT) will provide collaborative support for teachers and access to the SCT 	<p>AP to set up TSP survey</p> <p>SLT</p> <p>Staff</p>	<p>Time to review surveys</p> <p>Costs for PD</p> <p>Meeting Times on calendar.</p>	<p>Term 2-4</p> <p>Ongoing</p>
<p>Students will experience a high level of satisfaction learning at Lincoln High School.</p> <ul style="list-style-type: none"> <i>“There is a staff member at school who I know supports me.”</i> We will see an increase from 60% who say “Yes” to 80%. (2023 wellbeing survey) <i>“There is at least one staff member at school who I feel safe</i> 	<ul style="list-style-type: none"> The students will complete the school adapted LHS wellbeing survey in Term 2. Linc teacher training to ensure all are aware of what is required. Peer support activities for year 9 students Teachers communicating home. Linc teacher conferences Whānau- Kaiako meetings Linc activities Complete surveys about laptops, internet access, uniform. <p>House System:</p> <ul style="list-style-type: none"> House Co-ordinator oversees management of House Leaders (staff and students). Publish House Calendar so everyone is aware of the timing for events. Create House Signboard Co-ordinate House events with wider school and staff activities. 	<p>DP PB4L</p> <p>DP mentoring</p> <p>DP guidance</p> <p>SLT</p> <p>Guidance counsellors</p> <p>Teachers</p> <p>Teacher House Leaders and coordinator</p> <p>House Captains</p>	<p>Staff hui</p> <p>Monitoring of students</p> <p>Pupil assistance fund</p>	<p>2024-2025 ongoing</p>

<p><i>around and feel I can trust.” We will see an increase from 80% who say “Yes” to 90%. (2023 wellbeing survey)</i></p> <ul style="list-style-type: none">• <i>“I know how to get support for my education if I do not have what I need to be able to learn or participate” We will see an increase from 40% who say “Yes” to 75%. (2023 wellbeing survey)</i>	<ul style="list-style-type: none">• Liaise with WSL for Student Leadership to look at student leadership through the house system. • Complete surveys for laptops and internet and inform whānau about how to access support (laptops, uniform, course costs etc)			
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