

Statement of Variance and Progress Towards Annual Targets

(Note these were set for a two year time period, aiming to be achieved by the end of 2025)

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)	Outcomes	Target Met?	Explanation of Variance /Next Steps (If target not yet met)
The Lincoln tikanga is embedded in the school culture	LHS will achieve an 80% success rate with the annual external PB4L review.	Due to a change in review style, this cannot be directly compared to the success criteria for 2024.	N/A	However, evidence suggests this would have been met if the criteria remained the same.
	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 “ <i>who feel safe all or most of the time</i> ” has increased from 76% in 2023 to 80% in 2024.	N	Only 1% below target, pastoral team and SLT lead are following up with students to gain more understanding of what would make students feel safer at the school, so these can be acted upon.
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>Te reo is visible in my classroom all or most of the time</i> ” increased from 64% in 2023, to 65% in 2024.	N	Continue to work with HOLAs to review what this looks like in each learning area/space.
	I see and hear my school supporting a te ao Māori view: LHS supports a te ao Māori perspective will increase from 29% to 50% (2023 wellbeing survey).	“ <i>I see and hear my school supporting a te ao Māori perspective</i> ” increased from 29% in 2023 to 62% in 2024.	Y	

Students have an understanding of, and respect, the cultures of the diverse peoples of New Zealand.	Provide opportunities to celebrate different cultures.	Whānau fest – this occurred in week 5 of Term 3. This is a celebration of cultures across the school, with students encouraged to wear traditional cultural attire.	Y	
	All students to feel they belong at LHS.	Not able to accurately report on.	NA	Need to set clearer measures for success so accurate reporting is possible.
Sustainability: physical, social, cultural and economic awareness.	I have taken action in my community to support a sustainable practice increases. 88% have said “no, they have not”.	This has increased from 12% taking an action to 40%.	y	

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

Strategic Actions	Success (at the end of 2025)	2024 Outcomes	Target Met?	Explanation of Variance /Next Steps (If target not yet met)
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.	The pass rate for those who sat the Numeracy Co-requisite was 68%.	N	Introduction of new numeracy course in Year 10 for 2025 to increase the amount of Maths and Numeracy that is taught in Year 10. Kahui Ako ASLs to work with local primary school to build understanding of students' Numeracy skills earlier (ASL Numeracy).
	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) 	Students did not sit this exam in Year 10 in 2024.	NA	
	1B: At the end of the Year 10 Literacy programme: there will be: <ul style="list-style-type: none"> 85% pass rate in NCEA Literacy Reading (for those who sit) 	The pass rate for those that sat the Reading Co-requisite was 78%.	N	Kahui Ako ASLs to work with local primary school to build understanding of students' Literacy skills earlier (ASL Literacy). Tracking systems have been improved to identify students who are at risk

				and need extra support in their literacy earlier. Follow up this tracking with meaningful interventions. (SLT Student Achievement and WSL Literacy).
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.	Achievement Comparison LHS – 92% (259/282) National - 72.7% SEI Band - 85.7% LHS Māori - 79.4% (26/34) National - 64.3% SEI Band - 79.3% LHS Pasifika – 82% (9/11) National – 64.9% SEI Band – 74% Endorsement Comparison LHS - 14% Excellence 28% Merit 42% Total Endorsed. LHS Māori - 7.7% Excellence 23.1% Merit 30.8% Total LHS Pasifika - 0% Excellence 33% Merit 33% Total Endorse	N	SLT Student Achievement working closely with tutors in 2025 to increase tracking and provide earlier interventions when needed.

		University Entrance Comparison LHS – 63% (150/238) National - 48.2% SEI Band - 65.6% LHS Māori – 57.9% (11/19) National – 29.9% SEI Band – 51.9% LHS Pasifika - 50% (1/2) National - 30.1% SEI Band - 74%		
Over 95% Year 12 students will achieve NCEA L2.	Over 95% Year 12 students will achieve NCEA L2.	92% Overall success rate	N	Within 3% of target. Further explanation and next steps are found in Evaluation of Student Progress.
NCEA Level 2 Endorsements will increase to 50%	NCEA Level 2 Endorsements will increase to 50%.	42% Overall Endorsement Rate <ul style="list-style-type: none"> 14% Excellence 28% Merit 	N	Further explanation and next steps are found in Evaluation of Student Progress.
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).	84% of students who had a UE pathway achieved UE.	N	Within 1% of target. Further explanation and next steps are found in Evaluation of Student Progress.

Monitoring at risk students for improvement.	Develop a more robust mentoring programme through Linc.	Staff input was gained into the effectiveness of the current Linc programme and this was modified to reflect this feedback.	Y	
	Continue the board-funded Flexible Learning Room.	This was continued in 2024 and will continue to be staffed in 2025.	Y	

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

Strategic Actions	Success (at the end of 2025)	2024 Outcomes	Target Met?	Explanation of Variance /Next Steps (If target not yet met)
Students will experience a high level of satisfaction learning at LHS.	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).	<i>“There is a staff member at school who I know supports me.”</i> Has seen an increase from 60% (2023) to 76% (2024).	N	Increase of mentoring actions within Linc classes and schoolwide focus on strong relationships for teaching in 2025.
	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).	<i>“There is at least one staff member at school who I feel safe around and feel I can trust.”</i> Has seen an increase from 80% (2023) to 84% (2024).	N	Increase of mentoring actions within Linc classes and schoolwide focus on strong relationships for teaching in 2025.
	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>“I know how to get support for my education if I do not have what I need to be able to learn or participate”</i> Has seen an increase from 40% (2023), to 77% in (2024).	Y	
Staff will experience a high level of satisfaction working at LHS.	We work in a safe and supportive environment. This will increase from 74% in 2023 to 80%. (TSP survey 2023).	<i>“We work in a safe and supportive environment”</i> has increased from 74% to 86%.	Y	
	Teachers having difficulty helping students reach important academic and social goals are given good support. This will	<i>“Teachers having difficulty helping students reach important academic and social goals are given good support”</i> has increased from 65% to 75%.	Y	

	increase from 65% in 2023 to 75%. (TSP survey 2023).			
Staff are active and committed partners in the Ngā Mātāpuna o Ngā Pākihi Kāhui Ako, working to enhance learning opportunities for all students.	Staff will actively engage in the Kāhui Ako Conference Day in 2024 & 2025.	All staff participated in the 2024 Conference. Feedback gained about this day was very positive.	Y	
	Staff are committed to the Kāhui Ako achievement challenges and WSL teachers engage with the ASL teachers where applicable. “How well is your CoL participation strengthening your own teaching practice” This will increase from 56% in 2023 to 70%. (TSP survey 2023).	“How well is your CoL participation strengthening your own teaching practice” This has decreased from 56% to 48%.	N	Work with Kahui Lead and Principal’s group to increase visibility of CoL activities within the school.