

2026 ANNUAL SCHOOL IMPROVEMENT PLAN

STRATEGIC GOAL	ACTIONS, TARGETS, LEADERS
1. Our curriculum will be future focussed	<ol style="list-style-type: none"> Design and deliver an AI literacy programme to Year 9. (TOM) Integrate Howick College capabilities across all Year 9 programmes of learning. (TOM/NEL) Implement junior curriculum focus of “identity & belonging”. (TOM) Relational practices - Implementing consistent Explicit Pedagogical Practice across the school and implement professional learning to support further development of relational practice. (TOM/HEA) Review courses and pathways to ensure students have clear opportunities to achieve UE and excellence endorsements. (TOM)
2. All students will achieve at their full potential in NCEA	<ol style="list-style-type: none"> NCEA pass rate targets at or greater than L1 90%, L2 90%, L3 90% (NEL/SLT) At least 90% of students in a UE subject achieve 14 or more credits (MAR) Merit endorsements at or greater than L1 35%, L2 35%, L3 30% (NEL/SLT) Excellence endorsements at or greater than L1 20%, L2 20%, L3 20% (NEL/SLT) Māori and Pasifika achievement rates to be equal or greater than all other student groups at all levels of NCEA and UE. (HEA/TOM) Embed and further develop schoolwide collaborative and explicit literacy (prioritising writing) and numeracy practice, with strengthened delivery in Junior English and Mathematics. (JAF)
3. We will ensure that successes are celebrated, and role modelled so that a greater sense of school pride is established	<ol style="list-style-type: none"> Student leaders promote and recognise student success at assemblies. (JNE) Celebrate Excellence & Merit achievement with email home at end of term. (TOM) Refresh praise post cards as recognition of effort, success and personal best. (TOM/SLT)
4. We will have strong partnerships with our community	<ol style="list-style-type: none"> Establish a framework and an engagement plan with Ngāi Tai ki Tāmaki. (BUR/HEA)
5. Our connections to our past and the wider world are strengthened	<ol style="list-style-type: none"> Distinguished Alumni awards successfully held and follow up activities completed. (BUR/WHLR) Increase the diversity of long-term international students by strengthening marketing campaigns and materials. (BUR/CROL)
6. Our staff feel that their work is valued, and their wellbeing is a priority	<ol style="list-style-type: none"> A consultation group that focuses on staff well-being is strengthened. (HEA/SLT)
7. Our students feel safe and have numerous opportunities to feel a part of the college	<ol style="list-style-type: none"> The establishment of a Performing Arts Academy is investigated. (BUR/DRJ) An annual plan for the Arts is developed and actioned. (HEA/DRJ) An annual plan for Sports is developed and actioned. (BUR/SOTU) Pastoral review process is complete and any changes in place for 2027. (HEA)
8. Our facilities will be well maintained and meet the aims and aspirations of students	<ol style="list-style-type: none"> Implementation of 5YA and 10YA property plans. (BUR/STAN)
9. Our students fully understand and support all of the expectations of the college	<ol style="list-style-type: none"> Attendance processes and communication support a growth in regular attendance of at least 6% this year. (HEA/SLT) Each term, 90% or more of students gain a 3+ average for the Effort Reports. (NEL) College culture of student effort and behaviour, uniform wearing and general presentation, continues to improve as measured by feedback from the community survey. (BUR/SLT)
10. Our staff fully understand and support the role they play in ensuring the expectations of the college are met	<ol style="list-style-type: none"> Staff understand and fulfil their role in ensuring the expectations of the college are met. (BUR/SLT)
11. Howick College is financially secure and able to support and invest in strategic initiatives	<ol style="list-style-type: none"> Staff understand their role in ensuring effective financial management. (SLT) Our community understands and supports the financial security of the college. (BUR/STAN) Opportunities to supplement government funding are actively identified and actioned. (BUR/STAN)