



## Sacred Heart Girls' College Annual Implementation Plan 2026

### Summary of the Plan

In putting together our new Strategic Plan (2026-2028), the SHGC Board has used voice from our initial community consultation in 2024 and our community consultation on the draft plan in 2025. We have consulted with the Palmerston North Diocese Education team, our RNDM Mission Sisters, our Staff and kaumatua. We have also had the guidance of ERO, the Springboard trust and the Māori Achievement collaborative. This plan builds on our rich Catholic heritage as an RNDM College, strengthening and enhancing the legacy left by those who came before us and adapting to ensure we are future focused and well grounded. Contemplation, Communion and Mission provide a framework for the charism of our Mission Sisters, and we have adopted this framework for our Special Character goals over the next 3 years. We have woven together our teaching and learning goals with hauora as we know that students need both to make the most of their opportunities at school. Finally, we have recommitted to ensuring a focus on improving our understanding and use of Te Reo me ōna Tikanga at Manawa Tapu.

In 2026 our annual implementation plan focuses on:

- Mission action through service
- Quality teaching and learning experiences in a safe and supportive environment
- Greater uptake of opportunities to kōrero Māori and engage in kaupapa Māori

### Where we are currently at *(See evaluation of 2025 Annual Goals for full detail)*

In 2025 we made progress with these annual goals

- Providing a consistent and responsive approach to the delivery of the health curriculum including relationships and sexuality education.
- The refinement of pastoral care systems and the introduction of new pastoral structure and programmes to meet students' needs more effectively.
- Enhancing student outcomes by implementing consistent, evidence-based teaching practices, using data to inform instruction, and improving literacy and numeracy across all year groups.
- Consulting with the school's Māori community to develop and report against plans and targets for improving the progress and achievement of Māori students.

### How will our targets and actions give effect to Te Tiriti o Waitangi:

Growing respect and understanding of Te Reo Māori me ōna tikanga is one of our three strategic goals for 2026-2028. We have a deliberate and focused effort on increasing our use of Te Reo in our kura and ensuring there are authentic kaupapa Māori experiences for our learners.



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**Strategic Goal 1 He aho Katorika:** To strengthen experience of Contemplation, Communion and Mission.

**Annual Goal:** We provide opportunities to serve others.

**What do we expect to see by the end of the year**

- Increased opportunities for Mission action through serving those in our school, community and beyond our community.
- A greater number of our students taking up opportunities to serve others.
- A school-based approach to encouraging service.

Actions	Who is responsible	Resources required	Timeframe	How will success be measured
Reviewing and renewing opportunities for service within and outside school programmes.	DRS and Chaplain Special Character teachers Special Character student council	Time for Special Character teachers and student council to meet.  Opportunities to engage with community to ascertain needs and opportunities for service.	By end of Term 2	Student uptake of new or improved programmes or opportunities for service.
Manawa Mission recognition system is reviewed, adapted or re-invigorated to encourage service.  Special Character lens is ensured while Manawa Mission is reviewed.	DRS and Chaplain Special Character teachers Special Character student council Pastoral team	Time to meet with the pastoral team to contribute to decisions	By end of 2026	Students are recognised for service through our school-based system.
Self-review for internal evaluation of Special Character Dimension 3 Christian Witness – Partnerships, Service and Outreach, Pastoral Care.	DRS and Chaplain Special Character teachers Special Character student council Pastoral team	Palmerston North Diocese internal evaluation model.	By end of Term 3	Staff and student survey and interviews. Service and outreach data.



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<b>Strategic Goal 2: He aho manawanui:</b> To strengthen engagement and resilience in our learners.				
<b>Annual Goal:</b> Quality teaching and learning experiences in a safe and supportive environment				
<b>What do we expect to see by the end of the year</b> <ul style="list-style-type: none"> <li>Data informed and reflective practice</li> <li>Further improved student attendance rates</li> </ul>				
Actions	Who is responsible	Resources required	Timeframe	How will success be measured
Teachers using data to inform teaching practice: <ul style="list-style-type: none"> <li>Creation of Class Profiles               <ul style="list-style-type: none"> <li>Analysis of NCEA and PAT results for learners</li> <li>Analysis of Pastoral indicators</li> </ul> </li> </ul>	DPs HoFs/Deans All teachers	Time for teachers to complete Class Profiles KAMAR PLD to access data types	By the end of Term 1	All classes have a completed Class Profile
Professional learning for teachers to create action based on their class profiles; work with the data, read and analyse data, and set targets and goals <ul style="list-style-type: none"> <li>Academic data</li> <li>Pastoral data and systems</li> </ul>	DPs HoFs/Deans All teachers	Provision of professional learning where possible (internal and/or external)	By the end of 2026	Consistent classroom expectations and practice (academic and pastoral) and effective use of the Pastoral Tier System.  Improved data literacy and capability in teachers  Student achievement and attendance improved



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Refine academic and pastoral reporting indicators	DPs HoFs/Deans	Kamar data for measuring student progress  Kamar PLD on reporting functions	By the end of Term 1	Student academic and pastoral data and progress more accessible to parents/caregivers
Refinement and review of new pastoral initiatives <ul style="list-style-type: none"><li>• House Structure</li><li>• Empower Me programmes</li></ul>	DP Hauora Pastoral team	Time for review and future planning	By the end of 2026	Students feel safe and supported pastorally Empower Me programme is relevant to their needs
Full implementation of our Attendance Management Plan	DP Hauora Attendance officer Pastoral team Manaaki teachers All teachers	Time for training staff Communication to students and whānau	By end of Term 1	Improved attendance rates



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**Strategic Goal 3: He aho kaupapa Māori** To grow respect and understanding of Te Reo Māori me ōna tikanga.

**Annual Goal:** Encourage students and staff to kōrero Māori and engage in kaupapa Māori

**What do we expect to see by the end of the year:**

- Mātauranga Māori incorporated into the curriculum and visible in all classrooms including greater use of Te Reo Māori
- Learning opportunities for ākonga Māori beyond Te Reo lessons including noho marae.
- Iwi and whānau connections through pānui, whānau hui and noho marae.

Actions	Who is responsible	Resources required	Timeframe	How will success be measured
Staff professional development opportunities in Te Reo Māori in school.	Principal Kaiarahi Te Reo Māori	Time Language resources	Ongoing all year.	Snapshot evidence from classroom walk-throughs Staff PGC self-ratings
Enhance Māori curriculum pathways and opportunities for learning Te Reo Māori me ōna tikanga beyond the classroom	Principal DP Ako & Poutama Kaiarahi Te Reo Māori	Resourcing for noho marae Kapa Haka tutor	Term 2 - Term 3	Numbers of students taking up noho opportunities and /or taking Te Reo Māori courses
Deepen whānau engagement and collaboration.	Principal, SLT Kaiarahi Te Reo Māori	Resources to host whānau hui and provide manaakitanga	Term 2 – Term 3	Number of whānau members who engage with hui and other events, community survey