



Te Kura o Tūranga Wāhine

Gisborne Girls' High School

ANNUAL OPERATIONAL PLAN 2026

Strategic Goal	2026 Specific Target	Baseline Data	Actions	Measurable Outcome(s)
1: Relationships We will build stronger ākonga-staff learning relationships.	Every person at the kura has a trusted adult connection.	<ul style="list-style-type: none"> There are adults at school I trust to talk to. 61.2% (65.6%) My teachers uplift and support my future aspirations. 73.3% My teachers support my learning. 82.7% (80%) 	Form kaiako is the primary advocate for the ākonga in their form class <ol style="list-style-type: none"> Develop the role of the Dean as a leader of their form kaiako. Shared understanding of the form kaiako role. 	Ākonga and staff increased to 50% participating in surveys. Disaggregated data shows equitable participation from Māori and non-Māori ākonga.
2: Belonging Our kura will ensure all ākonga have a sense of belonging, feeling secure and valued.	'Belonging' data indicators show an increase of 3% on 2025 results.	<ul style="list-style-type: none"> I feel safe at school. 76.8% (84.8%) I feel like I belong at Girls' High. 62.8% (67.2%) I feel respected by my peers. 76% 	School community to feel a sense of belonging <ol style="list-style-type: none"> Increase House knowledge Assemblies weekly House badges Ākonga and kaiako voice through "You said - We did" 	Engagement and participation in whole school events increases. The well-being survey will be completed, analysed, and shared back with all staff and BOT. Baseline data compared year on year.
3: Voice Ākonga voice will be heard and applied to continue the positive development of our kura.	Ākonga voice participation will reach at least 50%.	<ul style="list-style-type: none"> Student voice survey participation: 2019 - 250 st 2025 - 371 st We have a Student Governance Council. There is some evidence of ākonga voice collection in the classroom. 	Use data/evidence as a live tool. Ākonga and kaiako voice linked to outcomes at the curriculum and school-wide levels. <ol style="list-style-type: none"> Strengthen the feedback loop: "You said - We did" to build trust and capability Ākonga voice is initiated by the SGC and reported to the BoT contributing to school decisions and policies where relevant. Disaggregate data to ensure Māori voice is heard and listened to. 	
4: Engagement Ākonga learning is relevant and innovative, increasing engagement and motivation.	All kaiako will build knowledge of the Science of Learning.	<ul style="list-style-type: none"> I feel motivated to learn. 55.5% I think what I am learning is important. 67.6% (68%) I am making positive progress at school (attendance, relationships, academics). 81.6% (78.4%) 	Developing Knowledge: <ol style="list-style-type: none"> Design PLD sessions and structure Deliver PLD Applying Knowledge: <ol style="list-style-type: none"> Apply Science of Learning to teaching practice Curriculum Leaders apply Science of Learning to Curriculum Design 	Participation in Professional Learning sessions All kaiako trial Science of Learning in their teaching Curriculum Leaders share review learning summary.

