



**Te Kura o Kirikiri Tatangi**  
**Seatoun School**

# **Strategic Plan 2025-2026**

**Our Vision:** To Be the Best We Can Be

**Whakatauki:** Kia kirikiri tatangi ki te ao - the children  
who will make their mark on the world

# **Nau mai, haere mai ki te kura o Kirikiri Tatangi.**

## **Welcome to Seatoun School**

Seatoun School is situated on the Miramar Peninsula, Wellington, New Zealand. We are a full primary school with children in Years 0-8, with an end-of-year roll generally around 410 ākonga / learners.

Our school caters for children from new entrants up to year eight and reflects Seatoun's multicultural community. Presently, we have students from 26 nationalities. We are extremely proud of the safe, caring, family environment our full primary status provides.

We have a proud and continued tradition of being a focal point in the community and have always enjoyed a high level of community involvement and support. Our school was established in 1916 as a 'side school' to Worser Bay. In 1921, Seatoun was recognised as a separate school and in April 2002, we moved into our wonderful new facilities on the old Fort Dorset site.

Seatoun School is about learning for everyone; children, parents and teachers – learning to know, learning to do, learning to live and learning to be. We aim to accomplish the primary goal of education – engendering a love of learning, a desire to learn, a capability and confidence to learn and developing well-rounded caring individuals who will make a positive contribution to their community and thrive in an ever-changing world.

## **Our School Values**

### **Manaakitanga**

We show respect, support and kindness to each other.  
Aroha mai, aroha atu - Love others and love will return to you.

### **Perseverance**

We believe in ourselves and keep trying even when it gets hard.  
Whāia te iti kahurangi - Aim high to achieve your goals.

### **Responsibility**

We each play our part in looking after our school and our environment.  
He rau ringa e oti ai - Many hands make light work.

### **Akoranga**

We aim high and strive for success by learning together and from each other.  
Whaowhia te kete mātauranga - Fill the basket of knowledge.

## Our Educational Approach

We aim to create a co-operative teaching and learning environment that is inclusive, relevant, purposeful and challenging. We believe students need support to take risks and become independent learners. We believe in equity and excellence in student outcomes. We are committed to upholding the principles of the Treaty of Waitangi and will develop procedures and practices that reflect New Zealand's cultural diversity and the unique position of Māori culture.

We provide a comprehensive and modern future-focused curriculum that has a sound foundation in literacy and numeracy. It includes the arts and STEM subjects and is supported by a wide variety of enrichment programmes. Technology is used in creative and highly engaging ways. All programmes are supported by effective home learning.

We encourage and recognise effort, progress and achievement and value creativity, innovation and fun. The Four Pillars\* upon which our learning community is constructed, learning to know, do, live and be are embedded in a foundation of shared values and core beliefs about teaching and learning.

These values and beliefs provide a common language of expectations to achieve our vision, whilst acknowledging the importance of individual initiative and creativity.

**Learning to know**, by combining a sufficiently broad general knowledge with the opportunity to work in-depth on a small number of subjects. This also means learning to learn, to benefit from the opportunities education provides throughout life.

**Learning to do**, to acquire not only occupational skills but also, more broadly, the competence to deal with many situations and work in teams. It also means learning to do in the context of young peoples' various social and work experiences, both formal and informal.

**Learning to live together**, by developing an understanding of other people and an appreciation of interdependence, carrying out joint projects and learning to manage conflicts in a spirit of respect for the values of pluralism, mutual understanding and peace.

**Learning to be**, to better develop one's personality and be able to act with even greater autonomy, judgement and personal responsibility. In that connection, education must not disregard any aspect of a person's potential: memory, reasoning, aesthetic sense, physical capacities and communication skills.

Great value is placed on the importance of each student's self-esteem and self-appraisal. Personal responsibility and pride are values we hold strongly. With professional guidance, students are helped to take increased responsibility for themselves and their decisions.

Education is a life-long process. Opportunities are provided for children to develop their curiosity and interests. Learning that happens at school is transferred and vice-versa. We are fortunate that our children receive a wealth of experiences on which to build their knowledge, values and attitudes. We endeavour to work closely with parents to maximise every opportunity.

## **Te Tiriti o Waitangi and Cultural Diversity**

Within our school culture, daily practices and Seatoun School localised curriculum, we are committed to:

- Honouring and giving effect to the principles and values of Te Tiriti o Waitangi.
- Embedding the whakapapa of Te Mātaiaho (Refreshed New Zealand Curriculum).
- Recognising and embracing the increasing cultural diversity of our learners and community.
- Providing a Seatoun School localised curriculum that focuses on the potential of all learners to thrive without compromising who they are.

We continue to strengthen our awareness, knowledge, understanding and use of Te Reo Māori, Tikanga Māori and Mātauranga Māori. (Mātaiahika - "Connecting to people and place")

Our Aotearoa New Zealand Histories are interwoven into all aspects of our school context (past, present and future), culture and learning programmes. Direct links and connections are made to our local whenua (land), pūrākau (local stories) and Tangata Whenua, Te Āti Awa.

## **Our Strategic Priorities: 2025-2026**

**Ensure our school is:**

- a physically and emotionally safe place for all students and staff
- gives effect to the relevant student rights set out in the Education and Training Act 2020, the New Zealand Bill of Rights Act 1990, and the Human Rights Act 1993; and
- takes all reasonable steps to eliminate racism, stigma, bullying, and any other forms of discrimination within the school; and
- is inclusive of, and caters for, students with differing needs; and
- gives effect to the Te Tiriti o Waitangi, including by -
  - working to ensure that our plans, policies, and local curriculum reflect local tikanga Māori, mātauranga Māori, and te ao Māori; and
  - take all reasonable steps to make instruction tikanga Māori and te reo Māori

To achieve this we have three board strategic priorities. They are:

**Strategic Priority 1: School Culture**

**Strategic Priority 2: Teaching and Learning**

**Strategic Priority 3: To give effect to Te Tiriti o Waitangi**

## Strategic Priority 1: School Culture

To provide a vibrant school culture that instils pride, ensures physical and emotional safety, celebrates diversity, and nurtures whanaungatanga so that everyone can thrive.

Key Initiatives	<ul style="list-style-type: none"><li>● Ensure our vision is prominent and a living part of our school culture</li><li>● Maintain the prominence of school values through targeted communication and incorporation into school and classroom programmes</li><li>● Ensure all staff, students and parents have a shared understanding of expectations/kaupapa and take personal responsibility to adhere to these</li><li>● Develop a shared understanding of the concept whanaungatanga</li><li>● Review and consolidate our school values to include a te ao Māori lens</li><li>● Maintain an inclusive culture for Māori students and whānau</li><li>● Deliver a wellbeing curriculum that assists our learners to be the best they can be that gives students the tools they need to look after themselves and build resilience</li><li>● Fully support the Friends of Seatoun School (FoSS)</li><li>● Celebrate and communicate the achievements of individuals, groups and the school</li><li>● Ensure all buildings and grounds are maintained and kept at a high standard</li><li>● Continue to seek ways to recognise and celebrate cultural diversity into programmes and the fabric of the school</li><li>● Create regular and ongoing opportunities for our whānau/community to contribute to the curriculum and share in ākongā's learning</li><li>● Being an employer of choice for our staff</li><li>● Be an inclusive school – supporting learners with special education needs and recognising and celebrating the diverse cultures represented in our school.</li></ul>
School values	<b>Manaakitanga</b> <b>Perseverance</b> <b>Responsibility</b> <b>Akoranga</b>
Legislative Information and Key Links	Seatoun School policies: School Docs. National Education Learning Priorities (NELP) 1-4. Education and Training Act: Section 5. Te Tiriti o Waitangi - Education and Training Act 2020: Section 9. Privacy Act 2020

## Strategic Priority 2: Teaching and Learning

To deliver dynamic programmes where all ākonga experience success and thrive as caring, engaged, participants in their lifelong journey of learning.

Key Initiatives	<ul style="list-style-type: none"><li>● Ensuring our approaches to teaching and learning are consistent with the requirements and intent of Te Mātaiaho (Refreshed New Zealand Curriculum)</li><li>● Work with whānau to identify and understand barriers that may prevent learners/ākonga from accessing, participating or remaining engaged in schooling, and work to address them</li><li>● Reduce barriers to education for all, and ensure disabled learners/ākonga and staff, those with learning support needs, gifted learners/ ākonga, and neurodiverse learners/ākonga are safe and included in their school / kura, their needs are supported, and that learning support programmes are robust</li><li>● Ensure every learner/ākonga gains sound foundation skills, including language, literacy and numeracy</li><li>● Develop staff to strengthen teaching, leadership and learner support capability</li><li>● Utilise Teacher Inquiry to improve teacher effectiveness and student achievement</li><li>● Deliver support programmes to support student needs</li><li>● Maintain an inclusive culture that provides quality learning programmes tailored to suit individual student needs</li><li>● Maximise available resources (including other agencies) to provide focused support to improve the learning outcomes for identified students</li><li>● Ensure we have a strong home/school partnership where we communicate &amp; clarify to parents how our programmes work</li><li>● Build on current practice to effectively use e-Learning/ to enhance the quality of teaching &amp; student learning</li><li>● Effectively monitor &amp; report student achievement targets</li><li>● Utilise Kāhui Ako achievement challenges and goals to accelerate Strategic Goal 2</li></ul>
School values	<b>Manaakitanga</b> <b>Akoranga</b> <b>Responsibility</b> <b>Perseverance</b>
Legislative Information and Key Links	Seatoun School policies: School Docs. National Education Learning Priorities (NELP) 1-4. Education and Training Act: Section 5. Te Tiriti o Waitangi - Education and Training Act 2020: Section 9.

	Privacy Act 2020
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### **Strategic Priority 3: To give effect to Te Tiriti o Waitangi.**

For our students to understand the importance of honouring Te tiriti o Waitangi, and to embrace the cultural heritage of Aotearoa through the protection, promotion, and participation of te reo and mātaurangi Maori.

Key Initiatives	<ul style="list-style-type: none"> <li>● Continue to develop and seek ways to incorporate Tikanga Māori into programmes and the fabric of the school community</li> <li>● Increased focus on meeting the intent and objectives of Ka Hikitia, Māori achieving education success as Māori and extending Tikanga, te ao Maori and Te reo knowledge of all students and staff.</li> <li>● Meaningfully incorporate te reo Māori and tikanga Māori into the everyday life of the place of learning</li> <li>● Practice whanaungatanga in our daily lives</li> <li>● Support staff to further their professional development</li> <li>● Listen to Kaumatua and whānau.</li> <li>● Engage in meaningful korero with our community and staff to enhance our understanding and knowledge in te ao Māori</li> <li>● Seek opportunities to practice kaitiakitanga</li> <li>● Actively teach akonga about the events and effects of the signing of Te Tiriti.</li> </ul>
School values	<b>Manaakitanga</b> <b>Akoranga</b> <b>Responsibility</b>
Legislative Information and Key Links	Seatoun School policies: School Docs. National Education Learning Priorities (NELP) 1-4. Education and Training Act: Section 5. Te Tiriti o Waitangi - Education and Training Act 2020: Section 9. Privacy Act 2020

**2026 BOARD OF TRUSTEES MEETINGS (8 + Planning Afternoon + Whānau Consultation session) CORE AGENDA ITEMS**

<b>Date</b>	<b>Curriculum</b>	<b>Other</b>
<b>Term 1</b>  TBC - either Wed 18th Feb		<ul style="list-style-type: none"> <li>• Actions from the last 2024 Board Meeting</li> <li>• Update Property projects</li> <li>• Elect Chair</li> <li>• Strategic Plan</li> <li>• Ratify 2026 budget</li> <li>• 2026 School Dates</li> </ul>
25 March 26 March		Staff / Board morning tea <ul style="list-style-type: none"> <li>• General business</li> <li>• 2025 Annual Report – Variance &amp; Financial Statements</li> <li>• Principal performance appraisal &amp; process</li> <li>• Report back on KiVa survey results</li> <li>• Enrolment Scheme – annual review of the appropriateness</li> </ul>
<b>Term 2</b>  28 May	Curriculum Reports PE/Sport Integration/Health Green Footprint Library e-Learning /ICT ( BYOD)	Confirm date and time for Whanau Consultation Meeting <ul style="list-style-type: none"> <li>• 2026 Staff Survey</li> </ul>
2 July	Curriculum Reports Enrichment Programmes Food & Fabric Technology Second language Learning Māori Arts	
<b>Term 3</b>  13 August		<ul style="list-style-type: none"> <li>• General business</li> </ul>
17 September	Learning Outcomes <ul style="list-style-type: none"> <li>• Analysis of T1 baseline data/mid-year OTJs - English &amp; Mathematics</li> <li>• Progress against team achievement targets</li> <li>•</li> <li>•</li> <li>•</li> </ul>	Review Annual Plan, includes: <ul style="list-style-type: none"> <li>• Planning Day (planning day options)</li> </ul>
<b>Term 4</b> TBC	Staff/Community/BoT Planning Session 4.30-7.30	
5 November	Review outcomes from the planning session	General business Draft Budget for 2027 Ratify 2027 school organisation Planning Day Output Material
3 December		General business Draft Budget for 2027