



Bairds Mainfreight Primary School Strategic & Annual Plan 2026-2028

**Ko te kura o Bairds Mainfreight, e tū
ana**

Kei Ōtara mātou, e noho ana

Ko Te Puke ō Tara, te maunga kōhatu

Ko Tāmaki te awa, e rere ana

Ko Tara Te Irirangi te rangatira e!

Ko Ngāti Ōtara te iwi nei,

Ko Tāmaki Makaurau te hāpori whānui,

**Mai ngā hau e whā, haere mai kia kotahi
ai.**

Mā te mahi pai, ka ora ai te iwi,

Tātou whāia te iti kahurangi e!

Bairds Mainfreight is our school,

Ōtara is our home,

Ōtara is our ancient mountain,

Tāmaki is our river that runs through Otara,

Our chief is Tara Te Irirangi!

Ōtara is our community,

Auckland is our wider community,

People from all areas, come together and unite as one.

**Through hard work the people and community will
flourish,**

Children pursue your dreams!

Our Purpose:
To develop a community of learners who know and
believe that:

“Anything is Possible.”



**A great place to learn.
A fun place to be.**



BMPS Values

Our values are integral to who we are at BMPS. These values create our positive, inclusive, collaborative culture.

<div style="border: 1px solid #4a7ebb; border-radius: 50%; padding: 10px; width: 80%; margin: 0 auto;"> <p style="writing-mode: vertical-rl; transform: rotate(180deg); color: #4a7ebb; font-weight: bold;">Community & Participation</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg); color: #4a7ebb; font-weight: bold;">Hapori me te Whai Whaitanga</p> </div>	<div style="border: 1px solid #4a7ebb; border-radius: 50%; padding: 10px; width: 80%; margin: 0 auto;"> <p style="writing-mode: vertical-rl; transform: rotate(180deg); color: #4a7ebb; font-weight: bold;">Excellence</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg); color: #4a7ebb; font-weight: bold;">Te Hiranga</p> </div>	<div style="border: 1px solid #4a7ebb; border-radius: 50%; padding: 10px; width: 80%; margin: 0 auto;"> <p style="writing-mode: vertical-rl; transform: rotate(180deg); color: #4a7ebb; font-weight: bold;">Respect</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg); color: #4a7ebb; font-weight: bold;">Whakautu</p> </div>	<div style="border: 1px solid #4a7ebb; border-radius: 50%; padding: 10px; width: 80%; margin: 0 auto;"> <p style="writing-mode: vertical-rl; transform: rotate(180deg); color: #4a7ebb; font-weight: bold;">Integrity</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg); color: #4a7ebb; font-weight: bold;">Ma Te Pono</p> </div>	<div style="border: 1px solid #4a7ebb; border-radius: 50%; padding: 10px; width: 80%; margin: 0 auto;"> <p style="writing-mode: vertical-rl; transform: rotate(180deg); color: #4a7ebb; font-weight: bold;">Creativity & Innovation</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg); color: #4a7ebb; font-weight: bold;">Te Auahatanga me te Mahi Hou</p> </div>
<p>Reliable Leaders Team Players Engaged Citizens Change Makers</p>	<p>Active Learning Reflective Self Managing Determined Growth Mindset Orientated</p>	<p>Kind Empathetic Courteous Inclusive Kaitiaki (self, others & environment)</p>	<p>Courageous Resilient Responsible Trustworthy Honest</p>	<p>Curious Innovative Risk-Takers Problem Solvers Adventurous</p>



BMPS Te Āhuatanga o ā Tātau Ākonga

Te āhuatanga o ā tātau ākonga/Ākonga Profile

**Tuakiritanga-
Identity and
belonging**

**Hauora-
wellbeing**

**Whanaungatanga-
Connectedness**

**Ako- teaching
and learning**

Tamariki at BMPS will:

whakatinana i ngā mātāpono o te Tiriti o Waitangi:
embody and express the principles inherent in Te Tiriti o Waitangi

have a strong sense of cultural belonging

demonstrate acceptance and respect of all people and cultures

have an awareness of self

have belief in self

be socially and emotionally resilient

be adaptable and flexible in new and changing situations

be able to seek support and help when needed

live by the BMPS values

make connections between people, places and things in their world

care for themselves, others and our world

contribute to and within their community

experience success and strive for excellence in learning

be eager to learn and persist with challenges

be able to set goals and work towards achieving them

take risks with their learning and see mistakes as opportunities to learn

be able to listen, respond and communicate effectively



Te Tiriti o Waitangi and Cultural Responsiveness

Māori dimensions and Cultural Responsiveness

BMPS recognises and acknowledges the significance of Te Tiriti o Waitangi and works hard to ensure that Te Tiriti is adhered to. A culture of respect and celebration of achievement underpins our philosophy as we work in partnership with all members of our school community. Bairds Mainfreight Primary School will be inclusive and responsive of all cultures, as appropriate to its community. We have developed policies, plans and practices that reflect New Zealand's cultural diversity and unique position of Māori. In recognising the unique position of Māori, we will continue to strive to provide learning which allows Māori to succeed as Māori. BMPS is committed to growing a community of successful lifelong learners; including Māori, Pasifika and all of our tamariki.

A Little of What Happens at BMPS

Honouring Te Tiriti	Cultural Diversity	Inclusiveness for All
<ul style="list-style-type: none"> • Whānau engagement regarding the strategic direction of BMPS • All tamariki learning Te Reo through our BMPS curriculum • Kapa Haka available for Y5/6 ākonga • Develop the relationship with our iwi and marae • All ākonga learning their pepeha • Authentic experience of Te Ao Māori e.g. powhiri, speaking in Te Reo, etc • All ākonga learning about our local and our NZ History • Developing teacher practice through MAC • A focus on Te Wiki o Te Reo Māori • A focus on Te Tiriti for learners, staff and the BOT • Kaiako development on Cultural Responsiveness. • A focus on Māori succeeding as Māori. 	<ul style="list-style-type: none"> • BMPS has an inclusive culture where all are respected and valued • Whānau engagement regarding the strategic direction of BMPS • Culture festival • Pasifika Language weeks are celebrated • Cultural responsiveness is a learning focus for all kaiako • Opportunities for tamariki/whānau to celebrate their culture • Incorporating the languages of our tamariki into every learning • Feedback from our learners on how BMPS can better meet their needs • Ākonga agency 	<ul style="list-style-type: none"> • All ākonga have the opportunity to achieve success at BMPS. • All ākonga are able to access The New Zealand Curriculum and their progress and achievement will be monitored effectively in relation to curriculum levels. • Effective partnerships between the BOT, school personnel, specialists and whānau will provide a strong platform towards meeting the special education needs of all ākonga • Inclusive practices which engage all tamariki • Kaiako and whānau work in partnership for our tamariki. • Home and school work together for the hauora/wellbeing of all tamariki



BMPS Strategic Plan 2026-2028

Vision Statement :

To develop a community of learners who know and believe that: **“Anything is Possible.”**

Our Strategic Plan outlines the board's strategic aims for the next three years. It was developed as a result of consultation with our community and ākonga and reflects what our board is doing to make a difference for ākonga achievement and progress, particularly for Māori and Pasifika ākonga, and ākonga with special education needs.

Our Annual plan identifies the board's priorities for the coming year. It includes the board's actions to raise ākonga achievement.





BMPS Strategic Plan 2026-2028

Strategic Goal 1

Cultural partnership
and responsiveness

Initiative

BMPS continues to honour Te Tiriti o Waitangi and to develop as an inclusive, culturally responsive community where language, culture, and identity are celebrated and embedded in every day practice.

Strategic Goal 2

Excellence in Teaching
and Learning

Initiative

BMPS delivers a high-quality, coherent curriculum aligned with Te Mātaiaho, where kaiako have strong capability, and all tamariki experience success and wellbeing through purposeful, responsive teaching, learning and assessment.

Strategic Goal 3

Engagement and
attendance for
learning success

Initiative

BMPS promotes consistent attendance and high engagement as a foundation for student learning success, progress, and accelerated learning. Strong partnerships with whānau and community support these outcomes.



BMPS Strategic Plan 2026-2028

Strategic Goal 1

Cultural partnership and responsiveness

2026	2027	2028
<p>Actions</p> <p>Continue to deepen understanding of <i>Te Tiriti o Waitangi</i> through whole-school learning and reflection, strengthening shared understanding and application of its principles.</p> <p>Implement the Māori Achieving as Māori (MAaM) Plan across all teams, ensuring Māori learners experience success and belonging as Māori.</p> <p>Embed <i>Te Reo Māori</i>, tikanga, and <i>Te Ao Māori</i> as a visible, natural part of everyday life through curriculum, interactions, and the environment.</p> <p>Strengthen culturally responsive pedagogy through PLD, coaching, and support for all kaiako, including induction for new staff.</p> <p>Continue to build strong whānau relationships through hui, fono, and catch-ups that celebrate learning and gather feedback on cultural initiatives.</p>	<p>Actions</p> <p>Embed <i>Te Tiriti</i> principles across school policies, practices, and inquiry cycles.</p> <p>Refine the <i>Te Tiriti</i> Learning Pathway and MAaM actions to show progression across year levels and improved outcomes.</p> <p>Strengthen every day use of <i>Te Reo Māori</i> and integrate cultural practices across all learning areas.</p> <p>Deepen whānau partnership through shared decision-making in curriculum design and school direction.</p> <p>Continue induction and mentoring in MAC and BMPS cultural values to ensure consistent practice.</p>	<p>Actions</p> <p>Maintain ongoing review and reflection of <i>Te Tiriti</i> principles across BMPS – recognising that this journey continues with each new learner and teacher.</p> <p>Māori and Pasifika learners continue to shape school initiatives through strengthened student voice and agency.</p> <p><i>Te Reo Māori</i> is spoken confidently in classrooms and school environments according to staff and learner capability.</p> <p>Whānau and if possible, iwi partnerships are embedded and sustained through co-design and ongoing feedback.</p> <p>BMPS continues to model authentic inclusion and celebration of all cultures in every day learning.</p>



BMPS Strategic Plan 2026-2028

Strategic Goal 1: Cultural partnership and responsiveness

BMPS continues to honour Te Tiriti o Waitangi and grow as an inclusive, culturally responsive community where language, culture, and identity are celebrated and embedded in every day practice.

We will be successful when:

- *Te Tiriti o Waitangi* principles are clearly evident in the daily life of BMPS - in policies, teaching practice, and relationships.
- Māori and Pasifika learners feel valued, confident in their identities, and experience success as Māori and Pasifika.
- All ākonga demonstrate an understanding of *Te Tiriti o Waitangi* and show pride in their cultural identity.
- Culturally responsive and sustaining practices are visible in all classrooms and reflected in teacher inquiry, planning, and reflection.
- Whānau and iwi partnerships are strong and active, informing decisions, shaping curriculum design, and contributing to continuous improvement.
- *Te Reo Māori* and tikanga are naturally integrated across the school, growing steadily as staff and learners develop confidence.



BMPS Strategic Plan 2026-2028

Strategic Goal 2

Excellence in Teaching and Learning

2026	2027	2028
<p>Actions</p> <p>Begin full implementation of the refreshed English and Mathematics curriculum, building teacher understanding and confidence through targeted PLD and support.</p> <p>Use the Professional Growth Cycle (PGC) to inquire into effective writing practice and accelerate progress across all year levels.</p> <p>Introduce and learn to use new national assessment tools for English and Mathematics, ensuring consistent use, analysis, and reporting.</p> <p>Continue targeted support and acceleration in Structured Literacy (BSLA), including Tier 2 intervention for learners requiring additional support.</p> <p>Maintain kaiako wellbeing and provide strong induction and mentoring to ensure consistent, high-quality practice across</p>	<p>Actions</p> <p>Extend alignment of <i>Te Mātaiaho</i> to additional learning areas (Science, Social Sciences, and Health & Physical Education) as implementation begins.</p> <p>Continue to refine English and Mathematics delivery and assessment, building on learning from 2026.</p> <p>Strengthen BSLA practices and ongoing Tier 2 literacy support to ensure sustained acceleration for all learners.</p> <p>Embed formative assessment and teacher inquiry as standard practice for all curriculum areas.</p> <p>Maintain focus on kaiako hauora and collaborative practice as curriculum breadth expands.</p>	<p>Actions</p> <p>Implement the remaining curriculum areas (The Arts, Technology, and Learning Languages) aligned with <i>Te Mātaiaho</i>.</p> <p>Review schoolwide curriculum coherence to ensure smooth progression across all learning areas and year levels.</p> <p>Refine assessment and reporting systems for all curriculum areas, using data to inform teaching and celebrate progress.</p> <p>Sustain teacher capability and leadership in BSLA, Structured Literacy, and effective mathematics pedagogy.</p> <p>Continue to foster a culture of reflection, collaboration, and wellbeing across BMPS.</p>



BMPS Strategic Plan 2026-2028

Strategic Goal 2: Excellence in Teaching and Learning

BMPS delivers a high-quality, coherent curriculum aligned with Te Mātaiaho, where kaiako have strong capability, and all tamariki experience success and wellbeing through purposeful, responsive teaching, learning and assessment.

We will be successful when:

The refreshed English and Mathematics curriculum is implemented effectively across all year levels, with clear progressions and consistent teaching practice.

Kaiako confidently use the new assessment tools to plan, implement, and report on learning, resulting in clear evidence of progress and achievement.

BSLA and Structured Literacy approaches are embedded across the school, ensuring accelerated progress for learners, particularly those receiving Tier 2 support.

Writing progress improves schoolwide, with PGC inquiries demonstrating measurable impact on learner outcomes.

Teachers show strong capability and confidence in delivering *Te Mātaiaho*, applying formative assessment, and using data to drive teaching decisions.

Hauora and professional collaboration are sustained – kaiako report feeling supported, reflective, and valued as part of an effective teaching team.



BMPS Strategic Plan 2026-2028

Strategic Goal 3

Engagement and attendance for learning success

2026	2027	2028
<p>Actions</p> <p>Implement school wide attendance initiatives such as class competitions, weekly tracking, and the BMPS Attendance Pledge signed by all whānau.</p> <p>Monitor attendance weekly and communicate expectations clearly to whānau, following up on absences consistently.</p> <p>Use attendance data to identify learners needing additional support and implement targeted interventions.</p> <p>Link attendance data to literacy and mathematics progress to inform teaching decisions.</p> <p>Engage whānau through hui, fono, and communication that promote shared responsibility for attendance.</p>	<p>Actions</p> <p>Embed attendance initiatives into school culture with visible student engagement and recognition for consistent attendance.</p> <p>Maintain proactive monitoring, communication, and follow-up systems to prevent absenteeism.</p> <p>Strengthen data use to identify trends and address patterns of chronic absence.</p> <p>Continue differentiated support for learners at risk of disengagement through targeted, evidence-based interventions.</p> <p>Deepen student ownership of attendance through reflection, goal-setting, and peer support.</p>	<p>Actions</p> <p>High and consistent attendance is the norm across all year levels, supported by strong whānau partnerships.</p> <p>Attendance and engagement data are fully integrated into progress monitoring and used to celebrate success and intervene early.</p> <p>Learners previously at risk of absenteeism show measurable growth and sustained engagement in learning.</p> <p>Attendance initiatives are student-led and self-sustaining within classrooms and the wider school culture.</p> <p>Continuous improvement is maintained through review, feedback, and community collaboration.</p>



BMPS Strategic Plan 2026-2028

Strategic Goal 3: Engagement and attendance for learning success

BMPS promotes consistent attendance and high engagement as a foundation for student learning success, progress, and accelerated learning. Strong partnerships with whānau and community support these outcomes.

We will be successful when:

Attendance rates improve – school wide attendance meets or exceeds yearly targets, with a clear reduction in chronic absenteeism.

Engagement leads to learning progress – ākonga with consistent attendance show measurable acceleration in literacy, writing, and mathematics.

Data-informed interventions are effective – attendance and learning data are used to plan and refine support, with evidence of positive outcomes.

Whānau participation is strong – families are actively involved in attendance initiatives, hui, and decision-making, showing shared commitment to learner success.

Student agency is evident – ākonga take ownership of their attendance, understand its link to achievement, and contribute to a culture of belonging and responsibility.