

CENTRAL NORMAL SCHOOL TE KURA TUATAHI O PAPAIOEA



STRATEGIC AND ANNUAL PLAN 2026

ARONGA MATUA - OUR VISION

Whaia Kia Tutuki

Strive to your potential

NGĀ UARA - OUR VALUES

 <p>Whanaungatanga</p>	 <p>Kaitiakitanga</p>	 <p>Manaakitanga</p>
<p>building relationships empathy belonging</p>	<p>responsibility, caring for, looking after: people places land culture language</p>	<p>inclusion diversity resilience celebrating uniqueness</p>

NGĀ ĀHUATANGA - TE ARAWARU

 <p>Te Manawanuitanga</p>	 <p>Te Whakawhitiwhiti</p>	 <p>Te Auahatanga</p>	 <p>Te Kirirautanga</p>
<p>Te ū ki te mahi Te mate ururoa Ki te hoe Kia kaha, kia māia, kia manawanui</p>	<p>Tuakana Teina Tāutuutu Te reo Māori (me ngā mo kōrero Māori ake nei</p>	<p>Toi Māori Ahurei Māori ake nei Te Whai, te hoe i tōku ake waka He uri nā Māui</p>	<p>Tuakiritanga Tūrangawaewae Whakapapa Kawa Tangata Whenuatanga</p>

DISPOSITIONS FOR LEARNING - KURA AURAKI

 <p>Growth Mindset</p>	 <p>Communication</p>	 <p>Creativity</p>	 <p>Citizenship</p>
<p>problem solving risk taking resilience critical thinking learning from mistakes</p>	<p>mobile and adaptive active listening sharing and responding</p>	<p>curiosity innovation inquiring mind</p>	<p>respecting ideas working with others collaboration thinking and acting beyond yourself</p>

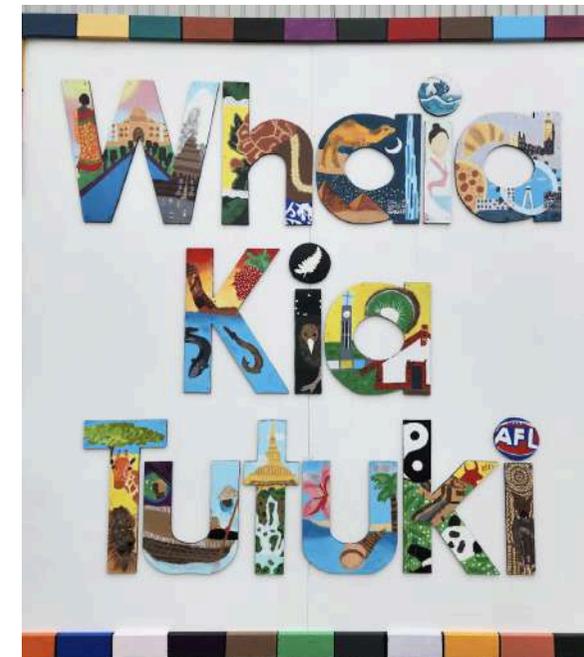
KO TĀTOU TĒNEI - THIS IS WHO WE ARE

Central Normal School is a unique, multifaceted and culturally rich school in the heart of the Palmerston North Central Business District.

Central Normal School has the proud history of being the first school to be established in Palmerston North. Our Māori name, Te Kura Tuatahi o Te Papaioea, The First School of Palmerston North, reflects this proud heritage. Central Normal School has been on its current site since 1922 and still has the original brick fence pillars that were built at that time.

Central is a Normal School, which comes from the French phrase, 'L'Ecole Normale', which means to model/teach. As a Normal School, we have a close relationship with Massey University, where we regularly host graduate trainee teachers to support them with their teacher training and development.

Central Normal School is a fund holder school for the provision of specialist services for our ORS students. We have a large team of dedicated teachers, support staff and specialists (ie: Speech Language Therapists and Occupational Therapist) who work alongside our ORS funded



students. As per our philosophy and vision, all our children are mainstreamed and work alongside their peers in the classrooms, as much as possible.

Central Normal School also offers Te Reo Māori immersion within Te Arawaru.

TIKANGA AND TE REO MĀORI

At Central Normal School we honour Te Tiriti o Waitangi and acknowledge and value Aotearoa/New Zealand's cultural diversity. We also acknowledge the unique position of Māori as tangata whenua and Rangitāne as mana whenua of our school. Our school embraces the vision of Ka Hikitia of 'Maori enjoying and achieving education success as Māori'.

Our kura embodies the 3 Principles of Te Tiriti o Waitangi of Partnership, Participation and Protection. These principles are inherent in our goals and actions.

Central Normal School/Te Kura Tuatahi o Papaioea has a strong commitment and passion for bicultural education. One of our teaching Teams, Te Arawaru, consists of six classes of immersion education.

Te Arawaru programmes are planned and taught from Te Marautanga o Aotearoa. Increasingly, programmes in Te Arawaru embody a Te Ao Māori perspective.

Te Arawaru provides a strong cultural sense and identity for our Māori learners and whānau, which is shared and integrated across the whole school. Tikanga, Waiata and Te Reo Māori is integrated across Kura Auraki, with all akomanga planning and teaching components of Te Ao Maori. Kapa Haka is supported in Kura Auraki with kaiako from Te Arawaru.

Ngā Pou o Tararua - our senior Kapa Haka group, practise regularly with our experienced Kapa Haka tutors, working towards performances in Pae Tamariki and/or Ko Whiri Tika Mai (Regional Kapa Haka competitions).

Our four teaching teams of, Mātanginui, Māharahara, Whārite and Te Arawaru, were names gifted to our school by Rangitāne, and as such, are a taonga for our school. The Senior Leadership Team is named Manawatū, in respect of the awa that runs through our city and Tararua is the name of our ORS team, in reference to our maunga that oversees this area.

Central Normal School/Te Kura Tuatahi o Te Papaioea seeks to strengthen its relationship with Rangitāne, to ensure true Te Tiriti partnership between Kura and Iwi.



SPECIAL EDUCATION - ONGOING RESOURCING SCHEME (ORS)

Central Normal School/Te Kura Tuatahi o Papaioea is a specialist service provider school for our Ongoing Resourcing Scheme (ORS) children. We are very proud to be one of only five primary schools in Aotearoa to be a specialist fundholder.

In relation to the National Education Learning Priorities objectives, we strongly adhere to *Learners at the Centre* and *Barrier Free Access* for our ORS children. Our ORS children are fully supported to grow and develop in their own way and are mainstreamed and included in their age appropriate classes. We endeavour to remove as many barriers as possible for our ORS tamariki, so that they can develop and achieve their full potential. Our inclusive, holistic and child-centred approach ensures the personal development and growth of each child, fully affirmed and supported by whānau.

To ensure our ORS children achieve with equity and excellence, all ORS children have their own Individual Education Plans, which identifies their core goals and areas of learning. Through their IEPs, our ORS children have access to specialist service providers, such as Occupational Therapists and Speech Language Therapists, to meet their respective needs. Sensory Audits are also undertaken on our ORS children, whereby we can accommodate their sensorial requirements.

BOARD POLICIES AND PROCEDURES

The Central Normal School Board will meet all its required obligations of the:

- National Education and Learning Priorities (NELPS)
- The Education and Training Act 2020
- 5 Year Agreement and 10 Year Property Plans
- and other such requirements as put forward by the Ministry of Education.

Particular reference is made to Section 127 of the Education and Training Act, which outlines the primary objectives of Boards governing schools. Section 127 is woven throughout our Strategic Plan.

Central Normal School/Te Kura Tuatahi o Te Papaioea policies and procedures can be accessed [here](#).

This Strategic Plan is also supported by the following documentation:

2026 Budget

5YA Property Plan

10 Year Property Plan

CNS Curriculum

Professional Growth Cycle

Attendance Management Plan

WHĀNAU AND COMMUNITY CONSULTATION - VALUING WHĀNAU VOICE

Our Strategic Plan is reflective of the aspirations and goals of our whānau. Extensive Whānau Consultation was undertaken in 2018, which formed the foundation and kaupapa of our Strategic Plan. More than a Strategic Plan, our plan is a kaupapa to guide our kura - **He rama hei whakaatu. Ngā tauwhiro tangā.** The wairua and mana of our kura is inherent in this plan.

Every year, we engage with our whānau in a number of forums to ensure our plan is still reflective of our whānau voice and desires.

All schools must develop a new Strategic Plan for the beginning of 2027. Therefore, we will undertake extensive community and whānau consultation this year, to understand the goals and aspirations of our whānau for our tamariki.

Key pātai to ask our whānau:

- What is the purpose of our kura?
- What do you aspire for your tamaiti?
- When your tamaiti finishes at our kura, what do you want them to leave with?

- What are some of the things that we do well that we need to maintain?
- What are some things we need to give consideration to?
- Is there anything we need to stop?
- What do we want to achieve with Te Arawaru?

STRATEGIC PLAN GOALS: 2026

Strategic Goal 1: To ensure Māori achieve educational success and excellence as Māori where Tikanga is highly valued.		
Core Actions to work towards Strategic Goal	Review	Progress
Kapa Haka, led by reputable tutors who whakapapa Rangitāne, working towards Regionals and Nationals		Not Started ▾
External PLD to support the implementation of Te Marautanga o Aotearoa		Not Started ▾
Tikanga to naturally permeate across the kura		Not Started ▾
Explicit, deliberate and targeted teaching to ensure Māori tamariki achieve comparable to NZE		Not Started ▾
Board Te Tiriti training to deepen understanding of Te Tiriti		Not Started ▾

Strategic Goal 2: To ensure all learners are supported to strive towards their own personal excellence		
Core Actions to work towards Strategic Goal	Review	Progress
Explicit, deliberate and targeted teaching in relation to refreshed English and Maths curriculum		Not Started ▾
Targeted Intervention for Tier 2 and Tier 3 Learners		Not Started ▾
Investigate a Foundation Class when the NE class opens - focused on the development of foundational skills		Not Started ▾
Build on effective multidisciplinary practices and PLD to ensure our ORS learners are meeting their potential		Not Started ▾

Strategic Goal 3: To resource and grow excellence in learning, teaching, leadership, governance and the school environment.		
Core Actions to work towards Strategic Goal	Review	Progress
Staff Meetings focused on curriculum implementation and effective teaching and learning		Not Started ▾
Seek professional development opportunities that upskill our staff to deliver improved curriculum outcomes		Not Started ▾
Manawatū Leadership coaching and development to strengthen effective leadership practices		Not Started ▾
Property maintenance and development to maintain the aesthetics of the kura		Not Started ▾

Strategic Goal 4: To develop a safe, culturally rich and inclusive school environment, where wellbeing is supported and community partnerships are valued.

Core Actions to work towards Strategic Goal	Review	Progress
Mana Oranga across the Kura, with emphasis on Whakamana and Whakanui		Not Started ▾
Extensive whānau consultation and engagement to develop the 2027 Strategic Plan (include: Te Arawaru Vision, CNS Uniform)		Not Started ▾
Engage with multiple agencies as and when needed to meet the needs of our learners.		Not Started ▾
Seek opportunities and experiences for whānau engagement and participation at kura.		Not Started ▾