

Annual Strategic Goals and Success Criteria – 2025



Strategic Goal 1: Kotahitanga | A positive and inclusive school culture

Area of Focus	Success Criteria (at the end of 2025)
Commitment to te tiriti o waitangi	1.1 “Te Reo is visible all or most of the time in my classrooms” (students well-being survey) will increase from 65% in 2024 to 75% in 2025.
	1.2 “I see and hear my school supporting a te ao Māori view: LHS supports a te ao Māori perspective” will increase from 62% in 2024 to 75% in 2025.
	1.3 Kaupapa Māori events such as mihi whakatau, the celebration of Matariki, whakawātea and poroporoaki are embedded in the practices of LHS.
Celebration of effort and achievement	1.4 A centralised system for collecting student achievements across all areas in the school is established and this is used to ensure student success is celebrated in assemblies and in school media.
	1.5 A fortnightly newsletter which keeps whānau up to date and celebrates recent student achievements with our community is established.
Staff and student Wellbeing	1.6 “I feel safe at school” all or most of the time (students wellbeing survey) will increase from 80% to 90% in 2025.
	1.7 Inclusivity training is provided for all staff.
Settled and Positive Classrooms	1.8 Our Year 9 and 10 transfer rate will have reduced by at least 5% when compared to 2024.
	1.9 Instances of disruptive behaviours in classrooms (as recorded in our SMS) will have reduced by at least 5% when compared to 2024.

Strategic Goal 2: All students achieve personal excellence | Rangatiratanga

Area of Focus	Success (at the end of 2025)
Literacy and Numeracy	2.1 The number of students who have gained the numeracy co-requisite by the end of Year 10 will have increased by 15% (57%-72%).
	2.2 80% of Year 10 students achieve the Reading Co-requisite.
	2.3 80% of Year 11 students achieve the writing co-requisite.
Equity in Achievement	2.4 There is less than a 5% disparity between Māori and Pasifika and Non-Māori and Pasifika in NCEA achievement.
Level 2 NCEA	2.5 Over 95% Year 12 students will achieve NCEA L2.
	2.6 NCEA Level 2 Endorsements will increase to 50%.
University Entrance	2.7 70% of Year 13 students will achieve university entrance.

Strategic Goal 3: Mana | Our community is connected to, and proud of, Lincoln High School

Area of Focus	Success (at the end of 2025)
Student Connection	3.1 <i>“There is a staff member at school who I know supports me”</i> (Student Wellbeing Survey) will increase from 76% in 2024 to 80% in 2025.
	3.2 <i>There is at least one staff member at school who I feel safe around and I can trust</i> (Student Wellbeing Survey) will increase from 84% in 2024 to 90% in 2025.
	3.3 <i>I am proud to say I attend Lincoln High School</i> (Student Wellbeing Survey) will be over 90%.
Student Engagement	3.4 At least 80% of students will participate in at least 1 extra-curricular activity in 2025.
Staff satisfaction	3.5 <i>“We work in a safe and supportive environment”</i> (Staff TSP survey) will increase from 86% in 2024 to 90% in 2025.
	3.6 <i>“Teachers having difficulty helping students reach important academic and social goals are given good support”</i> (Staff TSP survey) will increase from 75% in 2024 to 80% in 2025.
	3.7 <i>“I am proud to say I work at Lincoln High School”</i> (Staff Wellbeing Survey) will be over 95%.
Community Satisfaction	3.8 Lincoln High School is the school of choice for our local community, with more than 90% of in-zone Year 9 students enrolling at Lincoln High School for 2026.

Strategic Goal 4: Lincoln High School is well resourced for learning both now and in the future | Mo nga uri kei heke mai

Area of Focus	Success (at the end of 2025)
Campus Redevelopment	4.1 Work with the MOE to establish an updated master property plan.
	4.2 Redevelop unused science labs for general classroom use once our new science block is completed.
	4.3 Complete landscaping and student seating areas around new science block, Library and D-Block Quad.
International Program	4.4 Develop a 5-Year business plan to set targets and manage sustainable growth in our international student program.
LHS Foundation	4.5 Explore the establishment of a LHS foundation.
Staff Development	4.6 Collaborate with staff to develop an updated teaching and learning framework and graduate profile.
	4.7 Establish a middle leaders development program.