

Our Response to the ERO Review

Kaipara College · Te Waka o Kaipara

In June 2026, the Education Review Office (ERO) published its review of Kaipara College. The report set out five areas where ERO recommended the Ministry of Education provide additional support, alongside three key priorities for improvement. This page sets out the actions we are taking in response, and will be updated each term so our community can see our progress.

You can read the full ERO report here: [\[link to ERO report\]](#).

1. Strategic Leadership and Planning

ERO asked us to strengthen strategic leadership for annual planning and for monitoring progress towards goals and targets.

Action	Status	Date updated
Working with an external strategic planning partner to build a clear three-to-five-year plan for the school, with input from staff and the community.	Underway - Working with D7G Consulting - Prior consultation grouped into themes - Consultation meetings booked with SLT and the Board for Term 3, Week 1	June 2026
Clarifying roles and responsibilities across the senior leadership team.	Completed	April 2026
Lining up our strategic plan with annual plans, department plans and weekly team plans so everyone is working toward the same goals.	Underway - Senior leadership reporting aligns with strategic planning - New Strategic plan needed for next steps	June 2026
Introducing an independent professional growth and coaching programme for senior leaders, informed by feedback from staff, students and the community.	Planned, Term 3 2026 - Karen Smith from The Education Group has been hired to facilitate - Initial meetings to be held on the 28th August - This will evolve into aligning appraisal with coaching in 2027	June 2026

2. Teaching, Curriculum and Reporting

ERO asked us to strengthen assessment, curriculum and reporting so that teaching programmes improve outcomes, engagement and access to future pathways.

Action	Status	Date updated
Developing a shared profile of effective teaching to be used consistently in every classroom.	Underway - Established the Teaching and Learning Committee - Drafted the Graduate and Teacher Profiles, aspirational documents	June 2026

Action	Status	Date updated
	- Updated the Culturally Responsive Pedagogy Rubric, the how to instill consistent effective teaching practice across the school - Drafted the Learner, the pathway for learners to reach the graduate profile	
Introducing a small set of core classroom practices expected in every room, every lesson.	Planned for Term 3, 2026	June 2026
Setting up a cycle of self-review, peer review and leadership classroom visits over the next two years.	Planned for Term 3, 2026	June 2026
Introducing regular checkpoints in senior classes so students and teachers can track progress toward qualifications.	Underway - Checkpoints for assessments happening across the school in all areas - Refining system	June 2026
Collecting estimated credits data for senior students to identify early students at risk	Underway - Multiple data points are being trialled and refined in the background - Staff PD planned for Week 3, Term 3 - Identified that layers of support are needed, not just mentoring	June 2026
Introducing a new tracking approach for junior students, aligned to the new national curriculum.	Planned for 2027 to align with new curriculum and assessment tools	June 2026
Building a professional learning programme for staff covering teaching strategies, use of student data, and culturally responsive practice.	Underway - Aligned 2026 PD programme to upskill teachers in Science of Learning and Rosenshine's 10 approaches - Targeted approach in 2027	June 2026
Developing vocational pathways, including new academy programmes, and a bilingual (rua reo) programme.	Underway - Trialling vocational standards now - Looking at resourcing for Vocational Academies - Potentially start in 2028	June 2026
Launching a programme for gifted and talented students in Years 9 and 10.	Underway - Appointed lead teacher - Application process being refined - Planned launch in Term 3, 2026	June 2026

3. Learning Support

ERO asked us to develop more coherent schoolwide learning support systems and provisions.

Action	Status	Date updated
Introducing a structured mentoring programme for students identified as needing extra support, with a particular focus on improving outcomes for Māori students and boys.	Underway - Professional Development being offered to grow mentors within the school - Small groups being mentored based on teacher selection - Awaiting refinement of tracking data	June 2026
Developing clearer leadership roles for learning support, so responsibilities are well defined.	Planned Staffing structure to be revised for 2027	June 2026
Strengthening how we track and follow up on student needs, so every student is identified, monitored and supported.	Underway - Tracking data and systems already in use - Need to ensure roles are clearly defined with staff movement	June 2026

4. Schoolwide Policies and Systems

ERO asked us to build a more cohesive schoolwide policy and procedure framework to guide how the school operates.

Action	Status	Date updated
Developing consistent behaviour and communication expectations across the school, including a clear graduate profile of the values and skills we want every student to leave with.	Underway - Established the Teaching and Learning Committee - Drafted the Graduate and Teacher Profiles, aspirational documents - Drafted the Learner, the pathway for learners to reach the graduate profile - Research into a behaviour curriculum to be delivered in whānau time	June 2026
Creating a staff procedures manual to ensure consistency and clarity of systems	Underway - A number of pastoral procedures have been drafted - Planned for consultation in Term 3, Week 3	June 2026
Strengthening induction for new staff, so expectations are clear from day one.	Planned	June 2026

5. Student Attendance

ERO found that less than half of our students were attending school regularly, and asked us to implement and closely monitor an Attendance Management Plan.

Action	Status	Date updated
Implementing an Attendance Management Plan, including early contact with whānau when	Underway Board approved plan on the 254th March 2026	June 2026

Action	Status	Date updated
attendance drops and clear referral pathways for ongoing support.	- Attendance letters have been refined compared to the Ministry ones - Letters being sent out	
Strengthening whānau classes to build trusted relationships between staff and students, which supports regular attendance.	Underway Planning meetings held	June 2026
Senior leaders and the Board reviewing attendance data regularly to monitor progress and adjust our approach.	Planned To be done 6 months after implementation which is approx Sept 2026	June 2026

6. Compliance

Alongside the School Evaluation Report, ERO and the Board also completed a Board Assurance with Regulatory and Legislative Requirements review. This identified a small number of compliance actions, which have now been completed.

Action	Status	Date updated
The Attendance Management Plan was approved by the Board and is now being implemented.	Completed	25 March 2026
Our accident reporting policy has been updated to reflect the correct form used to report accidents across the school.	Completed	25 March 2026
Police vetting (safety checking) has always been carried out at Kaipara College. Oversight of this has now been consolidated under one person, rather than three, to ensure consistency.	Completed	April 2026
Our complaints register, which was already in place at the time of the ERO visit, has been refined to improve record keeping and monitoring of each complaint.	Completed	April 2026

Our Three Key Priorities

Alongside the five areas above, ERO identified three key priorities for the school. The actions on this page contribute to all three:

- Improving regular attendance
- Strengthening strategic leadership and governance
- Improving equity in achievement and engagement, with a sustained focus on Māori learners and boys

This page will be reviewed and updated each term. If you have any questions about our progress, please contact the school office.