

Statement of Variance against Annual Targets for 2025



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

Area of Focus	Success Criteria (at the end of 2025)	Outcomes	Target Met?	Additional comments/ explanation of variance/next steps (if target not yet met)
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.	Due to an error with the student survey this was not recorded correctly in 2025. Due to this this was re-done at the beginning of 2026 with the results being 71%.	Not yet Achieved, in progress for 2026	While these are indicative as of the start of 2026 – they
	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.	Due to an error with the student survey this was not recorded correctly in 2025. Due to this this was re-done at the beginning of 2026 with the results being 57% - however a large number of students indicated there were not sure what this meant (the was not available to choose from in 2024).	Not yet Achieved, in progress for 2026	
	1.3 Kaupapa Māori events such as mihi whakatau, the celebration of Matariki,	These are now established events and are part of a our annual planning and resourced to run well.	Achieved	Additional support for the planning of these events has also been added through the

	whakawātea and poroporoaki are embedded in the practices of LHS.			establishment of our pou whirinaki position.
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.	This has been achieved for our newsletter and social media platforms in which student success in collated and shared systematically through these avenues.	Achieved	This can be extended further in 2026 through providing further opportunities for students' success in their study and work habits to also be recognised through our updated reporting system.
	1.5 A fortnightly newsletter which keeps whānau up to date and celebrates recent student achievements with our community is established.	This has been implemented but 3 times a term rather than fortnightly in 2025. Which has enabled us to set up good reporting and publishing systems for this. We have received good feedback from our community around this.	Achieved (with monthly modification)	This has moved to fortnightly in 2026.
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.	This has increased from 80% in 2024 to 82.3% in 2025	Not yet Achieved, in progress for 2026	While we have seen an increase this did not meet the goal of 90% in 2025. As such this has remained a goal for 2026 and additional information has been sought from students (clip board campaigns and school wide survey data) to establish what actions can best support this.
	1.7 Inclusivity training is provided for all staff.	This did not run in 2025	Not Achieved	This was originally scheduled to occur in one of our staff meetings towards the end of

				the year, however, due to large amounts of curriculum and reporting updates being announced in 2025, a number of our staff meetings had to be repurposed to accommodate these changes.
Settled and Positive Classrooms	1.8 Our Year 9 and 10 transfer rate will have reduced by at least 5% when compared to 2024.	By December 2024 668 cumulative transfers were recorded across the school, by the same time in 2025 530 were recorded. This is a reduction of 21%.	Achieved	This was achieved by a significant margin.
	1.9 Instances of disruptive behaviours in classrooms (as recorded in our SMS) will have reduced by at least 5% when compared to 2024.	Total instances of disruptive behaviours reduced by 14.5% between 2024 and 2025.	Achieved	

Strategic Goal 2: All students achieve personal excellence | Rangatiratanga

Area of Focus	Success (at the end of 2025)	Outcomes	Target Met?	Additional comments/ explanation of variance/next steps (if target not yet met)
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%).	82% of Year 10 students gained this by the end of 2025.	Achieved	

	2.2 80% of Year 10 students achieve the Reading Co-requisite.	81% of Year 10 students gained this by the end of 2025	Achieved	
	2.3 80% of Year 11 students achieve the writing co-requisite.	90% Year 11 students gained this by the end of 2025	Achieved	
Equity in Achievement	2.4 There is less than a 5% disparity between Māori and Pasifika and Non-Māori and Pasifika in NCEA achievement.	At Level 2 the disparity was 11%. For UE the disparity was 20.5 %	Not yet Achieved, in progress for 2026	This remains a continued focus for both departments and teaching staff. However, in 2025 we have seen a considerable reduction in the gap between our Māori and Pasifika achievement in the CAAs, which we hope will assist when these students reach level 2 and 3 NCEA.
Level 2 NCEA	2.5 Over 95% Year 12 students will achieve NCEA L2.	94% of our Year 12 students achieved Level 2 NCEA in 2025	Not yet Achieved, in progress for 2026	This remains a goal for 2026, however, with 94% this was very close to being achieved.
	2.6 NCEA Level 2 Endorsements will increase to 50%.	42.1% of our Year 12 students achieved Level 2 NCEA in 2025	Not yet Achieved, in progress for 2026	This remains a goal for 2026, with both department and school goals reflecting actions towards this.
University Entrance	2.7 70% of Year 13 students will achieve university entrance.	66% of our Year 12 students achieved UE in 2025	Not yet Achieved, in progress for 2026	This remains a goal for 2026, with both department and school goals reflecting actions towards this.

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

Area of Focus	Success (at the end of 2025)	Outcomes	Target Met?	Additional comments/ explanation of variance/next steps (if target not yet met)
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.	This increased to 81% in 2025.	Achieved	
	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.	This increased to 85% and was consistent in both Term 1 and Term 3 in 2025	Not yet Achieved, in progress for 2026	This remains a goal for 2026 and
	3.3 <i>I am proud to say I attend Lincoln High School</i> (Student Wellbeing Survey) will be over 90%.	This was reported as 72% in Term 2 and 69% in Term 3	Not yet Achieved, in progress for 2026	This remains a goal for 2026, although with no baseline measure known before selecting the 90% target for 2025, this proved

				to be a very ambitious target.
Student Engagement	3.4 At least 80% of students will participate in at least 1 extra-curricular activity in 2025.	This was recorded in our student survey as 64% for Term 1 and 65% for Term 3	Not yet Achieved, in progress for 2026	This remains a goal for 2026, although with no baseline measure known before selecting the 90% target for 2025, this proved to be an ambitious target
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.	This has increased from 74% in 2023, to 86% in 2024, to 95% in 2025	Achieved	
	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.	This increased from 65% in 2023, to 75% in 2024, but remained at 75% in 2025	Not yet Achieved, in progress for 2026	This remained at 75% for 2025, this remains a goal in 2026 and an increased focus on teachers supporting during Linc sessions is a focus
	3.7 “ <i>I am proud to say I work at Lincoln High School</i> ” (Staff Wellbeing Survey) will be over 95%.	This was reported in Term 3, with the result being 94%	Not yet Achieved, in progress for 2026	This remains a goal for 2026, and was very close to being achieved in 2025 (1% short)
Community Satisfaction	3.8 Lincoln High School is the school of choice for our local community, with more than 90% of	The data available from the MoE does not support this goal well as it does not directly measure this, however, our in	Not yet Achieved, in progress for 2026	This remains a goal in 2026, however the feedback from the MoE suggests this could be a very high target

	in-zone Year 9 students enrolling at Lincoln High School for 2026.	house system does capture our retention rate from Year 8 to Year 9. For our 2026 cohort this was 79.14%.		compared to national trends. We are working with our local Primary Schools to create more opportunities for engagement in the school during their senior years.
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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)	Outcomes	Target Met?	Additional comments/ explanation of variance/next steps (if target not yet met)
Campus Redevelopment	4.1 Work with the MOE to establish an updated master property plan.	Funding for T Block remediation confirmed Funding application for Library remediation in progress	Not yet Achieved, in progress for 2026	The planning process for schools has now changed and the MoE does not appear to be engaging with schools around master planning in the way they were. This now appears to be on a needs must basis once rolls get stretched
	4.2 Redevelop unused science labs for general classroom use once our new science block is completed.	Preliminary plans have been drawn from 2 areas cover 4 of these spaces. However, this has had to be delayed due to the need to wait and see what/if decanting is now required for the remediation of the Technology Block.	Not yet Achieved, in progress for 2026	Currently working with the MOE to confirm what is needed for the T block remediation.

	4.3 Complete landscaping and student seating areas around new science block, Library and D-Block Quad.	The area around the new science block has largely completed and is being well used by students.	Partially Achieved	Due to having to wait for planning for the D block quad and potential library remediation to be confirmed, the other areas have needed to be deferred.
International Program	4.4 Develop a 5-Year business plan to set targets and manage sustainable growth in our international student program.	A draft strategy plan has been produced as well as a strategic marketing plan	Achieved	This will continue to be finalised, with more specific targets for student numbers comparative to roll size
LHS Foundation	4.5 Explore the establishment of a LHS foundation.	Little action was taken towards this in 2025, apart from establishing a relationship with the current Past Pupils Associate chair	Not yet Achieved, in progress for 2026	This remains an action for 2026 – but with a more specific outcome
Staff Development	4.6 Collaborate with staff to develop an updated teaching and learning framework and graduate profile.	This was deferred to 2026, due to workload	Not yet Achieved, in progress for 2026	Good progress towards this, with staff consultation around the draft framework has been gathered during Term 1 of 2026.
	4.7 Establish a middle leaders development program.	Feedback from HOLAs around this has been gathered	Not yet Achieved, in progress for 2026	This is the focus of our Associate Principal's sabbatical in Term 2