

NZ ACADEMY OF HIGHLAND AND NATIONAL DANCING (INC)

FIVE YEAR PLAN

2026-2031

Items Yet To Be Completed or Ongoing	Timeframe for completion
1. Grow and Develop the Academy	
1.1. Address attrition rate of examination candidates	
1.1.1. Maintain youth participation	
1.1.2. Monitor examination statistics	
1.1.3. Revisit highland pump as forum topic 2026	2026
1.2. Increase candidate numbers	
1.2.1. Increase teacher numbers	
<ul style="list-style-type: none"> Continue and Improve support for Teachers' and Judges' Clubs 	
<ul style="list-style-type: none"> <ul style="list-style-type: none"> Opportunities for collaboration at conference 	
<ul style="list-style-type: none"> <ul style="list-style-type: none"> Support and conduct seminars 	
<ul style="list-style-type: none"> Maintain and develop teaching tools + syllabi 	
<ul style="list-style-type: none"> <ul style="list-style-type: none"> Major syllabi review 	2025-2028
<ul style="list-style-type: none"> <ul style="list-style-type: none"> <ul style="list-style-type: none"> Phase 1 Research of old steps 	2025
<ul style="list-style-type: none"> <ul style="list-style-type: none"> <ul style="list-style-type: none"> Phase 2 Syllabus completion including music recording 	2026
<ul style="list-style-type: none"> <ul style="list-style-type: none"> <ul style="list-style-type: none"> Phase 3 Video recordings, launch and training 	2027
<ul style="list-style-type: none"> <ul style="list-style-type: none"> <ul style="list-style-type: none"> Phase 4 Implementation 	2028
1.3. Continue succession planning and skills development	
1.3.1. Continuously improve DDC	
1.3.2. Run regular Academy Technical Training Courses (ATTC)	
<ul style="list-style-type: none"> Christchurch Step Dancing 	2026
1.3.3. Continue professional development for Technical Committee	
<ul style="list-style-type: none"> Course delivery presentation skills 	2026
1.3.4. Encourage youth to participate at local area level	

Items Yet To Be Completed or Ongoing	Timeframe for completion
<ul style="list-style-type: none"> Increase liaison activity between Academy, Teachers and Judges and Centres to advertise dates of local meetings and provide contacts for youth to get involved. 	2026
2. IT Systems / Administration / Financial health	
2.1. Maintain and update databases	
2.1.1. Identify efficiencies until new website is completed	2026
2.2. Make improvements to Academy website and other links	2026
2.3. Continue to apply for grants for special projects	
2.4. Maintain health and safety systems	
2.4.1. Continue to develop guidance to support safer mental and physical health practice for members	
2.4.2. Continue with regular webinars	2026
2.5. Increase use of technology	
2.5.1. Investigate online upskilling tools	
<ul style="list-style-type: none"> Continue to improve online options for conference workshops / speakers 	2025
2.6. Consider sustainability in decision making	
2.6.1. Environmental	
<ul style="list-style-type: none"> Review Academy practices with the 4Rs in mind (rethink, reduce, re-use, recycle) Reduce hardcopy resources and postage 	
2.6.2. Social	
<ul style="list-style-type: none"> Retain existing members Attract new members Encourage a socially connected network of members Ensure Academy's priorities meet members' needs 	
2.6.3. Economic	
<ul style="list-style-type: none"> Ensure ongoing fiscal responsibility Seek new sources of funding Ensure value for money on members' subscription fee 	
2.7. Privacy Awareness and Policies	
2.7.1. Encourage member awareness of the Privacy Policy	
<ul style="list-style-type: none"> Have one article in a newsletter for 2026 	2026

Items Yet To Be Completed or Ongoing	Timeframe for completion
3. Promotion	
3.1. Promote preschool and school-based programmes	
3.2. Promote NZ Academy's technique both nationally and globally	
3.2.1. Continue Highland Dance Company tours nationally and internationally	
3.2.2. Encourage groups to visit NZ	
3.2.3. Encourage NZ groups to visit overseas	
3.2.4. Utilise You-tube channel	
• Develop YouTube policy with help from social media advisor	2026
3.3 Maintain relationships	
3.3.1 Continue close liaison with the Piping and Dancing Association	
3.3.2 Maintain relationships with overseas bodies such as SOB, SOHDA and VSU	
• Meet with officials from Edinburgh tattoo in Auckland February 2026	2026

Items Completed	Completed In
Conduct ATTC Christchurch Highland Grades	2025
Updated conditional pass and pathways policy	2025
Improve conference hybrid sessions in response to feedback and review of sessions done in first year (2024)	2025
Invite conference speakers to support safer mental and physical health practice for members	2025
Purge Storage Unit	2025
Conduct webinar and zoom training for Technical Committee	2025
Implement alternative theory zoom session for senior grades	2025
Conduct solo seal survey and implement changes in response	2025
Develop mentor programme to replace new teacher incentive scheme	2025
Transfer of syllabi on to more usable word documents	2024
Trialled webinar options for upskilling for members	2024
Trial of more flexible options for completion of ATTC by members	2024

Review Teacher Investment Programme	2024
Implement Teacher Incentive Scheme – conference rebate for teachers entering candidates in exams	2024
Revise 18 & over assessment	2024
Revise pathways syllabi for step dancing	2024
Complete Junior National Assessments videos	2023
Updated constitution to comply with new Incorporated Societies Act	2023
Professional development for Technical Committee – google docs training	2023
Pandemic response plan updated	2023
Relaunched Technical Progression Scheme as Teacher Development Programme	2023
Exit survey put in place for resigning members	2023
Completed Senior National Dance Assessment Videos	2022
Investigated new theory tools	2022
Implemented Electronic Syllabus for National Dance Assessments	2022
Developed youth recognition award	2022
Reviewed reinstatement criteria	2022
Ran ATTC in Palmerston North	2022
Implemented Online membership cards	2021
Ran ATTC in Christchurch	2021
Developed Privacy Policy	2021
Created advertising resources for teachers	2020
Produced Getting Started in Dance Sticker Activity Book	2020
Ran ATTC in Auckland	2019
Highland Pump Award Syllabus Introduced	2019
Recorded Fern and Heather music	2019
Updated constitution	2019
Implemented electronic syllabus for grades and stages	2019
Initial and Prep – new CDs	2018
Completed new workbook resources for initial/prep	2018
Ran ATTC in Christchurch	2018
Ran ATTC in Auckland and Invercargill	2017