

Te Puna Reo o Ngā Kākano

Strategic Plan 2020 to 2023

*Ko Te Ahumairangi te maunga
Ko Kaiwharawhara te awa
Ko Te Whanganui-a-Tara te moana
Ko Ngake ko Whāitaitai ngā taniwha
Ko Te Puna Reo o Ngā Kākano te kura mātauranga*

Moemoeā- Our vision

Whakatipuria te kākano kia pihi, kia puāwai
Nurturing our tamariki so they can flourish in the future.

Ngā Mātāpono- Our values

Manaakitanga- we will care for our tamariki, whānau and friends
Whakamana - we will empower our tamariki to develop and learn at their own pace
Whānaungatanga – we will build enduring connections with tamariki, whānau and hapori
Kaitiakitanga – we will care for our environment and advocate for sustainable practises
Whakaute - we will respect the contributions of all people including our tamariki
Manahau- we will be a fun place.

Ngā Whāinga- Our four goals

Whakatipuria te kākano, kia pihi, kia puāwai

Te reo me ona
tikanga

Kaitiakitanga
(Nature education
and sustainability)

Kaimahi
(Workforce)

Marautanga
(Curriculum)

Strengthen te reo and tikanga Māori delivery and practice

We want to hear and see more te reo Māori being used daily by staff, tamariki and whānau
We want our staff and tamariki to be confident in using te reo and tikanga Māori in all domains

We will raise the quality of reo to enhance the educational experience

Support nature education and sustainable environmental practises

We want to have strong sustainable practises and a nature education programme for our
tamariki

Support our Kaimahi to grow and develop

We want staff who are engaged, motivated, passionate and highly skilled

We will support staff to grow and develop as excellent educators

We will develop the cultural knowledge within the centre and curriculum

Strengthen our marautanga (curriculum)

We want a place-based curriculum that is unique to our location, our whakapapa, and our values

We will use mātauranga Māori throughout the curriculum

We will be reflective and evidence based to support our curriculum and practice

Te Puna Reo o Ngā Kākanō

Kia tutuki i ngā whāinga- Achieving our goals

We will achieve our goals by:

- Creating a positive and happy workplace
- Building strong and cohesive teams
- Using innovative and reflective practises
- Empowering our staff to take leadership roles
- Valuing the contribution of all team members regardless of differing opinions and views

Indicators of success

We will look for signs that we have done well by:

- The relationships and credibility within the education sector and within Māori communities
- The happiness of tamariki and their whānau
- Whānau participation in centre activities

and also, by:

Strengthening te reo and tikanga Māori delivery and practice

- Greater use of te reo in the Centre (kapa haka, waiata sessions, conversations)
 - Extended time of immersion in Te Reo
 - Greater depth to the conversations held in te reo māori

Supporting nature education and sustainable environmental practices

- Greater awareness and understanding of kaitiakitanga practices
- Active participation in kaitiakitanga for our tamariki and whānau

Supporting our workforce to grow and develop

- Productive and happy workforce
 - Low staff turnover
- Professional development opportunities
- Staff feel valued and respected

Strengthening our marautanga

- Place based curriculum (Mātauranga a iwi and mana whenua)
- Participation in or leading research projects

Measuring our success

We will reflect on key information to inform our practises including:

- Annual whānau satisfaction surveys
- Uiui mātua (six monthly whānau interviews)
- Staff performance management process
- Outcomes of Education Review Office reviews (currently three-yearly).