

ELC Strategic Plan 2020-2022

Action Plan

Tamariki at the heart of all that we do - Aroha

Goal	What will it look like?	How will we get there?	People responsible	Budget	Evidence	Review
Ensure our environment and practice is supporting and fostering growth and wellbeing for all tamariki.	<p>Connected and attuned kaimahi who embody the virtues of aroha, atawhai, kotahitanga and te rongo, and are an example to the tamariki, whānau and wider community.</p> <p>All tamariki have a strong sense of belonging, secure relationships and interact with the environment in creative and respectful ways.</p>	<p>Developing and building strong relationships with each other/kaimahi, tamariki and whānau.</p> <p>Modelling the desired outcomes.</p> <p>Teaching regulation strategies and mindfulness practice in connection with adults - not teaching regulation strategies in isolation. Re: Vince Gowmon and Penny Brownlee - interconnected learning.</p>	All kaimahi.		Ongoing, measurable changes to be noted in annual questionnaires, Learning Stories, whānau feedback.	December 2022
The identity, culture and language of all tamariki are respected and valued.	Our pedagogy, environment and documentation embraces and reflects the values and culture of all Centre whānau.	<p>Celebrations and rituals are valued as an integral part of Centre life.</p> <p>The views and values of whānau are actively sought. Discussions are regularly undertaken for how to best meet aspirations and representation in the Centre.</p>	All kaimahi.	\$1000 per year	Ongoing, measurable changes to be noted in annual questionnaires, Learning Stories, whānau feedback.	December 2022

Embedding te tino uaratanga Māori/Māori ways of being, values and virtues; tikanga/ways of doing; and te reo Māori in our practice and the environment

Overarching goal or aspiration	What will it look like?	How will we get there?	People responsible	Budget	Timeframe	Review
Strengthen our commitment to Te Tiriti o Waitangi, growing intentional bi-cultural practice in tikanga and te reo Māori. Pedagogy is culturally responsive.	Te reo Māori is regularly spoken throughout the day in context, with kaimahi supporting and encouraging each other to promote maximum usage of te reo Māori. Knowledge of local iwi, tangata whenua, and local history and legends are researched and shared.	Pukapuka and engaging and relevant resources are available. Kaiako use hui, reflections, coffee catch ups and Valuable Conversations as tools to discuss and reflect, challenging their current practice and thinking. Professional development in te reo Māori, local history and cultural narratives.	All kaimahi. Leadership to agenda at team meetings and create professional development opportunities for the whole team to engage in.	\$2000	Ongoing, measurable changes noticed in hui, reflections, coffee catch ups and Valuable Conversations.	December 2022
Māori values and ways of being are imbedded in pedagogy and the learning environment.	All tamariki, kaimahi, whānau, and the essence of the local environment and community are visible and celebrated within the Centre. Pedagogy and the environment reflects the values of local iwi and the iwi of whānau in the Centre.	Through ongoing conversations and Primary Caregiving relationships. Documentation, the environment and pedagogy is underpinned by te ao Māori principles. Whakatauki, karakia and waiata are consistently used in daily practice. Te reo Māori is embedded, visible and normalized within the daily life of the Centre.	All kaimahi. Leadership to agenda at team meetings and create professional development opportunities for the whole team to engage in.	\$500	Ongoing, measurable changes noticed in hui, reflections, coffee catch ups and Valuable Conversations.	December 2022

Emotional, physical, social and spiritual wellbeing is fostered within the whole learning community - Hono/Connect

Overarching goal or aspiration	What will it look like?	How will we get there?	People responsible	Budget	Timeframe	Review
Fostering joy, and creativity in our working environment.	Kaimahi, whānau and tamariki feel able to be themselves, and feel connected, engaged, and valued.	Connecting throughout the day and looking at ideas for connecting outside of work, respecting individual needs and preferences.	All kaimahi.	\$500	Ongoing. Measurable changes noticed in annual questionnaires, whānau feedback, hui, reflections, coffee catch ups and Valuable Conversations.	December 2022
Authenticity, connection and opportunities for meaningful relationships are fostered.	The Centre is a welcoming and nurturing place which daily reflects fun, joy and hope, and supports our tamariki to grow into loving, kind and compassionate members of society.	Virtues cards are utilised to make virtues more visible and to build strengths and capabilities in character traits. Prioritising opportunities for formal and informal connections with each other (kaimahi, whānau, tamariki and the wider community).	All kaimahi.		Ongoing. Measurable changes noticed in annual questionnaires, Learning Stories, whānau feedback, hui, reflections, coffee catch ups and Valuable Conversations.	December 2022