

ARA EARLY LEARNING CENTRE

Strategic Plan 2023-2025

Strategic Focus

A place that nurtures virtues, wellbeing and growth in tamariki, whānau, and kaimahi.

**Me mahi tahi tātou mo te oranga o te katoa.
We must work together for the wellbeing of all.**

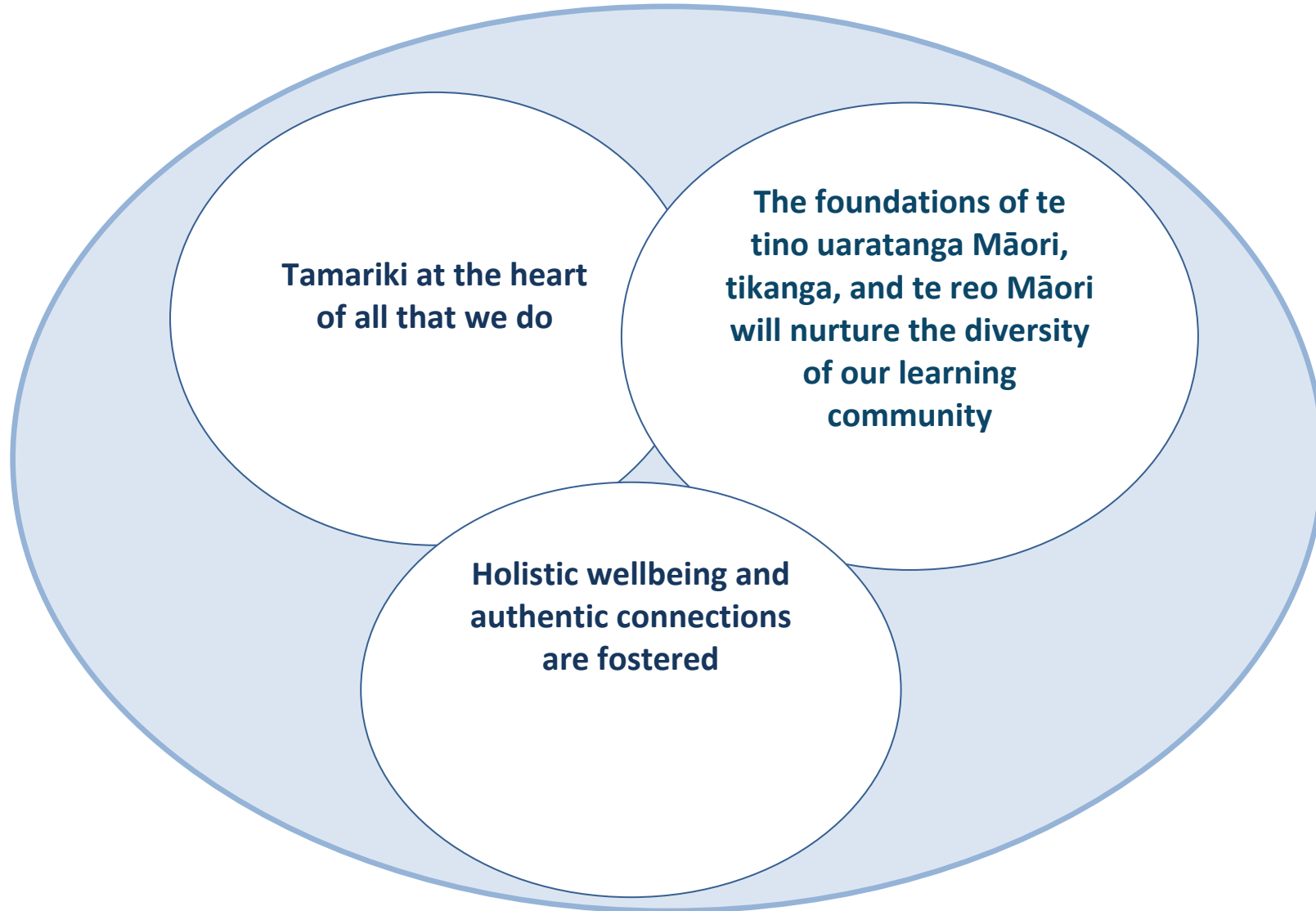
VISION:

To create a culture of connection, wellbeing and cultural responsiveness which fosters the virtues of aroha/love & compassion, atawhai/kindness, kotahitanga/unity and te rongo/peace within our community.

UNDERPINNING ASPECTS:

- Physical, emotional, mental, and spiritual wellbeing is foundational to our daily practice and is actively fostered and supported.
- Connection is embodied in everything we do, from connection with each other, connection with our community, and connection with Te Ao Wairua (the spiritual world) and Te Ao Turoa (the natural world)
- Diversity is visibly celebrated and valued.
- This is a safe place for authenticity, to be ourselves, and to support and challenge one another to grow in our sense of wellbeing and happiness.

PRIORITIES



Action Plan

Tamariki at the heart of all that we do						
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.	\$2000 URF (MOE)	Ongoing, measurable changes to be noted in annual questionnaires, Learning Stories, whānau feedback, and kaimahi hui.	December 2025
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.</p> <p>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, and kaimahi hui.	December 2025

The foundations of te tino uaratanga Māori, tikanga, and te reo Māori will nurture the diversity of our learning community						
Overarching Goal or Aspiration	What Will It Look Like?	How Will We Get There?	People Responsible	Budget	Evidence	Review
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. Knowledge of local iwi, tangata whenua, and local history and legends are researched and shared.	Through ongoing conversations and Primary Caregiving relationships. Documentation, the environment and pedagogy is underpinned by te ao Māori principles. Te reo Māori, whakatauki, pukapuka, 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.	\$1000	Ongoing, measurable changes noticed in kaimahi hui, reflections, coffee catch ups and Valuable Conversations.	December 2025
The diversity of our Centre community is visible and celebrated in the Centre	All whānau feel their culture is acknowledged and represented in the Centre	Through ongoing conversations, documentation (Toku Whānau me Ahau) and Primary Caregiving relationships, asking questions as to what whānau want to see celebrated and acknowledged in the Centre.	All kaimahi	\$1000	Ongoing, measurable changes to be noted in annual questionnaires, Learning Stories, whānau feedback, and kaimahi hui.	December 2025
The environment is nurtured and representative of	An inviting, diverse, enriching and well-presented environment	The garden is regularly maintained to a high standard. Resources within the Centre	All kaimahi		Through regular health and safety checks, discussions	December 2025

te tino uaratanga Māori and the values of our Centre whānau		align with our philosophy. We respond to how tamariki engage with the environment and follow their interests, through feedback from whānau. We role model to tamariki to be kaitiaki of our environment through involvement of its care.			in kaimahi hui, BEIMS, credit card purchases, kaimahi, tamariki & whānau feedback.	
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Holistic wellbeing and authentic connections are fostered						
Overarching Goal or Aspiration	What Will It Look Like?	How Will We Get There?	People Responsible	Budget	Evidence	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 2025
Authenticity, connection and opportunities for meaningful	The Centre is a welcoming and nurturing place which daily reflects fun, joy and hope, and supports our	Virtues cards are utilized monthly to make virtues more visible and to build strengths	All kaimahi		Ongoing. Measurable changes noticed in annual	December 2025

relationships are fostered.	tamariki to grow into loving, kind and compassionate members of society.	and capabilities in character traits. Prioritising opportunities for formal and informal connections with each other (kaimahi, whānau, tamariki and the wider community).			questionnaires, Learning Stories, whānau feedback, hui, reflections, coffee catch ups and Valuable Conversations.	
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