

MARLBOROUGH KINDERGARTEN ASSOCIATION

Strategic Plan 2020 - 2024

Our Purpose

Marlborough Kindergarten Association leads quality learning experiences for our tamariki

Our Vision

Every child attending our Kindergartens will reach their full potential

Our Strategic Priorities

We will focus on quality, stakeholder engagement and sustainability

Quality

A focus on quality enables us to:

- Lead education best practice
- Support all children to thrive
- Remove barriers to participation
- Lead business best practice

Stakeholder Engagement

A focus on stakeholder engagement enables us to:

- Engage with whānau to strengthen relationships
- Work effectively and proactively within and across the community

Sustainability

A focus on sustainability enables us to:

- Plan for the future
- Improve environmental impacts

Our ways of Working

Our work will be underpinned by the Treaty of Waitangi, Ngā Kawatau me ngā Tūmanakotanga oTe Tauhihi, and our five core values:

Whānaungatanga

We value all relationships

Kaitiakitanga

We value the world around us and its future

Manaakitanga

We value integrity, trust, sincerity and equity

Ako

We value everyone as a learner

Wānanga

We value communication, problem solving and innovation

Strategic Priority	National Education and Learning Priorities (Nelp)	Ka Hikitia	Link to NZK Strat plan	MKA Values	Pasifika Action Plan
Quality					
Support all children to thrive	Ensure every learner/akonga gains sound foundation skills, including language, literacy and numeracy. (Nelp 4)	We will also support Māori learners and their whānau to plan and pursue the education pathways that they aspire to (Whanau)	Investing our time, resources and expertise for greatest educational and social impact	Ako: We value that everyone is a learner. We believe that fostering learning ensures positive outcomes for all.	We will support Pacific learners and their families to be informed and confident in supporting their education aspirations. We will also support Pacific learners and their families to plan and pursue the education pathways that they aspire to, in partnership with educators.
Lead Education Best Practice	Meaningfully incorporate te reo Māori and tikanga Māori into the everyday life of the place of learning. (Nelp 5)	Our education services will support the growth and development of the Māori language. (Te Tuakiritanga)	Influencing and leading teacher practice, growth and development. Leading through servant leadership, teaming and systems thinking to deliver sustainable approaches and opportunities		
	Develop staff to strengthen teaching, leadership, and learner support capability across the education workforce. (Nelp 6)		Providing contemporary strategic and operational leadership and related legal compliance services.		Valuing and growing the number of teachers and leaders with Pacific heritage is a key part of ensuring quality teaching and leadership that is reflective of and responsive to Pacific learners and their families.
	Ensure places of learning are safe, inclusive, and free from racism, discrimination and bullying. (Nelp 1)	Māori learners and whānau have identified racism as a major barrier in our education system. We will address this, provide equitable access to services, and in ways that promote fairness and are		Manaakitanga: We value integrity, trust, sincerity and equity We believe an environment of kindness, hospitality, generosity and mutual respect.	Pacific learners and families have identified racism as a major barrier in our education system. We will work to confront and eliminate racism, discrimination and stigma, including for Pacific

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		respectful and culturally appropriate so that Māori learners and their whānau have a strong sense of belonging. (Te Tangata)			learners who identify as LGBTQIA+ MVPFAFF1 and/or disabled. This will ensure that Pacific learners and their families have a strong sense of belonging and education is a trusted, inclusive space.
Remove barriers to participation	Reduce barriers to education for all, including for Māori and pacific learners/akonga, disabled learners/akonga and those with learning needs. (Nelp 3)	Our education services will recognise and provide for Māori diversity. Our education workforce will have the right skills and capacity to support all Māori learners, including those with disabilities and learning support needs, to achieve excellent outcomes. (Te Kanorautanga)	Investing our time, resources and expertise for greatest educational and social impact		Pacific learners and families are diverse and have different needs and aspirations. This is further exacerbated by COVID-19 and the way it has impacted Pacific communities differently. Working reciprocally at a local level to respond to unique needs and aspirations will better ensure that all Pacific learners have great education opportunities and outcomes.
Lead business best practice	Meaningfully incorporate te reo Māori and tikanga Māori into the everyday life of the organisation. (Nelp 5)		Providing contemporary business excellence to maximise productivity, maximise value and minimise risk		
	Staff have a sense of well being and feel cared for		Providing contemporary strategic governance and		

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	Wherever possible environments are designed to accommodate diversity		related legal compliance services		
Stakeholder Engagement					
Engage with whanau to strengthen relationships	Have high aspirations for every learner/ākonga, and support these by partnering with their whānau and communities to design and deliver education that responds to their needs, and sustains their identities, languages and cultures. (Nelp 2)	We will also support Māori learners and their whānau to plan and pursue the education pathways that they aspire to. (Whanau)	Investing our time, resources and expertise for greatest educational and social impact	Whanaungatanga We value all relationships. We believe that creating a professional, respectful and collaborative culture promotes wellbeing.	We will support Pacific learners and their families to be informed and confident in supporting their education aspirations.
Work effectively and proactively within and across the community	Have high aspirations for every learner/ākonga, and support these by partnering with their whānau and communities to design and deliver education that responds to their needs, and sustains their identities, languages and cultures. (Nelp 2)	Our education support services will support whānau, hapū, iwi and Māori to exercise agency and authority over the education of Māori learners at all levels of the education system. We will support Māori to make decisions about the education of Māori learners. We will account to whānau, hapu, iwi and Māori for the education services we provide (Rangatiratanga)	Delivering national and local advocacy excellence to influence policy, strategy and outcomes.		

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Sustainability					
Plan for the future	MKA is part of the community for future generations		Implementing the NZK Network Development Strategy to grow and strengthen capability and capacity Implementing the NZK Network Qual Mark and Accreditation standards	Wānanga: We value communication, problem-solving and innovation. We believe in effective communication. We believe that evaluation of the past and present and being innovative ensure the future of MKA.	
Improve environmental impacts	MKA is an organisation that promotes and models sustainable practices			Kaitiakitanga: We value the world around us and its future. We believe in strengthening pathways in sustainable practice.	