



**Northland Kindergarten Association**  
*Te Kura Kōhungahunga Tōpū o Te Taitokerau*

## Strategic Plan 2009

**Our Vision** is to be the first choice for early education for parents and whanau in Northland.

**Our Purpose** is to give our children an excellent start for lifelong learning.

**Our Goals at a glance:**

1. Deliver high quality learning
2. Build and maintain relationships and partnerships
3. Ensure financial stability and growth
4. Develop environmental awareness

The Northland Kindergarten Association (NKA) has 20 wonderful kindergartens each with a unique character and feel that mirror the community and environment in which they are situated. We have kindergartens spread between Kerikeri in the mid-north to Ruawai in the heart of the Kaipara.

We encourage and provide the opportunity for parents and Whanau to be part of the experience that only kindergartens can provide for our children. Each kindergarten has a fully trained teaching team and a ratio of 1 teacher for every 10 children.

Kindergartens have been part of New Zealand culture for over 100 years and continue to be the leaders in Early Childhood Education. Our Kindergartens don't just provide a service for a community they are part of the community "**Giving our children an excellent start for lifelong learning**".

Our strategic plan has been developed in line with the Governments strategic plan, Pathways to the Future: Nga Huarahi Arataki 2012. We strive to provide the best possible Early Childhood Education (ECE) available for the tamariki/children of Northland.

Richard Storey  
**General Manager**

## *Goal One*

### **Deliver High Quality Learning**

Ensuring children's learning experiences are high quality

#### *Supporting Strategies*

##### **To deliver EC curriculum to optimal standards**

- Teaching staff are to demonstrate knowledge and implementation of ECE curriculum

##### **To structure Kindergarten sessions to reflect community needs**

- Community surveys carried out to assess community needs and wishes.
- Action plans drawn up in response to identified needs and wishes

##### **To ensure all centres are adequately and evenly resourced**

- Conduct a resource audit to determine level of present resourcing for curriculum, delivery and set targets for budget round (survey and teachers committee to bring recommendations to budget round)
- Create NKA resourcing guide that sets minimum levels of resourcing that each centre will refer to as guaranteed minimum.

##### **To recruit, retain and train quality staff**

- Wide range of personal development courses offered to all staff
- Staff personal development undertaken linked to performance appraisal. Staff appraisals to include personal development recommendations
- Staff have access to and input into personal development
- Maori Caucus to provide support to staff in Tikanga Maori
- Staff to undergo training in basic Te Reo
- Staff visit other centres (within the Association and wider)
- Developing staff support networks (such as a support person or mentor)
- Scholarships offered to staff for personal/professional development

## *Goal Two*

### **Build and Maintain Relationships and Partnerships**

Sustainable and meaningful partnerships are in place with key stakeholders

#### *Supporting Strategies*

##### **To develop and maintain strong collaborative relationships with kindergarten communities**

- Survey to identify unique needs and strengths of all Kindergartens
- Protect and nurture existing fund raisers
- Select appropriate format for consultation and celebration.
- Centres provide opportunities for parent education through a range of means (all centres have a parent education programme by 2012)

### **To maintain and/or further develop other key industry partnerships**

- Establish formal dialogue with local high schools University of Auckland, Tai Tokerau Campus in regards to training opportunities.
- Home based childcare organisations (attract 2 year olds to Kindergarten services instead of other child care services)
- Consider working with Institute of Technology to establish student equipment design assignments that have direct applications to meeting NZ pre school children's social, physical and intellectual challenges.

### *Goal Three*

#### **Ensure Financial Stability and Growth**

Northland Kindergarten Association is financially sustainable through the provision of sufficient cash resource

#### *Supporting Strategies*

##### **To grow association income**

##### **To maintain current financial cash reserves and quality systems**

### *Goal Four*

#### **Develop Environmental Awareness**

Kindergarten property, policies and structures are kept in line with government policy and reflect social and environmental change

#### *Supporting Strategies*

##### **Ensure compliance with appropriate government policies**

##### **Improve flexibility to respond to social and environmental change.**

##### **All current/future projects will minimise NKA's "carbon footprint".**

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*Kindergarten: Giving our children an excellent start for life long learning*

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