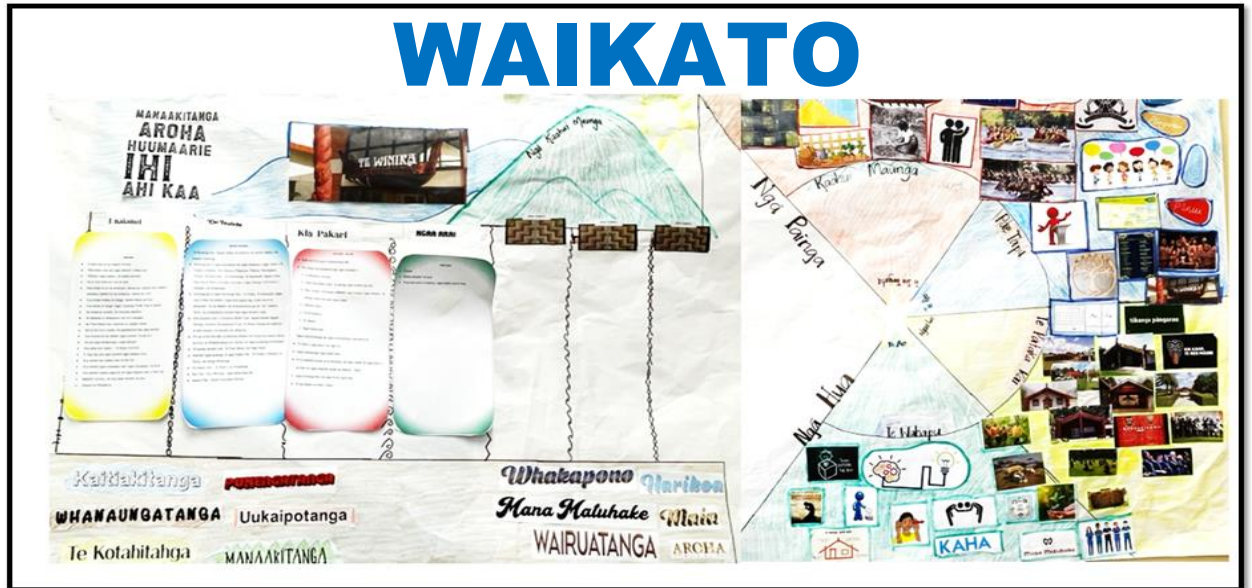


TE KURA KAUPAPA MAAORI O TE PUAHA O WAIKATO



PICTORIAL STRATEGIC PLAN

Contents Page

Whakataki/Introduction	3	
Te Whakamahi/Methodology - PATH Planning & Evaluation Tool	4	
Te Winika DRAFT - Pictorial Strategic Plan	5	
<u>Te Kaupapa/Project</u>		
The Making of Te Winika		
○ Step 1	Te Tuakiri/Creating the Identity	6
○ Step 2	Ngā Moemoeā/Dreams & Vision	7
○ Step 3	Ngā Whaingā/Goals	10
○ Step 4	Ngā Ūara/Values	11
○ Step 5	Inaianei/Where are we Now	12
○ Step 6	Tautoko/Enroll	13
○ Step 7	Kia Kaha/Strengthen	17
○ Step 8	Nga Ārai/Blocks	18
○ Step 9	Mahere Mahi/Action Plan - Poutama 1	
○ Step 10	Mahere Mahi/Action Plan - Poutama 2	
○ Step 11	Mahere Mahi/Action Plan - Poutama 3	21
○ Step 12	Kare ā Roto/Feelings	22
Ngā Kōrero Whakamutunga/Conclusion		23
Ngā Mihi/Acknowledgements		24

Te Whakataki/Introduction

The aim of this report is to document the Strategic Planning process undertaken by the Board of Trustees and whaanau of Te Kura Kaupapa Maaori o Te Puaha o Waikato.

The planning method used for this Pictorial Strategic Plan is called a P.A.T.H.
Planning Alternatives for Tomorrow with Hope.

TE WHAKAMAHI/METHODOLOGY

The PATH Planning And Evaluation Tool

A Tool for Work with Whānau and Hapū

P.A.T.H. (Planning Alternatives for Tomorrow with Hope) is a planning tool developed in Canada and used by a First Nations social services agency for strategic planning, planning of projects and events and as a conflict resolution tool.

The PATH planning tool is a creative and challenging way of planning future directions and/or projects. The time frame for this planning is anywhere from 12 months onwards with the initial tasks to be achieved within three months. The PATH can be used as a stand-alone planning tool and/or to underpin further strategic planning within an organization (or for an individual or group).

The PATH involves the graphic representation of visions, aspirations, goals, and so on, combined with an analysis of the current context in which an organization is operating. It incorporates stakeholder analysis, strengths (similar to a SWOT analysis), and a detailed action plan for a three-to-six-month period (or whatever the timeframe is decided upon).

Steps to PATH

Twelve steps define the *PATH* process. Their sequence guides Pathfinders to clarify the meaning of their work, visualize the results of significant change, experience the tension between where they are now, where they want to be, and outline positive actions to move toward the results they want.

1. Create a common identity
2. Touch the Dream (Ngā Moemoeā)
3. Acknowledge achievements (Ngā Whakatutukitanga)
4. Pull out the Values (Ngā Ūara)
5. Ground in the NOW (Inaianei)
6. Identify whom you need to enroll (Ngā Kaitautoko)
7. Recognise how to build strength (Kia Kaha)
8. Identify the blocks (Ngā Ārai)
- 9, 10,11 Chart the Action Plan (Māhere Whakamahi) for the *PATH* ahead
12. Record emotions and feelings (Ngā Kare-ā-Roto)

Te Winika

2023 - 2025

The following is the result of a hui held with the whaanau, tamariki and kaimahi of Te Kura Kaupapa Maaori o Te Puaha o Waikato.

The hui was facilitated over a 2-day period in March 2022, October 2022 and March 2023 by the Principal - Marama Davis.



1. DREAMS
2. ACHIEVEMENTS
3. VALUES
4. WHERE ARE WE NOW?
5. FEELINGS
6. WHO DO WE NEED TO ENROLL?
7. WHAT ARE OUR STRENGTHS
8. WHAT ARE OUR BLOCKS
9. THE NEXT 24 MONTHS
10. THE NEXT 12 MONTHS
11. THE FIRST STEPS

Hiikoi Tuatahi (1) - Creating the identity

Having a common purpose can be a long and lengthy process and full of debate, but is worth the effort and when done well, forms the "frame" for all other contributions that will follow. It is important that everybody agrees with the PATH title before moving on or can at least, live with it for the duration of this process.

Who/what is this PATH for?

The name **Te Winika** was the natural selection, being the name of the waka, the Totara tree that grew here in Te Puaha o Waikato and eventually the name given for our whare maatauranga.

Hiikoi Tuarua (2) - The Dream/Moemoeā

The whaanau, tamariki and kaimahi were asked what were their hopes and dreams for the future for their tamaiti or tamariki.

With no barriers in the way, what would our kura have in place to support the future for our tamariki? What would a picture of success look like? Without hesitation the whaanau, tamariki and kaimahi dreamed ahead. We then prioritized our dreams and aspirations under our four chosen goals. Our Hoe or chosen goals are;



KAAHUI MAUNGA - HAUORA - Health and Safety



TE PAE TAPU - WHANAUNGA - Communication



TE PAATAKA KAI - TE TAI AO - Environment



TE WAHAPUU - MAATAURANGA - Education



Hiikoi Tuatoru (3) - Ngā Whaingā/Goals for June 2023

We created a Three Strategic Plan, so we chose 18 July 2025 as our completion date. For this component of PATH, we used two guiding principles - that is both POSITIVE and POSSIBLE



TE WAHAPUU - MAATAURANGA - Education

- create our own curriculum that reflects our aspirations and tukunga
- support our local Te Kohanga Reo
- Establish a Whare kura to provide a secondary education for our tamariki o Te Puaha o Waikato
- Clarify our Identity and reconnect with our neighboring kura and ngaa Kura Kaupapa Maaori o Te Aho Matua
- Increase Kura Roll
- Whaanau support to establish a Whare Kura
- Good financial policies and procedures
- Planning for the future



KAAHUI MAUNGA - HAUORA - Health and Safety

- Te awa Waikato, Kiingitanga, Koroneihana, Regatta
- Mau raakau / Taiaha
- Papataakaroa, Waahi Wairua
- A safe, warm, dry building
- Hangarua - Recycling, Para Kore

- He haerenga - row on our awa, climb our maunga, visit our Papakainga me nga Urupa



TE PAATAKA KAI - TE TAIAO - Environment

- Grow Rongoa Maaori, raakau Maaori, kai Maaori
- Maatanga Rongoa Maaori
- Greenhouse for our plants
- Set up a Mara Kai at the Kura,
- reconstructing our Mara Kai with some raised box planting
- Plant rākau Māori on the south hill side of our whare
- Gather and provide kai for the whaanau
- Engage in a local Taiao program
- liaising with mana whenua



TE PAE TAPU - WHANAUNGA - Communication

- Supportive relationship with our whaanau
- Good relationship with our community
- Our people are our strength - positive relationship with our haapori Maaori
- Tuakana Teina relationship with our Te Koohanga Reo whaanau
- Our identity - who we are and where we are from
- Our whaanau, hapuu, iwi
- Our marae and tikanga
- Competent Cultural leaders
- Kaiako Tane
- Staff, whaanau and community development in te reo Maaori

Hiikoi Tuawha (4) - Ngā Ūara (Values)

What are things that motivate us, keep us on track? What underpins the pathway for the Kura whaanau? Values are elicited to create an alignment between what we are saying and what we are doing. On a kinesthetic level this can sometimes give a feeling of wellbeing.

Nga Uaratanga	Nga Whakamarama
Te Reo Maaori	To speak Maaori
Maumaharatanga	To remember the journey of our kura and where we're going from here.
Tino Rangatiratanga	Self-determination.
Manaakitanga	To show respect, kindness, and hospitality to each other, our whaanau and our environment
Puukenga	To identify and utilize
Kotahitanga	To maintain union or one-ness, ko-tahi-tanga, to achieve our goals
Whanaungatanga	To respect our relationships, our kinship and our sense of whanau connection
Hauora	Hauora - Rongoa Māori
Tikanga	To respect our culture, our customs, our protocols, our way of doing things.
Tukanga	To respect our way of doing things.
Aroha	Love for everyone and everything
Tumanako	To remain hopeful and positive. To have courage.
Whakapono	To belief and have faith and courage.
Kaitiakitanga	To act as guardians, custodians, caregivers and keepers of this place and its future.
Mahitahi	Working together with all stakeholders
Wairuatanga	Spiritually connected to our surroundings

Hiikoi Tuarima (5) - Inaianei/Now

Snapshot of where Te Kura Kaupapa Maaori o Te Puaha o Waikato is today, compared to where we want to be. We captured some of the positive and some of the not so positive aspects.

- E kaha ana te reo Maaori i te kura - *te use of te reo Maori is strong in the school*
- Toru tekau maa waru ngaa tamariki i rehita kura - *38 tamariki enrolled*
- Tokotoru ngaa kaiako - he kaiako kairiiwhi - *three Kaiako and a kairiiwhi*
- Kei te kimi kaihautu moo te pahi - *we are looking for a bus driver*
- Kua timata te hui aa whaanau i teeraa tau, kaaore anoo maatou i whakatuu teteahi hui aa whaanau i teenei tau 2023 *we started our first whaanau hui last year and have continued on to the beginning of this year.*
- Kua timata maatou te hanga i teetehi Marau aa Kura - *we have started the PLD of creating our own school's curriculum*
- Kua timata te hanga i ngaa 'Graduate Profile' maa te tamaiti - *Our senior tamariki have begun to create their graduate profile*
- He whaanau tautoko, he whaanau aawhina - *supportive, helpful whaanau*
- He whaanau e whakapono ana ki te Kaupapa - *our whaanau is committed to the Kaupapa of the kura*
- He Poari Matua hou- tokorima oo maatou mema - *we have a new board of 5 members*
- Kei te kimi tonu maatou he papatakaroa maa ngaa tamariki - *we are still looking for a new playground*
- He pai ngaa whaanonga o ngaa tamariki - *tamariki have good behaviour*
- Kua whai tonu taatou i 'Te Kawa o te Kura' - *we are following the kawa of the kura that was created in 2021*
- E mau tika ana ngaa tamariki ngaa kaakahu kura - *tamariki wearing correct uniform and footwear*

- Kua whiwhi kai maatou mai i te Kai Ora - *we receive Healthy Lunches in school*
- Kua whiwhi ngaa huaraakau mai i ngaa Huaraakau i roo Kura - *we receive fruits in schools*
- Kua whiwhi maatou ngaa kai me ngaa kaakahu mai i a 'Kids Can' - *we receive food, footwear, jackets from Kidscan*
- Matariki i te kura - ka moe ngaa tamariki i te kura - *we celebrated Matariki by sleeping at the school*
- Kaaore he Wharekura - *we don't have a Wharekura*

Hiikoi Tuaono 6 - Ngā Kaitautoko (Support/Enroll)

Who do we need to enroll, to bring on board to support our Strategic Goals and what contributions do we want from them?

- Hononga atu ki ngaa kaumaatua me ngaa whaanau o ngaa marae o Te Puaha o Waikato - Ko Weraroa, Pukerewa, Ōrāeroa, Tauranganui, Tikirahi, Te Kumi Paa - Te Kotahitanga, Te Awamarahi, Ngatai e Rua Paa moo te hiitori o te rohe, o te awa, o ngaa tikanga o Te Puaha o Waikato o te Kiingitanga
We need to enroll the kaumaatua and whaanau of Te Puaha o Waikato ngaa marae to learn about the history of the area, the river and the practices of Te Puaha o Waikato and the Kiingitanga.
- Te Runanga Nui - Sandy Walker hei aawhina hei aarahi maatou i oo maatou haerenga.
We need to enroll Whaea Sandy Walker from TRN to assist and guide us on our journey
- Hononga atu ki ngaa Koohanga Reo - Te Puaha, Te Awamarahi, Ngaa Hau E Wha me eeteahi o ngaa Kohungahunga e kaha ana ki te whakaako i te reo Maaori, hei whakawhanaunga atu, hei Tuakana - Teina, hei whakatakoto huarahi maa ngaa tamariki i puta - *Tuakana/Teina relationship with our Te Koohanga Reo of Ooraeroa marae, Te Awamarahi marae and Nga Hau E Wha marae - future graduates of our*

kura

- Kimi tauatoko mai i a Ooraeroa Block Trust, Ngaati Karewa Ngaati Tahinga, Huakina Development Trust, Te Whare Oranga hei aawhina i te taha hauora o te tamaiti o te whaanau
- Piri atu ki Kia Ata Mai, a Hinemaia Mataira hei hanga too maatou Marau aa Kura, te Whakahuahua a te Tamaiti me ngaa puukenga Aromatawai
- Whakatau tautoko mai i Te Poari Matua, hei ringa raupa
- Mahitahi ngaa putanga ki ngaa Kaahui Ako - Te Puaha o Waikato me Tainui, hei hanga Whatunga
- Kirimaaku Kihi - Te Hiitori o te Kingitanga
- Reo Piki - Pou Whrinaki - ngaa whanonga ako
- Maehe Paki - Senior Education Adviser

Hiikoi Tuawhitu (7) – Kia Kaha (Strengthen)

What are the things we need to do to get stronger – in relation to skills, knowledge and relationships?

- **Kia hanga, kia whakakahangia ngaa hononga ki:**

- a taatou te whaanau o te kura ki a taatou anoo
- Ngaa Kaumātua / Kuia o te haapori, o te rohe- he taonga ngaa koorero tuku iho
- Ngaa marae o Te Puaha o Waikato, me ngaa marae o ngaa tamariki - te kainga matua me oona hapuu katoa
- Waikato-Tainui
- Te Runanganui o Ngaa Kura Kaupapa Maaori
- Te Tahuhu
- Ngaa Kaahui Ako Tainui / Te Puaha o Waikato

Ngaa maaramatanga me ngaa moohiotanga e paa ana ki te:

- Te hiitori o ngaa hapuu me ngaa iwi
- Ngaa papakainga, ngaa waahi tapu
- Ki te maahere rautaki aa te whaanau, aa ngaa marae, aa ngaa hapuu o te rohe me ngaa maahere rautaki aa Waikato - Tainui
- Ngaa Kohanga Reo whaanau me ngaa Koohungahunga

Taumata Tuawaru (8) - Nga Arai (Blocks)

The following are some of the perceived blocks and barriers that can prevent us from achieving what we want.

- Ka iti te peke puutea \$\$\$\$
- te maaramatanga o ngaa mahi ki te whakamahi,
- Kei raro te rehita tamariki i te kura
- Pukumahi ana te whaanau, ngaa kaiako me te Poari
- He rerekee ngaa whakaaoro aa te whaanau
- E kore eeteahi e whakaae ki too maatou haerenga
- Kua pau ngaa haoura o te raa
- He iti noa ngaa taangata e moohio ana i ngaa mahi
- Maheretanga
- Te Ngaakau me te whakapono ana te/ ngaa tangata ki te kaupapa
- Ko te whaanau
- Ko ngaa Kaupapa Here
- Ko Te Taahuhu o te Maatauranga
- Hui i te taha o te whaanau
- Ngaa Koorerorero - Koorero tahi

Taumata Tuaiwa - MAHERE MAHI

(ACTION PLAN)

Poutama Tuatoru (3) -July 2025

The following are the milestones which will be achieved by the designated times. With the action plan we focus on how much, how many, when, who.



KAAHUI MAUNGA - HAUORA - Health and Safety

- Organize the erection of the new playground **Marua / Tania**
- Review the Ohu Fundraising **Haylee / Tania**
- Achieve Tier 2 in PB4L **Marama / Louise**
- Review Health and Safety Policies **BoT / Staff / Whanau**
- Financials prepared by BoT financial profile **Haylee / Marama**
- Financial policies and procedures are reviewed as schedule **BoT / Staff / Whanau**



TE PAE TAPU - WHANAUNGA - Communication

- Review the Kura Brochure **Marama / Gaylene**
- Review our Website **Gaylene/ Marama**
- Plan a Te Kohanga Reo day at the Kura **Louise / Te Kohanga Reo Whaanau**
- Complete Appraisal for Tumauaki Marama **/Matekino**
- Complete Appraisal for Kaiako / Kaiwhakahaere **Marama /Matekino**



TE PAATAKA KAI - TE TAIAO - Environment

- Build on the relationship with the Port Waikato Beach care program
Gaylene/ Marama
- Implement school wide, whaanau wide (Recycle, Reuse, Reduce) program
Marama / BoT / Staff
- Feedback information about the establishment of a worm farm **Stanley**
- Matariki 2025 - planting day **Lillian / Gaylene**
- Prepare area for the planting of raakau and rongoa Maaori **Lillian / Marama / Stanley**
- Inside of school being painted



TE WAHAPUU - MAATAURANGA - Education

- Review te reo Maaori classes for our whaanau, staff and board
Louise
- Adopt DRAFT Marau aa Kura, to BoT and whaanau - **Marama**
- Two hui is completed **Marama**
- Plan three year PLD schedule for all Kaiako and Administrator
- Review and submit documentation to MoE for establishment of a Wharekura **BoT / Rereokeroa**
-

Hiikoi Tekau (10) - MAHERE MAHI

(ACTION PLAN)

Poutama Tuarua (2) - November 2024



KA AHUI MAUNGA - HAUORA - Health and Safety

- Apply for funding for the new playground **Marua / Tania**
- Implement the Ohu Fundraising **Haylee / Tania**
- Work towards achieving Tier 2 in PB4L **Marama / Louise**
- Review Health and Safety Policies **BoT / Staff / Whanau**
- The Monthly financial reports, Annual and Financial Statement for the year is prepared and reported by the Tumuaiki and BoT financial **Haylee / Matekino/ Marama**
- Financial policies and procedures are reviewed as schedule **BoT / Staff / Whanau**



TE PAE TAPU - WHANAUNGA - Communication

- Implement the Kura Brochure **Marama / Gaylene**
- Upgrade our Website **Gaylene**
- Meet with the Administrator of Te Kohanga Reo o Te Puaha and Te Awamarahi Te Kohanga Reo **Marama / Louise**
- Engage with appraiser for the Tumuaiki **Marama /Matekino**
- Plan appraising process **Marama /Matekino**



TE PAATAKA KAI - TE TAI AO - Environment

- Engage with the Port Waikato Beach care program **Gaylene/ Marama**
- Hold the hui for the tamariki, whaanau and BoT (Recycle, Reuse, Reduce) **Gaylene/ Marama**
- Feedback information about the establishment of a worm farm name
- Identify appropriate rongoa Maaori to grow in school environment **Lillian / Gaylene**
- Confirm area for the planting of raakau and rongoa Maaori **Lillian / Marama**
- Raakau Maaori identified to plant on our school property **Lillian/Gaylene**
- Acquire quotes for the painting of the inside of the building **Gaylene/ Marama**



TE WAHAPUU - MAATAURANGA - Education

- Present DRAFT Marau aa Kura, to BoT and whaanau - **Marama**
- One hui is completed **Marama**
- Feedback on PLD for all Kaiako that support innovative designs and delivery of purposeful program
- Implement te reo Maaori classes for our whaanau, staff and board **Louise**
- Implement the plan to establishment of a Wharekura **Marama/Matekino / Rereokeroa**

Hiikoi Tekau maa Tahī (11)

MAHERE MAHI

Action Plan

Poutama 1 – February 2024



KAAHUI MAUNGA - HAUORA - Health and Safety

- Inquire about a new playground **Marua / Tania**
- create a Fundraising Ohu **Haylee / Tania**
- Re-engage with PB4L **Marama**
- Engage in the review schedule for our Health and Safety Policies
- Maintain healthy finance policies and procedures



TE PAE TAPU - WHANAUNGA - Communication

- Create a TKKMoTPoW enrollment brochure / package **Marama / Gaylene**
- Update our Website weekly **Gaylene**
- Set a date and time to meet with the Administrator of Te Kohanga Reo o Te Puaha and Te Awamarahi Te Kohanga Reo **Gaylene**
- Seek appraiser for the Tumuaki **Marama / Matekino**
- Investigate appraising process **Marama / Matekino**



TE PAATAKA KAI - TE TAI AO - Environment

- Plan to engage with the Port Waikato Beach care program **Gaylene/ Marama**
- Organize a Hangarua, Para Kore (Recycle, Reuse, Reduce) training for the tamariki, kaimahi and whaanau **Gaylene/ Marama**
- Investigate worm farming **Stanley**

- Identify appropriate rongoa Maaori to grow in school environment **Lillian / Gaylene**
- Identify areas for planting raakau and rongoa Maaori **Lillian**
- Identify raakau Maaori to plant on our school property **Lillian**
- Plan for the painting for the inside of the building



TE WAHAPUU - MAATAURANGA - Education

- Complete DRAFT Marau aa Kura - **Marama**
- Schedule (3) DRAFT Marau aa Kura whaanau hui for whaanau, tamariki and community **Marama**
- Investigate PLD for all Kaiako to support innovative designs and delivery of purposeful program
 - Investigate te reo Maaori classes for our whaanau, staff and board **Louise**
- Engage and create a plan with Rereokeroa Shaw for the establishment of a Wharekura **Marama/Matekino**

Taumata Tekau maa Rua (12) - Ngā Kare-ā-Roto (EMOTIONS)

We plotted a series of Emotional indicators - checking in with their feelings. For example: How would we feel if we accomplished our 4 Goals by July 2025? They shared the following emotions:

Hari me te Koa

Happy

Kua Oti

completed

Maia

Confident

Kua tae te waa

Time's Right

Aronganui

Emotional

Tau Kee

Wow!

Whakahii

Proud

Manahau

Excited

Whakatuutataki

Fulfilled

Tuumeke

To be surprised

Haumauiui

Accomplished

Haukerekere

Overwhelmed

Whai painga

Valued

Paa

Listened to

Tau

Relaxed

Ora

Alive

Ngā Kōrero Whakamutunga (Conclusion)

Ehara taku toa i te toa takitahi

Engari he toa takitini.

Ngā Mihi

E mihi kau ana ki a koutou ngaa tamariki, me te whaanau whaanui o too taatou kura Kaupapa. E tika ana, ka mihi hoki ki too taatou haerenga i runga i too taatou waka a Te Winika.

Naa koutou eenei koorero i taakoha mai maa maatou hei arahi, hei manaaki, hei tiaki moo oo taatou tamariki mokopuna, maa maatou hoki ngaa kai hoe.