



Te Aka Ora Charitable Trust

Annual Plan 2021-2022

Operational and Governance

Priority Area	Approach	Contractual Link	Desired Completion Date	Responsibility
<p>Whānau: Education and Training opportunities for Workforce.</p>	<p>Collaboration with Iwi and Community Organisation.</p> <p>Build relationship with other industry bodies.</p> <p>Development and nurture relationships and networks with influential community partners such as;</p> <ul style="list-style-type: none"> - Manaaki Tairāwhiti - Turanga Health - Tauāwhi Mens Centre - SuperGrans - Kohanga Reo - TROTAK & TRONP 	<p>Networking and Contract development across all services</p>	<p>November 2021 Review May 2022</p>	<p>Chief Executive strategic relationships and operational relationships</p> <p>Management Team to continue operational relationships</p>
<p>Whānau: Leadership within the Community</p>	<p>Provide opportunities for whānau and wider community groups to be influenced by different influences across the different areas of operations within Te Aka Ora.</p> <p>Areas such as;</p> <ul style="list-style-type: none"> - Parenting support - Haputanga - Family wellbeing - Brain Development - Behaviour Therapy 	<p>Parenting TPICW Teen Parent Support Te Whare Whai Hua SWIS</p>	<p>June 2022</p>	<p>Management Team</p> <p>Chief Executive to Oversee</p>



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<p>Individual: Our People are Qualified and skilled individuals</p>	<p>Having a workforce which is 100% qualified or working towards qualification</p> <p>Having individual development plans for all staff</p> <p>Improve working environments, ensuring all work environments are safe and tidy by completing annual checks.</p>	<p>Contractual obligation to have Qualified and Registered professionals.</p> <p>Professional appraisal reviews</p> <p>E tipu e Rea – Professional Growth Cycle</p> <p>Health and Safety Act</p>	<p>December 2021 Review March 2022</p>	<p>Management Team</p>
<p>Individual: Our People are Qualified and skilled individuals</p>	<p>Board to have training opportunities for Governance</p> <p>Build Financial Capabilities</p> <p>Build policy and investment portfolios</p> <p>Feasibility documents for TWWH/Teen Parent Services</p>	<p>Effective Governance across contracts</p>	<p>June 2022</p>	<p>Chief Executive</p> <p>Board Members</p>
<p>Operational: Effective Policies which are relevant and current to today's world</p>	<p>Development of policy review system across organisation</p> <p>Development of feedback and review system for staff and community</p>	<p>Contract accreditation</p> <p>Effective Governance across all contracts</p>	<p>February 2022</p>	<p>Chief Executive</p> <p>Management Team</p> <p>Staff</p>



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Operational: Strong Foundational guidance and processes	Review of all processes within the organisation Review of all Job Descriptions and team structures Development of operational guidelines per service – deskfile of functions	All services	June 2022	Chief Executive Executive Assistant Management Team
Operational: Inclusivity across the organisation	6 monthly celebration days Annual Staff training and development Increased interactions across all communication outlets	All contracts	June 2022	Chief Executive Management Team Staff



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He Ao Manaaki (Social Services Team)

Priority Area	Approach	Contractual Links	Desired Completion Date	Responsibility
Whanau/Community Individual Building our programmes in community – Youth, Whanau Support, Parenting	Providing clear guidance on expectations Allowing staff to use imagination and strengths to build programmes – freedom to try	MSD, SWIS Whanau Support, TPICW, OT Transition	June 2022	Team Leadership
Operational Increasing formal feedback from community and clients for our services	Increase feedback sent out Develop with staff more appropriate feedback options Listening to feedback.	MSD, OT	Oct 2021	Practice Leader and Social Services Team
Operational Supported Housing Transition Creating Service that fits YP needs	Looking for models of housing Identifying gaps and needs for Tairawhiti Programmes built in	OT	June 2022	Leadership
Operational Building team resilience	Changing approach to supervision Empowering them with owning services and tasks Peer supervision regularly – formalised?		Ongoing	Practice Leader to lead, team in implement
Whanau/community Individual Guest speakers Groups/Staff Training Matt Brown/Nathan Wallis/Peter Thorburn	Look at options for speakers Community/clients/staff	MSD, OT, TPK	June 2022	Practice Leader, team, Mangement Team



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Te Whare Whai Hua – Early Learning Centre

Priority Area	Approach	Contractual Link	Desired Completion Date	Responsibility
<p>Whānau: Encouraging whānau to walk side by side with their tamariki throughout their education journey</p>	<p>Develop, review and implement transition plans alongside whānau – to TWWH, within TWWH and to school.</p> <p>Hold a whānau evening that focuses on transition to school.</p>	<p>ERO Report 2018 Local Schools TWWH Philosophy Te Whāriki: Pathways to school and kura Standards for the Teaching Profession [STP]</p>	<p>February 2022 Review May 2022</p>	<p>Plans: Roimata, Hiraina and Shannon</p> <p>Whānau evening: Kōkā Nina and Te Puāwai team</p> <p>Team</p>
<p>Whānau: Supporting the growth of resilient whānau</p>	<p>Support whānau to use and understand Storypark and individual portfolios.</p> <p>Continue to engage in conversation with whānau that focus on the learning and development of their tamaiti.</p> <p>Where possible, include whānau in professional development.</p> <p>Whānau Evenings.</p>	<p>TWWH Philosophy Te Whāriki STP</p>	<p>June 2022</p>	<p>Team</p>



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<p>Individual: Ensuring that all tamariki have access to quality education which embodies our Tairāwhititanga</p>	<p>Implement new Internal Evaluation template.</p> <p>Review how we are reflecting Te Ara Poutama: Indicators of quality for early childhood education.</p>	<p>Te Whāriki Effective Internal Evaluation for Improvement. Te Ara Poutama: Indicators of quality for early childhood education.</p>	<p>December 2021 Review March 2022</p>	<p>Team</p>
<p>Individual: Encouraging tamariki as Rangatira</p>	<p>Review and develop individual and group planning, learning stories and transition to school plans.</p>	<p>Te Whatu Pōkeka Te Whāriki ERO 2018 Report TWWH Philosophy</p>	<p>February 2022</p>	<p>Team – Lead by HT’s and Centre Leader</p>
<p>Operational: Encouraging training and development opportunities</p>	<p>Tap into local training or professional development. Infant and toddler PD to support Te Rito kaiako Behaviour management PD Kaupapa Māori PD that also draws on local knowledge and tikanga.</p> <p>Implement new Growth Cycle – E Tipu, E Rea</p>	<p>Te Whāriki MoE ERO Teaching Standards</p>	<p>September 2022 – ongoing</p>	<p>Team</p>



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Operational: Effective policy and process development	Review current policies, processes and philosophy alongside whānau, kaiako and governance	Te Whāriki ERO Licensing Criteria Regulations ERO Report Teaching Standards	June 2022	Leadership Team
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