

Matapuna Trust Strategic Intent 2023 - 2026

VISION

Realising potential

MISSION STATEMENT

Whakamanatia Te Tangata

(strengthening people through support, skills, knowledge, and education)

VALUES

- **Matauranga** (*Everyone has the right to access knowledge and achieve their potential*)
- **Manaakitanga** (*Inclusive for all - safe, caring and nurturing*)
- **Kotahitanga** (*Unity as a whanau – same waka*)
- **Wairuatanga** (*We respect individual and cultural diversity and holistically support the personal well-being of all*)
- **Rangatiratanga** (*Development of self-determination and leadership*)
- **Whanaungatanga** (*Shared experiences will create a sense of belonging and respect*)
- **Kaitiakitanga** – (*Care for and protect our environment and others around us with courage*)
- **Aroha** (*Underpins our values and mana - to support and uplift each other*)

STRATEGIC GOALS:

- 1. Stakeholder voice/needs guide us, resulting in tangata who are engaged and achieving their potential.**
- 2. A united team of skilled and committed staff who implement consistency in expectations, systems, and processes.**
- 3. Te Tiriti o Waitangi commitments are reflected throughout the organization.**
- 4. Review and develop continuously in preparation for growth and new directions.**
- 5. Use the NZQA Code of Practice across the organization**

Strategic Goals:	2024
Stakeholder voice/needs guide us, resulting in tangata who are engaged and achieving their potential.	<p>Use whanau voice to inform actions and decisions - annual satisfaction survey and mini surveys as needed.</p> <p>Use face-to-face engagements, tutor contact, social media, newsletters and surveys to keep whanau more informed including celebrations of outcomes.</p> <p>Increase level of staff involvement to guide Student Council/Voice</p> <p>Increase engagement between tutors, individuals and all whanau including home visits when needed.</p> <p>Strengthen individual plans informed by student/client voices and use of Key Competencies.</p> <p>Ensure transition support involves whanau, tutor and rangatahi working within one plan.</p> <p>Provide specialist Literacy and Numeracy support and individualized skills development programmes to improve reading, writing and mathematics.</p> <p>Ensure common assessment for NCEA informs programme developments and is offered to all students across their enrolment.</p> <p>Review curriculums to meet student needs and aspirations and include a focus on financial literacy, wellbeing plans; increase achievement standards, investigate dual enrolment with the Correspondence School.</p> <p>Develop Level 2 Ko Au & ensure naturally occurring evidence is used.</p> <p>Review and develop Foundation Skills qualifications, and align to the NZQA- reviewed qualifications.</p>
A united team of skilled and committed staff who implement consistency in expectations, systems, and processes	<p>Develop and implement Annual PLD Plan</p> <p>Provide trauma-informed PLD for staff.</p> <p>Develop new staff induction processes including a Staff Handbook for quick reference</p> <p>Develop internal flow charts for each programme.</p> <p>Develop staff wellbeing policy and plan including staff bonding opportunities.</p> <p>Use GROWTH coaching by leads for all teams.</p> <p>Link Performance Goals to Annual Plans.</p> <p>Revisit student behaviour management - minors and majors with all Student Support and teaching staff annually.</p> <p>Revisit Restorative Practices and behaviour management strategies annually.</p>
Te Tiriti o Waitangi commitments are reflected throughout the organization	<p>Te Tiriti o Waitangi PLD</p> <p>Develop an organisational plan.</p> <p>Review Board Policies and Management Procedures with staff.</p> <p>Provide staff with opportunities to improve their te reo and tikanga knowledge.</p>
Review and develop continuously in preparation for growth and new directions	<p>Use performance data to make decisions.</p> <p>Gather staff/student/whanau and stakeholder voice to inform decisions that affect them.</p> <p>Progress performance targets annually.</p> <p>Gather graduate data each year.</p> <p>Review Internal Self Review Plan and implement it in all programmes.</p> <p>Ensure new contracts are complementary to benefit existing programmes and help reduce/remove barriers.</p>
Use the NZQA Code of Practice across the organization	<p>Use the 2023 review to guide improvements.</p> <p>Ensure annual plans reflect actions and priority areas</p> <p>Review progress through the year</p>

