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## association personnel

### President

Kelly O'Leary

### Board of Trustees

Casey Hucker  
Lydia Johnston  
Samantha Van Schooten  
Lillian Church  
Rosemary Johansen  
(resigned Sep 2022)

### Life Members

S Greathead  
S Low  
D Sorenson  
J Tidy  
T Wright

### Accountant

Epplett & Co

### Auditor

Oldershaw & Co

### General Manager

Helen McNaughten

### Finance Manager

Leonie Bond

### Education Manager

Beth Huddleston

### Finance Support

Julie Crook

### Human Resource

Joanne Hales

### Office and Facilities Coordinator

Helen Whaanga

Admin Staff		5
Education Manager	1	
Teaching Teams		
Head Teachers	16	
Teachers	52	
Contracted Relievers	5	74
Support Workers		17
Cleaner		1
		<hr/> 97

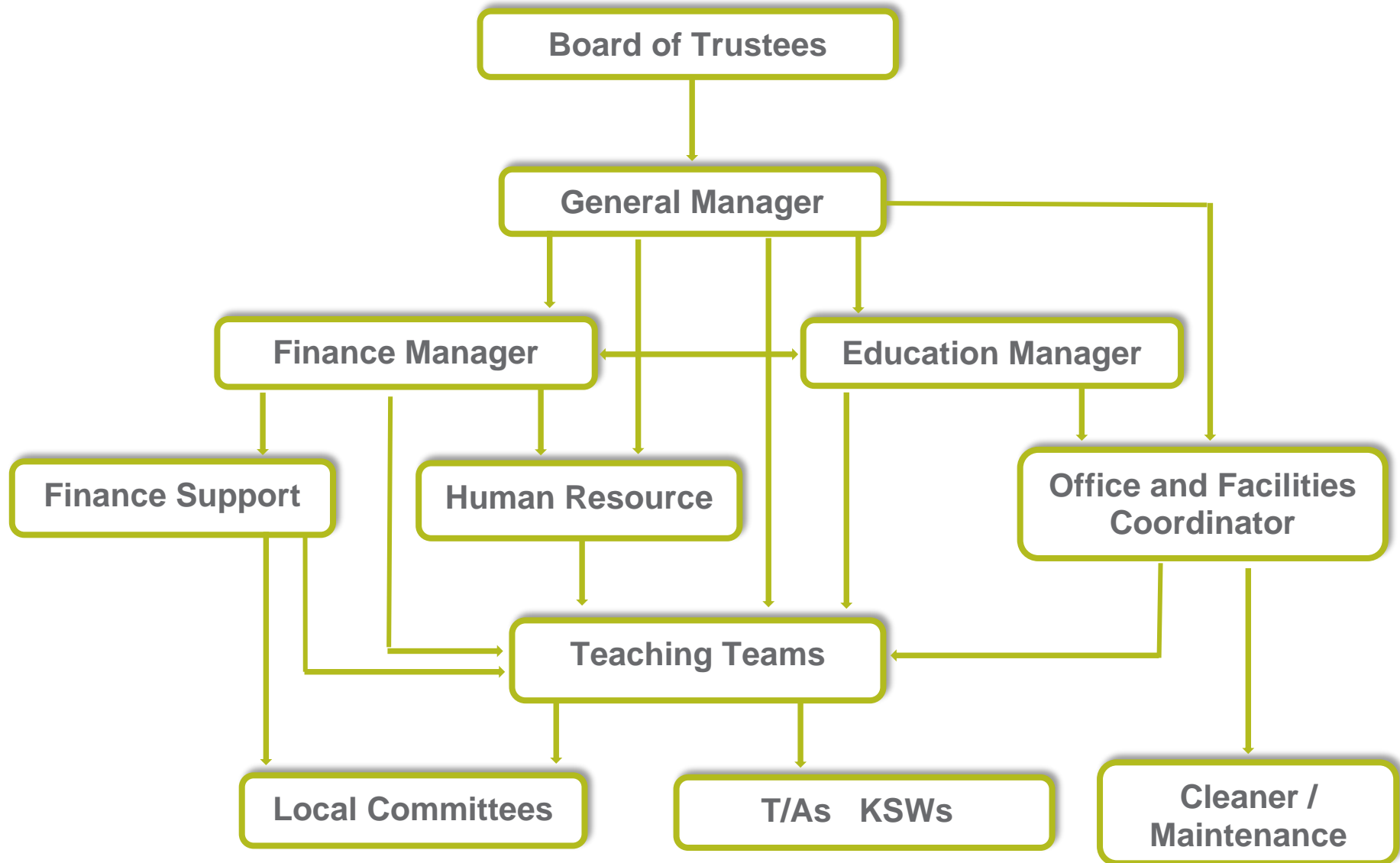


## association contact list

<b>Association Office</b>	66 Kennedy Road, Napier PO Box 4298, Marewa, Napier 4110 Ph 835 7890 / Mobile 027 442 3163 Email gm@napierkindergartens.co.nz	
<b>Bette Christie Kindergarten</b>	10 Hurst Avenue, Maraenui, Napier 4110 Phone 843 5736 Email bettechristiekgtn@napierkindergartens.co.nz	30 children
<b>Carlyle Kindergarten</b>	113 Thackeray Street, Napier 4110 Phone 835 3952 Email carlylekgtn@napierkindergartens.co.nz	40 children
<b>Eskview Kindergarten</b>	11 Petane Road, Bay View, Napier 4104 Phone 836 6256 Email eskviewkgtn@napierkindergartens.co.nz	30 children
<b>Greenmeadows Kindergarten</b>	44 Osier Road, Greenmeadows, Napier 4112 Phone 844 9182 Email greenmeadowskgtn@napierkindergartens.co.nz	40 children
<b>Marewa Kindergarten</b>	2 Bedford Road, Marewa, Napier 4110 Phone 843 9434 Email marewakgtn@napierkindergartens.co.nz	40 children
<b>Mary Richmond Kindergarten</b>	6 Lister Crescent, Maraenui, Napier 4110 Phone 843 8514 Email maryrichmondkgtn@napierkindergartens.co.nz	30 children
<b>Ngā Tamariki o Ngā Hau E Whā Kindergarten</b>	55 Freyberg Street, Wairoa 4108 Phone (06) 838 4422 Email ntw@napierkindergartens.co.nz	30 children
<b>Onekawa Kindergarten</b>	29 Maadi Road, Onekawa, Napier 4110 Phone 843 5577 Email onekawakgtn@napierkindergartens.co.nz	40 children
<b>Pirimai Kindergarten</b>	17 Allen Berry Avenue, Pirimai, Napier 4112 Phone 843 5051 Email pirimaikgtn@napierkindergartens.co.nz	40 children
<b>Tamatea Kindergarten</b>	3 Norfolk Street, Tamatea, Napier 4112 Phone 843 4655 Email tamateakgtn@napierkindergartens.co.nz	40 children
<b>Taradale Kindergarten</b>	9 Puketapu Road, Taradale, Napier 4112 Phone 844 7701 Email taradalekgtn@napierkindergartens.co.nz	40 children
<b>Taradale East Kindergarten</b>	10 Cooke Place, Taradale, Napier 4112 Phone 844 8525 Email tekgt@napierkindergartens.co.nz	40 children
<b>Te Awanga Kindergarten</b>	204 Parkhill Road, RD 10, Hastings 4180 Phone 875 0224 Email teawangakgtn@napierkindergartens.co.nz	30 children
<b>Wairoa Kindergarten</b>	18a Brian Avenue, Wairoa 4108 Phone (06) 838 7026 Email wairoakgtn@napierkindergartens.co.nz	30 children
<b>Wharerangi Kindergarten</b>	13 Essex Street, Tamatea, Napier 4112 Phone 844 4113 Email wharerangikgtn@napierkindergartens.co.nz	40 children
<b>Wycliffe Ngā Tamariki Kindergarten</b>	26 Cranby Crescent, Onekawa South, Napier 4110 Phone 843 2932 Email wntkgtn@napierkindergartens.co.nz	30 children



## organisation flowchart



## areas of responsibility

### Board of Trustees

**President plus eight, including one elected staff board member with voting rights**

Strategic Planning

Policy Development and Review

Governance

### General Manager / Finance Manager

Association Management including Finances

Licensing and Compliance

Legislation and Regulations

Health and Safety

Employment

Payroll

Advice and Support (Staff and Committees)

Policy Management and Review

### Education Manager

Professional Development

Team Support and Development

Curriculum Management

Appraisals

Policy Management and Review

Playground Development

Health and Safety

### Finance Support

Financial assistance and support to the Finance Manager including payroll

Finance support to kindergartens and kindergarten committees including InfoCare and applying for grants

### Human Resource

Human Resource support for The General Manager and Finance Manager

Recruitment process, contracts, leave approvals and employee records

### Office and Facilities Coordinator

Assist and support the operation of the Association's Head Office and provide administrative support and assistance to the Management Team

Provide facilities management support to teaching teams with regards to property, building and equipment matters including legal compliance obligations

### Teaching Teams

Curriculum Implementation

Quality Programming

Roll Management

Parent Education

Local Committee Liaison

Health and Safety

### Local Committees

Fundraising

### Maintenance

Day to day maintenance work in kindergartens

### Cleaner

One cleaner employed by the Assn to clean a kindergarten. Other kindergartens cleaned under contract.



# Napier Kindergarten Association's Strategic Plan 2018 - 2021

<b>Vision</b>	Learning is child's play and teaching is a passion
<b>Purpose</b>	Children and parents look forward to their kindergarten experience
<b>Goals</b>	Meet community ECE needs A resilient organisation Financial sustainability
<b>Priorities</b>	

Communication	People	Environments	Future Sustainability
<ul style="list-style-type: none"> <li>Free flowing communication is evident across all levels of our association</li> <li>We use a wide range of mediums to communicate with our whānau</li> <li>We raise brand awareness through marketing strategies</li> <li>We can articulate our practice, who we are and what we stand for</li> </ul>	<ul style="list-style-type: none"> <li>We have a culture of               <ul style="list-style-type: none"> <li>Respectful and trusting relationships</li> <li>Care for the well-being of all people</li> <li>Supporting employees through change</li> <li>Professionalism</li> </ul> </li> <li>We are ECE leaders in teaching practice</li> <li>We nurture and grow leadership capability</li> <li>We have a solid reputation for greatness</li> <li>Our people are qualified, competent, flexible, adaptable and share our vision and commitment</li> <li>Children and whānau are engaged</li> <li>We are an employer of choice</li> </ul>	<ul style="list-style-type: none"> <li>Environmental awareness and respect evident</li> <li>Our resources, facilities and services are fit for purpose</li> <li>Environments are engaging for employees, children and whānau</li> </ul>	<ul style="list-style-type: none"> <li>Accessibility: meeting community whānau needs, affordable</li> <li>We provide services to as many whānau as possible by being adaptable and responsive to changing needs</li> <li>Full enrolment levels, waiting lists</li> <li>Strong financial position</li> <li>3 months cash reserves</li> <li>Financially prudent and savvy</li> <li>Our kindergartens are well resourced</li> <li>We plan strategically for opportunities to open new services</li> <li>We plan strategically for the long-term future of kindergarten provision in Napier and Wairoa</li> </ul>

## Initiatives

<ul style="list-style-type: none"> <li>Develop communication strategies and plans for               <ul style="list-style-type: none"> <li>Communication across our association</li> <li>Communicating our decision-making processes</li> <li>Consultation</li> </ul> </li> <li>Review our marketing initiatives – are they               <ul style="list-style-type: none"> <li>Visible</li> <li>Regular and effective</li> <li>Conveying the right messages</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>We have plans for building employee resilience and capability, and deliver on them</li> <li>Opportunities to grow leadership capability are available to and taken up by employees</li> <li>Succession plans are in place for Board and key management employees</li> <li>Positive feedback from those using / interacting with our service</li> </ul>	<ul style="list-style-type: none"> <li>Our properties are well maintained, regularly serviced and legally compliant</li> <li>Our environments are safe, well planned, attractive, encourage curiosity and excitement</li> </ul>	<ul style="list-style-type: none"> <li>We have processes in place to regularly check whānau's views of our services and the extent to which we meet their needs</li> <li>We are flexible and adaptable to meeting community needs</li> </ul>
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## Measures / Indicators

<ul style="list-style-type: none"> <li>Communication plan is developed</li> <li>Delivery of communication plan is evident</li> <li>Social media coverage</li> </ul>	<ul style="list-style-type: none"> <li>Positive ERO reports</li> <li>Succession planning for the Board and key personnel</li> <li>Volume of applicants for vacant positions</li> <li>Employee retention levels</li> <li>Exit survey results</li> <li>Board / community engagement and feedback</li> </ul>	<ul style="list-style-type: none"> <li>Positive ERO reports</li> <li>Health and safety obligations met</li> <li>Health and safety reports</li> <li>Regulation requirements met</li> <li>Kindergartens moving through Enviroschool reflections</li> <li>Parent feedback</li> </ul>	<ul style="list-style-type: none"> <li>Operating within budget</li> <li>3 months reserves</li> <li>% enrolment levels</li> <li>% satisfaction of parent</li> <li>Number of new services</li> <li>Financial reporting and monitoring</li> <li>Enrolment monitoring</li> </ul>
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## Values

Professionalism  
Excellence  
Future Focussed  
Inclusive  
Commitment

Teaching and Learning		
<b>Tangatawhenuatanga:</b> Every child experiences the breadth and depth of a rich local curriculum	<b>Rangatiratanga:</b> Every child becomes increasingly confident and competent to run their own lives	<b>Ako:</b> Every child is empowered by the kaupapa of creating a healthy, peaceful, sustainable world through people teaching and learning together
<b>Manaakitanga:</b> Every child's culture, identity and language is affirmed	<b>Whakawhanaungatanga:</b> Teachers engage in partnership with parents and whānau to promote learning success	



## President and General Manager's 2022 report

*Mā te kimi ka kite  
Mā te kite ka mōhio,  
Mā te mōhio ka Mārama*

*Seek and discover  
Discover and know  
Know and become enlightened*



As an Incorporated Society one of our obligations is to make an annual report to you, our members, outlining the key accomplishments and challenges we faced in 2022. You will learn what we did and how well we did in governing, teaching and financially managing our Association.

This is one of the more difficult reports we have had to prepare in a long while as we are currently dealing with the challenging start to 2023. Our year has begun with a new wave of the Covid virus affecting employees and our wider communities, followed by the havoc wreaked by Cyclone Gabrielle on February 14, 2023. At the time of this report being written we are still very much in cyclone recovery mode. Seven employees have lost their homes or had significant house damage and Ngā Tamariki O Ngā Hau E Whā Kindergarten in Wairoa was flooded and yellow stickered. Wairoa remains difficult to reach from Napier and will continue to be for a very long time.

We would like to acknowledge those employees and volunteers who have contributed so much to the cleanup and recovery of Ngā Tamariki O Ngā Hau E Whā Kindergarten in Wairoa and the generosity of those organisations who have reached out to donate towards the recovery of our kindergarten.



### Board Activities

During 2022 our Board

- attended 1 full Board meeting and 7 Zoom Board meetings
- attended and hosted Napier Kindergartens' AGM
- supported submissions being made about our concerns regarding the Consent Application for Parkhill Studios to build a film studio at Haumoana, which has potential adverse impacts on Te Awanga Kindergarten



During 2022 we bade farewell to Rose Johansen on the 30 September as the staff elected Board Member and we now welcome Lillian Church in her stead. Casey Hucker and Kelly O'Leary stood for another 2-year term at the 2022 AGM and were re-elected by our members.

Kelly O'Leary has continued in the role of President since December 2020.

We would like to put in a plug for anyone considering a Board position; it is an important opportunity for parents and others from the community to have a say in the future of kindergarten, a great way to prepare parents for future School Board opportunities that might become available as children move through the education system, and an excellent opportunity to meet new people. The role is vital, yet not onerous.

### **Board Focus**

The Board's priority continues to be focused on our financial position and long-term viability. Luckily, we have been financially well supported by the government's continued funding of our Association throughout 2022. Certain funding rules were relaxed regarding enrolments and attendance because of Covid however this has made forecasting the future even more complex than usual. The continued level of funding received during 2022 resulted in a financial surplus for the year, consequently the Board agreed to additional expenditure being applied across our kindergarten network which the Finance Manager will elaborate on in more detail in her report.

Prior to Covid our records showed a strong downwards decline in enrolment levels over several years. Covid has changed the landscape to some degree, with the increased ability for parents to work from home making kindergarten a more viable option for kindergarten enrolment. With the return to pre-Covid funding rules we will be tracking enrolments very carefully to measure impacts.

We would like to thank parents for the fee payments and donations we received during 2022 – these have been much appreciated contributions towards funding our kindergartens in an environment where every dollar counts.

### **Covid**

Covid continued to impact us during 2022. With the re-opening of our borders, it was not long before new strains of the virus such as Omicron were detected in New Zealand and began to affect our kindergarten communities. We had new rules and guidelines to abide by. Isolation periods for positive cases moved from 14 days, to 10 days, then 7 days. Our HR Administration person (Jo Hales) was kept busy monitoring the employees reporting positive for Covid, at times a full-time job by itself. We began to experience difficulties staffing kindergartens as both employees and relieving teachers were affected, however we are pleased to say only Onekawa Kindergarten had to have an Emergency Closure for one day due to staffing shortages.

A relaxation of the requirements regarding isolation of household contacts was introduced which meant employees could attend work even if a person in their household tested positive and limits on the numbers able to attend gatherings were removed.

The Vaccine Mandate applicable to the Education sector was ended on the 4 April 2022. By July we were again employing both vaccinated and unvaccinated staff. Those employees who took up our offer to take up to a year's Leave Without Pay rather than have their employment terminated due to the Vaccine Mandate, had the opportunity to resume their employment with us after the mandate had been lifted. Two of those employees were warmly welcomed back to their positions, the third person elected not to return.

We continued to encourage adherence to the basic steps for protecting health and wellbeing be maintained such as using good hygiene practices, staying home if unwell, good ventilation at all times etc.

### **Farewell Lynda Clark (Reception/PA)**

It was with sadness that we farewelled Lynda Clark from our office on 8 September 2022 after 14 years of service. Lynda was well known across our association, undertaking a wide range of duties that supported our kindergartens and management team. Lynda was an exceptional hostess for our many functions and always able to find the most perfect gifts for people which were creatively wrapped and presented. We wish her, Alan and Aimee all the best in their new life in Tauranga.





## Rebranding NKA Office

At long last we were able to complete the rebranding of our offices to advertise our kindergarten services in a highly visible way. Unfortunately, Cyclone Gabrielle almost immediately damaged some of our new signage, repairs are underway!



## Policy Reviews

With the impact of Covid diminishing we have been able to undertake reviews of several of our policies and consult with our employees over proposed changes. This work will continue until all policies have been reviewed.

## Diversification of Bette Christie Kindergarten

Bette Christie Kindergarten was offering a 7.5-hour session from 8.30 – 4.00pm daily. Unfortunately, this session was not well attended and during 2022 it was ended. Bette Christie Kindergarten now offers a 6-hour session to all children.

## Office 365

Office 365 was rolled out across all IT devices within our association. It will enhance our communications in future and enable new ways of our employees receiving information directly.

## Recruitment

We took the opportunity to begin filling several vacancies that we were carrying and permanently employed 17 staff. A lot of work and care goes in to ensuring we select the best applicants for positions within our association and we are proud of the culture we have built up as a result.

## Kindergartens Aotearoa

Kindergartens Aotearoa was an idea being explored by a coalition of eight kindergarten associations with an interest in exploring whether joining together might create new opportunities for our kindergartens, children and employees as well as provide a higher degree of confidence about our future.

If Kindergartens Aotearoa is set up as an operational kindergarten association, only our Voting Members can make the decision about whether Napier Kindergartens joins Kindergartens Aotearoa or not. That is to say, this is not a decision that can be taken by our Board alone.

Our Board has determined there are a number of non-negotiables that Kindergartens Aotearoa would have to offer our Association in order for our Board to give a favourable recommendation to our members to join:

- children and education remain at the heart of the organisation
- must meet its communities' diverse needs (rather than offer a standard 'one service fits all' approach), reflecting local flavour and interests
- sustain kindergartens to remain in each community
- share a common kindergarten philosophy and values
- operate as a not-for-profit entity
- care about its people – whether they be children, parents or employees
- elevate teaching and learning
- grow and strengthen the kindergarten movement

Work on this concept was paused in late 2021 because of the pressure on the eight associations to manage the Covid situation and Vaccine Mandates. With the extended lockdown of Auckland, the Auckland Kindergarten Association was even more adversely affected than the rest of us and in the end, they withdrew from the coalition discussions to fully focus on their particular situation, although they remain in contact.

No further work on Kindergartens Aotearoa was undertaken in 2022, and additional delays in discussions so far have occurred as a result of Cyclone Gabrielle and the renegotiation of the Kindergarten Teachers Collective Agreement.

In the meantime, our Board has decided that we will adopt a 'watching' brief to see where matters regarding KA land after discussions about alternative pathways/options forward have been held and that we will also continue to keep an open mind about any other options outside of KA that might merit alternative exploration in the future.

We are anticipating some further conversations about alternative pathways forward might happen in the latter part of 2023, however that is not yet certain. As the withdrawal of Auckland Kindergarten Association has had a significant impact on the potential outcomes of the concept our Board will need to reassess the potential of this initiative and ongoing participation.

We will keep our employees and Members apprised of any significant developments, should they occur.

In the meantime, we will continue making decisions in the best interests of Napier Kindergartens.

### 2023 – the year ahead

Key areas of work during 2023 will encompass

- Covid; managing community spread and the ongoing impacts
- Policy Reviews
- Improvement of systems and processes within our Association

We would like to take this opportunity to extend our sincere thanks to all of our members and of course our wonderful employees. In particular, special thanks to Leonie Bond for her outstanding work and management of communications and decision making during the flood event of Cyclone Gabrielle.

### *E haere ra*

Kelly and Helen



*Kelly O'Leary  
President*



*Helen McNaughten  
General Manager*



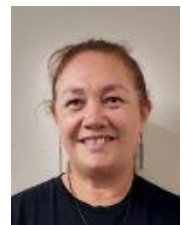
*Casey Hucker  
Board Member*



*Lydia Johnston  
Board Member*



*Samantha Van Schooten  
Board Member*



*Lillian Church  
Board Member*



*Rose Johansen  
Board Member  
(30 September)*



## education manager's 2022 report

*Tēnā koutou katou*

*Nai mai haere mai, ki a tātou hui i tēnei rā*

*He kaiwhakahaere ako ahau*

*Nō te pūtahi kura Pūhou o Ahuriri*

*Ko Beth tōku ingoa*

*Tēnā koutou, tēnā koutou, tēnā tātou katoa*

### **Napier Kindergarten Association's Strategic Vision**

Learning is child's play and teaching is a passion.

### **Napier Kindergarten Association's Strategic Mission**

Children and parents look forward to their kindergarten experience.

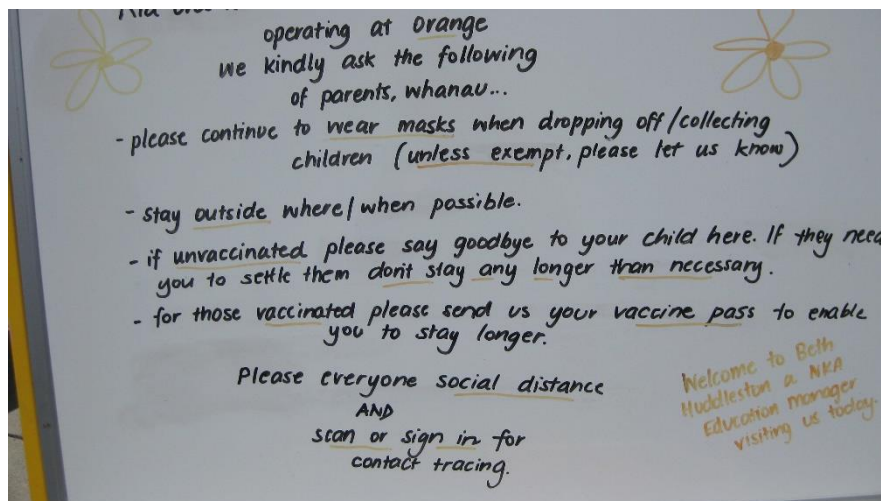
I am presenting this report under the Teaching and Learning goals outlined in our strategic plan, which underpins the strategic vision and mission.

## Whakawhanaungatanga

### **Teachers engage in partnerships with parents and whānau to promote learning success**

At the beginning 2022 we were once again under Covid restrictions. During my visits I checked all kindergartens had clear instructions and information for whānau and to ensure all health and safety measures were in place for the protection of their kindergarten community. Information about Covid for whānau was distributed through several mediums.

Playgroups were able to continue once we moved into the green light setting. This is a part of many kindergartens programme, making this a period of transition into kindergarten environment for both the parent and child. The teaching teams build valuable connections with whānau during this transition time.



## Rangatiratanga

### **Every child becomes increasingly confident and competent to run their own lives**

In our strategic mission statement vision statement 'Learning is child's play and teaching is a passion' is visually evident throughout the programme, where children are valued as leaders of their own learning. All the teachers are incredible role models where children are gaining a love of learning within a positive environment.



*Pirimai Kindergarten*

## Manaakitanga

Every child's culture identity and language are affirmed

### NELPS (National Education and Learning Priorities)

From January 2022 Early Childhood services were required to have regard to NELP as part of the Licensing Criteria GMA6. The aim of this document is to help children and young people to gain skills that include resilience, social interactions, diversity and inclusion. This has three objectives within the kindergarten setting (Learners at the Centre): Learners with their whānau are at the centre of education; (Barrier Free Access): great education opportunities and outcomes are within reach for every learner, (Quality Teaching and Leadership): Quality teaching and leadership make the difference for learners and their whānau. The fourth objective is related to management and governance ensuring professional development is accessible and knowledge is imparted by weaving it through local curriculum. During my visits I viewed how this is woven within their localized curriculum and operational documentation.

### ESOL

In 2022 Danny Mills has picked up the mantle for the continuation of the HB Early Childhood Education English for speakers of other languages (ESOL) through funding obtained by MOE for ESOL Professional Learning community

*Mel Paku at Onekawa Kindergarten supporting one of their many ESOL children*



## Ako

Every child is empowered by the kaupapa of creating a healthy, peaceful, sustainable world through people teaching and learning together



Health and safety audits were undertaken and completed by the Education Manager against the 2008 MOE regulations criteria and ERO Compliance checklist which comprised of curriculum; premises and facilities; health and safety practices, governance, management, and administration for all sixteen kindergartens. In relation to Covid any changes to the guidelines from MOE and MOH were promptly addressed and adhered to. In addition, any other outstanding matters were promptly addressed as per the health and safety feedback. We also met our regulatory requirements by ensuring that First aid training was delivered to new teachers and those renewing their certificates.

*Fire drill practise at Eskview Kindergarten*



## Tangatawhenuatanga

### Every child experiences the breadth and depth of a rich local curriculum

An important part of the role of Education Manager is to be regularly in our kindergartens as a registered teacher to guide and support teams. Each kindergarten received regular visits and reports of excellence teaching practice was affirmed. I observed how holistic development is woven throughout the programme connecting their emotional, physical, social, and cultural ways of being.

Throughout the year many Kindergartens have been actively involved in their Kāhui Ako (Community of Learners). This forum has provided a valuable platform for teachers across the Education sectors. This has fostered collaborative relationships and provided an opportunity for professional development with a focus on transition to school, emphasizing the value of 'Learning through Play' which is now transferred into the primary sector.



*Taradale East Kindergarten*

## Teacher Registration Mentoring Programme

The Education Manager has continued to support and guide registering teachers. This included term visits to view their teaching practice and meet with their mentoring teachers, followed by a report. The support and guidance successfully empowers teachers to meet the NZ Teaching Council Six Professional Standards and the Code of Responsibility.

## Professional Growth Cycle

The Education Manager oversees this practice and has successfully completed all head teachers and contract ed relievers 'Professional Growth Cycle' focus. This process is linked and accountable to the Teaching Council Six standards and Our Code of Professional Responsibility.

**Hapori Matatu** (online community). The Education Manager oversees the online process to endorse registration renewal of teachers Practicing certificates.

## Enviroschools Programme

The Enviroschools Kaupapa continues to be embedded in our kindergartens creating a healthy and sustainable world. The facilitator team have continued to support our Enviroschools kindergartens through workshops run by our Napier Kindergarten Association facilitators team and kanohi ki te kanohi (face to face) with kindergartens moving towards an Enviroschools reflection. Other professional development was facilitated by the National ECE Enviroschools foundation through zoom and workshops by the Regional Council and Ōtātara Outdoor Centre.



*Professional development facilitated by Nikki Wawatai-Aldrich from EIT about maramataka with links to the lunar calendar at Ōtātara Outdoor centre. This was organized by our NKA Enviroschools facilitators*

## Professional Development

- As part of extra Covid related funding from MOE, a teachers professional development day was organised in May 2022. This entailed a two-hour presentation by Dr Russell Wills with a focus on 'Self-care in Trauma Informed Organisations', this also included assessing individual wellbeing selfcare. This was extremely well received with the thought of continuing this focus with Dr Wells in the future. This was followed by a zoom presentation by Dr Tom Mulholland and e-modules about 'Healthy Thinking'.
- Four teachers and I attended a Trauma Conference at Henry Hill School.
- MOE: Learning support: All teams attended a workshop facilitated by Suzanne Forde (MOE) as a new way of documenting and collaborating with Learning Support. This helps build a picture of the concern and strategies to be implemented through a contribution of ideas. This is further supported through the various Kāhui Ako that kindergartens attend as part of their community of learners.
- Termly meetings for all teachers: This included:
  - NELPS: Professional development facilitated by an independent training facilitator; further support was also available on an individual basis.
  - Presentation by MOE Curriculum Lead advisors
  - Other professional development was sought online or attended locally outside of the kindergarten hours of operation.

## Looking Ahead to 2023

- Continue to collaborate and support teachers to engage and weave new documentation into their practice.
- To support innovative initiatives, e.g. Enviroschools, that provide continuous up to date professional development, deepening teachers' practice which underpins a rich learning environment.
- To support teachers through challenging times within the world we live in. Continuing to provide relevant professional development with a focus around trauma.

***He aha te kai ō te rangatira? He kōrero, he kōrero' he kōrero***

***What is the food of the leader: It is knowledge, it is communication.***

**Kia ora tatou katou**

Beth Huddleston



## finance manager's 2022 report

It is lovely to be with you tonight, reporting on the finances of the Association for 2022.

### 2022 Budget

The Napier Kindergarten Association is a not-for-profit charitable organisation, meeting the Charities Commission and Inland Revenue requirements to maintain our status.

Planning for the association budget begins 3 months prior to the start of each financial year.

#### Forecasting Income

98.5% of total income is funding received from the Ministry of Education. Anticipating in October what enrolments might look like for the following January – December period is complex. I use statistical data on current year enrolments and attendance from June to Sept over previous years to establish a Bulk Funding budget, all the time pondering...

- will enrolments remain constant
- what proportion of enrolments will be 2-year-olds, who are funded at a lower rate than 3, 4 or 5 year olds
- will the 3, 4 or 5 year olds be attesting their 20 ECE hours to kindergarten or using them elsewhere and be charged fees for attendance at kindergarten (and will we receive those fees)
- what proportion of 3, 4 or 5 year olds are attending for 30 hours, with the last 10 hours be funded at a lower rate or is the kindergarten offering place sharing, and what does that look like
- what proportion of income will be lost when children are absent enough that the frequent absence rules must be applied

I arrived at a 94.4% average enrolment figure for 2022 and the Bulk Funding budget was established.

#### Forecasting Expenses

Expenditure on salary and relieving costs account for 81.5% of our total income

Funds allocated to kindergartens for their operational expenses, 11.8% of total income

Leaving just 6.7% for teachers' professional development expenditure, head office expenditure (including insurance, accounting & auditing fees, ACC levies etc), and repairs and maintenance on building, property and equipment for all kindergartens and head office

The 2022 Budget resulted in our forecasting a \$4,624 surplus.

#### Covid

While Covid lockdowns and different family lifestyle choices due to Covid, and uncertainty, have played havoc with our ability to maintain accurate statistical data or trends, the support from the Ministry of Education over the last 3 years has been amazing.

Like previous years, income was guaranteed from 1<sup>st</sup> February 2022 – 30<sup>th</sup> September 2022 at pre Covid enrolment levels, by way of not having to account for frequent child absences. On 1<sup>st</sup> October all children were 'reset to month 1' (absence rules are applied from month 4 onwards).

Napier Kindergartens is made up of 97 permanent or fixed term employees plus a good number of casual employees (relievers). On February 14<sup>th</sup> 2022, one of our employees was required to isolate, first as a household contact then as a positive case. By the end of the year, we had another 117 instances of employees having to isolate (several employees requiring 2 or 3 isolation periods). The highest number away on any given day was 17. All isolating employees were paid their normal salary (using their sick leave or special paid leave if they were out of sick leave or if they were able, worked non-contact tasks at home). Relievers were still required to maintain ratios and the Ministry of Social Development's Covid Leave Support Scheme (\$600 per employee) provided welcome assistance, although it did not cover the salary costs of affected teachers.

### Napier Kindergartens' Financial Statements

To maintain our charitable status, one of the requirements is to file Audited Financial Statements each year with the Charities Commission applying current accounting standards and other pronouncements issued by the External Reporting Board (XRB). As our income is over \$2 million, but below \$30 million, we must meet Tier 2 Reporting Standards. The aim of the XRB is for these standards to ensure transparent and consistent external financial reporting that builds greater trust and confidence with stakeholders. In our situation, that would be the Ministry of Education and other government agencies, grant providers and you, our members.



**Page 6 of Financial Statements – Statement of Comprehensive Revenue and Expenses**

	<b>2022</b>	<b>2021</b>
Revenue	8,181,546	8,035,975
less Expenses	7,934,311	7,654,279
Surplus / (Deficit)	<b>247,235</b>	<b>381,696</b>

- 2022 surplus of \$247,235  
     Napier Kindergarten Assn surplus      \$196,539  
     Kindergarten Accounts surplus      \$50,696
- 2021 surplus of \$381,696  
     Napier Kindergarten Assn surplus      \$333,175  
     Kindergarten Accounts surplus      \$48,521
- 2020 deficit of \$5,028  
     Napier Kindergarten Assn deficit      (\$76,433)  
     Kindergarten Accounts surplus      \$71,405

**Page 7 of Financial Statement – Statement of Financial Position**

	<b>2022</b>	<b>2021</b>
Opening Equity	8,384,545	8,002,849
plus Surplus / (Deficit)	247,235	381,696
Closing Equity	<b>8,631,779</b>	<b>\$8,384,545</b>

**Page 9 – Working Capital**

	<b>2022</b>	<b>2021</b>
Cash and Bank Balance	3,381,480	3,104,318
less Current Liabilities	1,830,930	1,754,886
Working Capital	<b>1,550,550</b>	<b>1,349,432</b>

**Page 9 – Cash and Investments**

	<b>2022</b>	<b>2021</b>
Cash and Bank Balance	11,480	104,318
Short Term Investments	1,770,000	1,750,000
Investments	1,600,000	1,250,000
Total	<b>3,381,480</b>	<b>3,104,318</b>

**2022 NKA Surplus \$196,539**

The Operations Funding budget for 2022 was forecast as \$7,395,847. Year-to-date the actual amount received was \$7,448,242 – a difference of \$52,395 additional income. The funding from MSD, additional income from MOE and underspend in various budget areas resulted in a year end surplus of \$196,539.

Towards the end of July, the surplus was significantly larger than the budgeted surplus of \$ 4,624 so we started looking at ideas to allocate funds to benefit current children and families.

\$38,000 was allocated to kindergarten operating accounts to provide assistance with the purchase of new resources and \$40,000 additional teaching support was made available for kindergartens, lowering the ratios from 1:10.

Looking at our year-end Statement of Financial Position it seems we have \$3.3 million on hand as at 31<sup>st</sup> December however a large portion of this money is not technically ours at that date.

Cash and Investments		3,381,480
Amounts owing as at 31 <sup>st</sup> December 2022		
Sundry Creditors – purchases / work in December 2022	75,158	
ASB Visa – purchases in December 2022	7,447	
Oldershaw & Co – 2021 audit	13,500	
MOE – January and February 2023 funding in advance	1,227,954	
Employees Annual Leave Accrual	<u>327,110</u>	
		1,651,169
Kindergarten Funds		<u>631,077</u>
		2,282,246
Funds Held by Napier Kindergarten as at 31st December		<u><u>1,099,234</u></u>

## Family Donations / Parent Fees

	Family Donations		Parent Fees		Total Unpaid
2022 Requests / Invoices	202,072		247,829		449,901
2022 Payments	<u>85,045</u>		<u>136,573</u>		<u>221,618</u>
Difference	<u><b>117,027</b></u>	42%	<u><b>111,256</b></u>	55%	<u><b>228,283</b></u>

How parents can significantly support us is to ensure their children attend kindergarten regularly and encourage other parents to enroll their children at our kindergartens. Parents can also support us by making family donations and paying fees.

## Individual Kindergarten Finances

	2022	2021
Operating Funds	82,373	69,956
Equity Funds	396,078	333,799
Fundraising Funds	150,195	164,625
Targeted Funds	<u>2,431</u>	<u>12,001</u>
Total Funds	<u><b>631,077</b></u>	<u><b>\$580,381</b></u>

Increase in Funds held by Assn for Kindergartens 50,696

A summary of income and expenditure is on page 30.

## Equity Funding

Equity Funding was set up by the Ministry of Education (MOE) to help kindergartens with low socio-economic, special needs, language and kaupapa, and isolation issues. Equity is 'tagged' and must be spent as per the MOE's key objectives – reducing educational disparities between different groups in NZ communities, reducing barriers to participation and raising levels of educational achievement.

A summary of Equity Funding income and expenditure for 2022 is on page 30.

## Targeted Funding

The Government has recognised that 20% of children in ECE have spent the largest portion of their life as the dependent of a beneficiary parent or caregiver and they have created a new pool of funding to support these children. The privacy of the families is protected, so MOE do not identify which children generate the additional funding to our kindergartens. Targeted Funding is 'tagged' and must be spent as per the MOE's key objectives – increasing participation, provide opportunities for children to learn about their culture and to share that with others, meeting the basic needs of children (food and clothing), providing opportunities for health professionals to visit, providing opportunities for children and families to go on excursions and releasing teachers to work one-on-one with children.

A summary of Targeted Funding income and expenditure for 2022 is on page 31.

## 2022 ECE Return

The MOE sets a week each year for gathering statistical information  
The following is a summary of the week beginning the 13<sup>th</sup> June 2022

						2021	
Children Enrolled at Kindergarten	655					704	
Places	580					580	
Average Attendance	374	66.9%				439	76.1%
Number of 2 Year Olds	98	15.0%				120	17.0%
Number of 3, 4 and 5 Year Olds	557	85.0%				584	83.0%
	655						
Number Giving 20 Hours ECE	552					576	
Difference	5					8	
No of Girls in Kindergarten	350	53.4%				345	49.0%
No of Boys in Kindergarten	305	46.6%				359	51.0%
	655						
Ages of Children in Kindergarten	98	15.0%				120	17.0%
2 years	235	35.8%				256	36.4%
3 years	300	45.8%				313	44.5%
4 years	22	3.4%				15	2.1%
5 years	655						
Ethnicity							
Māori	245	37.4%				253	35.9%
Tokalau							
Fijian	1	.2%				2	.3%
Niuean							
Tongan						3	.4%
Cook Island Māori	3	.5%				2	.3%
Samoan	10	1.5%				12	1.7%
Other Pacific							
South East Asian	14	2.1%				11	1.6%
Indian	8	1.2%				11	1.6%
Chinese	5	.8%				6	.9%
Other Asian	12	1.8%				11	1.6%
Middle Eastern	4	.6%				4	.6%
Latin America	4	.6%				5	.7
Africa	1	.2%				2	.3
Other Ethnicity							
NZ European	312	47.6%				339	48.1%
Other European	36	5.5%				43	6.0%
	655						
Hours at Kindergarten	2yrs	3yrs	4yrs	5yrs	Total		
Less than 3							
3 to 6	2	4	2	1	9	23	
6 to 9	7	7	3		17	26	
9 to 12	14	27	17		58	64	
12 to 15	7	9	2		18	28	
15 to 18	18	53	32	4	107	99	
18 to 21		1	1		2	4	
21 to 24	10	37	56	1	104	131	
24 to 27		3	3	1	7	7	
27 to 30	38	93	182	15	328	314	
31 to 39	2	1	2		5	8	
					655		

## 2022 Payroll – year end statistics

Total Payroll	6,455,832
PAYE	1,431,872
Student Loans	53,028
KiwiSaver - employee	247,144
KiwiSaver - employer	119,138
KiwiSaver - ESCT	52,955

	Males	Females	
Ethnicity			
NZ European	2	66	
Maori		17	
Other European		7	
Asian		3	
Other		2	
	2	95	97

Average Age of Teachers	51
25 years and under	0
26 – 35 years	2
36 – 45 years	18
46 – 55 years	33
56 – 65 years	18
Over 65 years	3
Eldest Employee	69
Total Sick Days	801
Closing Sick Leave Balance	1857

## 2023 – The Year Ahead

2023 Budget – Forecast surplus of \$10,408. This includes funding at 100% teacher rate and average enrolments at 95.3%.

Thank you for your time this evening, I am happy to answer any questions you may have.

Leonie Bond  
Finance Manager



## kindergartens' 2022 reports

### Bette Christie

What a busy year! We have had lots of positive changes at Bette Christie in the last 12 months, a few changes to create a core of permanent staff and a trial of our shortened diversification hours, dropping the longer days. Our role has been full or very close to full since we have changed to having 30 tamariki, we have also noticed that our tamariki have been much more consistent in attending, which is fantastic.



In the outdoors we have planted our privacy hedge, replaced some of the big outdoor equipment for play and exploration as well as created our sensory garden and strawberry patch. We have also added a mud kitchen and a pumice garden for more sensory based play and exploration! Phew! We have also created a butterfly garden at the front for our whānau to enjoy and share in the joy of metamorphosis and help to support privacy and begin to build that sense of wonder as you enter kindergarten.



Inside has also had a bit of a makeover with the purchase of new tables and a change in how the inside functions to support our kaupapa of creating opportunities for peaceful play and appropriate engagement with learning resources. We have kept up with our stock take of resources and been adding to our cupboards as the interests of the tamariki shine through and we support their developing interests as individuals, small groups and whole group learning.



KidsCan continue to be great supporters with their meals and our tamariki are enjoying the variety of delicious and nutritious food, this is such a great initiative we are lucky to be part of. As we know having a full tummy supports so many facets of learning and growing!

Our year's end was an awesome party at Velocity Entertainment in Hastings, this was well supported by whānau and entailed a bus ride and lots of happy and very exhausted people! It has been an awesome 12 months and we look forward to the next 12 with much more planned to keep evolving!

### Carlyle

Kindergarten Roll – Families are constantly seeking enrolments, so our rolls have been full (to sometimes overflowing) throughout the year.

Staffing – We finally have a full team of permanent teachers, with Katrina Grau and Jenay Danks joining our team. We have appreciated the many contributions from previous relieving teachers.

Garden – We removed our old planter boxes, replacing them with new ones bought with a Leaf Fund grant. Our feijoa hedge is fruiting well, with the harvest being shared with the community, as with our usual crops of potatoes, tomatoes, carrots, and strawberries.



Beach Clean-Up – We have added a Sunday beach clean-up to our annual calendar following a successful day of teaching children social responsibility and caring for our environment. Our Matariki celebrations continue to be a great early winter hit for children and whānau

Japanese Sister Kindergartens – We are looking forward to having a Zoom session for children with one of our sister kindergartens in Hokkaido using our new television. Our liaison with Japan has been happening for over 40 years.

Community Walks – Whānau supported our community walks to George's Drive Creek and the Napier Faraday Centre.





## Eskview

We started 2022 with hopes of a productive, exciting year full of learning, and fun for our children and families here at Eskview, (and it was) however Covid had not finished with us. We were no sooner back when members of our kindergarten families started coming down with Covid. Teachers and families wore masks at drop off and pick up and our hygiene practices of hand washing and hand sanitizing were just part of our daily routines, at one stage during the first term four out of the five staff members succumbed to Covid. Covid really hung around us for the first two terms with 90% of our families at some stage contracting it.



We needed something happy and light to plan for, and with Ashley getting married in June, we decided to throw a mock wedding for her with all our families being involved. This was the best kept secret and on the bikeathon day with all our families present we managed to pull off an amazing surprise wedding, with music, an Elvis celebrant, bridesmaids, groom, and wedding cake.

Throughout 2022 when life settled down to a new norm,

we were able to also reintroduce many of our well-loved family and whanau days such as Mr. Cunningham garden's walk, Grandparents Day, Matariki celebrations, and Christmas party. Art Deco and St Patrick's Day were celebrated at kindergarten with children and teachers dressing up.



During the year, due to a lowering waiting list, Eskview started to take in two-year children. This led to our team doing an intense internal evaluation on ensuring we have an environment that not only caters to our younger children but also continues to support our older children transitioning to school. This has been valuable to the teaching team and has certainly been a great whole team focus and professional development.

We were creative with lots of newspapers and children got stuck into paper mâché and fire brick making. Fred our large Alien construction was created which supported an awareness of the differences between us. Teachers used Fred to demonstrate empathy and encourage children to look after each other.



Our committee also worked hard all year, thinking of ways to raise funds for us with the highlight being the Eskview Kindergarten Tee shirt. These sold well and we will launch them each year.

So, while once again 2022 had challenges as a community, we worked hard to create a learning environment that was fun and supported our children as this is their safe learning space.

## Greenmeadows

2022 signalled a return to normalcy for our kindergarten children and families. Though we experienced staff changes, we were able to offer stability and a place for families to reconnect with their local community. Our roll numbers were consistent, and we welcomed many new families to kindergarten.

In the second term, we were able to enjoy our first excursion for two years. The visit to the MTG Matariki interactive session was a highlight of our year. Our children and families also enjoyed Little Dog Barking, Trixie the Fairy, Greenmeadows School Kapa Haka and Ukelele group, and the annual Art Deco picnic. We continued to support and extend our children's interests and learning in our well-resourced, sustainable, and stimulating environment.



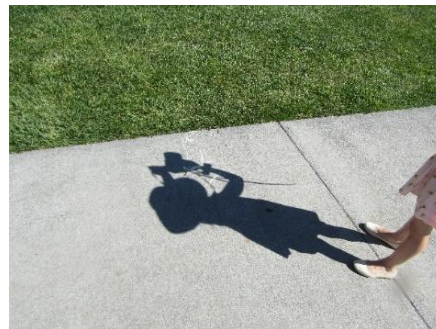
Teachers, children, and families were participants in Wendy Pirie's research for her PhD which is investigating the effect of physical intervention (M.A.P.P) delivered by ECE teachers. Other PD and initiatives included Otatara Kaihāpai, Enviroschools hui, and implementation of the OLLi programme.

Thanks, as always go to our committee which successfully undertook several fundraising ventures. The money raised went to new equipment and the continued upgrade of the outside area and our thanks go to our families who supported their endeavours.

We are looking forward to 2023.

## Marewa

2022 saw the ongoing effects of Covid as we grappled with the long-term repercussions this has created. Once again planned events were often cancelled and flexibility was woven through every aspect of kindergarten life. We did however manage a children's photographic exhibition held at Creative Arts, Napier. We were incredibly proud of the standard of photos on display, the article in "Living Hawkes Bay" and the promotional interview on "The Breeze". The display certainly highlighted the skill of our tamariki and the benefits of kindergarten. Despite Covid continuing to cause disruptions we strived to provide a safe environment where children's learning, health and safety, and well-being were paramount. With the constantly challenging environment we also provided support and guidance to the many parents/whānau involved in the children's care.



Enviroschools continue to be woven through our curriculum & this was strengthened significantly by contributions from whānau in the form of apple boxes which were planted up with a variety of vegetables for families/whānau to take home when they matured. Recycling plastics, Colgate products, and food were investigated, and we now have a recycling "depot" available for ourselves and our families. We were also extremely fortunate to have a poplar living house planted on our grounds by a family, which, when matured, will provide a natural shade for our tamariki to explore and play in.

We still managed to add to the children's wealth of knowledge by inviting visiting performers to kindergarten which included the Aquarium with a focus on dinosaurs, Trixie the fairy, Zappo the magician, Animated Sounds and the most popular celebrity the real elf on the shelf.

The year ended on a wonderful note with a social family/whānau gathering featuring music by a band of ex-pupils and pizza for tea. Marewa is a kindergarten where the teaching team is constant and stable, and we are fortunate to have a dedicated passionate team who go to great lengths to provide high-quality education for the children attending.



We at Marewa have the most wonderful whanau/ community support which benefits all our tamariki & the teaching team. Thank you and we look forward to 2023 with enthusiasm and a passion for teaching our tamariki.

## Mary Richmond

We came into 2022 excited and ready for fun and learning, hoping to return to normality. Due to the Covid variant called Omicron spreading throughout the community, we had to continue with the health and safety measures already in place and introduce some extra precautions as time passed. This meant we had to be adaptable as things changed, and at times it felt like things were changing at a rather quick pace. Throughout it all the teaching team continued focusing on the health and well-being of all. We continued our dental health programme where children brush their teeth every morning and then we teamed up with the Mobile Dental Clinic and took children on dental check-up visits. The Public Health Nurse and the teaching team have begun to develop a closer working relationship to support the health and wellness of all tamariki attending kindergarten and this connection has been well received by all whānau.



Over the year the teachers ensured we were busy supporting and strengthening learning within the curriculum through our planning. We explored Sea Week and focused on how we can keep our oceans clean, talked about the Treaty of Waitangi and its significance, we discovered different interests and activities and engaged in a few global events that occurred during the year which included the 2022 Birmingham Commonwealth Games and the Queen's Platinum Jubilee. These are just a few of the things we participated in over the year, there is so much more!



Our home learning packs that we send home each term break have been very successful and children and whānau have appreciated the continuation of learning that occurs with these. We have put together packs that have focused on health and well-being, physical play, and colours to just name a few, and provided activities and resources that support this progress at home.

We are looking forward to another year of fun and learning!

## Ngā Tamariki O Ngā Hau E Whā

We started back at kindergarten in January with Covid in the community. We would like to thank the whānau's who were vigilant about keeping their tamariki at home and the Kaiako that were consistent in reminding parents and phoning them when their child had flu-like symptoms.



This year we have concentrated on positive reinforcement of our tamariki by using kindergarten tikanga and star of the week certificates. It has had a huge positive impact on children's behaviour building their confidence and enhancing their mana. Our internal evaluation focussing on language acquisition has continued with the incorporation of 'the word wheel' for stories to focus on specific words so that tamariki can have a more in-depth understanding of words. This has been supported by the document 'Te Kororero' and the speech-language therapist Louise Holdcroft and early intervention Kaiako Julie Smith Clarke. Our Kaiako extended stories with storytelling, puppetry, and rein-acting traditional stories. We have noticed an increase in descriptive language and a decrease in challenging behaviour our tamariki.

KidsCan has continued to support our whānau. We were also supported by Pyjamas in June and were able to give all our tamariki pyjama's! We have used our targeted funding to buy Duffy books for our tamariki to support their literacy and language at home.

We were very fortunate to receive a grant (from Pam Torbett Trust and First Light Foundation) to purchase outside drop-down screens. This has enabled our tamariki to be outside protected from the wind and rain.

We had a pink ribbon breakfast with our whānau which was well supported by extended whānau who donated towards the cause raising \$441.50.



Matariki is a big part of our annual planning where we focussed on each star and went into more in-depth learning e.g. for the star Pohutakawa whānau brought in photos to contribute towards a wall of remembrance for those had passed away in the past year. Through place-based learning we focussed on our awa and maunga going for walks around the awa and picking up rubbish to protect the natural habitat of the marine life in our awa. This learning was extended with our excursion to the Wairoa Museum. We had a lot of fun following the Commonwealth Games and then having our own commonwealth games at the community centre where they were presented with medals!

Nga Mokopuna Anamata Kapahaka festival is an annual event that all our tamariki look forward to. We have kapahaka as part of our daily rituals, so it is embedded in their learning, one of our tamariki won the best girl kapahaka performance!

We also had a walkathon fundraiser and a mini gala fundraiser to raise money for a sensory exploration garden. 2022 was another year of dealing with Covid and other natural disasters however as a community we came together and supported each other and carried on with community events showing the resilience of our community.

Nga mihi nui



## Pirimai

Here at Pirimai Kindergarten, we had another busy and productive year despite the ongoing challenges that Covid presented.

The children of Pirimai Kindergarten enjoy a well-resourced, happy, and colourful environment to learn in. Our outdoor environment is enriched with lots of challenging resources for our children to make discoveries, build relationships, develop gross motor skills, and learn many important lifelong skills. The ongoing interest in finding bugs, insects, and birds continues in our playground. This year we have added a fale structure and a mud kitchen to our outdoor environment. We continued our focus on recycling with the introduction of our soft plastic bins. Children learned to dispose of their rubbish in the correct bins. Jo enjoyed taking a small group of children on an excursion to Pack n Save to see where the soft plastic goes before getting recycled. During term four we purchased many new learning resources for our inside learning environment such as blocks, family play equipment, and fine motor resources. Children have enjoyed the new challenges that these resources have brought.



A sincere thanks to our dedicated and focused committee members. Despite Covid restrictions, they managed to run several successful fundraising events again during the year, including the much-anticipated return of our kindergarten disco, our annual quiz night, and of course our very successful Christmas raffle.

We sadly bid farewell to our much-loved teacher Jenay Danks and KSW Kim Merrick. We warmly welcomed Alana Titter as our new KSW and Jane Pickering in a .3 teaching position.

We are looking forward to another exciting year of fun, learning, and happiness here at Pirimai Kindergarten.

## Onekawa

2022 saw some relaxing of the Covid restrictions and we wholeheartedly welcomed whānau back into kindergarten and even ventured out into the community. 😊 Our celebrations were cut short by Cyclone Gabrielle. The devastation is still being felt to this day. We have used this time to provide advice and support to our whānau where we can, and our pataka (community cupboard), has been fully utilised almost daily and food is being donated and sourced to and from a wider community network. This has been quite humbling, and we are thankful that we can help where and when we can.



We moved the final vegetable garden out into the playground making way for a new project along the side of our kindergarten. Plans are now underway to put in place a native plant nursery. We are looking forward to planting native seeds, nurturing the seedlings, and donating some to our whānau and for local planting days held by the Enviroschools teams.



Our new permanent team reviewed our philosophy with the tamariki, whānau, and community and reflects the values of Onekawa. This has pride of place on our wall.

We enjoyed visits to the community and visitors coming in. The Napier National Aquarium visited us with several creatures, fossils, and a dinosaur dig experience which was thoroughly enjoyed by all. We also showcased our gymnastic skills at the Omni Gym and enjoyed walks in the sun around Onekawa. We also hosted several events, including our whānau cultural events, which were successful in re-engaging our whānau back into kindergarten. We were lucky to acquire a new pet turtle which was named Tiaki. (the guardian of our kindergarten). We thank Wycliffe Ngā Tamariki for donating one of their turtles to us. He is most definitely well-loved!

These are just some of the mahi we have done, and we look forward to a year of moving forward with our whānau and community.

*'Poipoia te kākano kia puawai – Nurture the seed and it will blossom.'*

*Ka nui te mihi ki a koutou*



## Tamatea

2022 has been a busy and productive year for Tamatea Kindergarten. We are proud to have a permanent teaching team in place. Nadine Leckner is the new head teacher. She has 20 years' experience of teaching in the Early Childhood sector, both in the state sector and private Early Childhood centres. She has really enjoyed her time at Tamatea Kindergarten. Kristi Lampitt completes the team in the .8 position and joined the team in term 3 of 2022. She too has many years of experience in the Early Childhood sector. She has worked in many different education centres including working with young mothers and children who have suffered trauma. Nicky and Amelia both have been dedicated teachers for over 10 years at Tamatea Kindergarten and have such strong relationships with the community and complete the professional and extremely experienced teaching team. Our KSW, Nadine has given 15+ years to Tamatea Kindergarten. Her passion for the outdoor environment is evident when you see our grounds. The gardens and their beauty are all down to her hard work. The whole team is looking forward to continuing to strengthen the kindergarten in the future.



Tamatea Kindergarten completed a successful diversification project. This means we now have 30 full-day spaces and an additional 10 morning spaces. This change has been a positive one for our community and well received.



As we are a newly created team, we are embarking on an internal evaluation of our Kindergarten philosophy. We really want this to reflect our teaching values, our local community, and the bicultural nature of our beautiful country. This is a piece of work that will evolve over time with much reflection within the teaching team and our whanau...watch this space.

We have worked hard on the outdoor space over the past year. Due to health and safety reasons, one of our older trees had to be cut down. This tree provided shade to the bark and swing play area, so the team decided we needed to purchase a large shade sail. The swings are one of our most

popular spaces to play and we want the children to be able to always access them. We have also topped up the sand in the sandpit, had a new front fence installed, and installed double gates. We have many more plans for the outdoor space over the coming years.

‘He waka eke noa’

We are all in this together.

## Taradale

2022, our third year of living through a global pandemic. Covid came knocking on our Kindergarten door and created another uncertain and unusual year. But our children at Taradale Kindergarten continued to astound us with their resilience and happiness.

The children enjoy a richly resourced, happy and colourful environment to learn in. They have continued to make discoveries, conquer fears, develop relationships, learn strategies for problem-solving, show wonder at nature's diverseness, participate in dramatic and imaginative play, express themselves through dance, movement, and music, challenge themselves physically, and most importantly, share laughter, love, and joy.

Some highlights of 2022 included

- The children participate in Inquiry Based Learning – in which the children pose a question and then are involved in researching the answers.
- An exciting visit from Anne and Harold from Life Education Trust mobile classroom.
- Our challenging Taradale Kindergarten Ice Walk.
- The growth of our community sharing table. An opportunity for families to share excess produce or items with others.
- The look of pride on children's faces as they created their own shoulder bags using the sewing machine.
- A greater understanding of the “K” word and learning to put it into practice. Kindness is a virtue we all need to adopt to make the world a better place. Kindness to our planet, Kindness to our peers and kindness to ourselves.



Taradale Kindergarten continues to enjoy strong links with the wider community, and this was reflected in the many visitors we had during the year including; Sarah from the library, Zappo the Magician, Police officers, Ambulance officers, Fire Fighters, A Hip Hop teacher from Dancelife Studios, Trixie the Fairy, Actors from the Little Dog Barking Production, various puppet shows and our local new entrant teachers – to name but a few. Other interesting visitors included chickens, worms, frogs, a lamb, crickets, snails, praying mantis, a goat, a puppy and ducklings.

We continue to receive tremendous support, interest, and input from parents, whānau, extended family and the wider Taradale community. Weekly visits from our Story Grans are always popular and special relationships are formed.

Our sincere thanks must go to our dedicated and focused committee members. They ran several successful fundraising events during the year even with the added restraints Covid created, including our much-anticipated Trike-a-thon and a monster raffle. Money raised from these ventures went towards upgrading our cameras and purchasing outdoor equipment, books, puzzles, and math games.



We look forward to another exciting year full of learning, love, and happiness at Taradale Kindergarten.

### Taradale East (formerly Riversdale)

We began another year in the orange traffic light system for Covid. Although there were still some restrictions to our setting, we successfully transitioned to life in our new normal. We continued to find creative ways to provide wonderful learning opportunities and experiences to fill our children's memory banks and positively impact on their formative years.



These included the following events and visitors.

- Art Deco picnic
- Wacky hair day teamed with providing canned food for the food bank.
- PJ day where children enjoyed pikelets with jam and cream for morning tea followed by foot spas and massages in the afternoon.
- Zappo
- Dress up day where whānau generously donated cash and sleepwear to a worthy cause, Jammies for June.
- Matariki celebrations accompanied with hot soup for lunch. This was our first event for some time where we were able to include our whānau.
- Omni Gym
- Christmas party

Thanks to targeted funding for the first time at Taradale East kindergarten, we invested in several sensory resources including a cosy nook, finger painting table, bean bags, a fidget bag, and Judy Hunter's Mindfulness programme over 10 sessions. This funding also paid for our trip to Omni Gym.

In August one of our three resident chickens became sick and after treating it in the hope it would improve, we made the call to have it euthanised. Our tamariki were very involved in this experience, paying their respects to it as it lay in the box before burial. We had several children helping to dig the hole followed by the children covering it in dirt and flowers to farewell a much-loved member of our learning environment. Our children still talk fondly of our chicken and where her final resting place is.

In term 4 we welcomed a new permanent member to our team, Mary Duncan. Mary is a kind, patient, thoughtful and enthusiastic teacher who is well-liked in our community and brings with her a nursing background which is an asset when working with young children. She is a valued and welcome addition to our team as we continue to move forward in ever-changing times!

Thanks to our proactive and supportive community we once again had great fundraising events including seed sales, worm tea, eggs, chocolates and the famous Christmas raffle. Both our chocolate sales and our raffle are always our best fundraisers and we closed 2022 having raised a total of \$2213.41 which has been earmarked for new swing matting. Big Nga Mihi to our community, everybody's contribution is much appreciated.



## Te Awanga

As we reflect over the last 12 months the impacts of Cyclone Gabrielle are in the forefront of our thinking, although our families were not greatly affected, some of the teaching team were. Thankfully the children generally settled back into kindergarten easily after the emergency closure.

However, there were many other memorable highlights remembered positively including a week of animal inspired learning experiences stemmed from our support of the SPCA'S 150th anniversary in May. We organised a visit from a local vet also was one of our parents, a grandparent with her amazingly talented dog performing some agility exercises and numerous other pets were brought in for the children to respectfully interact with.

We have always acknowledged Waitangi Day and this year we created our own re-enactment of the signing of the treaty with the children. We talked about manaakitanga (respect), taha tinana (wellbeing), kaitiakitanga (guardianship), and kotahitanga (togetherness) and the children came up with their own detailed treaty with each invited to sign the printed version with a feather.



For the Commonwealth Games in August, we developed a timetable of our own modified activities based on the real events and as well children were each day encouraged to wear the national colours of two designated Commonwealth countries. It was a thoroughly enjoyable active week and at the end each child were presented with a gold medal at a special ceremony. Yoga and mindfulness have become a big part of our programme. Over the past two terms we have called on the expertise of Kate Lowe, from Young Yogiz, to lead the children telling traditional stories through yoga-inspired actions.

We purchased new activity tables for inside, all a neutral wood grained look that add to the natural feel we are aiming for in our kindergarten and visually helping with presenting that calm ambience that is so often commented on when visitors arrive at our kindergarten.

Plans for the new film studio on farmland inland from Te Awanga are an exciting development for the community and by providing employment we hope it will eventually attract prospective families and consequently boost our roll.

After a long time sharing a water system with Haumoana School we have recently been connected to the town supply. Thankfully we will be now free of the numerous costly and inconvenient pump issues encountered over the years.

We thank our kindergarten community for being supportive of the kindergarten and understanding of the circumstances we faced including a slight resurgence of Covid in the community. We also thank the Management team for their support and guidance, particularly through some challenging times.

## Wairoa

Working closely with our whānau, the children and our wider community, we completed our New Philosophy cycle this year. Our team arrived at this wording: *Wairoa Kindergarten is built on the foundations of Aroha and Whakawhānaugatanga. The uniqueness of our rohe and tangata whenua guides our kaupapa. We take pride in providing a safe and nurturing environment where creativity thrives.* Our kindergarten community whole-heartedly agreed: and so our new Philosophy was set.

2022 was our second year as part of the KidsCan program. We continued to see the positive impact of this including: stable healthy kai available for all our tamariki and every child receiving shoes, boots, and warm coats. Our parents and whānau appreciated our manaakitanga, as weekly we were able to put out leftover groceries for them to take home.

Many Hands Make Light Work: We filled our sandpit with more sand and refreshed the bark in our playground. Teachers had lots of helpers to shift the bark from the driveway and to spread out the truckload of sand—Whew! Doing real work alongside teachers remains a strong part of our kaupapa which our children actively engage in.



2022 saw our community still feeling the impact of Covid. This did affect the attendance of some of our children, but our enrolments continued to remain high.



We were grateful to be able to again celebrate Matariki with a Whānau Lunch. We were lucky to have one of Wairoa's master weavers as a Nana—and she wove harakeke kete for each child as part of our Matariki presents. Parents and children were in awe and everyone enjoyed the whanaungatanga and good kai.



Mid-year we welcomed a new friend for our Manu Lucky. Amy found Lily—and she inspired lots of creative korero amongst our tamariki as they developed their working theories about manu, mates, and families. We will add a nesting box to their cage in 2023 to further extend our children's learning experiences.

Along with our sister kindergarten Ngā Tamariki o Ngā Hau e Whā, we celebrated Keziah's new child: a baby boy James Nicholas.

Kapa Haka was a regular part of our curriculum, as well as spontaneously done by our tamariki as part of their play during the day. We were well prepared for the Kapa Haka Festival—which was the first time Wairoa could gather together at the Kura again for this event since 2019. Our tamariki stood tall in their mana as they expressed and celebrated their Māori heritage.



December saw our Tsunami Hikoi then our famous Christmas Dance party. We greeted Hana Koko and his elf with our Kindergarten pepeha, as suggested by our team of kapa haka boys. Our tamariki loved having their faces painted with a design of their own choosing too! All our manuhiri were local Wairoa people. Each child received a present chosen specifically for them by our teaching team.

## Wharerangi

In 2022 we were presented with Covid restrictions which saw kindergarten create a 'new norm' where children adapted and grew their resilience and self-sufficiency. These changes provided a safe, secure, and predictable rhythm for children and families which were beneficial and have been adopted. A big thank you to our community for taking these on board.

With the help of targeted funding, we decided to utilise the funds to increase our teaching team to support all children to be successful at kindergarten. Katie was appointed to this role and brings a calm and nurturing disposition to interactions with all members of our community. As Covid started to hit the teaching team, Katie moved into a more consistent role when our teaching team was on a period of leave. Katie freely shares her passion for Yoga which has become a part of our programme. Children can learn yoga poses while participating in yoga games and stories. Children are learning simple breathing techniques and breath awareness as a vital tool for physical, emotional, and mental wellbeing.



We farewelled 25 children and their families in 2022 some of which have been a part of our kindergarten community for many years. As one door closes another door opens new children and their families embrace kindergarten life and all the learning it brings. We celebrated maintaining full enrolments throughout the year.

We supported learning to encompass all areas of Te Whāriki. At Wharerangi kindergarten the children experienced a calm and nurturing learning environment discovering the natural world where bugs and nurturing tadpoles were a highlight, arts, connecting, building relationships, and risk-taking on the Ninja line nurtured lifelong dispositions for learning through their play. An added highlight to 2022 was the completion and opening of the Essex Street Playground. Our community played a fundamental role in the development of this project and enjoy all it has to offer every day. In 2022 our teaching team embraced the opportunity to work with and alongside Nui Beamsley from the Ministry of Education in her role as Kaihautū Marautanga/Curriculum Lead. This was a year-long journey that saw the team fill their kete to strengthen their localised bicultural curriculum.



We would like to acknowledge and thank the many relievers who have worked alongside us for 2022. Thank you once again to the hard-working teaching team and the kindergarten community for all your support and dedication.

The Wharerangi Team.

## Wycliffe Ngā Tamariki

2022 was a year of big changes for our kindergarten and sadly we had to farewell whaea Gail, whaea Leanne and whaea Rose over the course of the year. These changes have been difficult, but we have worked very hard to maintain a positive and fun learning environment.

Unfortunately, Covid was continuing to cause havoc as it spread through our kindergarten community. Despite all this, we have managed to have lots of fun and implement many positive changes. Our biggest change was in providing kai to our tamariki. During the year we signed up to KidsCan which means we can now provide nutritious and delicious kai to all our tamariki. Our tamariki love being involved in the food preparation as well as eating what they have helped make. Another highlight was our very successful visit from Santa and the wonderful concert our tamariki put on for their whānau. It was such a lovely way to end the year.

