

# NGUNGURU SCHOOL CLIMATE SURVEY

Summary by the Ngunguru School BOT HR Subcommittee

## BACKGROUND

- No staff survey since pre covid
- Feedback received by Board
- HR Subcommittee contracted TEG to conduct initial staff survey
- Deeper dive indicated
- Staff interviews and community survey
- Report received to subcommittee
- Summary and action plan to school stakeholders

## WHAT WE'RE DOING WELL

- Facilities and environment
- Ngunguru School potential
- Staff and community commitment
- Teachers caring, approachable & responsive

# WORK ON

## RELATIONSHIPS

- Conflicts of interest
- Historical hurts
- Lack of trust
- Board and staff
- School and community

## COMMUNICATION

- Inconsistent
- Lack of transparency
- Students exposed to negative communication between adults

# WORK ON

## PROCESS

- Leadership team appraisals
- Receiving and addressing concerns
- Accountability

## COMMUNITY FEEDBACK

- Home learning
- Educational outcomes
- MLE's
- Student wellbeing
- Parental involvement
- Complaints process

## PROPOSED ACTIONS

### **Staff and Leadership:**

- 360 process and community engagement to find the next generation of Ngunguru School Leadership
- Co-create staff code of conduct (Board and staff)
- Staff wellbeing focus
- Leadership team performance appraisals
- Allocate funds for PD in key areas: communication, wellness, Te Reo Maori

## PROPOSED ACTIONS

### **Communication and Transparency** – Staff and School community

- Centralised Compliments, Complaints, and Concerns Policy
- Review comms/social media
- Board visibility and accessibility

# PROPOSED ACTIONS

## **Excellence and Wellbeing for our Students –**

- Finalise Strategic Plan for 2023 focusing on
  - Hiranga: Academic Success and Excellence
  - Te ahurei o te tamaiti: Uniqueness of the Child
  - Mahi tahi tatou: Connected Community
- Conduct Student Wellbeing Survey in Term I
- Review MLEs in Terms I and II



## MLE REVIEW

- How is the effectiveness of outcomes being measured, and what does the data show?
- How are teachers being supported to deliver quality education in the MLEs?
- To what extent is there consistency in the quality of teaching and learning across the school, and how is this monitored and evaluated?