

# 2020 Whangārei Wellbeing Hub Action plan

Shared drive

	Action plan
1	<p><b>WHY: Purpose of the COP 2020</b></p> <ul style="list-style-type: none"> <li>Improving hauora of our tamariki, whanau and kaiako through;</li> <li>increased skills, knowledge and confidence in leading wellbeing initiatives</li> <li>increased connections, networks and relationships to collaborate towards collective impact</li> </ul> <p><b>How will this add value to our students, staff and whanau? (benefits)</b></p> <p><b>Connections:</b></p> <ul style="list-style-type: none"> <li>Strengthen the <b>connections</b> the students feel when transitioning between schools/education facilities within Whangarei</li> <li>Support for staff by reinforcing commonalities</li> <li>Strengthen the connections for whanau through Whenua and understanding of the <b>cultural narratives</b></li> <li>Whangarei-wide culture shift - civil society - with aroha and deep cultural understandings</li> <li>Transitioning rangatahi between different parts of the system</li> <li>Sharing ideas and strengths</li> <li>Build continuity and <b>common</b> language between schools for staff and students who move between schools</li> </ul> <p><b>Understanding:</b></p> <ul style="list-style-type: none"> <li>Shared understanding and shared language across the HUB</li> <li>Break down barriers between sectors</li> <li>Understanding how each of us work in different sectors of education</li> <li><b>Looking after</b> our heads and hearts, hauora for all.</li> <li>ECE/Primary/Intermediate/Secondary developing a deeper understanding of each other</li> </ul> <p><b>Relationships:</b></p> <ul style="list-style-type: none"> <li>Build and strengthen relationships across schools and ECEs</li> <li>Identifying strengths within Kahui Ako and across the hub</li> <li>Shared passions- use each other's <b>strengths, contacts, connections to benefit all</b></li> <li>Improved relationships students/students, students/staff, staff/staff, and staff/whanau</li> <li>Building and strengthening our <b>relationships with all Iwi</b>- Keep the doors open-Ngati Wai, Ngati Hine, Ngapuhi, Parawhau, Te Kahu o Torongare (Ngararatunua Marae), Kaka Porowini Marae, Pehiaweri Marae (Hopa whanau), Patuharakeke and Ngati Whatua in Bream Bay</li> </ul> <p><b>Influence:</b></p> <ul style="list-style-type: none"> <li>We have more presence and <b>influence</b> together to change the system and other big issues...</li> <li>Filter down effect from improved staff wellbeing to students</li> </ul> <p><b>Awareness:</b></p> <ul style="list-style-type: none"> <li>Create more <b>awareness</b> around community that wellbeing is everybody's responsibility - it takes a village to raise a child</li> <li>Becoming familiar with other stakeholders and agencies like Ngati Wai, Ngati Hine, Ngapuhi</li> </ul> <p><b>Strengths:</b></p> <ul style="list-style-type: none"> <li>Sharing the load across the HUB as professionals</li> </ul> <p><b>Resilience:</b></p>

- [illegible]

## 2 HOW - our emerging tikanga

What are our agreed ways of working so we can thrive, our Kāhui Ako Hub values in action

- Knowing our **whakapapa and collective story** as well as the ongoing story of each Kāhui ako
- Owning bringing tikanga Maori into everything we do - being on the journey, walk the talk, lifting the **Mana** of te Tiriti o Waitangi.
- Regular conversations between AST and principals
- Get **clarity** so we are not afraid to ask questions - Trust.
- Knowing what the vision is so we are on the same page - see the whole picture
- Ongoing regular communication (ie email updates, readings, etc) - also could be shared with all other
- Openness, honesty, **support, trust** - have each others back esp when things aren't working well
- Sharing what we do in our mahi so we can learn from each other - be aware of how different how everyone is
- **Connectedness** by regular meetings (ie at least once per term)
- Sharing the load - ie what can we do to make this work
- Knowing who does what, role clarity
- Take collective **responsibility** for the success of this pioneering initiative
- More structure - clear documentation and records of actions, roles, etc - tighten up
- **Regular connection** between leads and AST's to get on the same page.
- Meet regularly in neutral spaces so we can communicate and get on the same page
- **Valuing relationships** - putting time into growing relationships with each other
- Share success and challenges so we can support each other

Sala Tiatia - The Power of Words <https://www.youtube.com/watch?v=o6CMGU3Mqxw>

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3	<p><b>WHO</b>  <b>Who are our people and who does what, who makes decisions, how do we communicate and report progress,</b>  <a href="#"><u>Whangārei Kahui Ako lead roles</u></a></p>
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**Who are our people and who does what, who makes decisions, how do we communicate and report progress,**

### Whangārei Kahui Ako lead roles

Role	Focus	Decision making	Meeting/Communication/reporting
<b>Principals</b>	Determine direction and priorities	Approve? overall direction and priorities	Each Leads meets with own Kāhui ako Principals once a term Communication and reporting?

	Provide wider perspectives and sense-making Ensure that WiSL roles are aligned with action plan		
<b>Lead principals</b>	Coordinator - Craig Facilitate process to create Action plan Supervise and support ASL's - mentoring, coaching Appoint roles, JD's, etc Develop partnerships with external stakeholders Trouble shoot Ensure communication happens - externally and internally	Grow collective leadership by working with principals and ASL's to make decisions Monitor action plan including updates from ASL	Hub Engine room meetings - leads and ASL's once per term - ½ day 1-2 per term  Communication and reporting? le Internal communication External communication - monthly updates to pass onto principals and other stakeholders
<b>ASL's</b>	Supervise and supporting WiSL Build relationships with each kura Collect info to share good practice Coordinating and facilitating projects Support other project facilitators Connect with key people in school Build networks across the schools	Input into Action plan Make decisions within the projects on Action plan	Hub Engine room meetings - leads and ASL's once per term - ½ day 1-2 per term Kaupapa: keep project plans updated and share updates to meetings? ASL's meeting - before or after the Engine Room plus one other per term
<b>Partners - MOE, iwi etc</b>	Advise Hub and connect with wider community and key issues Wisdom Support with expertise and resourcing	Resourcing Sign off KA roles	Participate in Hub Leadership meetings
<b>WiST's</b>	Coordinating and facilitating PLD within the school Supporting teachers with PLD- working alongside principals, teachers, leading staff meetings, and workshops to deliver PLD Build relationships with ASL's, meet regularly with them Collect info and share good practice	Organisation of Wellbeing Initiatives within the school Input into PLG groups- attend any Zoom or face to face meetings	Participating in Hub Wellbeing days Meet with ASL's for support, mentoring, coaching, create an action plan Feedback to staff on wellbeing initiatives that are happening, new ideas from Hub Wellbeing Days Regularly meet with Principals to share ideas for within school initiatives Attend any WST hui to share good practice
<b>Well being teams</b>	PLG groups organise to meet regularly- once a month?	Make decisions within the projects on Action plan	Meet via zoom or face to face Feedback to Leadership group Report back at Hub Wellbeing Days

		Create a collection of resources Build a network with key personnel within the community		
<b>4</b>	<b>WHAT</b> <b>What do we do together to make a difference</b>	<p><a href="#">2020 Whangārei zoom planning sessions</a></p> <p><b>Planning 3-4 tangible things for the Wellbeing Hub 2020</b></p> <ol style="list-style-type: none"> <li>1. Collate audits and share best practice across the Hub. AST's to share back summary audits/strengths and top topics for potential collaboration around the Hub at at COP hui July 28th (30-40 mins)</li> <li>2. Build on the initiatives that come from the strengths audit - both with each Kahui Ako and collaborations across the Hub <ol style="list-style-type: none"> <li>a. ie using Te Whare Tapa wha as a wellbeing framework across the Hub?</li> </ol> </li> <li>2. A range of 10+ collaborative groups/PLG's - ie opportunities for teachers to share with each other and grow practice based around interest topics that have emerged. Schools can commit to as many or as few as they want ie:</li> </ol> <p><a href="#">Wellbeing Action Projects</a></p> <p><a href="#">1 Wellbeing Action Project tracking sheet</a></p> <ul style="list-style-type: none"> <li>• project teams meet/connect once per month and work on exploring their theme,</li> <li>• use project plan google doc to guide and keep track of progress and learning and document the "happenings" in one place</li> <li>• Facilitators role is to coordinate timing, empower team members, chair meetings</li> <li>• ASL's facilitate some teams, other team facilitators are supported by an ASL</li> <li>• Each project team will have an opportunity to share some ideas at COP Hui4 on October 15th [e.g in a brief breakout session not a big formal presentation]</li> <li>• Explore options (ie website) to promote all these groups to wider staff at schools and community - invitation for people to join for 2021</li> </ul> <p><a href="#">Whāngareī Hub Leadership Group - minutes and actions</a> (access only to Whāngareī Hub Leadership Group)</p>		
	<b>TIMELINE</b>	<p><b>Key actions</b></p> <ul style="list-style-type: none"> <li>• <b>Term 2:</b> AST's to design process to collate wellbeing audits ie (set up google docs etc and prepare presentation for July 28th) <ul style="list-style-type: none"> <li>○ 1) what are the excellent wellbeing initiatives that are happening?,</li> <li>○ 2) What's the emerging needs/wellbeing data?</li> <li>○ 3) What are the opportunities to work together across the Hub to address these?</li> <li>○ Sharing summary with each other- report back from each kahui Ako</li> </ul> </li> <li>• <b>Term 2:</b> June 24th AST &amp; Lead Principals Hui - update on design of Wellbeing audit process in preparation for July 28th</li> <li>• <b>Term 2:</b> Follow up meeting with AST/principals July 1st <ul style="list-style-type: none"> <li>○ Brief summary of strengths that were identified in the audits</li> <li>○ Identify top topics for potential collaborative groups</li> </ul> <ul style="list-style-type: none"> <li>▪ How to manage teachers' own stress, give ideas.</li> </ul> </li> </ul>		

	<ul style="list-style-type: none"> <li>▪ Common language for Wellbeing - ie a framework like Te Whare Tapa Wha (Rima)</li> <li>▪ How to support students wellbeing</li> <li>▪ Holding difficult conversations</li> <li>▪ CRRP</li> <li>▪ Attendance</li> <li>▪ Trauma</li> <li>▪ Wellbeing surveys and sharing and using data</li> <li>▪ Neuroscience and brain development</li> <li>▪ Resource sharing (Maybe a common platform e.g webpage/facebook)</li> <li>○ AST's to consider which group they could organise and facilitate</li> </ul>
	<ul style="list-style-type: none"> <li>● <b>Term 3:</b> <ul style="list-style-type: none"> <li>○ Tuesday July 28th Whangarei Wellbeing Hub COP Wellbeing <ul style="list-style-type: none"> <li>▪ Session 1 <ul style="list-style-type: none"> <li>● Welcome and connect</li> <li>● AST's to share a brief summary of strengths that were identified in the audits with top topics for potential collaboration. AST to share some of their ideas as starters. Initial show of interest from participants.</li> </ul> </li> <li>▪ Session 2: <ul style="list-style-type: none"> <li>● Wellbeing frameworks and examples of practice based on the hot topics above. Teacher burnout and anxiety, supporting students under extreme stress,. Then Wellbeing frameworks - Te Whare Tapa Wha. ( Rima)</li> </ul> </li> <li>▪ Lunch</li> <li>▪ Session 3: <ul style="list-style-type: none"> <li>● Optional breakout sessions, Wellbeing initiatives, Leadership frameworks and leading change, restorative practice</li> </ul> </li> <li>▪ Session 4: <ul style="list-style-type: none"> <li>● Open space re next steps together - opportunity to group up around ideas, Launch up to 10 collaborative small groups around a range of topics. Set dates and format</li> </ul> </li> <li>▪ Closure and next steps for Term 3 and 4</li> </ul> </li> <li>○ Wednesday July 29th Leaders Network (am) plus AST Hui Lead principals pm at SFX <ul style="list-style-type: none"> <li>▪ Negotiating how the collaborative projects work</li> <li>▪ Facilitation skills</li> <li>▪ Overall hub coordination</li> </ul> </li> </ul> </li> <li>● <b>Term 3:</b> Facilitate the collaborative groups <ul style="list-style-type: none"> <li>○ These groups can then self-organise around these topics and be facilitated and supported by AST's</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ A dozen PLG's with 100 teachers involved sharing practice with each other to benefit students</li> <li>○ Resource hub online etc current pockets of brilliant practice and new ideas etc</li> </ul>
	<ul style="list-style-type: none"> <li>● <b>Term 4:</b> <ul style="list-style-type: none"> <li>○ <b>October 15th COP Hui#4</b> <ul style="list-style-type: none"> <li>▪ Celebration of progress of Collaborative groups - each group to share 3-4 minute update on their Wellbeing Action Project google doc</li> <li>▪ Wellbeing frameworks and examples of practice - Inclusion and Belonging etc</li> <li>▪ Leadership frameworks - breakouts with a range of options</li> </ul> </li> <li>○ <b>October 16th Hub Leadership group/engine room 9-12.30</b> <ul style="list-style-type: none"> <li>▪ Organise a website etc to promote all these groups to wider staff at schools and community - invitation for people to join for 2021</li> <li>▪ Overall hub strategy and review action plan</li> </ul> </li> <li>○ <b>October 16th ASL facilitation training with Greg and Chris - 1-4pm</b></li> </ul> </li> </ul>