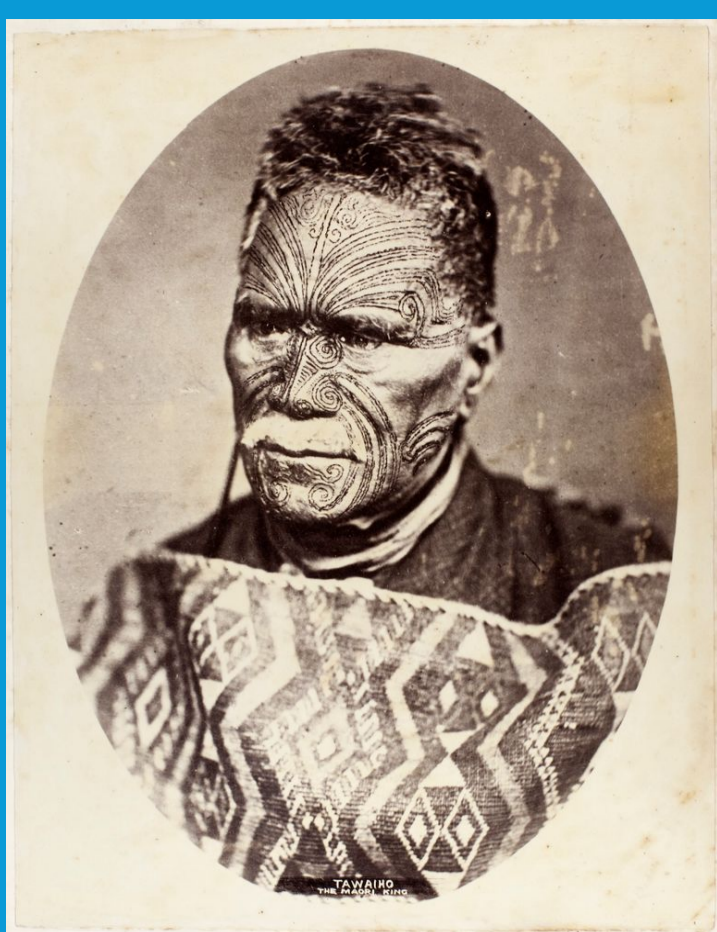


STAFF CULTURE SURVEY



*Ki te kotahi te kākaho ka whati,
ki te kāpuia, e kore e whati.*

*If there is but one toetoe stem it will
break, but if they are together in a
bundle, they will never break.*

- King Tāwhiao (2nd Māori King)

We focus on relationships

100%

of respondents agree that we live and breathe
this at Te Ao Mārama and that everyone works
well together.

*** 86% selecting 'strongly agree'*

*Everyone is so supportive, friendly and caring
towards others. Relationships are at the forefront
and the foundation of all that we do.*

*Every single person on our staff is a real "people
person" and relationships are prioritised and
valued.*

*Never once have I experienced a WHOLE staff that
has been so incredibly welcoming, kind and
supportive. TAM staff truly practise what they
preach. We have created an environment where you
want to work hard and be your best you!*

*I think we work extremely hard to make
people and relationships THE most important
thing.*

*How lucky we are to work at a school that values
each and every one of us, places utmost importance
on wellbeing and our own whānau, and also on
maintaining strong relationships with our kids,
whānau, and community. We have an amazing team
of professionals who are ALL leaders and experts in a
variety of ways.*



Staff take pride in our school

100%

of respondents agree or strongly agree that the
focus is on our vision and values at Te Ao Mārama
*** 90.7% selecting 'strongly agree'*



Staff morale is high

100%

of respondents strongly agree with this at
Te Ao Mārama

*** 81.4% selecting 'strongly agree'*



My work here is valued

100%

of respondents agree with this at Te Ao
Mārama

*** 88.4% selecting 'strongly agree'*

*In all the places I have ever worked, both within
education and out of it, our school has the highest
morale I have ever experienced.*

*I have never felt more valued or appreciated in
any job like I do at Te Ao Mārama*

*Never before have I felt so trusted and valued in the
work I do. I come to school energised, passionate and
inspired! The constant awahi and manaaki are really
something special.*

*I think we are all working at one of the best
workplaces any of us could ever imagine. People are
at the heart of everything we do, people are loved for
who they are and we have the freedom to learn, to
flourish, if we can dream it, we can do it!*

No place like it!



When asked how they would describe Te Ao Mārama to a friend or colleague, staff had this to say...

SO MUCH. All positive!! I would probably brag and go on and on. To sum it all up I would say BEST "job" ever (doesn't feel like a job) and BEST people to work with, BEST culture. Literally couldn't think of anywhere else I would rather be or any other role I would rather have. Absolutely love our place and what we value!!

That working at Te Ao Mārama makes me feel hopeful for the future of our communities/children/world, that there are people that care and truly want to make a difference for children and people from all cultures and groups.

A work place like no other. It is an incredibly special place. Best people, beautiful culture :-)

You don't know what you're missing! Our place is so special 🧡💙 we live and breathe out values

Boy oh boy....where do I start!??? I often struggle to clearly articulate just what it's like, but say that they need to come and see, feel and hear for themselves to truly grasp just what happens at our kura. It's a very special "feel" or "vibe" that isn't easily explained. It's also a school that is very intentional about what we do, and (more importantly) what we don't do. A school that prioritises culture, wellbeing and just plain outright FUN! It's usually at this point, I stop...as my friends start laughing lol

We value our learners, wellbeing, relationships. We focus on culture. What we do here is not the norm....but it should be.

You will never want to leave.

Such a truly special place to be. I love coming to school every day and often find myself feeling so grateful to get to work at such a place! We place great value on relationships and through all we do you can really feel this.

Such a special place to be. The approach of prioritising relationships and wellbeing for staff and students seems to me to be quite unique, yet so effective in creating a happy learning and teaching environment (and seems like such common sense when you see it in practise, that all schools would benefit from building a culture on these values) The way staff and students are supported here is genuine and whole-hearted.

You understand it from the warm feel you get as soon as you step foot in the school. It's a place where celebration of each other is a must, laughter is key and friendship is an easy choice.

This is a school like no other. Staff are happy, kids are happy and our community is happy. I love that wellbeing comes first and we are valued as people before our function!

It's actually hard to put into words how amazing it is! It is such a special place on so many levels! It's Awesome! It's an exciting, fun place to work, you are able to try new things in a supportive environment. Staff are encouraged to share their skills & passions and learn with others. There is a true sense of value & care of people, people are treasured & celebrated. I love coming to school and spending time with people here. Our lead team are amazing, super supportive and caring as well as offering a wealth of experience & knowledge! I absolutely love it!!

There is a better way and Te Ao Mārama is leading it!