



Learning through play



# AGM Report 2023

*Annual report for the year ending 31<sup>st</sup> December 2023*

## **GENERAL DETAILS**

---

### **OFFICERS**

**Chief Executive – NZ Kindergartens Network** Jill Bond

**General Manager** Kalena Hirst

**Senior Teachers 2023** Sarah Bryce, Tracey Nelson, Julianne Sutherland

---

### **KINDERGARTENS**

**Allenton Kindergarten** – 46 Allens Road, Allenton

**Aubrey Mason Kindergarten** – 136 Thomson Street, Tinwald

**Hampstead Kindergarten** – 44 Cambridge Street, Hampstead

**Merle Leask Kindergarten** – 34 Davis Crescent, Netherby

**Thomas Street Kindergarten** – 21 Thomas Street, Allenton

---

### **ACCOUNTANT AND AUDITOR**

**Accountant & Auditor – KPMG Ashburton**

## OUR CURRENT NZK BOARD

---



### **SARAH TOCKER - CHAIR**

#### BOARD-APPOINTED

Sarah has been on our board since April 2019. In September 2023, Sarah was appointed to the position of Board Chair. She is the Director of Liminality. She coaches people and facilitates conversations that equip teams and organisations with the skills to respond and cope with change, to genuinely nurture employees and to confidently face hard choices. Sarah lives on the Kapiti Coast.

---



### **DR JEAN MARTIN - VICE CHAIR**

#### BOARD-APPOINTED

Jean has been on our board since April 2019. In September 2023, Jean was appointed to the position of Deputy Board Chair. She is an independent organisational development executive with extensive leadership, business, and governance experience. She has worked with public, private, and For- Purpose organisations within New Zealand and globally. Jean lives in Christchurch.

---



### **MYLES FERRI**

#### BOARD-APPOINTED

Myles joined our board in April 2023. He is the Director of Mana Awhina Consultancy Limited. He is at the forefront of the battle to enable and embolden Māori Education in Aotearoa. He has been a school principal, and is the immediate Past President of Te Akatea- Tumuaiki Māori o Aotearoa (NZ Māori Principals Association). Myles lives in Northland.

---



### **ALISON THOM**

#### BOARD-APPOINTED

Alison joined our board in April 2023. She serves as a Public Member on the New Zealand Media Council, and coordinates the Breakfast Club at her local primary school. Alison has been at the forefront of leading systemic change that embeds improved quality outcomes for tamariki, whānau, community and government. Alison lives in Otaki.

---



### **STEPHANIE NEWBURRY**

#### MEMBER ELECTED

Stephanie (Steph) joined our board in September 2023. She served on the Westport Kindergarten Association Board for eight years and held the position of Board Chair for two and a half years. She was an active participant in the evolution of the Network of Excellence and served on the steering group to guide and shape the work that was progressed. Steph has a strong focus on the future, on people, and on the environment. She works in the field of emergency management where she supports communities to prepare, respond and recover from natural disasters. She lives in Westport, and with her husband runs their environmental management business.

---



### **JULIE CRAIG**

#### MEMBER-ELECTED

Julie joined our board in September 2019. She is the General Manager for the Oamaru Kindergarten Association, a position that she has held for the past ten years. She is passionate about making a difference for staff, tamariki, whānau and community, and ensures that the Association is an integral part of the communities that it serves. Julie lives in Oamaru.

## OUR CURRENT BOARD

---



### **VENUS SOOD**

#### MEMBER ELECTED

Venus joined our board in September 2023. She served on the Nelson Tasman Kindergarten Association Board for six years and held the position of Board Chair for four and a half years. She was an active participant in the evolution of the Network of Excellence and served on the steering group to guide and shape the work that was progressed. Venus has a strong focus on people, on sustainability, and working in an environment where respect and inclusion is experienced by all. She is a Chartered Member of the New Zealand Institute of Directors, the Chair of the Nelson Tasman Chamber of Commerce, and a Board Member of Sport Tasman. Venus lives in Nelson.

---



### **NORMA ROBERTS**

#### MEMBER-ELECTED

Norma joined our board in April 2022. She is the General Manager – Professional Service for our Hutt City Kindergarten Association. She has been involved in early childhood education for more than forty five years, and is dedicated to ensuring the provision of quality, teacher-led services. Norma lives in Petone.

---



### **CHRISTINE HALL**

#### MEMBER ELECTED

Christine joined our board in September 2023. She is the Chief Executive Officer, Central Kids Kindergarten Association. She has a social sector background and a strong focus on sustainability. Christine has a passion for developing and using digital tools to simplify work and maximise data to inform decision making and influence policy settings. She uses a multi-agency approach to progress the work of the Association and actively grows, develops and maintains partnerships to maximise outcomes.

---



### **JILL BOND**

#### CHIEF EXECUTIVE OFFICER

Jill took up her role in February 2019. She is a contemporary leader and a positive disruptor. She enjoyed an expansive career in the public sector before joining the For-Purpose Sector. She has held senior and executive leadership roles during her career in Housing, Education and Health. She has a Master of Business Administration from Waikato University, and a Master of Public Administration from Victoria University. Jill served on the Australian and New Zealand School of Government Alumni Advisory Council for four years until December 2022, and is a Member of the Institute of Directors. Jill lives on the Kapiti Coast.

## BOARD CHAIR'S PŪRONGO

---

Kia ora koutou katoa,

Ngā mihi o te wā! It's a pleasure to add a few thoughts to tautoko the work of all the Associations' kaimahi over the past 12 months and all that they have contributed to Tamariki, whānau and community.

Since the beginning of our pilot 24 months ago, the New Zealand Kindergartens (NZK) approach to Network Governance has been to understand and awahi and to support the wider Network through highlighting the excellence found within each Association. We currently have nine Associations under Network Governance, all of whom are supporting each other's growth, expertise and effectiveness.

We have had consistently positive feedback from leaders across these nine Associations that the move to network governance has brought them closer to their colleagues and created opportunities to learn and grow in the fields of leadership, management, teaching practice, processes and policies.

With the demographic and economic changes that lay ahead for the Early Childhood Education (ECE) sector, we are well positioned to work together and strengthen the place and value of Kindergartens for the years ahead. While our role in supporting Tamariki and their whānau is increasingly complex, the face of Aotearoa continues to change too. NZK now represents 19 of the 27 Kindergarten

Associations in Aotearoa, (an increase of four in the past year), and across all Associations we are now a \$185M income business. More than ever, our support of each other to find out what works, while keeping our local flavour to meet the needs of different communities is a strength we can leverage.

I am incredibly proud to be alongside as we highlight the importance of quality early childhood education, and the relationships, experiences and connections that are made in these pivotal years in children's lives.

A huge congratulations on a successful year, and thank you to all kaimahi for the ongoing commitment and positive impact that you are making in the lives of the people in your community.



## GENERAL MANAGER'S PŪRONGO

---

Tēnā koutou katoa,

2023 was a year that will go down as a significant part of the Ashburton Kindergarten Association's (AKA) history. The local board made a courageous decision and at the Annual General Meeting in 2023, they were voted out of a job that they were enthusiastic and committed to. They did this to ensure that AKA will be sustainable into the future therefore ensuring the vision of the strong women who decided to start providing Kindergarten in Ashburton will be shared with whānau into the future.

So, it is important that we thank and acknowledge the strong governance that Katie Hill, Barbara Kirk, Justine Hanrahan, Kylie Gill, Michael Robertson, and Nadia McClelland showed. They stood by their vision while respecting the history of AKA ensuring AKA continues to be an integral part of the local community supported by local leadership but with a twist to the governance structure ensuring AKA continues to be relevant, compliant, and fit for purpose.

### **LEARNERS AT THE CENTRE**

AKA's core business is to grow young learners, and this could not be done without our exceptional teaching teams. In mid-2023, we welcomed the Education Review Office (ERO) into the Association as they started their month-long review of the Association and Kindergartens. Their new methodology was used to undertake the review and while it took us a while to get used to the change, we found the process to be robust and more focused on working with us for continuous improvement.

### **BARRIER-FREE ACCESS**

In 2023 we settled on a piece of land at Mt Somers with the view to build a new Kindergarten to serve the Mt Somers community. Watch this space for updates in 2024.

We also utilised Equity Funding from the government to ensure tamariki were able to attend kindergarten in Ashburton.

### **QUALITY TEACHING AND LEARNING**

Quality Teaching and Learning without a doubt is AKA's point of difference and without this we would not have the amazing opportunities and environments for our learners to grow into competent and confident tamariki.

In 2023 AKA started working with 3 Senior Teachers as part of the CSIK (Central South Island Kindergartens) group. A routine of support and guidance has been established and will continue to be embedded in 2024.

For five years AKA has been privileged to be working with Jill Bond, CEO New Zealand Kindergartens. In 2023, we had a joint staff hui on the 18<sup>th</sup> of August 2023, with Jase Williams, Dr Dougal Sutherland, and Jill Bond presenting on a range of topics. This was a wonderful day allowing all staff to have access to high quality presentations.

As part of the NZK Network, AKA was able to take part in the staff engagement survey developed by Streamline HR.

Overall, our feedback was positive, and we received great suggestions for consideration. We have already put in place several of the suggestions and will continue to further develop these. This survey will be undertaken again in a few years, and it will be nice to have data to measure against.

Finally, I want to thank Barbara Kirk, for her 32 years of unwavering support of AKA and the teaching whānau. You have weathered many turbulent tides over the decades but in your own words ‘the one constant is children’ and you have kept tamariki at the heart of everything you have done.

I am excited, and slightly nervous, to be taking over such a legacy however I commit to keeping tamariki at the core and to continue building the future of AKA on the strong foundations you have laid for us. Ngā mihi Barbara.

***Mahia te mahi, hei painga mō te iwi***

***Do the work, for the betterment of the people.***

Ngā mihi nui



Kalena Hirst

***General Manager***

## SENIOR TEACHERS PŪRONGO

---

Staffing has been the most significant change for kindergartens over the past 12 months with all being impacted in some way, both positively and at times challenging.

The Senior Teacher report begins with this acknowledgment, as we feel it has had the greatest impact on achieving planned outcomes for some priority learners.

New kaiako from outside AKA have added breadth of knowledge and expertise to the teams in different ways. One kaiako has stepped very quickly into a Head Teacher position at Merle Leask, recognition of her skills and understanding of the Pacifica community.

### **Evaluation of Progress.**

The past 12 months has continued to see variance with engagement in the Internal Evaluation however there has been a shift in practice with a greater understanding of the process and recognition that “less is more” in documentation. The area that continues to need the greatest attention is focusing on the outcome for learners rather than the actions that are put in place. However, engaging in that kōrero consistently with kaiako on visits, is seeing growth and change in this area.

Because evaluation of outcomes for learners is also required through the PGC (Professional Growth Cycle) process, this is an area where there is also variance (similar to Internal Evaluation) so the same support has been given with similar outcomes.

We have identified this as an area for Head Teachers to strengthen in 2024 so that they are able to support and model this practice with kaiako (and/ or use the strength of kaiako within their teams) to continually grow this area of practice.

### **Attract & Develop Professional Teaching Teams**

The mahi with Jill Bond (NZK CEO) started in Term 4 followed by a self and team reflection to form the basis of the work in 2024. Feedback from the recent Head Teacher hui was extremely positive and almost all Head Teachers were engaged and contributing throughout.

All kaiako engaged in a hui with Alex Gunn on Gender, Diversity and Inclusive Practice last year. This challenged and provoked thinking, particularly around kaiako role in providing an environment that is gender inclusive, with consideration to curriculum design and engagement with tamariki.

**Te Tiriti o Waitangi:** Kaiako confidence and increasing proficiency in the use of te reo Māori across the curriculum is an area that most kaiako are starting to strengthen. This has been supported by the ongoing mahi in 2024 with Ngaroma Williams and her newly developed resources that kaiako engaged with as part of Ngaroma’s research project.

**ERO:** Preparation for the visits mid-year were time consuming particularly for Head Teachers and frustrating as dates continued to be altered, however the experience for most, was affirming and considerations and improvement actions, were what kaiako had already identified. Notes from the kōrero at the end of the ERO visit, provided the teams with rich feedback that is supporting them with increasing their capability in different areas. The main areas for improvement were around the areas of language, culture and identity and assessment.



# NEW ZEALAND KINDERGARTENS



## OUR PURPOSE:

New Zealand Kindergartens Network supports Local Kindergarten Associations to thrive in the delivery of fit-for-purpose, teacher-led, quality early childhood education for generations to come.

## OUR STRATEGIC PRIORITIES:

Our efforts and resources are focused on learners at the centre, barrier-free access, and quality teaching and leadership. Our work is embedded in the principles of Te Tiriti O Waitangi.

### LEARNERS AT THE CENTRE

EVERYONE WITHIN OUR NETWORK IS A LEARNER AND AT THE CENTRE OF OUR EDUCATIONAL EFFORTS.

#### WE FOCUS ON:

- » Influencing and leading teacher practice, growth and development
- » Implementing the NZK Network Workforce Development Strategy to grow and strengthen capability and capacity
- » Implementing the NZK Network Qual Mark and accreditation standards.

### BARRIER-FREE ACCESS

GREAT OPPORTUNITIES AND OUTCOMES ARE IN REACH OF EVERY MEMBER OF OUR NETWORK.

#### WE FOCUS ON:

- » Investing our time, resources and expertise for greatest educational and social impact
- » Providing contemporary strategic governance and related legal compliance services
- » Providing contemporary business excellence to maximise productivity, maximise value, and minimise risk industry.

### QUALITY TEACHING & LEADERSHIP

OUR NETWORK STRIVES TO REDUCE DISPARITY AND IMPROVE EQUITABLE OUTCOMES FOR ALL.

#### WE FOCUS ON:

- » Leading through servant-leadership, teaming, and systems thinking to deliver sustainable approaches and opportunities
- » Providing contemporary strategic and operational leadership and related legal compliance services
- » Delivering national and local advocacy excellence to influence policy, strategy and outcomes.

**ANNUAL GENERAL MEETING**

**AGENDA**

**to be held at**

**Hampstead Kindergarten, 44 Cambridge Street**

**Tuesday 17<sup>th</sup> September 2024**

**Meet and greet from 7.00pm – 7.15pm with light refreshments provided.**

**Annual General Meeting will be held from 7.15pm**

- Welcome and Opening Karakia
- Apologies
- Minutes of the 2022 Board AGM Held Monday 4<sup>th</sup> September 2023 at 7.00pm
- Receipt and consideration of the KPMG Audited Annual Financial Accounts for the year ended 2023
- Consideration of the Annual Reports for 2023
- Jill Bond – Current state of ECE in NZ
- Kalena Hirst - Presentation of new AKA logo
- Close of meeting with Karakia

## MINUTES OF THE 2022 AKA AGM

---

### **Ashburton Kindergarten Association**

#### **78<sup>th</sup> Annual General Meeting**

held at Hampstead Kindergarten on Monday 4<sup>th</sup> September 2023 at 7pm

Association President welcomed all attendees and thanked them for coming.

**Present:** J Hanrahan, K Gill, M Robertson, K Hill, J Jamieson, C Hill, S Templeton, A Kerr, R Sa, H Mouton, A Jones, T Moore & B Kirk

**Apologies:** G Redpath & R Swansbury & R Hawkes

Minutes of the AGM meeting held on Monday 27 May 2022 were read and confirmed as a true and accurate record. Moved: B Kirk/J Hanrahan Carried

#### **Reports**

**President's Report:** Presented by Katie Hill  
Moved Adoption: K Hill/K Gill Carried

**Financial Report: (Draft)** Presented by Barbara Kirk  
Moved Adoption: B Kirk/M Robertson Carried

**Senior Teacher Report:** Prepared by Tracey Nelson/Read by J Hanrahan  
Moved Adoption: J Hanrahan/K Hill Carried

#### **General Business**

- Remits  
*The Ashburton Free Kindergarten Association will join the New Zealand Kindergartens Network Board and have strategic governance and relate legal compliance services provided that Board.*

Moved: K Hill                      Seconded: K Gill                      Carried

*The Ashburton Kindergarten Association will adopt the new Association Constitution dated 22<sup>nd</sup> May 2023.*

Moved: K Hill                      Seconded: M Robertson  
Carried

*The Ashburton Free Kindergarten Association will disband the current local Kindergarten Board that was elected on 27<sup>th</sup> May 2022.*

Moved: K Hill  
Carried

Seconded: J Hanrahan

- Jill Bond CEO NZ Kindergartens to become a signatory to Ashburton Kindergarten Association bank accounts at Heartland Bank and Westpac.

Moved: B Kirk

Seconded: K Hill

Carried

**Association Manager:** B Kirk  
**Solicitor:** RMF/Silva  
**Accountants:** Mathieson Chartered Accountants  
**Auditors:** KPMG Ashburton

B Kirk thanked the retiring Bord members for their service and support over the last few years and look forward to continuing to work with them as members of the Association. Presentations were made,

**Meeting closed at: 7.35pm**



## Learning through play

