

# STAFF CULTURE SURVEY 2020

*He aha te mea nui o te ao? He tāngata, he tāngata, he tāngata.  
What is the most important thing in the world? It is people, it is people, it is people.*



We focus on relationships

# 100%

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

*\*\*with the vast majority selecting 'strongly agree'*

*Whiria te tangata! Staff strive to maintain school values to weave the people together.*

*I feel very lucky to be at Te Ao Mārama, everyone is amazing and passionate and caring, I love coming to work.*

*I really think we all try really hard to build, maintain and sustain our relationships with everyone involved in our school community. I think this is the main reason our school has our lovely 'feel' when you walk around the classrooms.*

*The caring respectful attitude of all staff makes me feel very proud to be part of this team, and is a true reflection of how important the leadership group care about our culture and staff.*

*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.*



We focus on the 'why'

# 100%

of respondents agree or strongly agree that the focus is on our vision and values at Te Ao Mārama

*\*\*with the vast majority selecting 'strongly agree'*

*This is really refreshing, I love being able to discuss and work in a team so that "why?" is the focus*

*Love what we value and prioritise at our school. We very much walk the talk.*



Staff morale is high

# 100%

of respondents strongly agree with this at Te Ao Mārama



Staff take pride in our school

# 100%

of respondents strongly agree with this at Te Ao Mārama



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

*I love this school. I've never had so much fun at work, enjoyed my colleagues so much and felt so supported by management. I feel a bit guilty that I love going to work so much. It's spoilt me for ever working in another school. I never want to leave!*

*This school makes me want to be a kid again. Certainly, being a teacher here makes me feel like one every now and then, which makes me feel guilty. I feel like I shouldn't be getting paid this much to spend time with such great people and have this much fun. We are doing what others only talk about and that feels good.*

*I feel like I've won the lotto being offered a position at such an amazing school. The culture among staff is wonderful. I've never felt so welcomed into a space before. Te Ao Mārama really practices what they preach!*

*It is like a dream and has just been amazing. I feel that there is hope for the future, that it is a school that is making a difference, that it is so amazing to be surrounded by people that honestly care and value children, people and relationships.*

*I've often said, "you wouldn't believe it even if I tried to explain it to you". Te Ao Mārama lives and breathes their vision, you see it, hear it and feel it. Culture eats strategy and Te Ao Mārama puts culture and people at the forefront of everything.*

*We support, love and care for one another like family and the vibe is welcoming, supportive and has a lovely warm and friendly feeling.*

*Te Ao Mārama is unique, innovative and flips traditional education on its head. We see the children, really see them for the beautiful people they are. Te Ao Mārama is a truly special place to be.*

*It is a school which holds up all that is important in a place of education, in that it truly prepares it's students for the world. It has the most positive and nurturing culture that I have ever been part of.*

*I wish there was a way we could replicate our school, so that more teachers and children could have the experience we do here.*

*Te Ao Mārama is the most amazing place! What makes it so special - all the people, staff, children, whānau. I love that relationships are so valued, it is a place where everyone is cared for, supported & encouraged. There is also a strong sense of fun, energy and joy in the school.*

*We celebrate diversity and welcome all students with open arms. Te Ao Mārama is filled with aroha and I feel incredibly lucky every day to work at such a special place with wonderful people!*

*We have a fun, relaxed yet hard-working environment, that has a wide-open arm hug feeling and approach to families and visitors alike, we are hugely collaborative, we all have a voice, and we are genuinely the definition of a TEAM on all accounts.*



Te Ao Mārama School