**Self-Review Policy**

**Rationale**

To outline and provide systems for Country Kidz's approach to continuous improvement in excellence through self-review and internal evaluation, in alignment with the New Zealand Licensing Criteria for Early Childhood Education (ECE) Services and Education Regulations (2008), the Statement for National Education and Learning Priorities (NELP) (2020), and honouring Te Tiriti o Waitangi.

**Objective**

Country Kidz is committed to continuous quality improvement in all aspects. We acknowledge there are always areas we wish to improve on to ensure our best is continuing to get better. This is a permanent process and one that involves kaiako, whānau, our committee, and key third-party stakeholders. Our quality improvements help us provide the best possible learning and development experience for our enrolled tamariki, kaiako, comply with government requirements, meet whānau expectations, and achieve our strategic goals.

**Policy**

Country Kidz’s philosophy is influenced by our commitment to quality improvement. Our quality improvement practices are reflective of our strategic values, vision, and philosophy. Our continual focus is on how we can improve our service and the learning and development outcomes of our tamariki. Kaiako involvement and input into our quality improvement practices is recognised and valued.

Whānau are given the opportunity to have input into our quality improvement practices through discussion, surveys, and other forms of communication. Their views are captured and taken into account by our team as we seek to discuss, identify improvement opportunities, and implement actions. Tamariki and whānau satisfaction with Country Kidz improves as a result of the increased quality and our improvement focus.

**Governance and Leadership**

Our commitment to quality improvement is led by our Country Kidz Committee and management team and is a key element of our service design. We acknowledge Country Kidz is always a work in progress.

**Strategy**

Our quality improvement and aim for excellence inform our strategic plan and influence our strategic goals in alignment with the National Education and Learning Priorities (NELP).

**Whānau and Wider Community**

The voice of our parents, whānau, and our wider community informs our quality improvement opportunities and reflects their expectations of Country Kidz and what we deliver in terms of early childhood education. We respect the mana whenua of Country Kidz and honour our obligations under Te Tiriti o Waitangi.

**Kaiako**

Kaiako are supported and committed to our continuous quality improvement approach, from recruitment and induction through to and including their daily activities, their personal performance objectives, those of their colleagues, and by the pathway of their professional development.

**Learning and Learning Outcomes**

Tamariki enrolled at Country Kidz are the recipients of our early learning environment. The design of our learning and development, our nurturing and care, and the manner of its delivery are detailed in our localised curriculum programme and regularly influenced by our quality improvement through our annual management planning.

**Operations**

We operate as a team to determine learning and curriculum requirements, operational policies, and procedures and other Country Kidz processes, and review these as a team with the consult of whānau regarding changes. Key operational policies and procedures are documented, and all operational policies and procedures are reviewed annually as part of our annual management plan. The review process includes assessing the extent to which they continue to meet our needs, are used as living documents, and reflect the required efficiencies and quality we demand of our Country Kidz learning environment. Through our monitoring of key activities and review practices, we identify further opportunities for improvement and plan actions as a team, encouraging creativity and innovation as part of this process.

We accept that every decision made at Country Kidz has a financial implication and are mindful of our budget, our charity status, and the limitations of funding available, but we do not allow these financial constraints to become the total focus of our attention.

We maintain a strong focus on health and safety of kaiako, tamariki, and visitors to Country Kidz. We have a range of health and safety policies and procedures that are reviewed on a regular basis and that comply with Ministry of Education, WorkSafe New Zealand, and other compliance requirements.

**Information and What We Do with It**

We collect information about our operating environment and about our service delivery, so that we may demonstrate success and identify opportunities for improvement. We maintain this information and analyse it regularly as part of our quality improvement practice.

**Results**

We are committed to identifying and demonstrating the results of our actions. Our evaluations consider the ideas of whanaungatanga within our learning community, including tamariki, whānau, kaiako, but also our wider hapū, iwi, and tangata whenua. These results demonstrate the evidence of what we do well in a measurable and observable way. We celebrate our successes and seek always to seize opportunities for improvement.

**Our Quality Improvement Approach**

We undertake a learning-focused internal evaluation that aligns with our professional growth cycle in an authentic, measurable, and encouraging way annually. This re-affirms what we do well and the evidence available to prove this. It also highlights opportunities for improvement with regards to tamariki learning and development outcomes. The opportunities for improvement are prioritised by kaiako to identify the quality improvements we have the capacity and resources to address with regards to tamariki learning outcomes.

Key indicators that demonstrate the anticipated shift in behaviour of tamariki and/or kaiako as a consequence of the improvement are identified. Responsibility for driving each opportunity for improvement is shared among individual members of our team and progress is monitored by the whole team in our fortnightly meetings.

At Country Kidz, our unwavering commitment to continuous quality improvement ensures that we consistently strive for excellence in all aspects of our early childhood education service. By actively engaging with kaiako, whānau, and the wider community, and by aligning our practices with the New Zealand Licensing Criteria for ECE Services, Education Regulations (2008), and the National Education and Learning Priorities (2020), we create a dynamic and nurturing environment for our tamariki. We honour Te Tiriti o Waitangi in all our endeavours, fostering a culture of respect and inclusivity. Our self-review policy is not just a regulatory requirement but a cornerstone of our philosophy, driving us to reflect, innovate, and excel in providing the best possible outcomes for our learning community. Through ongoing evaluation, collaboration, and a shared vision of growth, we ensure that Country Kidz remains a place where every child can thrive and where our best is always getting better.

*Aligns with:*

*Licensing criteria for centre-based ECE services (amended September, 2022) (GMA6)*

*Education (Early Childhood Education) Regulations 2008*

*Country Kidz Philosophy*

*Country Kidz Vision*

*Country Kidz Strategic Plan 2022-25*

*Te Ara Poutama*

Te Whāriki: He whāriki mātauranga mō ngā mokopuna o Aotearoa Early childhood curriculum

**Review**

Review when there is a significant change to legislature or as part of the annual management plan.

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| **Authorised:** |  |
| **Date:** | May 2024 |
| **Next Review:** | Add to Annual Management Plan for April, 2025 not withstanding a change in legislation or criteria |

