

He aha te mea nui o te ao? He tāngata, he tāngata, he tāngata

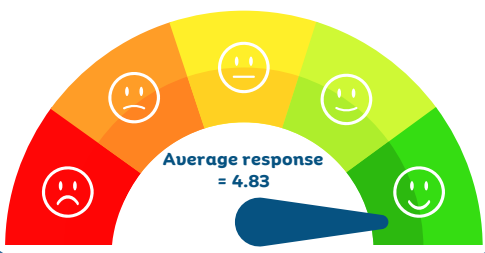
You ask me what is the greatest thing on earth? It is people, it is people, it is people.

Staff Culture Survey

Completed by all 56 staff members, September 2024

Staff were given the statements below and asked to select their responses ranging from **1. strongly disagree**, to **5. strongly agree**.

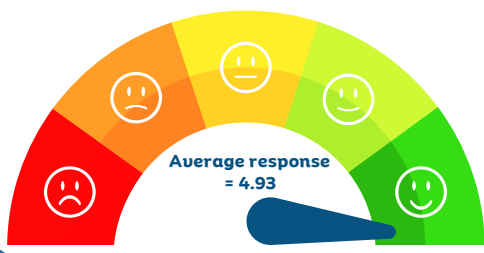
▶ **Staff take pride in this school**



▶ **My work here is valued**



▶ **I enjoy working at Te Ao Mārama School**



▶ **Extra comments from staff....**

We also have the most amazing staff and resources here within the school that we can access.

I believe the relationships I have with other staff members are the reason why I love my job.

Staff are extremely open and willing to share ideas/resources with other staff and other schools (e.g. when visitors come in and ask about different things) and are happy to lift others up/add on to ideas using previous experiences of their own to ensure everyone is delivering the best learning opportunities for the kids.

As a part time teacher coming in and working alongside the team, I have noticed that staff are so happy! They are always willing to share and seem to have very strong relationships with each other. I love working with the team as I feel very appreciated and valued.

Love being a part of the Te Ao Mārama team! An amazing environment to work in with caring and happy staff. We are often told how valued we are which is really nice to hear! It is a pleasure to come to work every day to a job I love.

This school has the highest morale of any school I have ever worked in or visited. When people say they like working here - they mean it.

'A school of leaders', is important for growth of the individuals.

When I came for my interview, I was blown away by the aroha I felt just being here for that short time. Interviews can often paint a prettier picture than the day to day of a role but not at TAM. This aroha is even more incredible when you're on the other side. I feel so valued and come to 'work' each day excited to fill buckets and have mine filled too. I know how rare this is and appreciate it.

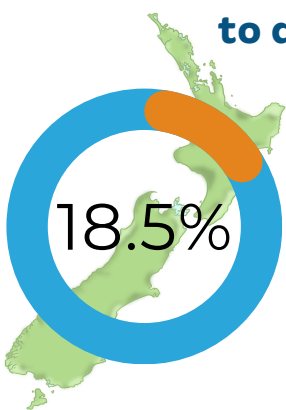
At Te Ao Mārama I feel accepted for who I am, respected and appreciated, encouraged, motivated and inspired, and because of all this....totally valued. Because of the sincerity of people, this makes me want to work harder and stay at this amazing place.

I genuinely love coming to work each day.

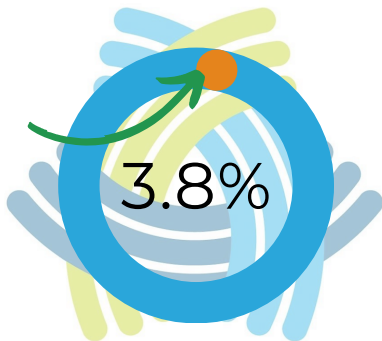
Teacher Retention / Turnover Rate

The Ministry of Education measures turnover by calculating the total number of teachers in a school who leave teaching or move to another school.

The NZ average is 18.5% turnover (i.e. close to 1 teacher per 5 leaving per year)



The Te Ao Mārama average between 2019-2024 is just 3.8%



The turnover rate at Te Ao Mārama is just **one-fifth** the rate across New Zealand and is something to be very proud of.

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

"Te Ao Mārama is a school that invests in its people (staff and children). It is a place where difference is valued and it is okay to be you, the real you."

"We really have a unicorn school. Not only are the students well cared for and their needs catered to so well, but the staff are so cared for and valued and this is shown with all the big and little gestures."

"The world would be a kinder place if we all went a school like Te Ao Mārama School."

"The culture is outstanding and happy staff equals happy children."

"Working at Te Ao Mārama is the most rewarding work (and life!) experience I've ever had. Every day is filled with purpose, and knowing that I'm part of something pretty special."

"Te Ao Mārama is unlike any other school out there. You have to experience it to understand how different it actually is."

It's not "just a job", it really is a very very special place and a school like no other that needs to be seen to be believed.

"The school 'vibe' is more like a family feel than a 'workplace', full of support, beautiful souls (tamariki as well as colleagues), collaboration, amazing manaaki with food and coffee, and laughter. There's something truly rewarding about being surrounded by so much positive energy."

"This school is special, I feel valued and appreciated, the culture here is unlike anything I've experienced before."