KAUA RAWA E KATI I NGĀ TATAU...

TE TATAU AROHA



TE TATAU POUNAMU



TE TATAU WAWATA



BRONWYN TE KOETI 2026

In times of pressure

NEVER CLOSE DOORS...

When things get too stressful, it is a natural a form of protection for us to close up, shut down, argue, comply to irrational demands, or avoid.

When we are in these reactionary spaces, we should regard them as indicators that something is wrong, or someting needs to change. They are a sign that we need to engage tools to move us into a place of harmony, restoration, and reconciliation.

When we close doors in times of pressure, there is nowhere for that pressure to go to.

Reactionary closed spaces can fester the growth of negative characteristics, such as increased tension, bad decision-making, or separation. Through actively keeping the doors of compassion, empathy, peace, dreams and aspirations open, the potential for positive outcomes will occur. This is an act of leadership.

Never block the pathway to growth, reconciliation, or restoration.



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TE TATAU AROHA



While all the gateways are interconnected, and aspirational, each brings a different emphasis. The following are some examples that have helped me to keep the doors open, they are separated into two parts.

Te Tatau Aroha

The gateway of compassion, empathy and love.

- individual person or whānau circumstance.
- Self.

Individual person or whānau

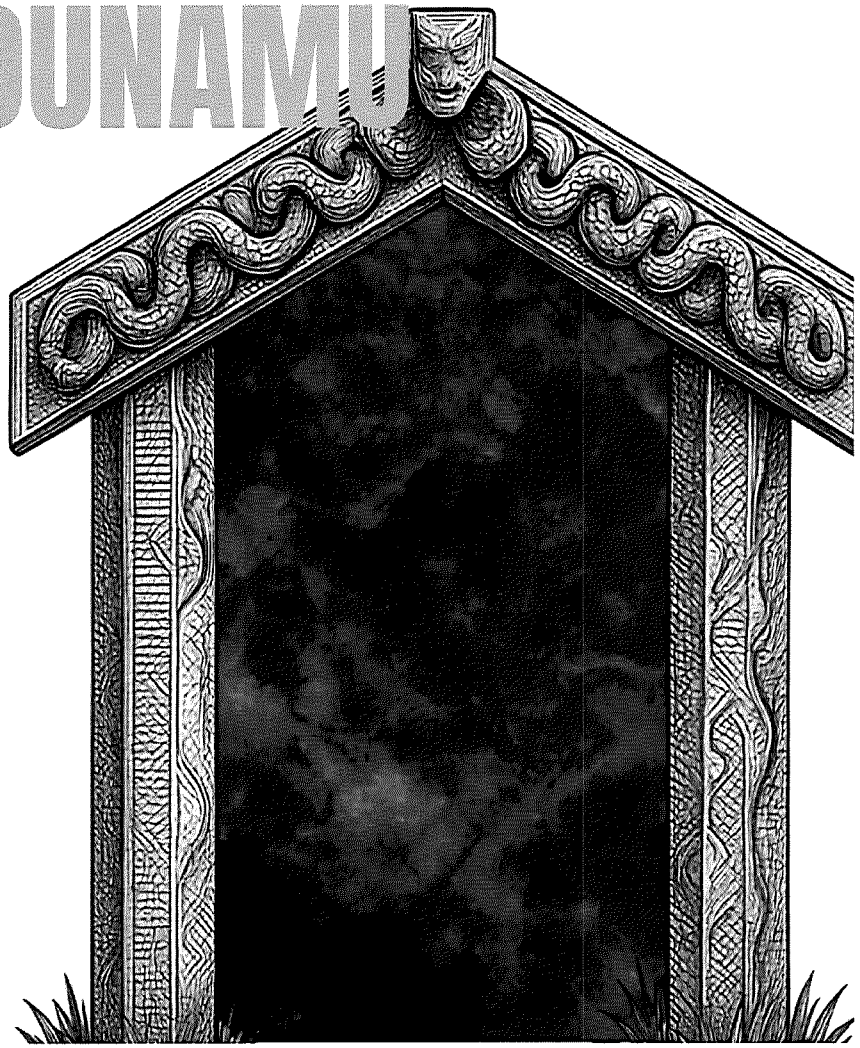
-Always look beyond a particular reaction.
-Be trauma informed.
-Make space for kanohi ki te kanohi, or just make space.
-Know that healing, restoration or resolution may take time.
-Aim to build trust with integrity, consistency and confidentiality.
-Use kōrero such as, "I hear you." "How can **we** work together to fix this?"
-Treat everyone as if they are your whānau.

Self

-Create boundaries, do not become a "punching bag", and if this happens, seek support and review your processes around this.
-Honour borrowed time. If something takes up personal time, do not feel guilty to take it back.
-Develop healthy vices, such as hā (breathwork) and wai (lots of water).
-Seek good mentors, these can change over time.
-Laugh at your mistakes and move on.

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TE TATAU POUNAMU



Te Tatau Pounamu
The gateway of enduring peace.
The emphasis for this includes;

- Hāpori ā-kura (whānau-whānui, staff, outside agencies and other kura).
- Self.

Hāpori ā-Kura

-Learn local hītori, and pūrākau.
-Make inter-generational connections, (Kaumatua to mokopuna).
-Network with outside agencies, but be discerning. You do not have to be part of everything.
-Learn to say "no" less often, instead ask, "Is this doable, if so, how can **we** make this happen?"
--Know there is a place to agree to disagree and diplomacy is an artform.
-Recognise and celebrate even the smallest of success's.
-Always "show off" your kura, mokopuna and staff.

Self

-Seek points of connection with your hāpori whether it's through hītori, pūrākau, whakapapa or interests.
-Ensure your systems (policies and procedures, compliancies and the law) are robust and adhered to, these are designed to keep everyone, including yourself safe.
-Stay widely informed. Read heaps, travel lots, listen to independent media and others outside of education.

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TE TATAU WAWATA

Te Tatau Wawata

The gateway of dreams and aspirations.
The emphasis for this includes;

- Strategic Plan and Vision.
- Self.

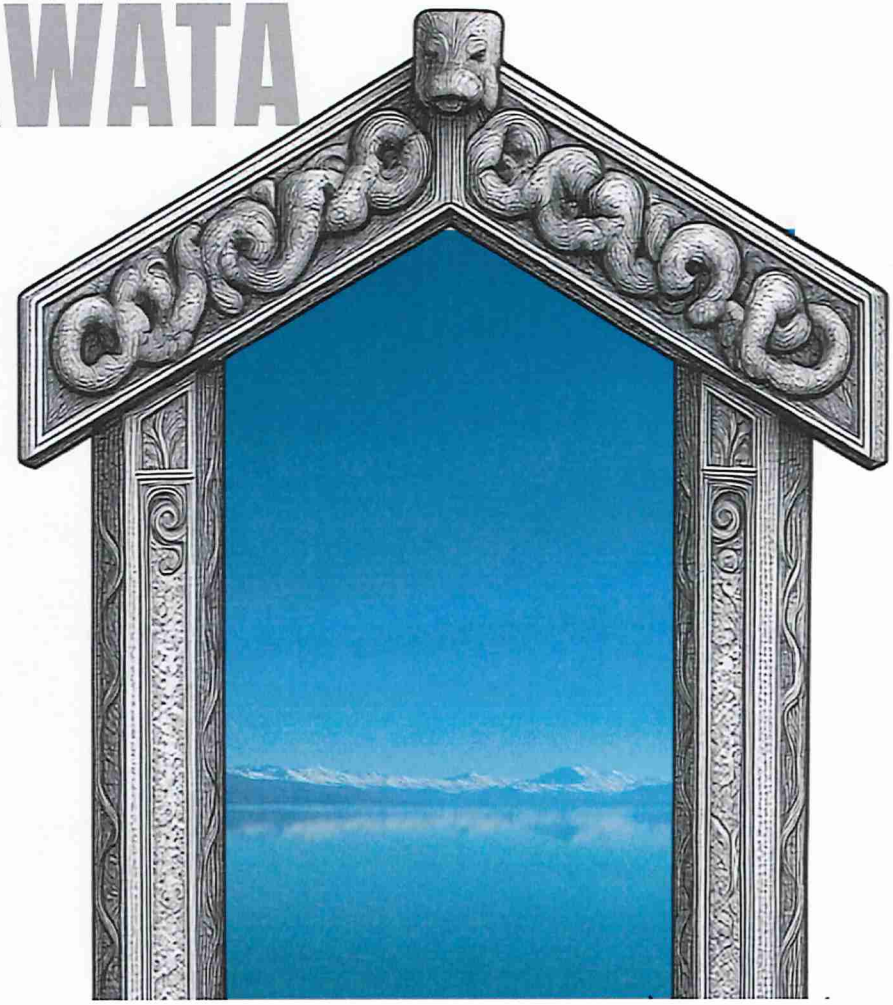
Strategic Plan and Vision

-Dream big, that is what a strategic plan is designed for.
-Look outside of education for inspiration.
-It helps to connect your kura's vision to the local whenua. It has been here longer than us.
-Keep your vision and strategy alive by incorporating planning, assesment and initiatives into it, even when these change..
-When seeking voice, sometimes it is safer to use a consultant.
-Utilize support when it is availble, such as Te Uru Amokura.
-Refer to related outside agencies and stakeholders strategic plans, and acknowledge alignment.
-Ensure continial board strategic review.
-Keep a future focus.
-Provide a celebration component once initiatives are achieved.

Self

-Look to your tīpuna and examples of where they achieved their aspirations.
-Ensure that in some places the strategic plan from kura connects with your own personal goals.
-Talk with your own whānau of any thing that might impact them.
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A good vision is something you should never lose sight of.



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