

# Strategic Plan 2021

## 1 Te Tiriti o Waitangi *the lens for all our work*

### Vision:

Tino rangatiratanga for everyone through lifelong learning.

### Mission:

Driving systems change to make education and skills more effective and equitable.

### Values:

- Whanaungatanga
- Manaakitanga
- Mana Motuhake

Ngā Pou  
Mana motuhake  
Equity

### 3 Approaches:

- Listening and relationship
- Taking a systems view
- Incubating innovations
- Measuring impact
- Saying the hard stuff
- Sharing solutions

### 4 Long-term goals:

- Create campaigns of significance
- Drive sustainable systems change
- Build a sustainable organisation
- Be a trusted source of data and solutions

### 5 Core functions:

- Data and evidence
- Leadership and connecting
- Communications and advocacy
- Finance and accountability
- Systems change capability
- Cultural capability
- Innovation

### 6 Organisational shift #1

Sharpening our focus on the root causes of inequity

- a. Reviewing our governance model towards becoming a better Te Tiriti partner
- b. Prioritising community voice, especially Māori, Pasifika, migrant and other under-served communities

### 7 Organisational shift #2

Driving systems change through coherent campaigns, not unconnected projects

- a. Establishing a more structured lifecycle for campaigns, including systems change goals and processes for handover
- b. Developing sustainable funding, including for the connecting, scoping and planning phases

### 8 Organisational shift #3

Strengthening our strategic influence

- a. Designing for Auckland and sharing nationally
- b. Building Te Hononga Akoranga – COMET's profile, especially with decision-makers