

ERO Early Childhood Service Akarangi | Quality Evaluation Report

Early Childhood Service Name: Tic Tac Toe Educare Little Sprouts Kindergarten

Profile Number: 48167

Location: Huntly

1 ERO's judgement of Tic Tac Toe Educare Little Sprouts Kindergarten is as follows:

Domains: Ngā Akatoro	Below the threshold for quality		Above the threshold for quality	
The learner and their learning He Whāriki Motuhake	Improvement required	Working towards	Embedded	Excelling
Collaborative professional learning and development builds knowledge and capability Whakangungu Ngaio	Improvement required	Working towards	Embedded	Excelling
Leadership fosters collaboration and improvement Kaihautū	Improvement required	Working towards	Embedded	Excelling
Stewardship through effective governance and management Te Whakaruruhau	Improvement required	Working towards	Embedded	Excelling

For an explanation of the judgement terms used and of the evaluation process please refer to the last page of this report. These judgements are based on the evidence provided to ERO during the evaluation.

Children's health and safety

Improvement required

Taking reasonable steps

2 ERO's Judgements

[Akarangi | Quality Evaluations](#) evaluate the extent to which early childhood services have the learning and organisational conditions to support equitable and excellent outcomes for all learners. [Te Ara Poutama Indicators of quality for early childhood education: what matters most](#) and [Early Childhood Education \(ECE\) Improvement Framework \(teacher led services\)](#) are the basis for making judgements about the quality of the service in achieving equity and excellence for all learners. Evaluations for improvement | Ngā Aronga Whai Hua is integrated across all of the above domains.

3 About the Service

Tic Tac Toe Educare Little Sprouts Kindergarten is one of two privately-owned centres under shared ownership and governance. It caters for older tamariki to school age while the sister centre caters for younger tamariki. The owner-centre manager and newly appointed curriculum lead oversee the daily operations of both services. The service priorities and values emphasise māiatanga (confidence), manaakitanga (respect), aroha (love) and whānau (family).

4 Progress since the previous ERO report

Tic Tac Toe Educare Little Sprouts Kindergarten was previously known as Tic Tac Toe Educare Little Sprouts and the last ERO Education Review report was in 2018. The service was closed in December 2020. The Ministry of Education has provided extensive external support. The service received their probationary license under the new name and licence in January 2023. In January 2024 the service gained their full licence. This is the service's first Akarangi | Quality Evaluation report.

5 Learning Conditions

The learner and their learning | He Whāriki Motuhake

The service reflects *Te Whāriki*, the early childhood curriculum, well to develop a strong sense of belonging for tamariki.

- The service is taking steps to implement their priorities for tamariki. Kaiako use intentional teaching strategies such as praise and encouragement to foster social and emotional skills.
- Tamariki engage in child-led and adult-initiated play to help grow their skills and knowledge. Tamariki are being supported in making sense of their world in relation to people, places and things.
- Positive relationships with parents and whānau are established through centre wide events. Kaiako are in the early stages of inquiring into ways to establish partnerships with parents and whānau that support the learning of tamariki.

Collaborative professional learning and development builds knowledge and capability | Whakangungu Ngaio

The service is establishing the conditions to support kaiako to grow their professional knowledge.

- The service is establishing professional growth cycles to evaluate shifts in practice and the impact of improvements. Consideration is given for kaiako to grow their practice through regular professional learning opportunities.
- Kaiako demonstrate te ao Māori through a range of resources and practices. The service enables local Kīngitanga learning, upholding the mana and mauri of tamariki.
- Leaders are continuing to build cultural competency to provide a culturally responsive curriculum for all children.

6 Organisational conditions

Leadership fosters collaboration and improvement | Kaihautū

Leaders are developing leadership capability to support quality teaching.

- Changes in the leadership team have impacted some aspects of internal evaluation. The service is continuing to build monitoring and evaluating processes in documentation to clearly show outcomes for tamariki.
- Leaders are at an early stage in providing opportunities for whānau to share the learning aspirations for their tamariki.
- Leaders are working collaboratively with governance to ensure systems and processes are in place to support teaching practices.

Stewardship through effective governance and management | Te Whakaruruhau

The wellbeing and learning of children are a consideration for governance in decision-making and resourcing.

- A range of equity initiatives are in place to support tamariki, whānau and kaiako. The service works collaboratively with relevant agencies and local hapū to support broader educational and social outcomes for tamariki and whānau.
- The service has established strategic goals for improvement. There has been progress in relation to achieving these goals.
- Leadership changes have impacted on the consistency and effectiveness of systems and practices. Consideration to the provision of ongoing external leadership capability building is required to enact and sustain improvement.

7 Management Assurance on Legal Requirements

Before the review, the staff and management of Tic Tac Toe Educare Little Sprouts Kindergarten completed an *ERO Assurance Statement and Self-Audit Checklist*. In these documents they attested that they have taken all reasonable steps to meet their legal obligations related to:

- curriculum
- premises and facilities
- health and safety practices
- governance, management and administration.

During the review, ERO looked at the service's system for managing the following areas that have a potentially high impact on children's health and safety:

- emotional safety (including positive guidance and child protection)
- physical safety (including supervision; sleep procedures; accidents; medication; excursion policies and procedures)
- suitable staffing (safety checking of staff, ratios)
- relevant evacuation procedures and practices.

All early childhood services are required to promote children's health and safety and to regularly review their compliance with legal requirements.

8 Where to next for improvement?

Tic Tac Toe Educare Little Sprouts Kindergarten will include the following actions in its quality improvement planning:

- Leaders and kaiako provide opportunities for whānau to engage in learning-focused partnerships through sharing their aspirations and priorities for their child's learning.
- Governance, supported by external expertise, to strengthen the conditions to develop leadership capability in maintaining quality improvement systems and processes, to enable consistency across the services.

Activities undertaken by the evaluation team

- Pre-visit contact with the service provider/manager.
- Reading documentation and records of children's learning and development.
- Scanning the learning environment and resources.
- Observations of interactions and teaching practice while onsite.
- Meetings and / or conversations with leaders and teachers.
- Sampling of information related to compliance.

[*Further information about how ERO evaluates early childhood services is available here.*](#)

Lisa Oldridge

Lisa Oldridge
Director of Early Childhood Education (Acting)

14 May 2025

9 Information About the Service

Service Type	Education and care service
Number licenced for	40 children aged 2 and over
Percentage of qualified teachers	100%
Ethnic composition <i>Using rounded percentages</i>	Māori 60%; NZ European/Pākehā 22%; Samoan 12%; Cook Island Māori 5%; Fijian 5%; Tongan 3%; Niue 3%; other ethnic groups 18%
Service roll	32
Review team on site	March 2025
Date of this report	14 May 2025
Most recent ERO report (s) These are available at www.ero.govt.nz	First ERO report of the service.

Description around ERO's judgement terms

ERO's judgements are based on *Te Ara Poutama* and the *Early Childhood Education Improvement Framework (teacher led services)*.

	Above the threshold for quality
Excelling	The service is excelling in the learning and organisational conditions to support high quality education and care for children.
Embedded	The service has embedded its learning and organisational conditions to support ongoing improvement to the quality of education and care for children.
	Below the threshold for quality
Working towards	The service is working towards establishing the learning and organisational conditions to support improvements in the quality of education and care for children.
Improvement required	The service has not yet developed the learning and organisational conditions to support quality education and care for children.