ORGANISATIONAL SUCCESS

Ngā Haeata Mātauranga is a series of annual reports prepared by the Ministry of Education about progress in education for and with Māori.


What is Important for Organisational Success?

Leadership by the Ministry in implementing Ka Hikitia – Managing for Success that creates better opportunities to improve outcomes by encouraging better coordination with other sector and government agencies and sharing of expertise, operational capabilities and relationships is a key focus.

Better communication by the Ministry with iwi and Māori education groups that includes jointly developing new ways of working together is critical. In its communications, the Ministry is focusing on facilitating greater understanding of Ka Hikitia – Managing for Success and aligning all iwi and Māori organisation partners’ education plans with the strategy.

Staff in the Ministry are needed who can work confidently and capably for and with Māori and who know why, where and how to focus work to get the best outcomes for and with Māori. This includes better using and acting on evidence of what works for and with Māori for all of the Ministry’s work.

Relationships between the Ministry and iwi, and with other Māori education partners facilitate opportunities for these partners to be full participants in the education system alongside learners, parents, schools and the Ministry.

Highlights

‘Māori enjoying education success as Māori’ is one of the Ministry’s key priorities in its Statement of Intent 2009–2014.

All letters of agreement with other agencies in 2009 included Ka Hikitia – Managing for Success.

All agencies undertook activities to support ‘Māori enjoying education success as Māori’.

Tertiary Education Commission (TEC)

TEC’s new specific performance measure now requires Investment Plans to reflect priorities outlined in the Tertiary Education Strategy and Investment Guidance for Māori.

Work with Te Wānanga o Aotearoa was initiated in 2008 on a forward-looking multi-component rangahau project that looks at the contribution of the Wānanga to Aotearoa New Zealand communities and society.

New Zealand Qualifications Authority (NZQA)

Ngā Kaitūhono has been established as an advisory group to NZQA. It is made up of recognised experts in te reo Māori, tikanga Māori, and Māori education. Ngā Kaitūhono
hosted Hui Mana Tohu Mātauranga, which focused on how quality mātauranga Māori leads to higher educational achievement for Māori learners.

NZQA hosts the Māori Economic Development Forum, which provides advice to NZQA about its contribution to accelerating Māori economic growth and capability.

Education Review Office (ERO)
The Education Review Office developed He Toa Takitini – Outcomes for Māori: Strategy and Implementation Plan to establish a more strategic approach to improving education outcomes for Māori through its partnerships with iwi and the community. A number of reports have been published that focus on the performance of early childhood education and schools in enhancing Māori education success.

Career Services Rapuara
Career Services developed an internal Māori strategy that seeks to increase its understanding of and responsiveness to the requirements of Māori students.

New Zealand Teachers Council
The Council has focused on ensuring that teachers can use culturally-responsive practice through a range of initiatives throughout their careers. New requirements for entry to initial teacher training are followed by support at provisional registration and again at full registration. All teachers must meet the new criteria when they renew their practising certificates every three years.

Ministry of Education
All 2009/10 business plans for every group within the Ministry include Ka Hikitia – Managing for Success.

›› These specify how groups contribute to Ka Hikitia – Managing for Success goals and how to measure this contribution.

There is a strong focus on the development of organisational potential for and with Māori in the Ministry.

›› The Ministry has developed a ‘Ka Hikitia – Managing for Success skills and development framework’ for Ministry staff.

Opportunities have been used for sharing information about ‘Māori enjoying education success as Māori’.

›› These included features in the Education Gazette; an improved Ministry website; the development of Ngā Haeata Mātauranga 2008/09 as a web document; and a range of new research reports and projects on Māori education issues.

Ministry–iwi and Māori organisation relationships have been enhanced.

›› A new approach to Ministry–iwi relationships resulted in an increase of 13 new iwi relationships, making a total of 32.

A further 10 potential iwi relationships are under discussion.

Monitoring and reporting processes for and with Māori students have been strengthened through the Ministry’s Education Counts website, which reports progress against nine of the targets of Ka Hikitia – Managing for Success.

Case Study: Moko-Puna Te Ao Kapurangi – Ka Hikitia in action
A new Rotorua early childhood education centre with a distinctive iwi identity is already having positive effects on children’s learning and development. Open since April 2009, Moko-Puna Te Ao Kapurangi is run by Ngāti Whakaue, who has developed a special curriculum for the puna that expresses tribal knowledge and practices.

The Ministry and Ngāti Whakaue are working together to research the outcomes for children and whānau. Feedback so far suggests the puna is achieving positive effects for iwi identity, Māori language, and engagement of whānau in children’s education. A future step for Ngāti Whakaue is to establish a licensed education and care centre in addition to the puna, to better meet the early childhood education needs of different groups of parents and children.2

Looking Ahead
As one of the Ministry’s six priorities for 2009/10, the key focus for 2010 will be giving effect to ‘Māori enjoying education success as Māori’. Actions will include:

» continuing to develop the Measurable Gains Framework, engage with cross-sector groups to gather information, and improve alignment with other cross-Ministry initiatives to implement Ka Hikitia – Managing for Success.

Key projects for other agencies will include:

» NZQA implementing a Strategic Māori Capability Plan, developing criteria around qualifications and courses based on mātauranga Māori, and associated provider capability.

» Career Services developing new and revised career planning group programmes for Māori in light of findings from the Whānau Career Decision-making Pilot Programme.

» ERO releasing national reports in 2010 on ‘Success for Māori’ and ‘Success for Māori students in early childhood education’.

» the New Zealand Teachers Council commissioning or continuing projects to support quality teaching in all settings and in initial teacher education, including a kaupapa-Māori-based Induction and Mentoring programme.

2. Read more about Moko-Puna in the Organisational Success section of the report at www.educationcounts.govt.nz

For more information go to www.educationcounts.govt.nz