

MEETING SUBJECT:	Minutes from the Governing Council Hui Teaching Council Matatū Aotearoa
DATE OF MEETING:	30–31 August 2023
TIME OF MEETING:	12.59–17.07 on 30 August and 08.30–14.50 on 31 August
VENUE:	Teaching Council Office – Wellington and Microsoft Teams
ATTENDEES:	Robyn Baker (Chair), Ripeka Lessels (Deputy Chair), Dagmar Dyck, Elg Anderson, Fiona Ell, Hongyu (Carol) Cheng (joined at 14.44 on 30 August), John Tait, Karen Coutts (away 14.53–16.20 on 30 August), Lorraine Carr, Melody Stuckey, Mike Connor, Pat Newman, and Patrick Walsh Lesley Hoskin (CE), Pauline Barnes (DCE Professional Services), Tamahau Rowe (DCE Māori), Craig Hoskin (Acting DCE Operational Services), and Sanja Antonijevic (Governance Advisor)
PRESENTERS:	Michael Thorn (Policy and Implementation Manager), [REDACTED], (Lead Policy Analyst), [REDACTED] (Senior Policy Analyst), [REDACTED] (Policy Analyst) 15.06–17.07 on 30 August Ian McEwan (CFO; 12.41–13.25), Susan Fogarty (Comms and Advice Manager; 13.58–14.19), [REDACTED] (Lead Policy Analyst), [REDACTED] (Senior Policy Analyst) 14.21–14.50 on 31 August
EXTERNAL ATTENDEES:	[REDACTED]
APOLOGIES:	Dagmar Dyck (on 31 August) Clive Jones (DCE Operational Services; 30–31 August)

The meeting commenced at 12.59 on Wednesday 30 August with a karakia by John Tait.

The Council noted the apologies from DCE Operational Services for both days, Carol Cheng for a part of 30 August (after which she would join online), Dagmar Dyck for 31 August, and DCE Professional Services, although she would join online intermittently during both days.

The Chair welcomed Acting DCE Operational Services, before providing an overview of the agenda for the day.

DCE Māori joined at 13.04, Mike Connor at 13.05, and Dagmar Dyck at 13.06.

1. Governance

1.1. Year two: Continuing learning and development

The Chair passed to Karen Coutts who led a session on the role of the governors in general and at the Teaching Council.

Karen Coutts provided an overview of the two-hour session, noting it would be a continuation of the induction session in July 2022, and a regular annual review of governance, in line with the best practice.

Council members shared their views of the role of the governors, its relationship to leadership, and its main responsibilities, collectively discussing and evaluating their performance on each area in 2022/23.

Carol Cheng joined via Teams at 14.44.

The Council discussed the difference between the Anglo-American and Māori governance and agreed to organise a session on Te Tiriti-based governance in the near future.

Action GC20230830/1a: Upload governance slides to Diligent Boards Resource Centre for reference.

Karen Coutts left at 14.53. The meeting paused for afternoon tea 14.53–15.06. Policy and Implementation Manager, Lead Policy Analyst, Senior Policy Analyst, and Policy Analyst joined at 15.06.

2. Strategy

2.1 Strategic plan 2024/2029: Key themes

The Chair provided an overview of the two-hour strategy session, with a focus on further exploring big areas of interest that had been identified in earlier discussions and that might be captured as strategic priorities for 2024 and beyond.

The Council noted a timeline of their ongoing strategic discussions and the emerging topics that had been identified including:

- continuing the development of the Teaching Council as a Te Tiriti-led organisation
- actions that support the wellbeing of teachers and students
- our contributions to a thriving profession, such as through ITE, quality support for early career teachers, and promoting professional learning
- valuing leadership and growing the leadership capabilities of all teachers
- acknowledging the unique role of New Zealand as a bicultural nation, continuing to develop our understanding and practices
- supporting leaders and teachers in shaping the future of the profession.

Elg Anderson, Lorraine Carr, and CE re-joined at 15.14. DCE Professional Services joined online at 15.15.

The Council discussed overseas educational models, impacts of political influence on education, the possibility of changes to ITE and their potential impact on teachers' mana and ITE providers. The Council also discussed current challenges within the profession, including a trend of teachers and principals exiting the profession, a perceived lack of public trust in aspects of the education system, and any steps the Teaching Council could take to address those within its legal mandate.

The Council agreed that, following on the insights from [REDACTED] research and [REDACTED] draft communications strategy, the new strategic plan would need to change its tone, language, and message to ensure teachers can more clearly see the role the Council plays in supporting them and their profession. The Council also discussed their role in socialising the strategic plan.

2.2 Rauhuia | Leadership (incl. Learning and Measurement Framework update)

The Chair opened the item, noting that the upcoming general elections and a potential change of government could have an impact on the contractual agreement with MoE regarding Rauhuia. [REDACTED]

The Council noted and agreed with the Teaching Council's roles: providing oversight of educational leadership, charting progress over time through the Learning and Measurement Framework; the connecting role we have; and the ongoing development of Rauhuia. The Council noted a [REDACTED] which was provided to the members in their meeting pack for pre-reading.

Karen Coutts re-joined at 16.20.

The Council discussed the visibility of Rauhuia programmes, concerns for wellbeing of principals, and a success of Tū Rangatira framework for kura leaders that encourages tumuaki and kaiako in Māori Medium education.

2.3 Initial Teacher Education (ITE)

The Council noted the information on the ITE programmes available in 2023 and discussed the importance of good partnerships in the monitoring space. The Council raised concerns around the number of new graduates per annum, their professional placements in low decile schools and early exit from the profession, highlighting a negative impact on the sustainability of the teaching profession in New Zealand.

The Council noted the overview of the interim monitoring report and the stakeholders' feedback on the new programmes.

The Council discussed *Strong Beginnings*, an Australian report published by a government-appointed Teacher Education Expert Panel (TEEP), which Minister Tinetti addressed in her recent media appearances. The Council noted that Teacher Capability and Collaboration (TTC) team was already matching recommendations from the report with the work being done at the Teaching Council. The Council also discussed the applicability of the TEEP recommendations in New Zealand noting a difference in policy environments.

The Council noted the upcoming consultation on proposed changes to how Teaching Council monitors, moderates, and reviews ITE programmes. The Council also noted issues around the objectivity of data about the quality of new teachers and Teaching Council's proposal for research to ERO and MoE that would help to address them.

[REDACTED]

The meeting adjourned at 17.07 with a karakia by John Tait.

3. Meeting opening

The meeting started at 08.30 on 31 August with an in-committee session. Executive and Governance Advisor joined the meeting at 08.50.

The Chair reflected on the strategic conversations held the previous day and their relevance and connection to the agenda items for 31 August.

3.1 Apologies

The Council noted the apologies from Dagmar Dyck and DCE Operational Services. As the day prior, DCE Professional Services would join the meeting via Teams sporadically.

3.2 Interest Register

The Council noted the Interest Register and the update provided by [REDACTED], which would be noted in the register before the next meeting.

3.3 Minutes from prior hui

Minutes from the hui on 27 July 2023 were taken as read, and the Council **approved** them as a true and accurate record of the meeting pending clarification and rewording of item 5.2.

3.4 Action List

The Council **noted** the Action List and updated actions as follows:

Action GC20230727/6c: The Chair provided an update on the action item and ongoing conversations with the CE and PPTA General Secretary. The issue remained live, but the action item was closed.

Actions GC20220825/8a, GC20230727/6a, GC20230727/6b were closed.

An update for action GC20230223/5a was noted and it remained open.

4. Organisational Performance

4.1 Chief Executive's (CE) Report

The Chair opened the item by sharing the Council's feedback on recent media from the in-committee session and providing an overview of the topics the CE would focus on from her report.

The CE's report was taken as read. The Council noted the following updates:

- Inclusive Education work programme was being accelerated with the Inclusive Education Advisory Group being reconvened in a near future. The Council endorsed the support to the IHC campaign, noting more policy work, training, and resources were required for a practical impact. The Council noted that the Secretary of Education would be alerted on the campaign support, as per no-surprise convention
- DCE Māori provided an update on the key relationships and work programmes that guide the organisation through its Te Tiriti journey
- good progress on the commitments made at the Royal Commission of Inquiry (RCOI) hearing in August last year. Report from the RCOI is expected in April 2024
- Memorandum of Understanding (MoU) regarding the MoE funding for the fee and levy, as agreed in the collective bargaining negotiations this year, and the Salesforce system change, was finalised
- issue number 8 in the Issues Register was a reopened issue.

The CE tabled a paper with an update to the Statutory Delegations Register.

DECISION GC20230831/4: The Council agreed to the proposed addition to the Statutory delegations Register, as follows:

Education Act 1989 Section 389 Delegations

(1) The Teaching Council may delegate any of its powers (other than this power of delegation), either generally or specifically, as it sees fit.

(2) Despite subsection (1), the Teaching Council may not delegate its powers:

(a) to appoint a chief executive:

- (b) to make rules:
- (c) relating to voluntary deregistration:
- (d) relating to cancellation of registration, practising certificates, or limited authorities to teach:
- (e) to establish and maintain a code of conduct for teachers under section 485.

For some matters, the Education Act 1989 is the relevant Act, because of the timing of a matter on which a decision is being taken having pre-dated the Education and Training Act 2020.

For clarity, delegation holders also hold authority to enact that delegation under the equivalent section of the Education Act 1989 and past versions of the Teaching Council Rules.

4.2 Health, Safety, and Wellbeing Report

The Council received the Health, Safety, and Wellbeing update for the month of July, discussing new staff induction, the role and purpose of the Health and Safety Committee (and a potential participation of a Council member), and relevance of the incident and diversity data provided.

Action GC20230831/4a: Provide more information on the roles and responsibilities of PCBU officers next month.

The Council noted that an enhanced format of reporting would be provided as soon as the capacity issue is resolved.

4.3 Issues Register

The Council received the Issues Register for July.

4.4 Policy dashboard

The Council noted the policy dashboard for July.

4.5 Performance dashboard

The Council noted a new performance dashboard.

6. HRR Committee update

The HRR Committee Chair provided an update from the meeting held at the Teaching Council on 30 August 2023.

The Council noted:

- [REDACTED]
- [REDACTED]
- Fiona Ell's first attendance at the Committee meeting.

The Council discussed challenges in managing staff workload and allocating resources, especially in the customer service space.

The meeting paused for morning tea 09.56–10.11. [REDACTED] joined at 10.11.

5. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] staff left at 11.48.

4. Organisational Performance (cont.)

4.6 Communications

4.6.1. The Council received draft 'Snapshot of the Teaching Profession 2023', a summary report of findings from the research undertaken by [REDACTED]. The Council noted that a copy of the report would be provided to key stakeholders and research participants in advance of general publication via Teaching Council's website and Matatū e-newsletter.

The Council discussed the value and urgency of the publication and the potential timing of its release, noting that the Strategic Stakeholder Engagement Committee recommended a delayed release to ensure a context is provided.

The Council were assured that the report would be contextualised and they endorsed its publication.

4.6.2 Communications dashboard and 4.6.3 Media report

The Council noted the comms dashboards and Media report for July.

The meeting paused for lunch 12.12–12.41. Deputy Chair left and CFO joined at 12.41.

8. Strategy and Evaluation

8.3 Strategy

8.3.3 Preparation for the meeting with Minister of Education

The Chair provided an overview of the agenda items for the upcoming meeting with Minister Tinetti, [REDACTED]. The Council noted that the Minister was interested in hearing about innovations and new ways of working with the teaching profession using research and other evidence, which was second agenda item for the meeting. The Council agreed on the rules of engagement with the Minister.

7. Finance, Audit and Risk

7.1 RAF update

7.1.1 Finance

The Chair of RAF Committee provided an overview of the finance reports for July, noting they were the accounts for the first month of a new financial year.

The Council noted the adjustment to the budget approved in May. [REDACTED]

7.1.2 [REDACTED]

7.1.3 Audit and Assurance

The Council noted that the initial control testing was completed and that the year-end audit was scheduled to start in late September–beginning October. The RAF Chair proposed a Committee meeting with auditors by end of October, which would be confirmed with the auditors.

7.1.4 Business Plan 2022/23 Q4 update

The Council noted the final update from previous year’s Business Plan.

7.1.5 Risk Register – July

The Council noted that annual risk review will occur in October, with cybersecurity risk being reviewed in September.

DCE Māori re-joined at 13.21.

The Council discussed the importance of managing financial and reputational risks with a communications plan being crucial.

7.1.6 Cybersecurity report

[REDACTED]

[REDACTED]

CFO left and DCE Professional Services joined at 13.25.

8. Strategy and Evaluation (cont.)

The Chair opened the item noting the introduction of sections for the clarity of conversations.

8.1 Reports

8.1.1 Report from the Strategic Stakeholder Engagement Committee (SSEC)

The SSEC Chair provided an update from the Committee meeting, acknowledging that majority of the meeting was focused on the [REDACTED] presentation.

The Council noted that the Committee discussed its role as an ad-hoc committee to the Council, timeline, process, and duties of the Committee and the Council relating to the communications strategy, and a potential name change to better reflect its purpose.

The Council noted a three-step process undergone so far (i.e., research, articulation, shaping) and future steps (i.e., stakeholders, internal measurement framework, and procurement for delivery). The Council agreed that aligning the strategy with whare concept would be crucial.

The Council discussed and agreed on the importance of draft communications strategy having Te Ao Māori foundations. A meeting led by Deputy Chair and supported by DCE Māori was proposed for October.

Action GC20230831/8a: Deputy Chair, DCE Operational Services, SSEC, DCE Māori, and Dagmar Dyck to meet by end of October to continue to shape the communications strategy and present to the Council for approval.

The Council agreed that the communications strategy was intertwined with the strategic plan review. The Council also agreed that the meeting with stakeholders in November would be a good opportunity to test both the messages and draft strategic plan for 2024 onwards.

8.1.2 Stakeholder meetings and events

Lorraine Carr provided an update from the Ketekete Mai | ECE Conference she attended on behalf of the Teaching Council during 24-27 August.

Elg Anderson provided an overview of the quarterly online meeting she and Pat Newman had with Mark Potter, NZEI president in August. She highlighted a good conversation they had about current educational issues in an extended meeting.

8.1.3 Unteach Racism: Project update

DCE Professional Services provided a timeline of the project, with phase one wrapped up and planning for phase two underway. The Council discussed if professional leaders across the education system could do more in dismantling systemic racism and if so, what support might the Teaching Council provide.

Comms and Advice Manager joined at 13.58.

The Council noted that many organisations showed interest in the Unteach Racism project [REDACTED] with a two-day hui in October being planned to test and discuss the current landscape. The Council noted that an ongoing call for action would focus more on addressing the systemic racism, with a new campaign prepared to be launched until phase two is implemented.

The Council were presented a vignette, which they thought was very powerful, also noting that capturing success stories that show how racism was overcome would provide hope to others.

Comms and Advice Manager left at 14.19. Lead Policy Analyst and Senior Policy Analyst joined at 14.21.

8.2 Engagement plans

8.2.1 Engagement approach for the next strategic plan

The Chair opened discussion, noting that was a continuation of the strategic conversations from the day before.

The Council noted the strategic plan refresh timeline, [REDACTED]

The Council agreed that stakeholders' feedback received from the previous strategic plan consultation, research, the current and emerging educational landscape, and the draft communications strategy would need to be addressed and acknowledged in the new strategic plan.

The Council agreed with the proposed three-tiered engagement approach believing it would provide more ways of getting input and feedback in early stages of the refresh. The Council also agreed that staff prepare engagement materials for Council's meetings with key stakeholders and develop key questions to be used for opportunistic meetings with individuals and groups; they also noted a report-back in October with review of progress to date against the current strategic plan, and potential options for revising the format and content of the next plan.

8.2.2 Approach for the next Council stakeholder meeting

The Council discussed and agreed to propose a meeting with main stakeholders in November as an opportunity to provide early feedback the draft strategic plan.

Action GC20230831/8b: Executive to check the feasibility of stakeholders meeting during the Council hui on 30 November.

Lead Policy Analyst and Senior Policy Analyst left at 14.50.

8.3 Strategy

[REDACTED]

[REDACTED]

The hui ended with a karakia by John Tait at 14.50.

9. Quarterly meeting with Minister of Education

The scheduled meeting with Minister Tinetti was cancelled by the Minister's Office upon Council's arrival.

Signed:

[REDACTED]

Robyn Baker, Chair

Approved by the Governing Council on 28 September 2023