

Minutes of the Governing Council meeting

RĀ DATE:	2 May 2024	
WĀ TIME:	9:00am–3:00pm	
WĀHI VENUE:	Teaching Council office, Wellington Teams videoconference	
MANATŪ KAUNIHERA GOVERNING COUNCIL ATTENDEES:	<ul style="list-style-type: none"> - Ripeka Lessels (Pou Whakarae Tuarua Deputy Chair) (chaired this meeting) - Elg Anderson - Carol Cheng - Mike Connor - Karen Coutts 	<ul style="list-style-type: none"> - Dagmar Dyck - Fiona Ell (online until 12.30pm) - Melody Stuckey - John Tait - Pat Newman - Patrick Walsh - Lorraine Carr (online)
KAIMAHI STAFF ATTENDEES:	<ul style="list-style-type: none"> - Lesley Hoskin (Tumu Whakarae Chief Executive) - Clive Jones (Pou Amo Ratonga Mahi DCE Operational Services) - Pauline Barnes (Pou Amo Ngaiotanga DCE Professional Services) - Tamahau Rowe (Pou Kaiāwhā Māori DCE Māori) - Michael Thorn (Manager Policy and Implementation) – item 3, 6.1 - [REDACTED] (Senior Policy Analyst) – item 3 - [REDACTED] (Chief Education Advisor) – item 6.1 - Ian McEwan (Chief Financial Officer) – section 7 - [REDACTED] (Senior Governance Advisor) - [REDACTED] (Lead Governance Advisor) 	
MANUHIRI GUEST ATTENDEES	-	
WHAKAPĀHA APOLOGIES:	- Robyn Baker (Pou Whakarae Chair)	

John Tait opened the meeting with a karakia.

1. In-committee

The Governing Council had in-committee time.

2. Opening items

2.1 Apologies

Apologies for the meeting were noted from Robyn Baker.

2.2 Interest Register

The Council noted the Interest Register.

2.3 Minutes from previous hui

DECISION GC20240502/2a: The Council approved the minutes from the hui on 28 March 2024 as a true and accurate record of the meeting.

2.4 Action List

The Council noted the Action List and updates on the actions.

Actions GC20240229/4a, GC20240328/4a, GC20240328/4b, GC20240328/7b, GC20240328/7c, GC20240328/9a, GC20240328/9b, GC20240328/9c were closed.

The Council noted the following:

- [REDACTED]

- [REDACTED]

3. Strategic Plan – summary and analysis of consultation feedback

The Council noted the high-level summary of responses and analysis of feedback from the profession and noted the attached report from the survey of the wider public from PublicVoice.

The Council discussed the consultation feedback on the draft strategic plan including:

- The good level of response and feedback received from both the public and the profession including from the PPTA and NZEI which represent large numbers of teachers.
- Reflections that the background material seems to have landed well with the sector and a high level of support was shown in the feedback for the strategic vision and many of the themes.
- The need to pick up respondents' language so that they see themselves reflected in the strategic plan.
- Strong support expressed in the feedback for the proposed vision 'Strengthening the mana of teaching, so teachers can change lives', with a minority of submitters raising concerns about the 'change lives' element.
- The opportunity to clarify the terminology around the two leadership-related strategic focus areas, by differentiating between teachers (strategic focus 3) and principals/professional leaders (strategic focus 4).
- Possible drivers of the lower overall rating for strategic focus 5, and a potential need to raise understanding of what "building partnerships to reflect and embody our tangata Tiriti responsibilities" might look like in practice.
- The role of building the teaching profession and emphasising the professionalism of teaching and the autonomy of teachers.
- Noted the opportunity to share elements of the feedback with the Ministry and the Minister, particularly where the feedback relates to areas outside of the Teaching Council's responsibility.

The Council noted that full analysis of the free-text comments from the profession is not yet complete due to the volume of responses.

The Council discussed the proposed sections to be used in the draft strategic plan to be presented at the 30 May meeting, including:

- the vision
- the priorities (and why/how these priorities were chosen)
- examples in practice indicating some tangible things Teaching Council will do

- desired outcomes i.e. what results would be seen in the longer term
- incorporation of Teaching Council values, including a Tiriti statement
- a foreword or final message from Chair.

The Council noted that an updated analysis will be presented to the 30 May Governing Council meeting, identifying any new elements that may need to be responded to, together with a draft final strategic plan for approval.

4. Organisational Performance

4.1 Chief Executive's Report

The Chief Executive's report was taken as read. The following points were specifically noted:

- The language competency consultation has been launched. Analysis of submissions will be provided to the Pacific Education Steerage Group (PESG) in mid-June following which a decision paper proposing final policy changes will come to the Governing Council.
- The DCE Māori spoke about the launch, acknowledging the value that Pacific teachers bring, and the importance of mobilising the networks of those that are impacted by this work to make a submission.
- An action plan for the shared work on Unteach Racism with Te Akatea is in development.
- A new Project Lead has started for the Inclusive Education project.

The Council also noted the following:

- [REDACTED]
- [REDACTED]

ACTION GC20240502/4a: [REDACTED]

The Council discussed the ITE Pipeline diagram (appendix) including the following points:

- The differing nature of initial teacher education (ITE) programmes, such as the balance of 'classroom'/online/practicum hours, and the impact of different models on school resourcing and graduate readiness.
- The skillset required for mentoring trainee/beginner teachers and how this can best be supported and resourced in schools.
- The complexity – and importance – of developing robust tools for testing of literacy and numeracy at entry to ITE.
- The Teaching Council's obligations and possible approach with respect to the introduction of structured literacy.
- The overall ITE discussion feeds into the advocacy aspect (strategic plan) and how we harness the expertise and critical thinking of teachers to advocate on behalf of the profession.

4.2 Health, Safety, and Wellbeing dashboard

The Council received the Health, Safety, and Wellbeing dashboard.

4.3 Issues Register

The Council received the Issues Register. The DCE Professional Services provided additional information and assurance about the process being undertaken to resolve new issue #16.

4.4 Policy dashboard

The Council noted the Policy dashboard. The Council noted/ discussed the following:

- The focus from Government on ITE and Charter Schools is driving work at an unanticipated level.
- We are currently awaiting an announcement on Charter Schools.

4.5 Performance dashboard

The Council noted the performance dashboard and discussed the following points:

- New teacher registrations are significantly ahead of the same period last year largely due to overseas-trained teacher applications. We have exceeded the expected target of new teacher registrations for FY2023/24.
- It was noted that despite the rate of growth, supply is still not meeting demand in some areas, such as subject and location.
- A query was raised about the number of renewal applications taking 30+ days to process. It was noted that it is a small number in terms of the overall number of renewal applications. Although it is a highly digitised system, police vetting can sometimes take time and there may be back and forth communication with an applicant.

ACTION GC20240502/4b: Analyse and report back on the reasons for applications taking 30+ days.

4.6 2023-24 Business Plan: Quarter 3 progress report

The Council noted the 2023-24 Business Plan: Quarter 3 progress report. The Council noted/ discussed the following:

- The RAF Committee had raised a question regarding Initiative 1 – Complete the implementation of the new competence processes 'He Toa o ngā Paerewa'. It was noted that there has been limited progress in implementing this initiative due to challenges with availability of practising teachers to participate in it. A review of the approach has taken place and determined the need to re-scope this initiative.
- It was discussed that where there are joint pieces of work with other agencies it is important to define each agency's responsibility and accountabilities up front. The Chief Executive provided an overview of the Teaching Council's engagement with the Education Review Office (ERO) over recent weeks since the draft findings of the Ready, Set, Teach: How well prepared and supported teachers? were presented to the Governing Council.
- It was noted that the new strategic plan will feed into a new business plan for the coming year.

4.7 Communications and media Dashboard

The Council noted the Communications and Media dashboards. The Council noted the following:

- It has been a relatively quiet media month. It was noted that we are redoing the TRA research regarding trust and perception by teachers of the Teaching Council We are reaching out to the same group of teachers as last time and the results of this are due at the end of May. The results are not expected to change significantly but should provide a sense as to whether we have an accurate baseline.

- The observation was made that some new teachers have found themselves on the untrained salary step post registration for some months. It was advised that salary assessments are the responsibility of Education Payroll, not the Teaching Council. It was noted as an area of concern and that there is value in seeing how communications can help join up the different parts of the system.

5. Items for decision

5.1 Governing Council elections 2025

The Council **noted** the current Governing Council's term of office finishes on 30 June 2025.

The Council:

- **noted** that, following the triennial election process, elected (and appointed) Governing Council members will take office on 1 July 2025.
- **discussed** the two possible options for election timeframes, noting that Option 2 is recommended because it is the latest possible date in Term 1 2025 allowed by the Teaching Council of Aotearoa New Zealand Election Rules 2018 ('the Election Rules').
- **noted** the requirement for the Teaching Council, including the Governing Council, to remain impartial during the election process.
- **discussed** how best to promote the elections to ensure strong participation.

DECISION GC20240502/5a: The Council approved Option Two, and agreed to fix election day on Friday 28 February 2025, pursuant to rule 4(2)(b) of the Election Rules.

6. Items for Discussion

6.1 Reviewing Our Code, Our Standards

The DCE Professional Services summarised the following points:

- The Code and Standards represent an important part of the sector's professionalism and are a legitimate lever in terms of what it is to be a teacher and what we expect teachers to be able to do and practise.

The Act requires the Council to maintain the Standards and Code, and it is now timely to do so. In 2024 we will do preparatory work around those areas that might need to be changed and in 2025 we will consult and update the Standards and Code. The Council members met in small groups and fed back through discussion on the things front of mind that might need updating.

7. Finance, Audit, and Risk

7.1 Levy remediation progress update

The Council noted the current status of the remediation action plan.

The Council noted that the RAF Committee reviewed this paper at its hui on 18 April 2024 and agreed to recommend to the Governing Council that this report be discontinued now that the majority of the plan has been implemented and the risk profile associated with the remediation significantly reduced.

DECISION GC20240502/7a: The Council agreed that this report can now be discontinued, with completion of the remaining remediation actions to be advised in due course in the financial report.

7.2 Financial forecast

The Council noted that Matatū Aotearoa has updated the forecast for the financial year ending 30 June 2024.

The Council noted that at their 18 April 2024 hui the Risk, Audit, and Finance (RAF) Committee agreed to recommend to the Governing Council that the forecast be approved.

DECISION GC20240502/7b: The Council approved the updated forecast.

7.3 Financial reports

The Council noted the financial reports for the period ended 31 March 2024.

It was noted that application volumes have tracked downwards from recent highs due to the peak processing period coming to an end for the year, there is some reduction in the net surplus variance compared to budget.

7.4 Process and timeline for 2024/25 budget

The Council noted that the fees and levy set from 11 July 2022 were based on a financial model that forecasted costs over the three-year period 1 July 2022 to 30 June 2025. A draft budget paper will be presented to RAF in June for endorsement to Governing Council for the third and last year of this period.

7.5 Cybersecurity update

The Council noted the cybersecurity update.

7.6 Annual review of Risk register

The Council noted that the updated Risk Register was discussed and recommended for approval by the Risk, Audit, and Finance (RAF) Committee.

The Council noted that the list of established and additional controls will be reviewed and updated once the key risks and ratings have been agreed.

It was noted that each month, there will be an opportunity to look at what controls are in place, and report back to RAF and the Governing Council on bi-monthly basis.

DECISION GC20240502/7c: The Council agreed the updated list of key strategic and operating risks.

DECISION GC20240502/7d: The Council agreed the revised risk ratings and potential risk scores.

DECISION GC20240502/7e: The Council agreed that the next annual review of the Risk Register will take place in March/April 2025 or as otherwise required to ensure it remains fit for purpose.

The Council took the opportunity at this point in the meeting to have an advocacy discussion. The Council discussed the following:

- The mandate has come through very clearly in the strategic plan feedback that there is a need to have a process but also be agile in our response.
- A key part of the new strategy has to be how professionalism is upheld but also what is needed in advocacy from other agencies.
- The risks around advocacy were discussed and it was noted that there aren't the resources to step into every issue.

7.7 Any other matters from RAF Committee

No further matters from RAF Committee were discussed.

8. Strategy, Engagement, and Evaluation

8.1 Engagement tracker

It was noted that proposals regarding attendance by individual members at events should be directed to the Chair.

9. Governance

9.1 Review of reporting frequency

The Council noted the proposed frequency of reports to the Governing Council and noted/discussed the following:

- Agreed with the proposed changes, but noted the strategic project updates would be included in the report.
- Media reporting will remain monthly as it is useful for to receive collated media articles monthly to keep abreast of sector discussions. Project reporting will remain in the monthly CE's report.

DECISION GC20240502/9a: The Council endorsed the proposed frequency of reports.

9.2 Governing Council evaluation – approach for 2024 (verbal)

The Deputy Chair provided the following verbal update on the proposed Governing Council evaluation in 2024:

- The Council has an important role and responsibilities as the governing body of the Teaching Council.
- A deliberate effort to review and improve the Council's performance through systematic evaluation is important to ensure the Council remain effective in the governance space and deliver on purpose.

The Council agreed to progress with the proposal.

9.3 TCIEAG appointment

Karen Coutts, Chair of the Teaching Council Inclusive Education Advisory Group (TCIEAG) noted that the next meeting of the TCIEAG has been scheduled for 10 June 2024.

The nomination for the appointment of [REDACTED] [REDACTED] to the TCIEAG was tabled.

DECISION GC20240502/9b: The Council endorsed the appointment of [REDACTED] to the Teaching Council Inclusive Education Advisory Group (TCIEAG).

10. Any other business

A query was raised about how advisory group fees are set, and whether there is latitude within the Cabinet Fees framework to review the fee rates.

ACTION GC20240502/10a: The Council Chair to give consideration to the matter of advisory group fees and report back at a later Council hui.

There were no other matters for discussion.

11.1 Governing Council calendar 2024

John Tait closed the meeting with a karakia.



Signed:

Approved by the Governing Council on 30 May 2024

Robyn Baker, Chair