

Minutes of the Governing Council meeting

KAUPAPA SUBJECT:	Governing Council Hui	
RĀ DATE:	Thursday 25 July 2024	
WĀ TIME:	9:00am–2:45pm	
WĀHI VENUE:	Teaching Council office, Wellington Teams videoconference (for those online)	
MANATŪ KAUNIHERA GOVERNING COUNCIL ATTENDEES:	<ul style="list-style-type: none"> - Robyn Baker (Pou Whakarae Chair) - Ripeka Lessels (Pou Whakarae Tuarua Deputy Chair) - Elg Anderson - Lorraine Carr - Carol Cheng (online) - Mike Connor - Karen Coutts 	<ul style="list-style-type: none"> - Dagmar Dyck - Fiona Ell (online until 1.30pm) - Pat Newman - Melody Stuckey - John Tait - Patrick Walsh
KAIMAHI STAFF ATTENDEES:	<ul style="list-style-type: none"> - Lesley Hoskin (Tumu Whakarae Chief Executive) - Clive Jones (Deputy Chief Executive Pou Kaiāwhā) - Tamahau Rowe (Deputy Chief Executive Pou Kaiāwhā) - [REDACTED] (Lead Governance Advisor) 	
MANUHIRI GUEST ATTENDEES	- Complaints Assessment Committee (CAC) Chairs – item 4	
WHAKAPĀHA APOLOGIES:	- Pauline Barnes (Deputy Chief Executive Pou Kaiāwhā)	

John Tait opened the meeting with a karakia.

1. In-committee

The Governing Council had in-committee time.

2. Opening items

2.1 Apologies

The Council noted apologies from DCE, Pauline Barnes.

2.2 Interest Register

The Council noted the Interest Register.

2.3 Minutes from previous hui

The minutes from the Governing Council meeting on 27 June 2024 were approved as a true and accurate record.

DECISION GC20240725/2a: The Council approved the minutes from the hui on 27 June 2024 as a true and accurate record of the meeting.

2.4 Action List

The Council noted the Action List. The open action item (Ref: GC20240530/2a) on future workforce trends was discussed and it was agreed to reframe the action to align it in the context of the strategic plan and vision and as part of a broader discussion of how teaching can be seen as a desirable career within a changing environment.

UPDATED ACTION GC20240530/2a: The Governing Council strategy session in August to canvass the topic of workforce within the context of the Council's strategic plan and vision.

3. Organisational Performance

3.1 Chief Executive's Report – Part One

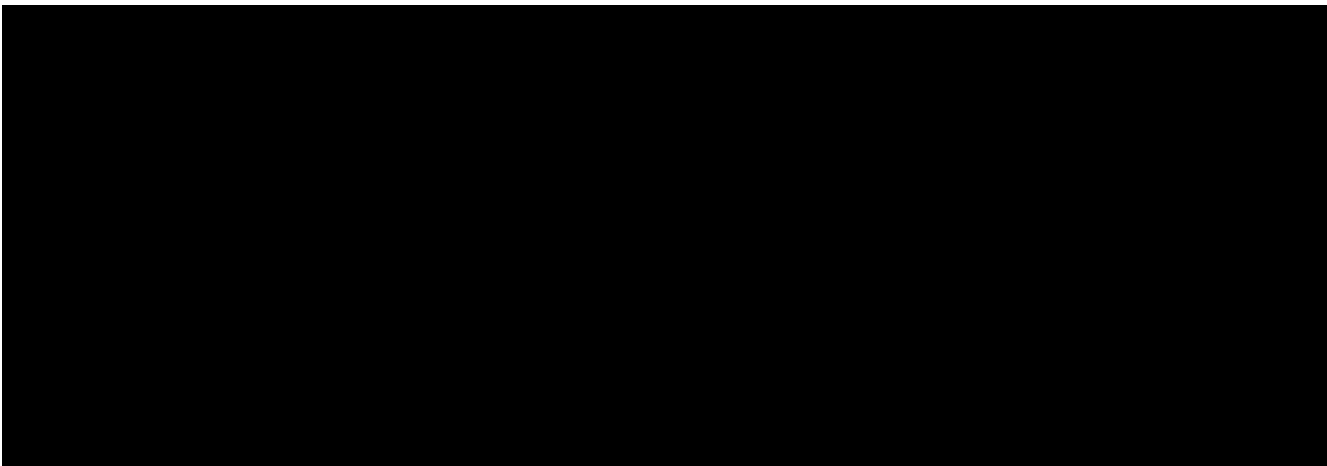
By way of introduction the Chair reiterated:

- the importance of the strategic plan in giving the Council an agreed direction and platform for work priorities over the next few years, and the need to be thinking about actions that move in the direction of that vision
- the realignment of the organisation to meet the strategic vision
- and noted the dynamic political context, particularly in areas where the Teaching Council has responsibility.

The Chief Executive's report was taken as read.

Although not part of the Chief Executive's report, the Chief Executive began by highlighting the significance of the Royal Commission's Abuse in Care report which was tabled in Parliament on 24 July.

The Chief Executive acknowledged that one of the report's recommendations is for public sector leaders, as well as leaders of professional bodies including the Teaching Council, to apologise to survivors.



Council members noted the positive engagement and relationship with peak bodies and unions which is enabling us to work together on key issues.

The Chief Executive updated the Governing Council on the internal changes made to manage reporting lines in order to respond to workload pressures.

An update was provided on the planning, in partnership with Te Akatea and alongside other key stakeholders, for a response and submission to the draft Treaty Principles Bill, noting the levers the Teaching Council has as a regulator and as a voice of the profession on this issue.

The topic of early childhood education (ECE) regulation reforms was discussed after the government launched the sector-wide review of ECE regulation last month, led by the Ministry for Regulation.

The Chair noted that Organisational Performance agenda items 3.2 through to 3.5 will be addressed after the session with the Complaints Assessment Committee (CAC) Chairs.

4. Complaints Assessment Committee (CAC) Chairs

4.1 Prep session for discussion with CAC Chairs

The Chair recapped that in March 2024 the Council agreed that it would be useful for the Chairs of the Complaints Assessment Committee (CAC), the Disciplinary Tribunal (DT) and the Competence Authority (CA) to be invited to meet with the Governing Council on an annual basis.

The Chair reiterated the responsibilities the Governing Council has for the disciplinary and competence functions and the governance framework that guides the Governing Council in fulfilling its responsibilities for each of the panels.

The Council noted that three of the CAC Chairs will be joining today's hui and the Chair provided a brief overview of their backgrounds. Planning is underway for the CA and DT Chairs to attend Governing Council hui later this year.

Council members expressed an interest in understanding current issues for the CAC, any improvements or advice that Panel members might recommend, and the impact of law change on the Committee's work.

4.2 Complaints Assessment Committee (CAC) Chairs: [REDACTED]

CAC Chairs [REDACTED] joined the hui to discuss the work of the CAC and current issues, covering:

- caseload pressures
- the selection and recruitment process for panel members
- recurrent themes and issues across cases

The Council thanked the CAC Chairs for their time, and they left the meeting. The Chair noted a formal thank you will be made to [REDACTED] on behalf of the Council.

The Council discussed the feedback from the Chairs and agreed that it would be beneficial for Management to review the comments and feedback from the Chairs and to provide commentary on the issues raised as an interim response. It was discussed that once the Council has met with the Chairs of the CA and DT there may be some common or consistent themes that emerge for the Council to consider.

ACTION GC20240725/4a: Collate the feedback and comments from the CAC Chairs with a view to reviewing any actions to come out of the discussion.

3. Organisational Performance continued.

The Chair returned to agenda item 3. Organisational Performance and asked members for any further comments on the Chief Executive's Report.

Council members expressed their thanks to Management for their update in the Chief Executive's Report on Matariki/Puanga, specifically the Matariki inspired activities around the office which helped to develop kaimahi further on their Te Tiriti, Tikanga and Te Reo journeys.

3.2 Issues Register

The Council received the Issues Register and noted the updates provided.

3.3 Policy Dashboard

The Council noted the Policy Dashboard.

3.4 Communications Dashboard and Media Report

The Council noted the Communications Dashboard and Media Report and discussed that sentiments of trust are improving. It was noted that a detailed analysis of responses from Principals / Tumuaki and Professional Leaders from the TRA's 2024 research on teachers' perceptions and trust will be discussed later in item 8.

Council member, Dagmar Dyck, noted the significance of the mihi whakatau held on 23 July for the Teaching Council's Chief Pacific Advisor, and in the context of this occasion asked about the use of the Teaching Council's social media platform for raising awareness of Council activities.

It was noted that social media is part of the broader Communications Strategy being reviewed which will consider all channels and media platforms used by the Teaching Council.

3.5 Health, Safety, and Wellbeing Dashboard

The Council noted the Health, Safety, and Wellbeing Dashboard.

5. Organisational Performance – Finance Reports

5.1 Finance Reports

The Council received the financial reports for the period ended 30 June 2024.

[REDACTED]

[REDACTED]

In light of the decision made by the Governing Council in June to accelerate strategic initiatives in the 2024/25 financial year, Management raised the potential need to re-prioritise commitments when preparing the business plan. It was agreed that an analysis of the options and impacts on business plan initiatives will be brought back to the Governing Council in August for discussion.

ACTION GC20240725/5a: Business plan impacts to be assessed as part of the financial commentary in August.

6. Items for Discussion

6.1 Principal Standards – verbal update

On Principal Standards, the Chief Executive updated the Council that:

- previous work and feedback on standards had indicated that Principals want standards that better articulate expectations of their role
- there is support from union members and professional bodies around the merit of using the existing collective agreement standards that are already well known and understood

- adopting standards which are already in place is a good way of adding a new thing into the system and takes the lead from the profession themselves

There was discussion that this approach is not as easy for Professional Leaders as the term is not as consistent as it is with Principal.

7. Items for Decision

7.1 Complaints Assessment Committee (CAC) decision review fees

The Council noted the summary of feedback in response to the recent consultation on setting a \$325 fee for review of CAC decisions by the Disciplinary Tribunal (DT).

Council members queried whether there had been any response to the PPTA on the particular points that they raised. Management noted that Council staff met with them and walked through their feedback, and a file note has been drafted that records the conversation and agreed understanding.

The Council recapped the principles agreed at the February 2024 hui that informed the level of fee and discussed that a fee of \$325.00 aligns with these principles and strikes a balance between expecting the user of a service to contribute to the cost of that service – and not creating a cost barrier that would deter those with a valid claim from seeking redress.

DECISION GC20240725/7a: The Council approved a fee of \$325 for seeking a review of a Complaints Assessment Committee (CAC) decision by the Disciplinary Tribunal (DT).

The Council noted next steps are for a notice in the NZ Gazette to be drafted and published as required when the Council sets a fee. Work will also take place to update the Teaching Council website and prepare a communications approach and template letters to reference the fee and review process as appropriate. A summary of consultation feedback will also be published on the Council's website.

8. Strategy, Engagement, and Evaluation

8.1 Engagement Tracker

The Committee noted the engagement tracker and the highlights and planning to date for upcoming stakeholder engagement.

The Council received a specific analysis of responses from Principals / Tumuaki and Professional Leaders from the TRA's 2024 research on teachers' perceptions and trust.

The Council noted the positive shift in perceptions and trust and discussed the positive impact from ongoing outreach and engagement with this group.

DCE, Clive Jones, updated that the work has commenced the developed of creative concepts for an advocacy campaign to support the strategic goal of "Proudly communicating the value and expertise of teachers as professionals".

The intention is to present the concepts to the Stakeholder Engagement Committee and Governing Council at their August hui for input and feedback and to have the campaign live by World Teachers day on 5 October 2024.

The Council noted that despite the positive shift in sentiment and how people *feel* about the Teaching Council there remain different levels of understanding and knowledge about the work of the Teaching Council and, in particular, the independence of the disciplinary and competence functions. This presents an opportunity to consider different approaches for communication and engagement.

9. Governance

9.1 Changes to Financial and Statutory Delegations (Executive Team roles)

The Chair recapped that the Chief Executive has made internal changes to manager reporting lines as mentioned under item 3 on the agenda. It was noted that in line with these changes, the statutory delegations register has been amended where it relates to tasks associated with those roles.

The Council noted and approved the proposed change to amend the delegation of 11B on Page 8 of the Register to Chief Executive.

DECISION GC20240725/9a: The Council approved the proposed change to the Statutory Delegations Register.

9.2 Annual review of Committee membership

The Chair noted that during in-committee time it was agreed that Council membership on the Committees will remain the same as last year, which are as follows:

Risk, Audit and Finance Committee (RAF)	Strategic Stakeholder Engagement Committee (SSEC)	Human Resources and Remuneration (HR&R)
Carol Cheng (Chair)	Patrick Walsh (Chair)	Ripeka Lessels (Chair)
John Tait	Elg Anderson	Robyn Baker
Pat Newman	Mike Connor	Fiona Ell
Melody Stuckey	Lorraine Carr	
Karen Coutts (Chair, Teaching Council Inclusive Education Advisory Group, TCIEAG)		
Dagmar Dyck (Chair, Pacific Education Steerage Group, PESG)		

9.3 Elections - Governing Council role in promoting engagement with 2025 Council elections

The Council noted that on 2 May 2024 the Governing Council agreed to set the Governing Council election day on Friday 28 February 2025. This will elect 7 members of the Governing Council.

It was discussed that the Governing Council are keen to see the voting participation rate of the profession significantly increase. Consideration is being given to ways to boost engagement as part of the 2024 Stakeholder Engagement Action Plan.

The Council discussed the recommended involvement of current elected members, noting any promotional activities involving elected members need to finish well prior to the official date for nominations on Friday 25 October 2024, to avoid any perceptions of conflicts of interest or undue influence in the outcome of the election process.

Discussion was had around the recommendation that a number of short videos be made featuring elected Council members, talking about the role, what is required, and why individuals from their sector should consider standing.

It was discussed that these videos would be used as the basis of a social media campaign, utilising data and analytics where possible to target each video to the appropriate sector group.

The Council discussed the importance of achieving good reach within the Māori and Pasifika communities and for both elected and appointed members to speak to the profession as teachers and to speak to their lived experience in their communities.

ACTION GC20240725/9a: Arrange the logistics around taking the videos to coincide with the August Governing Council hui.

9.4 Report back from IFTRA Conference

The Chair provided an update from attending the International Forum of Teacher Regulatory Authorities (IFTRA) conference in Brisbane on 17-19 July which she attended with the Chief Executive, Lesley Hoskin, and the Manager Policy and Implementation, Michael Thorn.

The conference theme was aimed at responding to worldwide teacher workforce challenges, managing teacher supply and the pressures this creates for teacher regulatory authorities' work.

The focus of the conference is a topical issue for New Zealand and Lesley and Michael presented on balancing the needs of international teacher graduates with registration requirements and setting requirements for professional boundaries.

The Chair noted that both presentations were well received.

Topics of interest from other presentations at the conference included: the different ways that Limited Authorities to Teach are used in different jurisdictions, the concept of internships, support to student teachers through practicum, mid-career teaching challenges, and the future of teaching, including the implications of artificial intelligence (AI).

10. Any other business

[REDACTED]

John Tait closed the meeting with a karakia.

[REDACTED]

Signed:

Approved by the Governing Council on 29 August 2024

Robyn Baker, Chair