



Minutes of the Governing Council meeting

KAUPAPA SUBJECT:	Governing Council Hui	
RĀ DATE:	Thursday 26 September 2024	
WĀ TIME:	9:30am–3.15pm	
WĀHI VENUE:	online Teams videoconference	
MANATŪ KAUNIHERA GOVERNING COUNCIL ATTENDEES:	<ul style="list-style-type: none"> - Robyn Baker (Pou Whakarae Chair) - Ripeka Lessels (Pou Whakarae Tuarua Deputy Chair) - John Tait - Karen Coutts - Carol Cheng - Pat Newman 	<ul style="list-style-type: none"> - Fiona Ell - Patrick Walsh - Melody Stuckey - Elg Anderson - Lorraine Carr - Mike Connor
KAIMAHI STAFF ATTENDEES:	<ul style="list-style-type: none"> - Lesley Hoskin (Tumu Whakarae Chief Executive) - Clive Jones (Deputy Chief Executive Pou Kaiāwhā) - Pauline Barnes (Deputy Chief Executive Pou Kaiāwhā) - Tamahau Rowe (Deputy Chief Executive Pou Kaiāwhā) - [REDACTED] (Lead Governance Advisor) - [REDACTED] – Lead Advisor, Digital Engagement – for item 7.2 	
MANUHIRI GUEST ATTENDEES	<ul style="list-style-type: none"> - [REDACTED] - [REDACTED] - [REDACTED] - [REDACTED] 	
WHAKAPĀHA APOLOGIES:	<ul style="list-style-type: none"> - Dagmar Dyck 	

John Tait opened the meeting with a karakia.

1. In-committee

The Governing Council had In-Committee time.

The Council Chair noted the change to the sequencing of items in the agenda as a result of the later meeting start time.

2. Opening items

2.1 Apologies

The Council noted apologies from Dagmar Dyck.

2.2 Interest Register

The Council noted the Interest Register.

2.3 Minutes from previous hui

The minutes from the Governing Council meetings on 28 and 29 August 2024 were approved as a true and accurate record.

DECISION GC20240926/2a: The Council approved the minutes from the meetings on 28 and 29 August 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 both of which will be addressed in later agenda items and at forthcoming hui.

3. Organisational Performance – Part One

3.1 Chief Executive's Report

The Chief Executive's report was taken as read. The Council noted/discussed the following:

- the additional pressure on schools from winter illnesses and sickness at this time of year and the impacts on staff resourcing and relief teacher capacity.
- what has been done before, and what is able to be done under the law to help create a bigger pool of relievers, and aspects of the system that could be strengthened over the longer term.
- policy work underway providing support and guidance around some of the options that have been committed to.
- the current media interest around relief teachers. DCE Clive Jones clarified The Teaching Council has made it easier for ex-teachers and retired teachers to become relievers and cleared up the confusion in the reporting over registered and certificated teachers.

The Council noted updates and had a discussion on matters related to the Teaching Council's ITE work programme, including:

- the ITE programme landscape, noting the Teaching Council is currently reviewing the policy settings for ITE in response to the Government's priorities and the launch of a new curriculum for schools.
- the consultation on lifting the maths entry criteria for ITE primary programmes which is still underway and due to close at the end of September.
- ongoing work with providers on the new curriculum items for their programmes including looking at what is appropriate for strengthening Pāngarau in the ITE and induction space.

The Chief Executive provided an update on the Charter Schools Bill, noting:

- the Bill establishing the new Charter Schools framework is due to go for Royal Assent.
- the Bill ensures that leader of learning be undertaken by a person with a full practising certificate, and a Limited Authority to Teach as a minimum standard for anyone in a teaching role who is not a registered teacher.
- work is underway to set up policy around applying for Charter School LATs.
- LAT-holders are not bound by Ngā Paerewa | Standards but they are bound to and must attest to the Code of Professional Responsibility | Ngā Tikanga Matatika for the teaching profession and are subject to the Council's disciplinary procedures in relation to conduct.

DCE, Tamahau Te Rau, reported back on the Te Tiriti Bill submission process, noting that the Council had joined with Te Akatea and NZEI on their statement and work is underway to finalise the Teaching Council statement.

A query was raised about the Council's stance on streaming. An update on the engagement with Tokona te Raki on streaming was shared, with the team looking to connect End Streaming's insights, research and case studies for teaching and leadership practice into the Unteach Racism work. Council members reported that differing approaches related to streaming continue to surface in the sector.

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
ACTION GC20240926/3a: [REDACTED]
[REDACTED]

3.2 Issues Register

The Council received the Issues Register and noted the two new items on the register.

3.3 Communications Dashboard

The Council noted the Communications dashboard and discussed the trends.

3.4 Financial Commentary

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

5. Competence Authority (CA)

5.1 Preparatory discussion for session with [REDACTED]

The Council reviewed the steps in the Teaching Council's competency process.

5.2 Session with Competence Authority Chair, [REDACTED]

The Competence Authority (CA) Chair, [REDACTED], joined the hui to discuss the work of the Competence Authority, covering the complexities of the work, high level trends in cases coming through the authority, aspects of the competency process which are working well, and areas of feedback for the Council to consider.

The Council acknowledged the important professional role of the competency process in supporting teachers to meet the Standards to maintain high quality teacher practice across the profession.

The Council thanked the CA Chair for her time, and the Council Chair noted a formal thank you will be made to [REDACTED] on behalf of the Council.

3. Organisational Performance – Part Two

No further items were discussed.

6. Items for Decision

6.1 Appointment of members to Competence Authority (CA)

The Governing Council received the recommendation to appoint [REDACTED] and [REDACTED] [REDACTED] to the Competence Authority (CA).

The Council noted that Te Rito Maioha Early Childhood New Zealand had supported both appointments and the two new candidates would be joining the current nine members of the CA panel members for a 3-year period.

DECISION GC20240926/6a: The Council approved the appointments of [REDACTED] to the Competence Authority (CA) for a 3-year period.

6.2 Change to ITE requirements to reflect curriculum and key teaching tasks

DCE Pauline Barnes summarised the consultation questions and areas of feedback and talked through the proposed additions to the requirement as follows:

- that preparation to deliver/implement the curriculum should be clearly articulated
- in relation to the two key teaching tasks (KTTs) for structured literacy and explicit teaching - that ITE providers, as the experts in these areas, would continue to expose student teachers to a range of teaching practices and learning approaches as well as a range of assessment approaches throughout the course of their ITE programme
- that they be adopted as 'model' KTTs for 2025 to allow a period of trial and review before any decisions are made on mandating their use.

The Council noted the feedback analysis from consultation on the proposed changes and acknowledged its value in highlighting the diverse range of views.

The Council discussed the following points:

- the value of acknowledging and incorporating ITE provider expertise and input
- the strength of a decision-making process based on gathering data and reviewing feedback
- that many submitters saw the monitoring, review and moderation (MRM) processes that are in place as a good place to be able to evaluate the effectiveness of curriculum changes

Council members noted that this requirement would become part of the assessment framework that sits inside the requirements owned by the Teaching Council. It was noted that if the function moves to the Ministry of Education, everything that the Teaching Council own would shift as part of that process.

It was discussed that the Teaching Council has an opportunity next month to discuss the overall ITE work programme with Māori medium ITE providers. Engagement will continue with key stakeholder groups on this and other issues of concern to the Māori medium sector.

As next steps it was noted that Teaching Council staff will prepare a communications document containing any updated expectations for the ITE Programme Requirements policy which can be circulated to ITE Providers, ahead of changes to the policy document itself. This will allow ITE providers to prepare for any adjustments to programme delivery for 2025.

DECISION GC20240926/6b: The Council approved the amendments to the requirement (as appended)

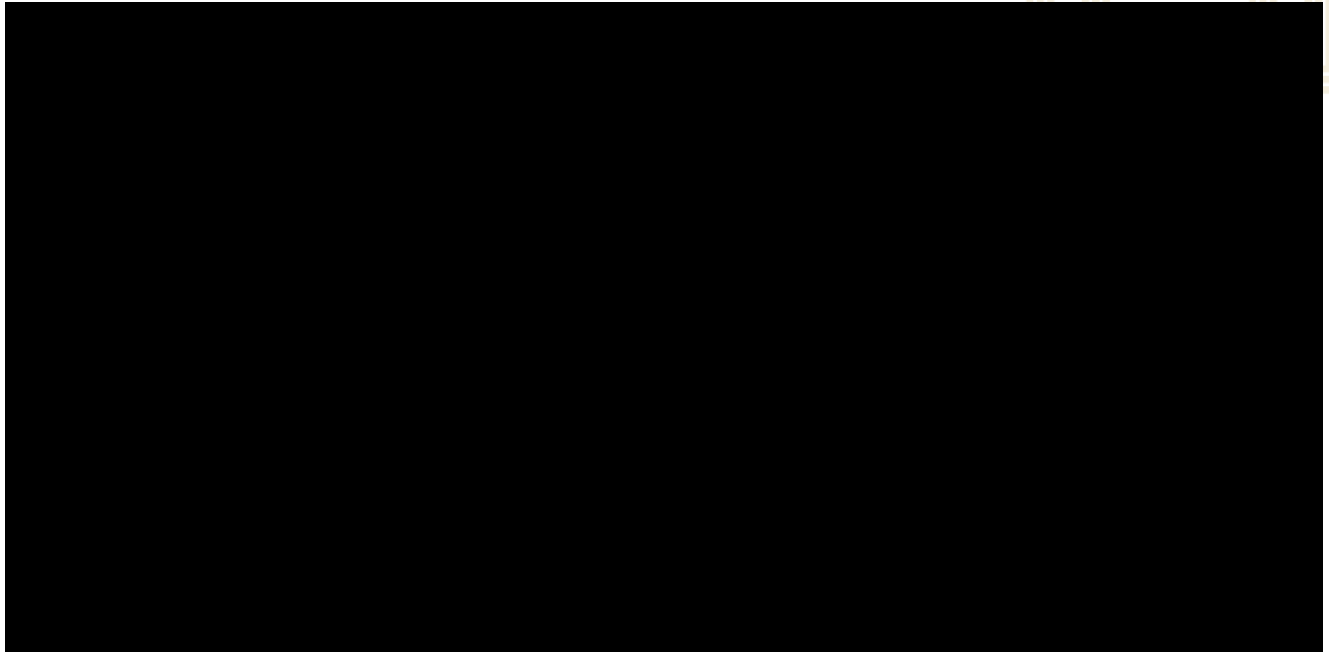
DECISION GC20240926/6c: The Council approved a Key Teaching Task (KTT) for Structured Literacy (for English medium ITE programmes) to be trialled for 12 months, to allow time for review before a decision on its use as a 'core' KTT.

DECISION GC20240926/6d: The Council approved a Key Teaching Task (KTT) for Explicit Teaching (for English medium ITE programmes) to be trialled for 12 months, to allow time for review before a decision on its use as a 'core' KTT.

The Council Chair noted the various sub projects that make up the ITE work programme and suggested a central repository of information would be useful.

ACTION GC20240926/6a: Governance Advisor to create a file in Diligent for the ITE work programme to enable past and present documents to be easily accessed.

4. Items for Discussion



7. Strategy, Engagement, and Evaluation

7.1 [REDACTED] - Proudly communicating the value and expertise of teachers as professionals – initial creative concepts for an external advocacy campaign for teachers

DCE Clive Jones provided a progress update on work with [REDACTED] to develop an advocacy campaign to support the strategic goal of ‘proudly communicating the value and expertise of teachers as professionals.’

[REDACTED] staff joined the hui and recapped the key points of the creative brief and the goals that the campaign is seeking to achieve.

The Council were presented with three draft creative concepts that could be used as the basis of an advocacy campaign. Members shared feedback on the three concepts and discussed:

- nuances of the word *knowledge*, reflecting how teachers unlock learning for a child/young person, beyond imparting information.
- the importance of neural pathways for social connection as well as knowledge connection.
- the essence of teaching as a profession and the expertise and craft/skill of teaching.
- the role of teachers in shaping lives.
- the need to be cognisant of how messaging will land with the teaching profession and ensure that the key messages have longevity whatever is happening in the environment.
- the current discourse and issues that matter to parents, politicians and the public.

Members suggested capturing the ‘soul of a teacher’ to reflect not just what is taught and how it is taught but who individuals are as ‘teachers’ and what they bring to the job as people.

It was noted that the next steps will be confirmed once management have met with [REDACTED] to review feedback on the creative options.

7.2 Shifting from transactional to transformational communications with teachers – next horizon of stakeholder engagement

The Council were presented with an opportunity to provide feedback on progress with the digital stakeholder engagement work.

It was discussed that the focus to date has been on physical outreach and engagement with Principals, Professional Leaders and school leaders as part of the strategic priority to improve engagement with teachers and their perception, awareness and understanding of the role of the Teaching Council.

The Council noted that whilst outreach to principals and conferences has been positive and has helped to shift perceptions of the Teaching Council with this audience group, a digital approach is valuable in reaching teachers who aren't present at seminars and conferences that the Teaching Council attends.

Key discussion points noted:

- the idea is for digital outreach to supplement regional face-to-face engagement as it will never be possible to physically reach everywhere.
- the shift from transactional 'what' type statements and responses, to articulate and connect Council kaupapa to a more emotive and compelling 'why' type statement.
- the aim is to provide a portal of learning resources that demonstrate a whole-of-career value focus to teachers and leaders which align with work in the Rauhuia leadership space.
- the opportunity down the track for the platform to enable teachers to interact with each other.

The Council noted that the next step is to bring a business case to the October Governing Council hui.

7.3 Engagement Tracker

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

DCE Clive Jones noted there was a lot of stakeholder activity ongoing at present and members highlighted that this seems to be resonating well with groups given the positive feedback being received from the sector.

Members highlighted the need to allow sufficient lead in time when communicating with the profession ahead of next year's fees and levy review.

ACTION GC20240926/7a: Management to add detail of engagement with the disability sector as part of the Engagement Tracker.

7.4 NZEI – meeting update

Governing Council members reported back on the recent meeting held with NZEI.

7.5 Any other matters from SSEC Committee

The Chair of the Strategic Stakeholder Engagement Committee (SSEC) provided a report back on the 18 September SSEC hui.

8. Governance

8.1 Follow up action points from CAC in July

The Council received a paper noting the collated summary of feedback received from the Complaints Assessment Committee (CAC) Chairs at the July Governing Council hui and the areas for follow-up.

The Chair reiterated the Council's governance role in the disciplinary and competence areas and noted that a summary will also be collated of the feedback from the Competence Authority (CA) session at today's hui.

The Disciplinary Tribunal (DT) are scheduled to attend the Governing Council in November and a further report back to the Governing Council will be provided after the DT's attendance in November to review common or consistent themes that have emerged for the Council to consider.

8.2 Committee Terms of Reference (ToR) for approval

As part of the annual review of the Committees' Terms of Reference, the Council noted the draft ToRs for 2024/25 with proposed amendments, which were endorsed by each Committee at their last meeting.

In relation to the Risk, Audit and Finance (RAF) Committee, members discussed whether the auditors would have the opportunity to meet with the full Council. It was agreed that the Council Chair would speak with Council members offline to confirm an approach.

The Council noted the name change of the Human Resources & Remuneration Committee to CE Performance & Remuneration Committee.

DECISION GC20240926/8a: The Council approved the proposed amendments to the ToRs for the CE Performance & Remuneration Committee, Risk, Audit, and Finance Committee, and the Strategic Stakeholder Engagement Committee.

The Chair noted the ToR for the Te Taurima committee also needed to be reviewed as part of the annual review cycle.

ACTION GC20240926/8a: Governance Advisor to review and update the Te Taurima ToR for approval at the next Council meeting.

9. Any other business

The Chair reported back on her meeting with the Ministerial Appointments team at the Ministry of Education and noted that the Governance Advisor had provided key governance documents to staff in the Appointments team for their information.

John Tait closed the meeting with a karakia.

Signed:

Approved by the Governing Council on 31 October 2024

Robyn Baker, Chair