

## Minutes of the Governing Council meeting

RĀ   DATE:	Thursday 27 June 2024	
WĀ   TIME:	9:00am–2.50pm	
WĀHI   VENUE:	Teaching Council office, Wellington Teams videoconference (for those online)	
MANATŪ KAUNIHERA   GOVERNING COUNCIL ATTENDEES:	<ul style="list-style-type: none"> <li>- Robyn Baker (Pou Whakarae   Chair)</li> <li>- Elg Anderson</li> <li>- Lorraine Carr</li> <li>- Carol Cheng</li> <li>- Mike Connor (online)</li> <li>- Karen Coutts (from 11am onwards)</li> </ul>	<ul style="list-style-type: none"> <li>- Dagmar Dyck</li> <li>- Melody Stuckey (online)</li> <li>- John Tait</li> </ul>
KAIMAHI   STAFF ATTENDEES:	<ul style="list-style-type: none"> <li>- Lesley Hoskin (Tumu Whakarae   Chief Executive)</li> <li>- Clive Jones (Pou Amo Ratonga Mahi   DCE Operational Services)</li> <li>- Pauline Barnes (Pou Amo Ngaiotanga   DCE Professional Services)</li> <li>- Tamahau Rowe (Pou Kaiāwhā Māori   DCE Māori)</li> <li>- Ariane Madgwick (Registration Manager) – item 4.1</li> <li>- Michael Thorn (Manager, Policy and Implementation) – item 4.3</li> <li>- ██████████ (Lead Policy Analyst) - item 4.3</li> <li>- Ian McEwan (Chief Financial Officer) – item 5</li> <li>- ██████████ (Lead Governance Advisor)</li> </ul>	
WHAKAPĀHA   APOLOGIES:	<ul style="list-style-type: none"> <li>- Ripeka Lessels (Pou Whakarae Tuarua   Deputy Chair)</li> <li>- Pat Newman</li> <li>- Fiona Ell</li> <li>- Patrick Walsh</li> </ul>	

John Tait opened the meeting with a karakia.

### 1. In-committee

The Governing Council had in-committee time.

### 2. Opening items

The Chair noted that she would be stepping out of the hui from 10 until 11.30am along with the Chief Executive and DCE Professional Services to attend a meeting with the Minister. Elg Anderson to be Acting Chair during this time period.

The Chair noted that the sequence of items on the agenda has been re-ordered to accommodate attendees stepping out for the Minister's meeting.

#### 2.1 Apologies

The Council noted apologies from Ripeka Lessels, Pat Newman, Fiona Ell and Patrick Walsh and noted that Karen Coutts will be joining the hui from 11am.

The Chair noted the email feedback sent in by Fiona Ell in advance of the meeting.

## 2.2 Interest Register

The Council noted the Interest Register.

## 2.3 Minutes from previous hui

The minutes from the Governing Council meeting on 30 May 2024 were approved as a true and accurate record.

**DECISION GC20240627/2a: The Council approved the minutes from the hui on 30 May 2024 as a true and accurate record of the meeting.**

## 2.4 Action List

The Council noted the Action List and agreed the following updates on current action items:

- Action GC20230223/6d – follow up on this action in terms of monitoring the effectiveness of physical restraint guidelines falls outside the Teaching Council’s involvement. It was agreed that this action will be closed, and the Chief Executive will raise concerns that the guidelines are not meeting the needs of the profession with the Secretary of Education in their regular meeting.
- Action GC20240328/6a – updates on the Teaching Council’s work on sustainability matters will be folded into regular reporting on a six-monthly basis and the action closed.
- GC20240530/2a – the topic of future workforce trends to be kept on the forward agenda for the Governing Council strategy session at the end of August.
- Actions GC20240229/3c, GC20240328/7a, GC20240502/4a, GC20240502/4b, UPDATED Action GC20240530/2b were closed.

## 3. Organisational Performance

### 3.1 Chief Executive’s Report – Part One

The Chief Executive’s report was taken as read. The Council noted/discussed:

- the Chief Executive’s recent media appearances and coverage around the expertise of teachers and ensuring the system provides the structure and the resources needed
- the current focus and coverage of education issues including the interest and pace that the Government and others are bringing to the area of teacher preparation and qualifications
- the strengthening of relationships with partners and sector stakeholders on the back of the recent media and outreach which has allowed us to step into the advocacy space
- [REDACTED]

The DCE Māori updated on:

- the positive feedback being received on the Make Me Visible interim piece as part of Unteach Racism.
- working with Te Akatea and key stakeholders on recalibrating the focus of Phase 2 of Unteach Racism.

The Chief Executive and the Chair both updated on the recent IFTRA conference:

- IFTRA is an international forum of teacher regulatory bodies from Africa, United Kingdom, Ireland, Canada, Iceland, New Zealand and Australia.

- Every two years IFTRA holds a conference, hosted by one of its members. The 2024 conference was hosted by the Australasian Teacher Regulatory Authorities (ATRA) collective in Brisbane, with a theme of 'Teacher Regulation for Quality and Quantity'.
- The conference theme was aimed at responding to worldwide teacher workforce challenges and the pressures this creates for teacher regulatory authorities' work.
- The conference was a unique opportunity to engage with similar international bodies and the focus of the conference is a topical issue for New Zealand.
- The Chair noted that a formal report back on the conference to the Governing Council will be provided at the July Governing Council hui.

*The Chair, Chief Executive and DCE Professional Services left the meeting. Elg Anderson took over as Acting Chair.*

### 3.2 Issues Register

The Council received the Issues Register.

Members noted that the new risk (number 11 on the Risk Register) will be discussed later in the hui under item 4.2.

### 3.3 Performance Dashboard

The Council noted the performance dashboard and discussed the additional explanation which was provided on applications which take longer than 30 days to process.

The complexity of applications where more information or documentation is required was discussed, and the DCE Operational Services outlined a range of instances where follow up is required beyond the initial application.

### 3.4 Media Report

The Council noted the Media Report and discussed that it has been another busy media month.

Alongside increased stakeholder interest and requests for engagement members noted that positive feedback continues to be received in response to the Teaching Council's media coverage.

## 6. Strategy, Engagement and Evaluation

### 6.1 Trust & Sentiment Research Results

The DCE Operational Services summarised results from the 2024 survey to update the 2023 baseline on teachers' perceptions and trust in the Teaching Council.

It was noted that last year the survey included questions about how teachers are feeling about the teaching profession. This year's survey only covered perceptions of the Teaching Council.

The Council noted the positive shift in results and discussed the following key points:

- there has been a positive shift in sentiment and how people *feel* about the Teaching Council.
- the positive shift in perception and trust comes on the back of outreach and engagement by the Teaching Council in the past year.
- there are different levels of understanding, perceptions, and levels of knowledge about the work of the Teaching Council which presents an opportunity to consider different approaches for engagement.

## 6.2 Engagement Tracker

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

## 6.3 PPTA/NZEI – meeting updates

Governing Council members reported back on meetings held with the PPTA and NZEI.

*The Chair and members of the Executive team returned from the meeting with the Minister and the Chair resumed responsibilities. The Chair thanked Elg Anderson for covering as Acting Chair.*

## 4. Items for Decision

### 4.1 [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

- [REDACTED]

- [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

### 4.2 Application for voluntary de-registration

The Council noted that clause 7 of Schedule 3 of the Education and Training Act 2020 requires the Teaching Council to deregister a teacher on receipt of a written request from the person seeking deregistration unless that teacher is the subject of an investigation.

The Council noted that [REDACTED] was registered and certificated between [REDACTED] [REDACTED] practising certificate is due to expire on the [REDACTED] and will be expired at the time of voluntary de-registration.

The Council noted that on [REDACTED] the Council received a written request from [REDACTED] requesting voluntary deregistration.

The Council noted that [REDACTED] is not currently the subject of a conduct investigation by the Complaints Assessment Committee or a competency investigation by the Teaching Council.

**DECISION GC20240627/4b: The Council approved the application by [REDACTED] for voluntary deregistration.**

#### 4.3 Language Competency Policy:

The Council noted the analysis of feedback from the April-May 2024 consultation on changes to the language competency requirements and specifically noted the input and advice the Governing Council has received from the Pacific Education Steerage Group (PESG) throughout this work.

The Council discussed the proposed policy amendment recommendation to enable applicants who are schooled and/or have completed tertiary studies in the English language or as part of a structured bi-lingual approach to teaching and learning while living in the Pacific region to use this evidence to meet language competency requirements. Points raised/discussed were:

- the benefits sought from supporting an increase in the number of Pacific teachers and the value of a diverse teaching workforce, with teachers who can support language, culture, and identity of Pacific learners.
- the history of language loss and wider sector/government context for revitalisation and preservation of heritage language capability
- combatting of the belief that monolingualism is a pre-requisite for high-quality teaching
- acknowledgement that bi- and multi-lingual teaching skills and capabilities enhance what the teacher can do in a teaching and learning environment
- the need to communicate the value and importance of the changes so that people can see the benefits to the education system and to learners

It was noted that for ITE programme entry, ITE providers also have the flexibility to determine entry for applicants who may not hold University Entrance (or its equivalent), if they are satisfied they have the ability to study at a tertiary level.

The PESG Chair reiterated the support of PESG for the proposed changes and noted PESG members' overall appreciation of the thorough and systematic approach to the consultation process.

The Council approved the amendment to the recommendation to expand evidence criteria for English language competency to include schooling or tertiary study in the Pacific region with English as the medium of instruction or as part of a structured bi-lingual approach to teaching and learning.

**DECISION GC20240627/4c: The Council approved the amendment to the recommendation and for the amended version of this recommendation to be included in the Language Competency for Teaching in Aotearoa New Zealand policy.**

The Council noted that a summary of the consultation feedback will be published on the Council's website, and it is anticipated that these policy changes can be implemented by October 2024.

The Council noted that the next phase of work will involve seeking advice on the development of criteria for a Pacific Languages Competency evidence option and development of framework. [REDACTED]

#### 4.4 Final Strategic Plan (finalised version)

The Chair reiterated the importance of the strategic plan giving us an agreed direction and platform for our work priorities over the next few years. The Council were presented with a copy of the completed/finalised strategic plan which takes effect from 1 July 2024.

### 3.1 Chief Executive's Report – Part Two

An update on the meeting between the Chair and members of the Executive team and the Minister was shared **in confidence**.

## 5. Finance, Audit and Risk

### 5.1 - Finance reports

The Council noted and discussed the financial reports for the period ended 31 May 2024, with points of noting being that:

- we are tracking much better compared with forecast.
- we are carrying more in cash reserves due to holding money from the Ministry in advance of paying transactions, ringfenced Rauhuia money, and the fact that we are coming off peak year applications.

### 5.2 - FY2024/25 Budget

The Chair outlined that we are in a three-year period where we set fees and levies and confirmed that the following discussion is seeking budget approval for the third year of that cycle.

Council members noted and discussed that:

- the amended 2021/22 base budget was adjusted for inflationary pressures (primarily salary), expected additional expenditure in 2022/23, and some further savings targeted in the cost model. These changes increased the proposed operating expenditure budget.
- adjustments have been made for things that have happened since the cost model was produced and noting the additional cost pressures that have occurred.
- the original budget assumptions were set two years ago when inflation and interest rates were both much lower.
- the 2023/24 year in the triennial period is the peak year; we are coming off peak year applications with surplus year to date dropping away as application volumes continue to track downwards after the peak.
- managing stakeholder expectations needs to be considered in terms of how any movement from surplus to deficit might be communicated externally.
- the benefits in tapping into reserves to accelerate strategic initiatives in the 2024/25 financial year and the value in investing in strategic priorities, particularly those aimed at lifting the perception of the profession.
- clarification that the specific details of 'how' the money will be spent and the amounts allocated which will be detailed in the business plan initiatives .

The Council noted that the next step is to develop and draw up a detailed business plan about how the expenditure under each priority will be allocated across different workstreams.

**DECISION GC20240627/5a: The Council agreed to approve the budget recommendations as endorsed by RAF.**

### 5.3 - 2025 Fees and levy review process and timeline

The Council noted the proposed approach and recommended timing to review current fees and the levy, and for the work to be completed by 30 June 2025.

Council members discussed that any proposed change in fees and levies would be subject to a formal consultation process with teachers as well as pre-consultation activity with teachers' unions and peak bodies.

The Council noted that next steps are for a detailed project and resourcing plan to be developed.

#### **5.4 - Investment of Reserves**

The Council noted this paper was presented to the Risk, Audit, and Finance (RAF) Committee at its hui on 20 June 2024.

The RAF Chair noted/updated that RAF had discussed the current treatment of cash reserves and agreed that the existing Reserves Policy requirements are appropriate at this point in time for managing Council reserves.

The RAF Chair noted that the matter has come into focus more recently given the current term deposit level.

The Council agreed with the RAF Committee's recommendation to maintain the current policy until March 2025 when the Reserves Policy is due for review.

#### **5.4 - Risk register**

The Council noted the updated Risk Register using the new risks recently agreed and the updated list of established and additional controls and agreed that they reflect the Teaching Council's current risk profile.

#### **5.5 - Cybersecurity update**

The Council noted the cybersecurity update.

#### **5.6 - Any other matters from Risk, Audit and Finance**

No other matters were raised from the RAF Committee.

The Chief Executive updated the Council on the Council's insurance renewal and noted the overall premium is increasing by 5.6%. The Chief Executive shared her intention to reduce the level of cover to offset the increase to business interruption costs noting the slight change in risk profile by doing so.

## **7. Governance**

### **7.1 Fee rates for Advisory Group members**

In response to an action taken at the 30 May Governing Council hui the Council received a paper to undertake a review of the fees paid to Advisory Groups.

Key points discussed from the paper were:

- the value and contribution made by advisory groups in providing advice for the Governing Council to consider
- that advisory group fees and expense claims are referenced to the Cabinet Fees Framework and the Governing Council has the authority to increase the fees paid within the requirements of the framework

- when the Framework was updated in 2022 it allowed for an increase of 10% to the fee ranges for Groups 2, 3 and 4 bodies (The Teaching Council advisory groups are classified under Group 4 bodies)
- the Council has the authority to increase the fee by 3%, not more frequently than once a year

The value brought by advisory groups being connected to their stakeholders and communities and the expectation that we have that advisory group members are engaged in this way was also raised by Council members as part of the discussion.

In considering the points above, Council members agreed to increase advisory group fees by 13%, meaning the daily rate would increase from \$215/day to \$243/day. It was also agreed that the preparation time allowance be increased from two to three hours preparation time for every two hours of meeting.

**DECISION GC20240627/6a: The Council agreed to increase advisory group fees by 13% and to increase preparation times to three hours for every two hours of meeting.**

## 7.2 Teaching Council Inclusive Education Advisory Group (TCIEAG): Verbal update

Karen Coutts, Chair of the Teaching Council Inclusive Education Advisory Group (TCIEAG) reported back on the June advisory group meeting, noting in particular the presentation that was provided on the development of the Inclusive Education capability Framework (IECF).

## 7.3 Pacific Education Steerage Group (PESG): Verbal update

Dagmar Dyck, Chair of the Pacific Education Steerage Group (PESG) reported back on the talanoa in June and the new appointment announced by the DCE Māori of the role of Principal Advisor. It was noted that one of the areas of focus for the role will be to activate the priorities of the Tagata o le Moana strategy within the organization, focusing on how these are applied and how the Teaching Council enhances this space within the work environment.

The Chair acknowledged the work of both Karen Coutts and Dagmar Dyck on both advisory groups.

## 8. Any other business

The Chair reminded members about the independent Governing Council evaluation being undertaken by the firm [REDACTED] and encouraged members to complete the survey that has been sent out.

The Chair also reminded members that Zoom interviews are being set up by [REDACTED] with each member as part of the evaluation process. These are due to take place in the first two weeks of July.

John Tait closed the meeting with a karakia.

Signed:

Robyn Baker, Chair

Approved by the Governing Council on DATE