



Minutes of the Governing Council meeting

KAUPAPA SUBJECT:	Governing Council Hui		
RĀ DATE:	Thursday 27 March 2025		
WĀ TIME:	9:00am–2:30pm		
WĀHI VENUE:	Teams videoconference		
MANATŪ KAUNIHERA GOVERNING COUNCIL ATTENDEES:	- Robyn Baker (Pou Whakarae Chair) - Elg Anderson - Lorraine Carr - Carol Cheng	- Dagmar Dyck - Fiona Ell - Pat Newman - Mike Connor	- John Tait - Karen Coutts
KAIMAHI STAFF ATTENDEES:	- Lesley Hoskin (Tumu Whakarae Chief Executive) - Clive Jones (Deputy Chief Executive Pou Kaiāwhā) - Pauline Barnes (Deputy Chief Executive Pou Kaiāwhā) - Tamahau Te Rau (Deputy Chief Executive Pou Kaiāwhā) - Ian McEwan, Chief Financial Officer – Item 6 - [REDACTED] (Policy Manager), [REDACTED] (Inclusive Education Lead), Sharon Coulton (General Manager, Relationship Management and Pathways) – Item 4 - [REDACTED] (Lead Governance Advisor)		
WHAKAPĀHA APOLOGIES:	- Melody Stuckey - Patrick Walsh		

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 were noted from Melody Stuckey and Patrick Walsh. The Chair noted that Pat Newman would be an apology from 11am for one hour.

2.2 Interest Register

The Council noted the Interest Register and the Chair reminded members to send any changes to the Governance Advisor to update the register.

2.3 Minutes from previous hui

The minutes from the Governing Council meeting on 27 February 2025 were approved as a true and accurate record.

DECISION GC20250327/2a: The Council approved the minutes from the meeting on 27 February 2025 as a true and accurate record of the meeting.

2.4 Action List

The Council noted the Action List and the updated status of action items.

The Chair noted the status of action item GC20241031/3a - highlighting that a paper with next steps and recommendations for debt recovery actions will be covered in agenda item 6.2.

3. Organisational Performance

3.1 Chief Executive's Report

The Chief Executive's (CE's) report was taken as read. The Council noted and discussed the key opportunities and risks in the current and anticipated education environment. Main discussion points included:

- the upcoming meeting between the Chief Executive and the Minister for Regulation and Associate Minister Education, Minister Seymour, focused on proposed legislative changes within early childhood education (ECE).
- potential pathways and opportunities for roles who support registered teachers in the ECE education workforce to be professionalised.
- the complexity of the ITE landscape and the need to keep pace with relevant government policy directions and the trajectory of change in the wider sector.
- working with our profession and in partnership with stakeholders to make sure the system is responsive in a way that will meet the future demands of teaching.
- the value in the Teaching Council gathering voices from across the system.
- opportunities for the Governing Council to take a strategic view in identifying aspects of the system that could be strengthened and how the Teaching Council might address those across its programmes and work.
- the planned phased approach to implementation of the Teaching Council's newly developed advocacy campaign.

Other aspects discussed from the Chief Executive's report included:

- the Council's Pacific Strategy and progress on building internal capability and knowledge.
- ongoing work related to induction and mentoring, noting that the team have brought a range of evidence together with a view to formulating a strategy in this space and a proposal will be brought to the Governing Council later this year.

DCE Pauline Barnes updated Council members on the consultation process underway on a proposed revised set of standards (as expressed in English) for the teaching profession, noting that the proposal also has regard to priorities set out in the recent Statement of Government Policy Relating to Teaching Council functions.

Council Members raised a question about engagement with Pacific teachers and stakeholder groups as part of the consultation on the revised Standards. DCE Tamahau Te Rau welcomed suggestions for further engagement with Pacific cohorts as part of the team's stakeholder engagement work.

ACTION GC20250327/3a: - DCE Tamahau Te Rau to work with Dagmar Dyck on connecting with Pacific teachers' groups.

3.2 Issues Register

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

3.3 Monthly Performance Dashboard

The Council noted the performance dashboard and discussed the operational data and metrics.

Discussion was had around targets and understanding where there are particular pressure points.

DCE Clive Jones noted the nature and complexity of cases and the ongoing growth in overseas applications which is having an impact on timeframe targets.

The Governing Council noted the need to remain conscious of managing reputational risk around timeframes.

In addition to the regular dashboard reporting provided in the Council papers, DCE Clive Jones, tabled a graph at the meeting showing the complexity of current disciplinary cases. The Governing Council agreed this would be a useful addition to the monthly Governing Council reports and recommended the addition of a commentary box to provide a short explanation alongside the graph.

The Council Chair switched to agenda item 6 at this point in the meeting, to be followed by item 5. Items 4, 7 and 8 will progress after the lunch break.

6. Finance, Audit, and Risk

6.1 Summary Finance Reports

The Governing Council received the finance reports for the period ending 28 February 2025.

DCE Tamahau Te Rau summarised that excluding strategic projects, expenditure is tracking at 97% of the forecast. It was noted that the increased expenditure is partly offset by increased fees and levy income from the first quarter. Fees and levy revenue has continued to exceed budget, particularly from overseas applicants and applications to move from provisional to full certification.

It was discussed that an updated forecast will be presented to the Council at the 1 May 2025 hui.

DCE Tamahau Te Rau talked through each of the strategic projects which are aligned with the Council's five key priorities. Members discussed how each strategic project is tracking against scope, budget, and timeframe measures and noted the mix of project investment across both external and internal facing (staff capability) work.

6.2 Debt Write-off recommendation

The CFO reminded the Governing Council of the requirement for the Council to revert all annual practising certificates that had been issued between 1 February 2021 and 11 July 2021 back to a triennial practising certificate. The CFO noted the action taken at the Governing Council hui in October 2024 to update the Council on the status of teachers that have still not paid the outstanding amount.

The CFO updated Council members on recovery efforts undertaken to date, including requests for payment via email and the mail out of paper-based statements/ invoices directly to individuals.

The CFO noted that whilst we are currently reminding affected teachers about their outstanding payments when they submit their application to renew their practising certificates, approximately half of the teachers still owing the fee have left the profession and are unlikely to renew their certificates.

APPROVED

The Governing Council noted that 232 debtors that are 65 years or older and have not renewed their practicing certificate have been identified. Council members discussed the 232 outstanding debts for those aged 65 years or older and agreed to write these off at a value of \$14,710.45, as unrecoverable.

DECISION GC20250327/6a: The Governing Council agreed that the 232 debtors be written off at a value of \$14,710.45.

The Governing Council noted the next steps are for:

- Management to further analyse the remaining 608 teachers that have not renewed their practicing certificates, are aged under 65 years old, and appear to have left the profession at least temporarily.
- Use Contact Centre staff to call the 1,315 teachers that are or have renewed their certificates and have not paid the outstanding debt.

ACTION GC20250327/6a: An update and further recommendation will be brought to the Governing Council in June 2025 on the status of the outstanding debt.

6.3

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

6.4 Final Deloitte reports

The Chair recapped that at the February hui [REDACTED], Principal at Deloitte, had joined the meeting to provide a verbal update to Council members on their cost model review findings. It was noted at that meeting that Deloitte would be providing their written reports the following week and that these would be provided to members for their information at the March Governing Council.

Council members noted both the Deloitte 2025 Benchmarking and Review of the FY26–28 Cost Forecast reports, discussing Deloitte's work to recreate the cost model from scratch and that Deloitte's testing had confirmed the accuracy of the Teaching Council's cost model.

The Governing Council recommended that when the next fees and levy cost model review is undertaken in 2028, the engagement letter and scope of work for external review of the Council's cost model be presented for the Board to consider and review.

5. Items for Decision

5.1 Statutory Delegations Policy

The Chair reminded members that the Statutory Delegations Register is a Governing Council owned Register and noted the two changes proposed as part of the annual review of the policy.

The Governing Council agreed with the two proposed changes, and noted the next scheduled review of the Statutory Delegations Register will be in 12 months (March 2026).

DECISION GC20250327/5a: The Governing Council approved the proposed changes to both line 3(1) and line 48a of the Statutory Delegations Register.

4. Items for Discussion

4.1 Inclusive Education Capability Framework

DCE Pauline Barnes introduced the background to the Inclusive Education Capability Framework, noting that inclusive education work is both important and urgent, and acknowledged the increasing pressure on schools to meet the needs of neurodiverse students.

The Chair noted that some elements of needed system change are outside the scope and mandate of the Teaching Council (e.g. professional learning and development) and outlined areas where the Teaching Council can have a direct influence, including the Code and Standards.

[REDACTED], Inclusive Education Lead, summarised the development of the capability framework and supporting guidance based around the Martin Rouse model to:

- include an Aotearoa New Zealand perspective
- unpack a Te Ao Māori approach and development of a visual identity for the framework
- ensure the language is appropriate for teachers and leaders
- make clear connections with the Code and Standards and support teachers (across sectors) in their development to support the professional growth cycle
- provide suitable resources and examples of inclusive practice to signpost through the guidance as part of continuum of practice

There was discussion about the guiding principles for inclusive education, with reference to other existing frameworks and models that have application in this space (e.g. Tātaiako, Te Whare Tapa Whā, Enabling Good Lives, Universal Design for Learning).

The input from the working group and the advisory group was noted and it was discussed that the project has also engaged with Whaikaha and the Ministry of Education to make sure that the work aligns with thinking coming out of both Ministries.

Feedback on the framework provided by Council members included:

- clarification of those elements which are outside the scope and mandate of the Teaching Council and where the different responsibilities lie
- strengthening the onus on the leadership of schools to support a more collaborative approach within and across schools
- emphasising support through the framework for parents to feel engaged and informed
- highlighting the responsibility of the system to supply the resources.

DCE Pauline Barnes noted the next steps involved in the implementation phase and the process for incorporating feedback from user testing over the next 6-12 months.

7. Strategy, Engagement and Evaluation

7.1 Advocacy campaign – stakeholder engagement and draft launch plan

DCE Clive Jones recapped work on the "Teaching Shapes what Matters Most" advocacy campaign designed to change public perception of teaching as a highly skilled profession.

An update was provided on the campaign assets that have been developed for the Council to use and there was discussion that the campaign deliberately takes an unexpected approach to avoid reinforcing existing stereotypes and public perceptions of teaching.

DCE Clive Jones recapped that the launch campaign is intended to be the start of an ongoing platform designed to both influence public opinion on what it means to be a teacher and to demonstrate the Teaching Council's support for teachers and the teaching profession.

Strategic Stakeholder Engagement Committee (SSEC) members noted that an overview of the advocacy campaign had been presented to the Committee at their hui on 25 March.

SSEC members discussed their support for the phased approach to stakeholder engagement which is designed to 'de-risk' how the campaign will be received by key stakeholders and the teaching profession ahead of the planned public launch.

DCE Clive Jones summarised the next steps in the launch of the campaign and noted the planned regular reporting on responses from key stakeholders and teachers back to SSEC and the Governing Council, including the scheduled 'go-no go' decision points.

7.2 Verbal update on progress of teacher portal procurement panel

DCE Clive Jones provided an update on the teacher portal procurement process, including progress on the shortlisting process and the expected timeline for a decision.

8. Governance

8.1 Induction of new Council members

The Council Chair provided an update on communications with the recently elected members to the incoming Governing Council, including proposed arrangements for induction.

The Chair reiterated that the Charter is intended to be both a tool for induction when new members join the Council and an ongoing reference for the duration of members' terms. A copy of the Charter together with a proposed schedule of Council hui from 1 July has been provided to those elected.

The Chair noted that induction meetings will take place with the full incoming Council during July and August and will include updated policies and procedures which will take effect from the start of the new Council term.

8.2 Governance Fees

The Council Chair updated members that the Ministry of Education (MoE) has requested an increase in the fee for the Chair of the Teaching Council, noting that, if approved, this would take effect from 1 July 2025. Once a decision has been made about this fee the MoE team will consider an increase for the Deputy and members, taking into consideration the recommended relativities.

The Chair also updated members on the intention to consider a revision of fees across the Disciplinary Tribunal (DT), Complaints Assessment Committee (CAC), and Competence Authority (CA) Chairs and members. This will review whether the fees are still consistent with the Cabinet fees framework matrix and whether any increase is justified. It was noted that a paper will be presented to the Governing Council in May which summarises the fees across panels and advisory groups and outlines any proposed changes.

The fees for Councillors and panel members would be set at the same time and would commence at the beginning of the new Council term in July 2025.

8.3 Advisory Groups review

The Chair summarised the lack of shared understanding of the role of advisory groups to the Council and discussed the two currently active advisory groups.

Council members discussed the need for clarification about purpose and considered the proposal of creating more structure and process around advisory groups and their schedule on an annual basis.

Points discussed included:

- the role of advisory groups in terms of the current work programme and priorities of the Teaching Council and the Governing Council's overall responsibilities
- the value in establishing advisory group(s) that bring additional expertise to work within the strategic priorities
- ways to improve the processes so the members of these groups provide advice to Governing Council that it can take account of in its work
- the responsibility of the Governing Council to the advisory groups
- distinguishing the respective work of advisory groups and existing advisory mechanisms used by management

Council members agreed in principle with the proposals laid out in the paper and the Chair acknowledged that members each have networks and bring a range of perspectives to the table.

9. Any other business

No further items were discussed.

John Tait closed the meeting with a karakia.



Signed:

Approved by the Governing Council on 1 May 2025

Robyn Baker, Chair