

Minutes of the Governing Council meeting

KAUPAPA SUBJECT:	Governing Council Hui	
RĀ DATE:	Thursday 28 August 2025	
WĀ TIME:	8:30am–3:00pm	
WĀHI VENUE:	Teaching Council office, Wellington	
MANATŪ KAUNIHERA GOVERNING COUNCIL ATTENDEES:	- Robyn Baker (Pou Whakarae Chair) - David Ferguson (Pou Whakarae Tuarua Deputy Chair) - Tom Gott - Dr Sarah Brown - Heath Chittenden - Dr Lynnette Brice - Patrick Walsh - Cathy Wilson - Liam Rutherford - Leanne Stewart - Simon Curnow - Pat Newman	
KAIMAHI STAFF ATTENDEES:	- Lesley Hoskin (Tumu Whakarae Chief Executive) - Clive Jones (Deputy Chief Executive Pou Kaiāwhā) - Tamahau Te Rau (Deputy Chief Executive Pou Kaiāwhā) - [REDACTED] (Principal Policy Analyst), [REDACTED] (Senior Policy Analyst) – item 6.1 - [REDACTED] (Chief Education Advisor) – item 6.2 - [REDACTED] (Financial and Systems Accountant) – Item 7 - [REDACTED] (Lead Governance Advisor)	
WHAKAPĀHA APOLOGIES:	- Andrée Atkinson	
MANUHIRI GUEST ATTENDEES	- [REDACTED]	

DCE Tamahau Te Rau opened the meeting with a karakia.

1. In-committee

The Governing Council had In-Committee time.

The Chair noted that Item 7 (Finance, Audit and Risk) will be scheduled after item 4 (Organisational Performance). The remainder of the agenda will proceed as scheduled.

2. Opening items

2.1 Apologies

The Chair noted apologies from Andrée Atkinson.

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 31 July 2025 were approved as a true and accurate record.

DECISION GC20250828/2a: The Council approved the minutes from the meeting on 31 July 2025 as a true and accurate record of the meeting.

2.4 Action List

It was noted that all action items were completed and closed at the end of the last Council term in June 2025 and there are no current actions outstanding.

3. Reflections from Induction Day

Council members provided reflections on the second induction day, noting the useful context provided by the Machinery of Government presentation, and the explanation provided by the Chief Executive on the wider government context and role of the Teaching Council in the system. The value in small group discussions and hearing different member contributions was also highlighted.

4. Organisational Performance

4.1 Chief Executive's Report

The Chief Executive's (CE's) report was taken as read. The Council noted and discussed the strategic opportunities and risks in the current and anticipated education environment, noting:

- the pace at which the operating environment and context is changing and the quantity of change in the education sector for the profession to manage.
- the need to understand where the levers are in the system to be able to respond to current pressures in the environment.
- the longstanding teacher supply and workforce issues which are exacerbated by an already pressured system.

The CE updated members on priority focus areas, including:

- the intention to do a review of our regulations to look at our role and focus on issues within the environment and to prioritise ongoing engagement with the profession and sector partners on critical issues.
- an analysis of the outcomes from the Stepping into Leadership pilot programme aimed at building leadership capability and pathways for emerging education leaders which will be provided to the Governing Council in September to guide decisions on future scaling and investment.
- ongoing conversations with partner agencies regarding a joined-up approach for leadership across the profession.
- the development of Standards for the Teaching Profession through the lens of Te Matakahoki and the opportunity to create a new lever in the system where the Standards will be articulated to support the Māori education pathway.
- the testing of Artificial Intelligence (AI) tools to assist in improving efficiencies across the Council.

An update on the "Teaching Shapes what Matters Most" advocacy campaign was shared, noting the campaign's success to date and the ongoing roll out of the content plan. Discussion was had around the intention for the campaign to be 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.

DCE Clive Jones provided an update on The Research Agency's (TRA) survey being undertaken, noting that results from 2023 and 2024 provide baseline information and will enable us to track progress on

trust and perception in the Teaching Council. It was noted that draft survey results will be reported to the Governing Council in October.

Council members discussed the metrics in the CEs Report around professional responsibility matters.

By way of context, DCE Clive Jones recapped the amendments to the legislation from 2023 which increased the threshold at which the Complaints Assessment Committee (CAC) must refer to the DT a matter where the CAC considers that either cancellation or suspension of the teacher is considered, noting we are seeing a trend of reducing old rules and increasing new rules cases.

[REDACTED]

DCE Clive Jones highlighted that trends across all stages of the disciplinary process are improving. It was discussed that the focus remains on ensuring that processes are efficient, transparent, and fair whilst managing the costs and maintaining procedural fairness and public trust in the process. [REDACTED]

[REDACTED]

Members discussed:

- the small number of cases which have an outsize cost and the expected conclusion dates of some of the longer standing cases.
- the gap between an investigation and CAC referral, noting that a higher proportion of CAC cases are being resolved faster after being referred. Discussion was had around the 'real' handling versus lapsed time due to processing through the criminal justice system.
- the value in an educative role for the Disciplinary Tribunal (DT) Chair to support the creation of jurisprudence in areas such as professional boundaries and professional responsibility and the benefit in having a feedback loop to the profession.
- [REDACTED]
- the continued reduction in the number of open active legal cases, noting the high number of appeal cases which tend to be resource-intensive and costly.

ACTION GC20250828/4a: [REDACTED]

[REDACTED]

Further items of discussion included:

- the process for alerting the Governing Council of a privacy breach and the ongoing increase in Official Information Act (OIA) and Privacy Act requests.
- management of the financial risk of costs associated with managing the disciplinary processes, particularly increasing staffing costs, and external legal costs.
- the type of governance level reporting provided for Governing Council decision making and assurance. It was agreed that this would be an item for the Risk, Audit and Finance (RAF) Committee to discuss and bring back to the Governing Council for consideration.

ACTION GC20250828/4b: Management to discuss any ongoing governance level reporting on management of disciplinary process costs with RAF and bring back to the Council for consideration.

4.2 Issues Register

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

4.3 Monthly Performance Dashboard

The Council noted the monthly performance dashboard and discussed the service performance metrics for the start of the financial year.

The Governing Council requested management consider adding trend data to key metrics as well as a breakdown of customer experience data including the number of respondents.

It was noted that work is underway to collate data around practising certificates - such as where teachers are practising - to better understand regional differences throughout the country.

ACTION GC20250828/4c: Management to update the performance dashboard with a breakdown of customer experience and practising certificate information and trend data where available.

7. Finance, Audit and Risk

7.1 Summary Finance Reports

The summary finance reports were taken as read. Key points highlighted by DCE Tamahau Te Rau included:

- the funding carried forward from the 2024/25 financial year approved at the July Governing Council meeting has been added to the operating budget and allocated to projects.
- following the government announcement to fund teachers' fees and levy, the funding agreement with the Ministry of Education was signed in early August and the first quarter payment has been received.
- overseas applications from overseas remain strong.
- total personnel cost is under budget. The underspend in salaries is swept to the unallocated project budget from which funding is available to be allocated to additional projects.
- as predicted, leave provisions have increased during the winter period and are expected to reduce during the summer holiday period.
- the budget for doubtful debts will be rephased in August to align with the cost recovery budget.

5. Items for Decision

5.1 Reappointment of New Zealand Teachers' Disciplinary Tribunal (NZTDT) and Complaints Assessment Committee (CAC) Panel Members

DCE Clive Jones provided background context for Council members, recapping that the Governing Council has the statutory power to appoint (and reappoint) disciplinary panel members and summarised the decision-making powers of the Complaints Assessment Committee (CAC) and Disciplinary Tribunal (DT) in deciding the outcome of disciplinary matters. The importance of the disciplinary process in upholding the integrity and maintaining public trust and confidence in the teaching profession was discussed.

It was noted that both the Teaching Council Rules 2016 and s494 of the Education and Training Act 2020 set out requirements for panel members for both the DT and CAC, including the minimum number

of members. It was explained that disciplinary panel members are teachers, Principals, and ECE Professional Leaders as well as experienced lawyers and lay people as required by the Act and Rules.

It was noted that the term of appointment for any member to the CAC or DT must be no longer than 3 years and that panel members can be reappointed so long as they do not serve more than three consecutive terms. It was discussed that a recruitment process is in place to recruit new CAC and DT panel members to replace those who have completed the maximum three 3-year terms allowable under the rules, and to maintain sector and regional coverage.

DCE Clive Jones outlined that the list of proposed reappointments for approval by the Governing Council are CAC and DT panel members who have served for either one or two three-year terms and have indicated their willingness to be considered for reappointment. Council members were asked to declare any conflicts of interest with any existing DT or CAC members on the list for proposed reappointment.

Patrick Walsh and Liam Rutherford noted a conflict of interest with DT members seeking reappointment and abstained from voting. The 10 other Governing Council members present at the meeting agreed to reappoint the existing DT members outlined in Table 1 for the further term specified in paper 5.1.

Patrick Walsh noted a conflict of interest with CAC members seeking reappointment and abstained from voting. The 11 other Governing Council members present at the meeting agreed to reappoint the existing CAC members outlined in Table 2 for the further term specified in paper 5.1.

DECISION GC20250828/4a: A majority of Governing Council members agreed to reappoint the existing DT members outlined in Table 1 (GC paper 5.1) for the further term identified.

DECISION GC20250828/4b: A majority of Governing Council members agreed to reappoint the existing CAC members outlined in Table 2 (GC paper 5.1) for the further term identified.

5.2 Cancellation of registration – [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

6. Items for Discussion

6.1 Relief teacher pathways consultation

Principal Policy Analyst, [REDACTED], summarised analysis of the consultation feedback and key themes from different parts of the sector. The Governing Council noted and discussed the summary of the consultation responses, along with the submissions from key stakeholders.

DCE Clive Jones reiterated that the Minister utilized the Statement of Government Policy (SoGP) to ask us to give regard to the teacher supply issue and that as part of the SoGP this must be reported on in the Annual Report.

Areas of discussion raised by Council members included:

- the nature and current state of day-to-day relief teaching across the country.
- the ongoing system/teacher supply issues and the need for long term workforce solutions, whilst recognising that workforce and supply issues are beyond the Teaching Council's responsibility.
- the need to maintain the status and high standards of a qualified teaching workforce including pathways into the profession.

- the process around professional leaders being able to make an endorsement of a relief teacher, particularly when they have limited direct engagement with them.
- support to help relief teachers to plan and access professional learning development (PLD).
- the value in understanding the breakdown of reliever responses versus responses from the regular teacher profession.

Council members noted that proposals for Governing Council decision making will be presented for consideration by the Governing Council in September.

ACTION GC20250828/6a: DCE Clive Jones to provide a breakdown of reliever responses versus responses from the regular teacher profession to the Governing Council in September.

The Governing Council had a lunch break which was followed by a further period of In-Committee time.

6.2 The 2026 Standards for the Teaching Profession

Chief Education Advisor, [REDACTED], provided a presentation to the Governing Council, outlining a comparative analysis of the new 2025 Standards with the 2017 Standards, noting:

- the previous Standards were developed in 2017 and a review of the Standards in the context of current knowledge and expectations was identified as an action in the 2024 strategic plan.
- the need for the 2025 Standards to take account of the Statement of Government Policy (SoGP) priorities and to capture what is required for the teaching profession in the current environment.
- the feedback from the consultation survey, noting the high level of support for each Standard and for the eight Standards overall
- work underway on the Standards as expressed in Te Reo Māori – Ngā Paerewa - and the intention to work towards the same date for them to take effect from 1 January 2027.
- that a future decision will be made in 2026 about whether or not to bring the Code (unchanged) into the same document as the Standards or kept as a separate document.

The Governing Council discussed the new Standards, including the alignment of each standard to the domains and the improved simplicity and clarity in each of the focus areas which are now a formal part of the Standards policy.

Chief Education Advisor, [REDACTED], noted that a guide and general reference resources for the sector to use are being developed and will be released in the coming months to support the profession in adapting to the new Standards.

Areas discussed by the Governing Council included:

- the expectations set by the Standards and the need for their application to be assessed within the contextual elements of school and the stage/wider environment of each teacher.
- areas for which an individual teacher can be held accountable and those which are more a setting/ system level responsibility.
- the value of professional learning development (PLD) and support in key areas.
- the increased visibility of the ECE setting in the new Standards and the application of the Standards to the early learning sector.
- the variation in interpretation and application of the Standards and inconsistency in practice and in decision making across different schools and centres.

- the criticality of the timing of support material, including processes and timelines for ITE programme change and approval.

The Governing Council noted the importance of getting the guidance and support resources out and urged the Teaching Council to indicate a timeframe for these as soon as possible.

8. Governance

8.1 Update on Governance training

An update was provided to Governing Council members on the governance training courses and self-directed Diligent training modules available.

8.2 IT Security

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

- [REDACTED]
- [REDACTED]
- [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

8.3 Dates for 2026

It was noted that a schedule of Governing Council meeting dates for 2026 will be circulated for confirmation as soon as possible.

8.4 Subcommittees

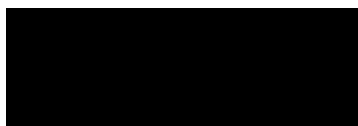
The Deputy Chair discussed committee membership, noting that there will be a chance across the three-year Governing Council term for members to serve on the different committees.

It was noted that the Governance Advisor will email out a form for members to indicate their committee preferences which will assist in assigning committee membership for the next 12-month period.

The Governing Council will approve each committee's membership together with their Terms of Reference (ToR) at September's Governing Council meeting, along with a proposed meeting schedule for each committee.

DCE Tamahau Te Rau closed the meeting with a karakia.

Signed:



David Ferguson, Chair

Approved by the Governing Council on 24 September 2025