

Minutes of the Governing Council meeting

KAUPAPA SUBJECT:	Governing Council Hui	
RĀ DATE:	Thursday 29 August 2024	
WĀ TIME:	8:30am–2.45pm	
WĀHI VENUE:	Teaching Council office, Wellington/ Teams videoconference	
MANATŪ KAUNIHERA GOVERNING COUNCIL ATTENDEES:	<ul style="list-style-type: none"> - Robyn Baker (Pou Whakarae Chair) - Elg Anderson - Lorraine Carr - Carol Cheng - Mike Connor 	<ul style="list-style-type: none"> - Dagmar Dyck (online) - Fiona Ell (online) - 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) - Pauline Barnes (Deputy Chief Executive Pou Kaiāwhā) - Tamahau Rowe (Deputy Chief Executive Pou Kaiāwhā) - Ian McEwan (Chief Financial Officer) – item 6 - [REDACTED] (Lead Governance Advisor) 	
APOLOGIES:	<ul style="list-style-type: none"> - Ripeka Lessels (Pou Whakarae Tuarua Deputy Chair), Karen Coutts 	

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 Ripeka Lessels and Karen Coutts

2.2 Interest Register

The Council noted the Interest Register.

2.3 Minutes from previous hui

The minutes from the Governing Council meeting on 25 July 2024 were approved as a true and accurate record.

DECISION GC20240829/2a: The Council approved the minutes from the hui on 25 July 2024 as a true and accurate record of the meeting.

2.4 Action List

The Council reviewed the Action List, noting that all current actions are now closed.

3. Strategy Discussion

3.1 Reflections from the half day on 28 August

The Chair recapped the key discussion points on the [REDACTED] evaluation from the strategy session the previous day and members shared their reflections.

The Chair noted her intention to meet with the Ministerial Appointments team.

On behalf of the Council, the Chair recorded her thanks to [REDACTED] for the performance framework discussion and reiterated the importance of the work in giving visibility of how we are doing and showing each team how they contribute to the Council's outcomes.

3.2 Building the future workforce – from an ECE perspective

The Chief Executive introduced the discussion by sharing a presentation based on the speech that she gave to the Early Child Council in early August.

Discussion focussed on aspects of ECE system design including current system pressures and gaps, and where the opportunities are to strengthen the system.

Council members from the ECE sector spoke specifically to their experiences in the sector covering the direction of early childhood education, and current challenges and changes.

Areas of mention included:

- changes in the regulatory environment and pay parity issues that have impacted the retention of ECE teachers.
- the existing mix within the system of both a business model and the state funding model and the impacts of the privatised model on the sector.
- issues around teacher supply and quality and the need to build a sustainable NZ ECE teacher qualified workforce.
- teachers being stretched thin and lack of non-contact time for teachers to prepare lessons and document children's learning.
- the need to limit the number of children per class or group and improve teacher-child ratios.
- the risks of not lifting regulatory requirements, such as improving the adult-to-child ratios and class/group sizes to lift the quality of children's experiences of ECE and raise child outcomes.
- lack of accessibility, and time, to undertake professional development. Linked to this is concerns around the quality and scope of professional development courses – many ECE teachers are accessing online courses because it is cheaper; one-off workshops are common and don't require any follow-up training.
- poorly defined roles and teachers going in and out of the ECE leadership pipeline.
- inconsistent crisis support from agencies when needed.
- centres struggling to stay up to date with core documentation.

Members split into small groups and discussed areas the Teaching Council can influence that could have an impact on the system. Five main discussion points included:

- the need for more offerings around cultural capability for the profession.
- the disconnect between schooling and ECE transition. Teachers in interface spaces are well placed to help change the perception of school principals about ECE and ECE leaders and to help bring them together.
- induction, mentoring and support for young teachers.
- advocating for the value of ECE teaching which often gets lost in 'caregiving'.
- the need to differentiate between teacher aide and teaching and to support the pipeline into teaching – including recognition of the financial aspects such as student loans and practicums.

Council members all agreed on the critical role that ECE plays for setting up for success later on, the need to ensure ECE teachers are supported to deliver Te Whariki and the need to work within the system to effect change.

4. Organisational Performance

3.1 Chief Executive's Report – Part One

The Chief Executive's report was taken as read. The Council noted:

- the trajectory of change in the wider sector, most notably within ITE and discussed the various sub projects that make up the ITE work programme.
- the review of the policy settings for ITE in response to the Government's priorities and the launch of a new curriculum for schools. Work is underway to make some immediate changes for 2025 as well as working on some medium-term system improvements and advice.
- the Teaching Council's submission to the Charter Schools Bill and appearance at Select Committee articulating the safeguards provided by the LAT mechanism and the importance of having registered teachers in the leadership team of every charter school.
- the statement provided in Appendix 1 developed in conjunction with MoE and ERO on balancing the special character aspects of Christian and faith-based integrated schools with the expectations in the Act. It was noted that the implications of this go wider than just within faith-based schools.
- Te Rautaki Tiriti o Waitangi is due for review and will be considered in connection with the Pacific strategy.

An update was provided on the planning, in partnership with Te Akatea and alongside iwi and Māori leaders, 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 CE gave an update on work underway to lead transformation within the organisation on the back of Council's strategy and vision statement. It was explained that staff have been selected to be champions of the change and to lead the shift in talking about our 'why'.

4.2 Issues Register

The Council noted the new issue on the register (Issue number 13) regarding education policy changes and announcements. It was noted that to address this issue, executive level responsibilities have been reassigned to enable a DCE to focus on our response to the rapid changes.

4.3 Performance Dashboard

The Council noted the performance dashboard.

4.4 Communications and Media Report

It was agreed that management will report back to the Governing Council in September with commentary on the issues raised by the CAC Chairs. Once the Council has met with the Chairs of the Competence Authority (CA) and Disciplinary Tribunal (DT) there may be some common or consistent themes that emerge for the Council to consider.

ACTION GC20240829/5a: Management to review any actions to come out of the CAC feedback and report back to Governing Council in September.

6. Finance, Audit and Risk

6.1 Finance Reports

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

It was noted that one month into the new financial year means it is too early to have any trends but overall, we are ahead of budget.

There was discussion that fees and levy income has been strong in July and that volumes were higher than in July last year (which was a peak year) which is reflected in positive variance against revenue budget.

[REDACTED]

6.3 2023/24 Quarter 4 Business Plan Update

The Committee received the Q4 update for the 2023/24 Business Plan which was taken as read.

The Chief Financial Officer (CFO) noted the report provides the final update on last year's initiatives and fits into the space of the performance framework discussion next week at Governing Council.

6.4 Interim Business Plan for 2024/25

The CFO noted that this is an interim business plan. Alongside this work we also have the performance framework project which will inform the initiatives that will deliver on the five strategic priorities in the plan.

Clarity was provided through the strategic project funding update around the total \$1.9m (\$1.7m adjusted) which comprises \$1.5m (\$1.3m adjusted) of agreed additional spend for accelerating strategic initiatives plus the \$400k operational BAU expenditure.

The Council noted that the project funding update is a first cut of a revised reporting format designed to provide greater visibility of where the funding is coming from. It was agreed that we will continue to re-shape the format and content to give clarity around the \$1.7m (\$1.3m + \$400k) and to link the actions we are going to do for next business year to the financial envelope for 2024/25.

6.5 Risk reporting

The Council noted that the RAF Committee reviewed the Risk Register at its meeting on 22 August 2024 and discussed the existing likelihood ratings of Risk 2 and Risk 4 and whether they reflect the Teaching Council's current risk profile.

The RAF Committee Chair noted that discussion of Risk 2 covered the following points:

- [REDACTED]

- [REDACTED]

The RAF Committee Chair noted that discussion of Risk 4 covered the following points:

- [REDACTED]

- [REDACTED]

The Council noted that the RAF Committee agreed to recommend the Governing Council to direct management to use the risk framework to re-assess the likelihood of Risk 2 and 4.

Council members also requested that the rating for Risk 3 be re-assessed using the risk framework to ensure it accurately reflects the current risk profile.

Action GC20240829/6a: Management to use the risk framework to re-assess Risks 2, 3 and 4 and bring a recommendation to the September Governing Council hui on any change to the relevant risk ratings.

6.6 Any other matters from RAF Committee

The Committee Chair noted that the RAF Committee had met with [REDACTED], Audit Manager at Baker Tilly during In-Committee time to discuss the audit plan.

7. Strategy, Engagement and Evaluation

7.1 Engagement Tracker

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

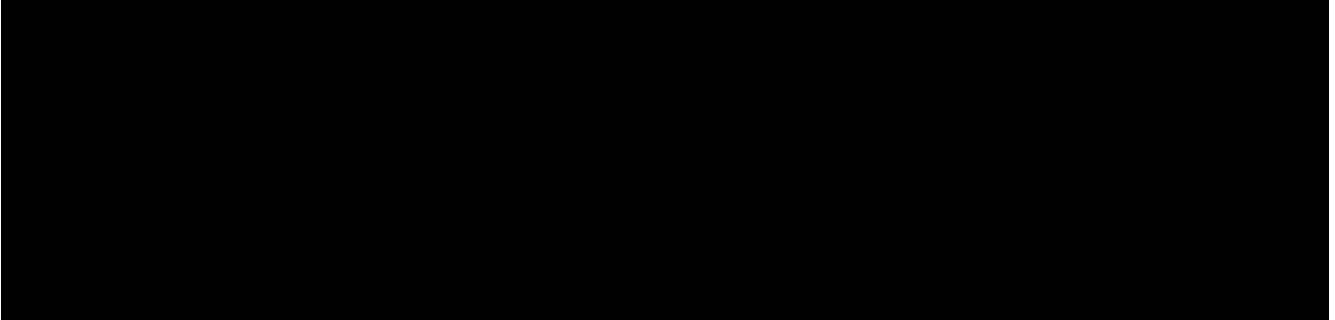
It was noted that [REDACTED] are continuing to develop creative concepts for an advocacy campaign to support the strategic goal of "Proudly communicating the value and expertise of teachers as professionals".

In response to some initial feedback, [REDACTED] staff will be presenting further draft ideas to the Executive team during September. Once these are ready to be socialised more widely these will be presented to the Strategic Stakeholder Engagement Committee (SSEC) and to Governing Council.

The current positive relationships with key stakeholder groups and networks including unions were noted.

8. Governance

8.1 Security Policy and IT protocols

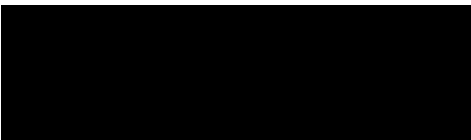


8.2 Online protocols for September online GC

The Chair discussed online meeting protocols ahead of the September Council online hui to ensure members contribute constructively.

Evaluation of previous online hui noted that online meetings can be difficult as the cues and opportunities to respond naturally are missing in an online environment.

John Tait closed the meeting with a karakia.



Signed:

Robyn Baker, Chair

Approved by the Governing Council on 26 September 2024