



Minutes of the Governing Council meeting

KAUPAPA SUBJECT:	Governing Council Hui	
RĀ DATE:	Thursday 29 May 2025	
WĀ TIME:	9:00am–3:00pm	
WĀHI VENUE:	Teaching Council office, Wellington, Teams videoconference (if required)	
MANATŪ KAUNIHERA GOVERNING COUNCIL ATTENDEES:	<ul style="list-style-type: none"> - Robyn Baker (Pou Whakarae Chair) - John Tait (Pou Whakarae Tuarua Deputy Chair) - Lorraine Carr - Carol Cheng - Mike Connor - Karen Coutts - Dagmar Dyck - Fiona Ell - Melody Stuckey - Patrick Walsh - Elg Anderson - Heath Chittenden 	
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 Te Rau (Deputy Chief Executive Pou Kaiāwhā) - Ian McEwan (Chief Financial Officer) – Item 4.1 and Items 5 & 6 - [REDACTED] (Chief Education Advisor) – Item 4.2 - [REDACTED] (Senior Policy Advisor) – Item 4.1 - [REDACTED] (Lead Governance Advisor) 	
MANUHIRI GUEST ATTENDEES		
WHAKAPĀHA APOLOGIES:	<ul style="list-style-type: none"> - Pat Newman (online for Item 4.1) 	

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 Chair recorded apologies from Pat Newman and noted that he would join online for item 4.1.

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 1 May 2025 were approved as a true and accurate record. It was noted for the record that Heath Chittenden had been formally welcomed by the Governing Council during In-Committee time at the 1 May hui.

DECISION GC20250529/2a: The Council approved the minutes from the meeting on 1 May 2025 as a true and accurate record of the meeting.

2.4 Action List

The Council noted and discussed the current items on the action list.

3. Organisational Performance

3.1 Chief Executive's Report

The Chief Executive's (CE's) report was taken as read. The Council discussed updates on the strategic priorities and key risks and opportunities across the sector, noting:

- the context of changes that agencies are navigating in the current environment.
- the opportunities to use the Council's system levers to shape and influence system design in areas that are in our lane, particularly ITE and leadership.
- using the Council's legislative role and expertise to take a strategic view in joining up the system for maximum impact.
- ITE as an eco-system within the wider system and options to achieve traction in areas such as induction and mentoring.
- the role for the Teaching Council in gathering the voice of the profession to inform our thinking.
- the range of parties involved in teacher education programmes/qualifications, induction and mentoring, and certification, and the Council's ability to influence in these areas.

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

- the upcoming advocacy campaign and the sense of urgency and demand for this currently.
- current work on the Code and Standards and the thinking around making the Code more explicit through induction and mentoring and the renewal process of practising certificates.

The Council Chair acknowledged the ongoing monitoring of legal costs by the management team, recognising the demands of balancing natural justice, fairness and timeliness with affordability.

Council members discussed the graph of current disciplinary cases noting it is a useful addition to the regular dashboard reporting provided in the Council papers and suggested simplifying the graph's presentation to show visibility of age vs cost of current cases.

Council members queried the reporting of privacy incidents and what internal controls are in place. Management outlined the presence of good technical controls and staff training procedures and reiterated the continued focus on mitigating the 'human factor' in our work.

Maths Assessment for Primary ITE students

DCE Pauline Barnes provided an update on the Maths assessment for primary ITE students and the ongoing work to resolve the logistical issues associated with international applicants needing an alternative to the Literacy and Numeracy Adult Assessment Tool (LNAAT) for 2026 and beyond.

Council members were reminded that last year a one-year memo of understanding with the Tertiary Education Commission (TEC) was negotiated. A further MOU is currently being drafted about using the LNAAT for another year, noting that this is a short-term solution as providers are already enrolling students for 2026 and that a sustainable, longer-term solution is being sought.

The Governing Council discussed the impact of the uncertainty on ITE providers and candidates and agreed to approve access to the LNAAT tool for another year, noting that the Council will continue to look at alternative options.

DECISION GC20250529/2a: The Council approved access to the LNAAT tool for another year, noting that a longer-term solution is being sought.

3.2 Issues Register

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

Council members discussed the complexity of issues and how long takes to be resolved.

The Governing Council sought clarification on the update relating to legal costs. Management noted that we are operating within an All of Government (AOG) panel environment and that the RFI process is aimed at testing the willingness of those on the AOG panel list to provide fixed price legal services.

3.3 Monthly Performance Dashboard

The Council noted the monthly performance dashboard. Points of discussion were:

- the continued high number of applications
- positive trends in operational data
- ongoing positive customer experience metrics

Management observed the reduction in Disciplinary Tribunal (DT) cases as the pipeline of work under the old rules works its way through and the Governing Council discussed the value of capturing a high-level view of the numbers and the impact of the law change.

ACTION GC20250529/3a: Management to provide a summary report back to Governing Council on the impact on DT/CAC disciplinary cases since the law change.

4. Items for Discussion

4.1 Fees and Levy 2025 - 2028

The Chair outlined the context for the fees and levy discussion, noting the legislation sets out the range of functions that the Council must or may perform and the basis on which it can charge fees and levies to the profession to recover its actual and reasonable costs. The Chair recapped that the Governing Council agreed to set the fees and levy on a three-year cycle which is aligned with the duration of the practising certificates issued by the Council.

The Chair reiterated that the Council are required by law to consult and are required to receive and to consider the profession's views with an open mind before making a decision on the fee and levy.

DCE Pauline Barnes recapped the process to date including the development of the cost model, independent confirmation of actual and reasonable costs, consultation with the profession, and consideration by the Governing Council of the consultation feedback and written submissions from unions and peak bodies.

The Governing Council **noted** the Teaching Council has undertaken consultation with teachers and key stakeholders on proposed fee and levy charges for 2025-2028 and considered a report on the findings at its 1 May 2025 meeting, where it was agreed that no further consultation was required.

The Governing Council **noted** that the Minister of Education announced on 28 April that the government will provide funding of \$52.8 million over three years to meet the actual & reasonable costs of delivering the Council's statutory functions.

It was discussed that an agreement with the details of how the government funding will be provided to the Teaching Council is still to be received.

The Governing Council **noted** the Minister will also fund up to \$0.500 million for associated system and implementation costs for the Council.

The Governing Council **confirmed** their satisfaction that:

- (a) the proposed fees and levy and other charges have been the subject of consultation with teachers and holders of a Limited Authority to Teach
- (b) no viable alternatives to the proposed fees and levy were identified through the consultation
- (c) the Council has received with an open mind and considered all feedback received in the consultation
- (d) the proposed fees and levy are estimated to recover the council's actual and reasonable costs
- (e) the council does not consider it requires any further information to make final decisions on the fees and levy

The Governing Council **noted** that in the light of the Minister's announcement to fund teacher fees, the Council agreed via majority vote over the weekend to overturn its decision made at the February Governing Council hui to release surplus reserves, and agreed to re-consult the profession on the proposal to set the fees and levy at the cost that excludes the use of reserves.

DCE Pauline Barnes outlined to the Council that feedback and results of this second round of consultation will be brought back to the Governing Council to consider on Tuesday 3 June in deciding the fees to gazette.

Members noted that once the Governing Council have made a decision on the fee and levy amount, the gazette notice will be filed and the decision made public on the Teaching Council website.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

The Governing Council **noted** Table 1 in the papers (item 4.1) provides visibility of both the 'discounted' fees that would be charged if Governing Council applied \$0.5m reserves, and the full fees that would apply if a decision is made not to release reserves.

The Governing Council **noted** that Council has provided information to teachers about the government-funded payment and is working through the operational issues with the Ministry of Education

The Governing Council **noted** that the government funding addresses who pays rather than how much is paid.

Council members discussed the communications which have gone out to the profession and the messaging that will be done in conjunction with the announcement of the fee and levy that the Governing Council will decide on 3 June 2025.

4.2 Revised Standards

The Chair recapped the importance of teaching standards in outlining the expectations for all teachers to meet.

The Chair noted the current Standards were developed in 2017 and a review of the Standards in the context of current knowledge and expectations is identified as an action in the strategic plan.

The Chair framed up the discussion noting the consultation feedback, the need to take account of the Statement of Government Policy (SoGP) priorities and discussed the need for the revised Standards to capture what is required for the teaching profession in the current and anticipated environment.

DCE Pauline Barnes summarised the feedback from the consultation survey, noting the high level of support for each standard and for the eight standards overall, and discussed incorporation of the feedback and professional peer review in the post consultation drafting work.

Chief Education Advisor, [REDACTED] discussed feedback received from NZEI and PPTA as well as feedback in the Ministry's submission regarding the Statement of Government Policy (the SoGP).

The Governing Council noted the feedback received during consultation and discussed the post-consultation standards, including the alignment of each standard to the domains and proposals to improve simplicity and clarity in each of the focus areas.

The Governing Council noted and discussed the analysis of how the post-consultation standards have given regard to the SoGP relating to Teaching Council functions.

Discussion points from members included:

- the importance of getting the guidance out soon after publication.
- the implications of how the new Standards are implemented for the development and delivery of ITE programmes.
- the timing of the proposed implementation schedule given the end of term schedule and the pace and quantity of change already for the profession.
- the value in potentially having some self-learning modules to be accessible to every teacher
- consistency aspects of delivery across all schools.
- consistency in terminology and suggested addition of the word whānau to 6.3 to reflect the collective care of Māori children.

The Governing Council agreed to approve the revised standards as tabled with the addition of the word whānau in 6.3.

[REDACTED] recorded her opposition to approving the proposed standards.

DECISION GC20250529/4c: By majority, the Governing Council approved the standards (including domains and focus areas) proposed in Appendix 1 as the 2026 Standards for the Teaching Profession with the addition of the word whānau in 6.3.

The Governing Council discussed the proposed staged implementation rollout noting 'when' and 'how' the Standards land with the profession is important to ensure they benefit all schools and sectors.

Governing Council members agreed to the revised Standards coming into effect and to be used as part of practising certificate renewal from 1 Jan 2027, noting that from 1 July 2025 they will start to be socialised and embedded with teachers with an accompanying comms and support strategy.

DCE Pauline Barnes reminded Council members that the annual report for 2024-25 will report on how the Council has had regard to the SoGP and this will include the revised Standards.

DECISION GC20250529/4d: The Governing Council agreed the following implementation schedule for the 2026 Standards for the Teaching Profession:

- (a) to be published in June 2025;

- (b) to be used by and socialised with teachers through 2026;
- (c) to come into formal effect for Teaching Council use for practising certificate renewal, endorsement and requirements on initial teacher education (ITE) programmes from 1 January 2027.

The Governing Council discussed the recommendation to make the focus areas a formal part of the standards policy. Council members [REDACTED] and [REDACTED] recorded their opposition to this recommendation, with remaining Council members agreeing to approve.

DECISION GC20250529/4e: By majority, the Governing Council agreed that the focus areas will be a formal part of the standards policy, but the way that they should be used to interpret the standards will be subject to process-specific regulations and guidance (e.g. the ITE Requirements, the Endorser Guidelines).

DCE Pauline Barnes updated the Governing Council on Ngā Paerewa and the intention to work towards the same date for them to take effect from 1 January 2027.

The Governing Council **endorsed** Teaching Council staff supporting leaders of the profession in Māori medium settings to develop a new expression of the standards in Te Reo Māori, which is intended to be completed in 2026, and may be similar to the English standards but not a direct translation.

4.3 Application for voluntary de-registration

The Council Chair confirmed there was no conflict of interest among Governing Council members ahead of decision making on the application for voluntary de-registration presented in Paper 4.3.

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 the application received by the Council requesting voluntary deregistration.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

5. Strategy and Planning

5.1 Draft 20250-026 Business Plan

By way of context the Chair summarised how the annual business plan fits together with the current strategic plan, noting that the strategic plan sets out the high-level vision and priorities of what the Council plans to achieve for the teaching profession.

The Chair reiterated that the strategic plan sets the high-level 'what' and the more detailed internally focused 'how' is captured in the business plan which gives attention to the environment in which the Council works and alignment with the SoGP, as well the investments by the organisation to do the work.

The Chief Executive outlined the draft business plan which gives visibility to a preliminary set of initiatives aligned to each strategic priority and discussed the dependencies around some activities.

The Council discussed the draft business plan and the types of criteria and decision-making framework that management will use for prioritising activities and noted that this will be brought back alongside the budget for the Council's approval in June.

6. Finance, Audit, and Risk

6.1 Summary Finance Reports

The Governing Council received the finance reports for the period ending 30 April 2025, noting the reporting is against the forecast approved at the April Governing Council meeting.

DCE Tamahau Te Rau updated that the continued higher-than-expected revenue from overseas teachers, reduced personnel costs through unplanned vacancies, and timing of phase 1 of the Teacher Portal project.

The Chief Financial Officer (CFO) noted that the announcement at the end of April by the government that they will fund most fees and levy for the three years from 1 July 2025 to 30 June 2028 has seen application volumes drop as teachers work out what the announcement means for them. It was discussed that we expect minimum impact to application volumes overall.

Council members noted that legal expenses related to Disciplinary Tribunal matters are being closely monitored and are on track to keep within the November forecast in FY25.

The CFO noted that a budget for the coming financial year will be presented to the Risk, Audit and Finance (RAF) Committee in June and brought for approval by the Governing Council at the 26 June hui.

Members raised a question about engagement with the auditors and management agreed to follow this up ahead of this year's audit.

ACTION GC20250529/6a: Management to follow up with audit firm to confirm engagement letter.

7. Strategic Engagement

7.1 Verbal update on advocacy campaign progress

DCE Clive Jones recapped work on the "Teaching Shapes what Matters Most" advocacy campaign and provided a verbal update on progress towards the public launch of the campaign. Points of recap included:

- the unexpected approach taken in the campaign to communicating the core skill and expertise of teaching to avoid reinforcing existing strong stereotypes and public perceptions.
- the positive feedback received from a wide range of stakeholder engagement to date.
- the intention to progressively soft launch the campaign across Teaching Council channels and platforms to build support with teachers ahead of the public launch.
- the use of paid & owned channels including PR, social media, radio, digital and cinema for the main phase of the campaign to the public.
- reporting on campaign responses and post-launch activities and engagement which will be brought back to SSEC and the Governing Council through regular updates.

The Strategic Stakeholder Engagement Committee (SSEC) Chair relayed feedback from the SSEC Committee meeting on 28 May, noting committee members felt:

- the phased launch is a sensible way to proceed.
- involving well known experts at key points in the launch is a valuable approach.
- considering the younger demographics of the public and the type of platforms to reach them is important.
- it is worth thinking about timing of the launch in relation to other Council communications with the profession.

On the recommendation of the SSEC Chair, the Governing Council agreed to progress to the public launch of the campaign.

7.2 Verbal update on progress of teacher portal procurement panel

DCE Clive Jones provided an update that contract negotiations for the teacher portal have been completed and the implementation date for phase one is due in September 2025.

7.3 Any other matters from SSEC

An update was provided from the SSEC Committee Chair on the online learning modules currently being piloted for the Rauhuia Leadership initiative, and teacher engagement with the modules so far.

8. Governance

8.1 Advisory Group fees

The Council Chair noted that in 2024 it was agreed that the Council assess all fees in 2025 at which stage those for advisory groups would be reviewed and commence at the beginning of the new Council term on 1 July 2025.

The Chair recapped that advisory group fees are determined by the Cabinet Fees Framework and the Governing Council has the authority to increase the fee by 3%, not more frequently than once a year.

The Governing Council discussed and agreed that Teaching Council Advisory Group member fees be increased by 3% a year for three years from 1 July 2025 - from 1 July for 2025 - 2026 with an additional 3% to be added in the following two years. It was noted that the Council will review all fees again in 2026, utilising the 2025 version of the Cabinet Fees Framework (due for release in October 2025), and decide whether any additional change to advisory group fees is recommended.

DECISION GC20250529/8a: The Council agreed that Teaching Council Advisory Group member fees be increased by 3% a year for three years from 1 July 2025.

8.2 Induction of new Council

The Council Chair reiterated that ensuring smooth succession and continuity for the next Council is the responsibility of the Governing Council. This is in part through the existence of good systems and processes and in part a culture of 'passing the baton'.

Members discussed a range of aspects of their Council induction process that it was felt would be of benefit for the incoming Council including external speakers, governance training, and relevant matters to be covered during the Council induction days at the beginning of the new Council term.

9. Any other business

No further items were discussed.

John Tait closed the meeting with a karakia.



Signed:

Approved by the Governing Council on 26 June 2025

Robyn Baker, Chair