

# Te Whakawhanake Kaiako

## He Tīmatanga

I whakahau a Matatū Aotearoa i ngā kura kia whakaritea he pūnaha whakawhanake kaiako mō te tau 2021 me te tuku hoki i tētahi taura mahi hei āwhina i ngā kura ki te waihanga i ā rātou ake pūnaha mō o rātou ake kura.

Kua waihanga a PPTA i tā rātou ake taura me te tono āwhina hoki i te Secondary Principals' Council of Aotearoa (SPCA) kia hāpai i ngā hiahia o ngā kaiako me ngā tumuaki me te pūnaha whakawhanake ngaio me te whakahou i ngā tiwhikete whakaako.

## He Hītori

Nā te Minita o te Mātauranga, a Chris Hipkins, te tumuaki o te PPTA, a Jack Boyle, me te Tumū Whakarae o te Tāhuhu o te Mātauranga, a Iona Holsted te kī kua kore he mana o te tātāritanga kaiako, ā, kua kore hoki e tino kitea ngā taunakitanga e hāpai tika ana i te kaiako kia whakapiki i te kōunga o te kaiako, ki te whakapiki rānei i ngā hua ako mō ngā taura nā te mea kua taumaha ngā pūnaha i ngā kura.

Nā tēnei tūāhua kua whakaū te Tūtohu kia whakakorehia ngā mahi tātāritanga kaiako.

## Te Whakawhanake Kaiako

I te Rāmere 20 o Ākuhata, nā Matatū Aotearoa i kī atu ki ngā kura kua whakakorehia te tātāritanga kaiako hei kawenga whakaū tūranga mahi me te panoni ki tētahi tātāritanga e aro ana ki te whanaketanga ngaio.

I tono a Matatū Aotearoa ki ngā kura kia whakaritea he pūnaha whakawhanake kaiako i te tau nei. I tukua te taura Mahi Whakapiki Kōunga nei hei āwhina i ngā kura.

## Mahi Whakapiki Kōunga (MWK)

Mahi Whakapiki Kōunga			
Te Paerewa	He taura o ngā mahi	He aha ētahi kawenga whakapiki kōunga i tō taiao ako?	He aha ngā raraunga, ngā pārongo rānei hei wetewete, hei whakamārama i ngā mahi whakaako, ako hoki?  He aha pea ētahi kōrero a te whānau?

Kei te āwangawanga a PPTA mā te MWK nei ngā kura e waihanga tētahi pūnaha whakawhanake ngaio. He whakataumaha anō tēnei i a rātou pēnā me te pūnaha tātari kaiako mā te tūkanga pakirehua<sup>1</sup>.

<sup>1</sup> While the TC notes state that the QPT is not for individual teachers to complete as a record of their teaching or how they meet the Standards, and that a template would not have to be filled out every year, past experience is that schools often turn these templates into teacher checklists

Hei tauira, he maharahara nui i te wāhanga 'He Tauira o ngā Mahi' e tohutohu atu ana ki ngā kura me ngā kaiako kia hāpai i ngā tauira 30 katoa, ahakoa te kī a ngā Paerewa mō te Umanga Whakaakoranga (Ngā Paerewa) "ehara i te mea me tautuhi e ngā kaiako ngā taunakitanga ka taka mai i te roanga atu o ngā paerewa"<sup>2</sup>. Kei te māharahara anō mātou mō te pātai e pā ana ki te tātaritanga me te whakamāramatanga o ngā raraunga e riro ai ngā kura ki ngā mahi pakirehua. Ko te pakirehua tētahi ara anake hei hāpai i ngā akoranga umanganui. Ko tā te PPTA, me aro ki te pakirehua mehemea

- He nui te wā ka tukuna atu ki te kaiako,
- Ka whakangungua te kaiako ki ngā tūkanga pakirehua, ā,
- He mahi tūao tēnei

He tokomaha ngā kaiako kua kore e aro pū atu ki te mahi pakirehua; kīhai hoki te pakirehua kia whakawhanake i te hononga o te kaiako ki te tauira me te ako, waihoki he taumaha te mahi.

## Te tauira a PPTA

### He tauira whakapononui

Nā ēnei take kua whakarite a PPTA i tāna ake tauira whakawhanake kaiako me tētahi whakarerekētanga ki te tauira MWK a Matatū Aotearoa. He tauira tēnei e hāpai ana i te whakapononui, ā, kua kore hoki e whakataumaha i te mahi a te kaiako, Waihoki, e whakapononui ana mātou me kua ngā kura 2,500 e toai i ngā hei mahi ōrite (me ngā whare kōhungahunga anō hoki).

E ai ki te arotake o Tomorrow's Schools kua iti noa iho te whakapononui o te pūnaha mātauranga – he nui noa atu ngā ture nō te Tāhuhu, me whakahāngai ki ngā ture, te āta mātai me te nui o te mahi<sup>3</sup>.

Kei te ū te kāwanatanga ki te waihanga i tētahi pūnaha whakapononui. Me tīmata tēnei mahi i te taumata o te kura.

### Ngā tūkanga whakamana

Me whai te pūnaha whakawhanake kaiako i ngā tūkanga whakamana, poipoi hoki i te rangatiratanga ake o te kaiako. Kei te pīrangī mātou ki te whai koha, kia akiaki me te tautoko i ngā kaiako ki te tū hei kaiako ngaio e kōwhiri ana i ngā mahi hei hāpai ake i ā rātou kawenga mahi.

### Tuakana-teina

Kei te whai te tauira PPTA i te hononga tuakana-teina, he mahi nui ki te iwi Māori;

He aha te tikanga o te rangatiratanga i te ao kaiako? Me matua whakapae e tōtika ana te kaiako me āna mahi. Mā tēnei ka wātea te kaiako ki te aro ki āna tauira, kua ko te whakapau wā ki te kohikohi taunakitanga e mana ai tō rātou aheinga mahi.

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<sup>2</sup> Our code Our Standards, p.18

<sup>3</sup> MoE (2019) Supporting all schools to succeed: Reform of the Tomorrow's Schools system, p10

E whakaū ana te tūkanga a PPTA i te rangatiratanga ake o te kaiako, ā, e taea ana hoki e te kaiako tuakana te whakatao (te tauaro rānei) i ngā mahi a te kaiako teina i ngā Paerewa i te whakahoutanga o te tiwhikete whakaako.

### **Ka tohu rānei te tauira i ngā kaiako kāore i te matatau ki ngā mahi?**

E kāo. Ko tā te pūnaha whakawhanake kaiako e whakapae ana he ngaio te kaiako, ā, kei te hiahia hoki kia whakapakari i ā rāto kawenga mahi. He pūnaha akiaki i ngā kaiako ki te arotake i ā rāto kawenga mahi me te tuku hoki ki a rāto ngā wheako whakapiki i ō rāto mātauranga, pūkenga hoki.

Kua kore e taea e te pūnaha tātari kaiako tawhito te whakatao i te aheinga kaiako. I whakatao kē mā ngā amuamu a ngā mātua, ngā tauira rānei, te reo o te tauira, ngā hua i ngā whakamātautau, me ngā pārongo a nā kaimahi (ka nui te manaakitanga o ngā kaiako ki ngā tauira nā reira ka hāpai i te kaiako e hiahia tautoko ana).

### **Ka whakaū rānei i te tik ao ngā mahi hei whakahou i ngā tiwhikete whakaako?**

Āe. Ko ngā taunakitanga a ngā kaiako e hāpai tonu ana i ngā Paerewa Umanganui Whakaako, ā, e kitea ana i ā rāto mahi i te akomanga, ngā mahi me ngā tauira i ia rangi, ā rāto mahere, te tiaki tauira, ngā hui ā-kura, ngā wā noho tahi ai ki ngā tauira, me ngā mahi tautoko i te kura. Ko te kōrero tautoko a Matatū Aotearoa i te Ākuhata o te tau 2019 mō te whakahou i ngā tiwhikete whakaako e mea ana mā ngā tumuaki tēnei haepapa e tuku ki ngā kaiako tuakana e “waia ana ki ngā mahi kaiako o ia rangi”. Ka te pakaritanga te hua o tēnei tukunga haepapa.

Me whakatao ngā tumuaki i te māramatanga whānui o te whakatutukitanga i ngā Paerewa i ō rāto ake kura<sup>4</sup>.

Ki te whakaaro te tumuaki kāore i te kaiako tuakana ngā pūkenga me te mātauranga ki te whakaū i ngā whakataunga umanganui ka taea e rāto te a) kōwhiri i tētahi anō kaiako tuakana, b) whakangungua te kaiako tuakana ki ngā whakataunga au noa o ngā Paerewa<sup>5</sup>.

### **Ngā māharahara mō te kawae takitahi i nga mahi**

Arā te tokoiti o ngā kaiako kia tautokohia anō, ā, ki te kore, ka whai take pea kia uru ki te tūkanga āheitanga. Heoi, he rōpū motuhake tēnei tokoiti, ehara i te mea he rōpū matua. Ko te hoahoa ripo (Āpitihanga) e whakaatu ana ki ngā kura te tūkanga kia whakaeaea i ngā māharahara, ā, kia tīmata mā te whakarite tautoko anō. I ēnei wā, ka tika te tonono a ngā kura i ngā taunakitanga anō o te hipanga i ngā whanaketanga i tērā e hiahiatia ana i te whakawhanaketanga kaiako au noa.

Ki te kore te kaiako e eke ki ngā Paerewa, kua tohua e Matatū Aotearoa kia whakawhiti kōrero te tumuaki me te kaiako me te whakarite tautoko anō e taea ai te whakapakari ake. Ki te nui tōnu e kite i tōna whanaketanga ka taea te whakarite i ngā tūkanga ōkawa o te whakahaere kawenga mahi ki tērā i tohua i ngā kirmana mahi<sup>6</sup>.

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<sup>4</sup> [Professional Growth Cycle for Teachers](#) – Element a.

<sup>5</sup> See *The Code of Professional Responsibility: Examples in Practice* and *Tātaiako p.11*

<sup>6</sup> Professional Growth Cycle for Teachers [https://teachingcouncil.nz/sites/default/files/TC-Professional%20Growth%20Cycle%20for%20Teachers\\_Elements\\_0.pdf](https://teachingcouncil.nz/sites/default/files/TC-Professional%20Growth%20Cycle%20for%20Teachers_Elements_0.pdf)

## He aha te rerekētanga o te whakahou tiwhikete, te whakawhanake kaiako me te tātaritanga?

- Me whakatau te tumuaki te whakatutukitanga o ngā Paerewa kia whakahou i te tiwhikete.
- Ka tīmata te whakawhanaketanga kaiako mā te whakarite whāinga, te tūhono i taua whāinga ki ngā Paerewa, te arotake i te whāinga a te mutunga o te tau me te whakatau i ngā whanaketanga anō, te whakarerekē rānei i te whāinga.
- He tūkanga whakawā kawenga mahi te tātaritanga kaiako e kohikohi ai te kaitātari i ngā taunakitanga hei āwhina i te tāna whakataunga. I tētahi tūkanga whakapono nui e mana ai te umanganui o te kaiako me tō rātou rangatiratanga ake, kāore he take o te tātaritanga.

Tirohia te tauira whakawhanake kaiako a PPTA me tētahi whakamārama poto i tāna whakamahinga.