Priority Group Success

Development Suggestions & Ideas

We all have a part to play in creating an environment that enables **Supports the Success of Priority Groups (Māori, Pacific, International and Under 25s)** and we make this commitment to build our capability in this space in the Develop section of our ADEPs as part of the Performance Partnering process.

When considering what development activity to undertake, apply a 70:20:10 mindset; in addition to formal learning opportunities (the 10% Formal), what can you do as part of your day-to-day work (the 70% On-the-Job) who can you work with and learn from (the 20% Social).

We've worked with staff from across the institute, with specialist knowledge of our priority groups, to gather some initial suggestions for development in this focus area. This is not an exhaustive list, but some ideas to get you thinking about what you can do build your capability to support our priority group students. Your manager may also have some ideas for team-based development.

We'd love to continue to grow these lists, so if you have any development suggestions to contribute, please email learnanddevelop@unitec.ac.nz with your thoughts.

Māori Success	Pacific Success
> 70% On-the-Job	> 70% On-the-Job
> 20% Social	> 20% Social
> 10% Formal	> 10% Formal
Under-25s Success	**International Success**
> 70% On-the-Job	> 70% On-the-Job
> 20% Social	> 20% Social
> 10% Formal	> 10% Formal

Return to menu

Māori Success

70% On-the-Job

- Review and take action on Student NPS Survey Feedback
- Open / Close meetings and classes and bless food with appropriate karakia and tikanga
- Learn waiata as a team
- Learn your pepeha and use it to introduce yourself to your class
- Read and apply Te Kete Ipurangi's (TKI) Guide to Māori Students
- Develop and implement initiatives contributing to Māori Success Strategy
- Attend pōhiri – and help set up / pack down!
- Use appropriate te reo in correspondence
- Participate in weekly Karakia (Mondays 8.30-9.00am, Mt Albert: Wharenui, Waitakere: 510-4005)
- Partner with your Kaihautū when introducing Māori concepts and language into your practice to ensure appropriateness
- Engage with Māori Academic Development Lecturers
- Build in an iwi connection when setting up projects outside of Unitec
- Identify Māori students and ensure correct pronunciation of student names
- Organise wānanga for classes and hold on Te Noho Kotahitanga marae
- Use the Māori keyboard to incorporate macrons into written te reo
- Partner with Marae whānau and Kaihautū to include Kaupapa Māori activities at student orientations
- Whakawhanaungatanga: Building Positive Student Relationships

20% Social

- Invite Kaihautū to your team meetings to talk about their mahi
- Have coffee catch-up with your Kaihautū
- Invite the Whai ake Coordinator to your space to share understandings of how the Whai Ako scholarships support Māori staff
- Know and engage your Mātauranga Māori Champion
- Participate in Te Wiki o te Reo Māori (Maori Language week) and Matariki events
- Attend Whānau Day – Māori and Pacific Family Day at Mt Albert campus
- Support UPC initiatives such as Polyfest and Waitangi Day celebrations at Hoani Waititi Marae
- Attend Whaikōrero Wānanga
- Attend Karanga Wānanga

10% Formal	
Te Rito Workshops (Unitec Internal - enrol individually or organise as a team)	• Introduction to Tikanga and Mātauranga Māori • Introduction to Te Reo • Introduction to the Treaty of Waitangi • Living Te Noho Kotahitanga – contact Veraneeca Taiepa
Unitec Research Workshops	• Kaupapa Māori Research • Non-Māori Researchers Engaging Māori - contact Research Office
Unitec Internal Offerings	• Supporting Distressed Students Workshop
Unitec's Māori Success Strategy	• Review and consider how you can contribute to outcomes • Arrange a Māori Success Strategy workshop for your team – contact Toni Rewiri
Unitec Short Courses	• Kura Pō – Te Reo Māori Evening Classes • Mātauranga Māori Electives
Unitec Library Subject Guides	• Te Tiriti o Waitangi (Curated Treaty resources) • Mātauranga Māori (Curated language / culture resources)
Te Kete Ipurangi (TKI)	• Guide to Supporting Māori Students
Ako Aotearoa Resources	• Māori Learner Success – Cultural Capability Resources • Māori Learner Success Report • Māori Cultural Centredness Pathway (free but requires registration)
TEC Resources	• TEC Focus Area: Boosting Achievement of Māori • TEC's Research about Māori learners • Tū Māia – TEC's Strategy to lift achievement of Māori learners
CoreEd	• Culturally Responsive Practice (Video Playlist)
Education Counts	• Māori Education (Research Publications and Statistics)

70% On-the-Job

- Become a Pacfic Champion to support Pacific students
- Partner with your Pacific Champion to support Pacific students
- Engage with Pacific Academic Development Lecturers
- Review and take action on Student NPS Survey Feedback
- Partner with [Pacific Centre](#) when introducing Pacific concepts and language into your practice to ensure appropriateness
- Develop and implement initiatives contributing to [Pacific Success Strategy](#)
- Explore how to increase Pasifika community connectedness in your area
- Build in a Pacific community connection when setting up projects outside of Unitec
- Identify Pacific students and ensure correct pronunciation of student names
- Get involved with the development of Pacific courses for students
- [Whakawhanaungatanga: Building Positive Student Relationships](#)

20% Social

- Attend Whānau Day – Māori and Pacific Family Day
- Support Unitec Pathway College (UPC) initiatives such as Polyfest and Waitangi Day celebrations at Hoani Waititi Marae
- Have a coffee catch-up with members of the Pacific Centre team
- Book a one-on-one with the [Director Pacific](#)
- Establish a mentoring arrangement with a Pacific Staff member
- Attend and participate in Pacific events, internally and externally e.g [Pasifika Festival](#)
- Get involved with [Pacific language weeks](#)

10% Formal	
Pacific Workshops *(Unitec Internal - enrol individually or organise as a team)*	• [Understanding the Pacific](#) • Pacfic Assessment (Contact [Falaniko Tominko](#) for more info)
Unitec Internal Offerings	• [Supporting Distressed Students](#) Workshop
Teaching Competencies	• [Working with Pacific Learners Badge](#) – Submitting Evidence
[Unitec's Pacific Success Strategy](#)	• Read, review and consider how you can contribute to outcomes
Unitec Library Subject Guides	• [Pacific Subject Guide](#) includes Pacific news sites, books, journal and newspaper articles, websites and research.
Te Kete Ipurangi (TKI)	• [Guide to Supporting Pasifika Students](#) • [Tapasā – Cultural Competencies Framework for Teachers of Pacific Learners](#) • [Effective teaching for Pasifika students](#) (Video Resources)
Ako Aoteroaa Resources	• [Pasifika Learner Success – Cultural Capability Resources](#) • [Pacific Success Indicators](#) • [Pacific Cultural Centredness Pathway](#) (free but requires [registration](#)) • [Educational practices that benefit Pacific learners in tertiary education](#)
TEC Resources	• [Focus Area: Boosting Achievement of Pasifika](#) • [Research about Pacific Learners](#)
CoreEd	• [Culturally Responsive Practice](#) (Video Playlist)
Education Counts	• [Pacific Resources](#) (Research Publications and Statistics)
Pacific Languages	• Enrol in a free [Pacific Language programme](#)

Under-25s Success

70% On-the-Job

- Organise to run an engagement activity for a school/kura
- Volunteer to teach in a Unitec Pathways College course
- Review and take action on Student NPS Survey Feedback
- Develop and implement initiatives contributing to Tertiary Education Strategy
- Complete the Self-Reflective Analysis Tool for Teachers of Under-25 Students
- Whakawhanaungatanga: Building Positive Student Relationships

20% Social

- Engage with other institutes who have high numbers of under 25s and see what's working, what's not
- Have a coffee catch-up with members of the Unitec Pathways College (UPC) team
- Arrange to observe UPC classes and activities
- Support UPC initiatives such as Waitangi Day celebrations at Hoani Waititi Marae, Polyfest

10% Formal

Unitec Internal Offerings	- Supporting Distressed Students Workshop
U Matter Survey	- Information on our student population (2017)
Te Kete Ipurangi (TKI)	- TKI Inclusive Education Guide to Supporting LGBTQIA Students
Ako Aoteroaa Resources	- Professional Development to improve outcomes for learners aged under 25 - Report: Professional Development Decision Making to Support under-25 student success - Literature Review: Becoming Effective Teachers for Under-25 Students: Using a Kaupapa Māori Theory Framework
TEC Resources	- Read Tertiary Education Strategy and consider how you can contribute to outcomes - Read TEC Focus Area: Getting at-risk young people into a career - Review TEC's research summary for young learners
Ministry of Youth Development	- Youth Develop Strategy Aotearoa

International Success

70% On-the-Job

- Review and take action on Student NPS Survey Feedback
- Apply learning from [International Education Strategy](#) to practice
- Apply learning from [International Student Wellbeing Strategy](#) to practice
- Develop an English for Specific Purpose Elective for EAL students (Language Studies)
- Attend and support International Student Events
- Ensure correct pronunciation of names
- [Whakawhanaungatanga: Building Positive Student Relationships](#)

20% Social

- Participate in Language Exchange – 'Get Connected' Programme (tchapman@unitec.ac.nz)
- Catch-up with the Director International (tchapman@unitec.ac.nz)
- Get involved with the 'Get Connected' Programme (tchapman@unitec.ac.nz)
- Find out if your International students came from Language Studies and if so their teacher was. Catch up with this teacher to discuss any concerns.
- Connect with Language Studies staff to find out how students have been prepared for mainstream.

10% Formal

Unitec Internal Offerings	• [Engaging with Religious Diversity](#) Workshop (Part 1 and Part 2) • Cultural Awareness: Bridging the Gap Sessions • [International Code of Practice](#) – Engage with and complete the training (online) • [Supporting Distressed Students](#) Workshop
Ministry of Education	• [International Education Strategy](#) • [International Student Wellbeing Strategy](#)
Ako Aoteroaa Resources	• [Good Practice in International Placements](#)
CoreEd	• [Culturally Responsive Practice](#) (Video Playlist)
SuperDiversity Institute	• [Cultural Capability Video Series](#)
Education Counts	• [International Education Resources](#)
Lynda.com	• [Communicating across Cultures](#)