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<b>To</b>	Ako Ahimura Learning & Teaching Committee	<b>From</b>	Maura Kempin, Manager, Te Puna Ako
<b>Title</b>	TCD Evaluation	<b>Date</b>	2019 / 10/ 01

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**Recommendation/s**

That the Ako Ahimura Learning & Teaching Committee receive the TCD evaluation, note additional information below and provide feedback on the discussion points below.

**Additional Information**

- The Director of Ako provided advice, at a September meeting of ELT, on the risk of Unitec not achieving our goal of two 'badges' per teacher in 2019. The following recommendations were agreed:
  1. That ELT support the Director of Ako's request of Heads of School for a plan-per-School to achieve the targets (as recommended by the Learning & Teaching Committee in July)
  2. That ELT agree on any circumstances in which non-achievement of targets is acceptable, e.g. by negotiation with individual Heads of Schools, taking into account their specific School circumstances.
  3. Taking into account any inconsistencies arising from 2 above, that non-compliance by teachers is recognised in the ADEP review process.
- Te Puna Ako will collaborate with Te Korawai Kahurangi to ensure that mechanisms for measuring impact of engagement in TCD on the organisation and on student success are embedded in current evaluative systems (CEP and PEP for example).
- Director of Ako is working with HR to embed the Teaching Competency framework into Unitec's recruitment, development, and progression processes.
- Te Puna Ako and Director of Ako will commence a positive messaging campaign highlighting development benefits and positive impact of engaging in TCD digital-credential.
- Mandatory PD digital-credential requirements for 2020 have been agreed:
  - Teaching staff: to complete 2 badges, 1 of which must relate to parity targets. *LivingTe Noho Kotahitanga* badge will be included in the suite of optional badges for parity targets.
  - Non-teaching staff: to complete 1 badge relating to parity targets. This should be the *Living Te Noho Kotahitanga* badge unless already completed, in which case another badge from the *Te Rito* suite may be selected
- Te Puna Ako and the Learning & Development team will work with APMs to enhance understanding the intent of TCD approach and suite of offering with the aim of guiding better development (as opposed to compliance) plans for the 2020 ADEP round.

**Discussion Points:**

Te Puna Ako would welcome suggestions/feedback from Committee members on:

- Additional strategies to improve the impact of TCD digital-credentials on student success and on the organisation
- Additional strategies to help shift focus of Heads of School and academic staff from compliance with, to development benefits of, engaging in TCD mandatory requirements

**Background**

Context for these discussion points is provided in the findings of the TCD evaluation attached.

**Attachments**

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TCD Evaluation Report

**Contributors / Co-Authors**

The report and associated memo were compiled by Maura Kempin

**People Consulted**

The following were consulted in the TCD evaluation process:

- All Heads of School
- Julie McGregor, Learning & Development Partner | People & Infrastructure
- The TPA Advisory team
- James Oldfield, Digital Learning Lead
- Simon Nash, Director of Ako
- Simon Tries and Rosemar Dewerse, Te Korowai Kahurangi