

**VISION**  
**Manaakitia Te Rito**  
*Sustaining growth and success, fulfilling promise and potential*

**TE NOHO KOTAHITANGA**  
Rangatiratanga - Authority and Responsibility  
Wakaritenga – Legitimacy  
Kaitiakitanga – Guardianship  
Mahi Kotahitanga - Co-operation  
Ngākau Māhaki – Respect

**MĀORI SUCCESS DRIVERS**

1. Partnership and promise of Te Noho Kotahitanga is activated
2. Students are nourished culturally and academically, and are equipped with the skills to manifest their future and care for their community
3. Competent, confident and qualified staff
4. Unitec is meeting the needs of our stakeholders
5. Unitec provides a safe place, safe space
6. Te Ao Māori is normalised accepted and embraced
7. Māori succeed as Māori

**Outcome 1**  
**Governance, leadership and management**

To ensure that the leadership capability and structure at Unitec reflects Te Noho Kotahitanga

**Priority Actions – Governance Leadership and Management**

Review and revise (principles, values, practice, partnership agreement) the Te Noho Kotahitanga document  
Establish another Māori leadership role to report to Te Tumu  
Create opportunities for Māori students and whānau, staff and community to be heard at all levels of the institution  
Establish a leadership programme based on Te Noho Kotahitanga and the Māori success strategy  
Establish Te Tumu as co-leader for Unitec  
Investigate alternate governance and leadership structures that reflect Te Noho Kotahitanga partnership agreement

**Outcome 2**  
**Reporting and Accountability**

To ensure that Unitec is accountable for Māori Learner Academic Achievement and can provide evidence to support our Māori narrative

**Priority Actions – Reporting and Accountability**

Achieve EPI parity for Māori by 2022  
Monitor organisational responsiveness to Māori Success Strategy  
Collect evidence of Māori learner academic achievement  
Ensure all staff accountability for Māori outcomes  
Deliver on the Iwi and Community Engagement Plan

**Outcome 3**  
**Student Journey**

To ensure that Māori students succeed *as* Māori at Unitec

**Priority Actions – Student Journey**

Develop and deliver an on-boarding (orientation) programme for Māori students and whānau  
Develop a mentoring programme integrating Tuakana/Teina practice in every pathway  
Continue to support Mātātupu and taura Māori initiatives  
Strengthen support for Māori students at Waitakere and Mt Albert  
Engage Māori communities in student learning experience  
Establish a Māori marketing strategy for Māori student engagement and recruitment

**Outcome 4**  
**Our Space**

To establish a Wānanga within a Wānanga which is reflective of Te Noho Kotahitanga and Māori aspirations

**Priority Actions – Space**

Review and revise proposal to establish the Wairaka Wānanga  
Ensure our environment, buildings, learning and teaching spaces reflect our students and Te Noho Kotahitanga  
Establish Māori spaces at Waitakere

**Outcome 5**  
**Staff Capability and Capacity**

To ensure that Unitec employs and develops outstanding staff who support Māori student success as Māori

**Priority Actions – Staff Capability and Capacity**

Continue to support and invest in Te Rooopu Mataara  
Māori competencies are highly valued for the appointment of all roles  
Develop and implement Mātauranga Māori professional development programmes for all staff  
Staff build meaningful relationships with community based on reciprocity