

# Schools Action Plan 2020: Creative Industries

Unitec Priority	Team Priority	Action and Timing
1. Improve the success of all learners, achieving parity for Māori, Pacific and under 25s by 2022, enhancing international learner success and serving the educational needs of West, Central and North Auckland communities	We provide academic and pastoral care to our learners - underpinned by manaakitanga	<ul style="list-style-type: none"> <li>Engage with, deliver, review and reflect on various Student Success/ Priority Group Strategies.</li> <li>Deliver I See Me initiatives, including the Student Outreach tracking and monitoring programme</li> <li>Improve Student Satisfaction (NPS) – Unitec, and per School</li> <li><i>Enhance International Learner Success with specific high value Partnerships: eg Chinese partner institutions</i></li> <li><i>Increase engagement with Māori and Pacific stakeholders, and capture evidence of these relationships through tracking</i></li> <li><i>Maintain and develop regular student forums to enable a culture that is underpinned by manaakitanga</i></li> </ul>
2. Provide high quality learning, teaching and applied research to develop work-ready lifelong learners and return to Category One status	Apply self-assessment to sustain continuous improvement, and achieve excellence in educational performance	<ul style="list-style-type: none"> <li>Progress to Cat 1. Identify and implement relevant AQAP plan actions, to embed strong, sustainable academic quality processes and procedures</li> <li>Share 'academic quality' best practice across the schools</li> <li>SCC and QCR targets – Unitec and per School/ per Programme</li> <li>Research traffic lights – achieve research targets</li> <li><i>Undertake and complete Programme Review and new programme development in ways that utilise collaborative practices</i></li> <li><i>Undertake regular, discipline-specific academic quality, self-assessment activities that are understood and tracked</i></li> <li><i>Deliver high-quality, diverse, public-facing performances, events, exhibitions, works, and projects</i></li> <li><i>Continue to advance the planning and realistic timeline of fit-for-purpose facilities</i></li> </ul>

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<p>3. Engage and inspire staff so they are proud to work at Unitec and are equipped with the capabilities to support quality learning</p>	<p>Collectively empower staff to enhance knowledge, careers and skills – and value our achievements</p>	<ul style="list-style-type: none"> <li>• Values-led culture. Develop a culture of accountability, respect and innovation via Te Noho Kotahitanga. Promote kanohi o te kanohi interpersonal relationships and well-being of staff</li> <li>• Clear expectations of staff via shared understanding of policies and procedures, health and safety, and Code of Conduct</li> <li>• Share best practice. Celebrate success. Whole of organisation approach to PD</li> <li>• 100% ADEP plans for all staff. Focus on quality, performance-outcomes, and timeliness. Staff undertake TNK workshops</li> <li>• Increase in staff engagement – Unitec 80%+, plus in Schools</li> <li>• <i>Promote and support more social, health, and wellbeing opportunities for staff</i></li> <li>• <i>Enable PD for staff in a partnered way</i></li> </ul>
<p>4. Build a financially sustainable organisation to invest in the future with an operating surplus by 2022</p>	<p>Through partnership, provide adaptive, future-focused programmes that meet the needs of community, industry and key stakeholders</p>	<ul style="list-style-type: none"> <li>• Review academic portfolio strategy</li> <li>• Operate within budget. Ensure costs are in line with revenue. Respect Unitec assets</li> <li>• Partner with operations, enrolments, and marketing to maximise awareness, applications, conversion, and EFTs</li> <li>• Graduate and employer surveys – responsiveness to industry and community feedback and insight. Maintain, develop industry relationships</li> <li>• Engage with RoVE</li> <li>• <i>Ensure fit for purpose programmes through programme review and development</i></li> </ul>