



memo

To Poari Mātauranga | Academic Board
Ako Ahimura Committee
Te Poari Iho | Quality Alignment Board Date 19/06/2020

From Toni Rewiri
Director – Māori Success

Subject Priority Group Director Report

Highlights / Achievements

- IER completed and some positive messages received, but some work to do too.
- Ngā Pou scholarships selection process completed.
- Planning underway for Semester 2 pōhiri and wānanga
- Māori Learning Advisors have now migrated to the Māia team.
- NPS increase by 5 points from Semester 2, 2019
- Māori staff pulse survey – positive increase in all statements since May 2019.
- Workplan to support Success champions in development.

Updates from Māori Success Strategy

| Priority | Action | Partners | Outcomes |
|---|---|----------|--|
| MSS 5. Staff Capability and Capacity: To ensure that Unitec employs and develops outstanding staff who support Māori student success as Māori. | 5.2.2 Te Noho Kotahitanga embedded in entire recruitment process | HR Team | First hui held with Jacky McManus & Melissa Eagle. |
| | 5.2.3. Human Resources process includes positive bias towards Māori with appropriate qualifications | | Agreed to scope further work to increase networks for recruitment of Māori applicants. |

Exceptions

| Report Month | Action | Notes | Committee |
|--------------|---|---|-----------|
| May 2020 | Closing the loop reporting from NPS and other surveys. Real-time grade reporting | Meeting with Simon Tries and Chris King in progress | |

Items Linked - [Māori Success Strategy](#)

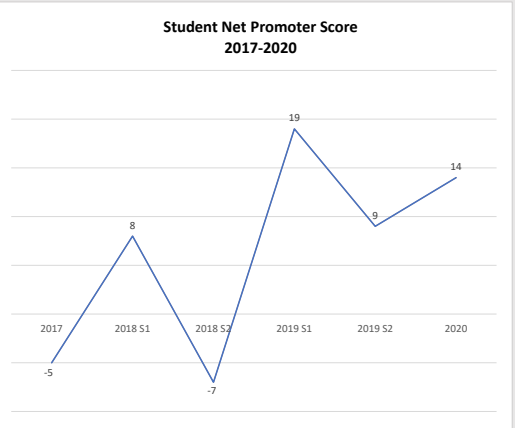
| Success Strategy Outcomes | | |
|---|-----------|--|
| 1. Governance, leadership and management To ensure that the leadership capability and structure at Unitec reflects Te Noho Kotahitanga | Confident | * Te Noho Kotahitanga has informed and underpins Unitec's strategy. * Te Noho Kotahitanga has also been adopted as a set of values that underpins behaviours and practices within Te Whare Wānanga o Wairaka |
| 2. Reporting and Accountability To establish a Wānanga which is accountable for Māori learner academic achievement and can provide evidence to support our Māori narrative | Confident | * I See Me Initiatives provides a set of activities that will achieve parity by 2022. * Identification of courses that have low EPIs for Māori students * Undertaking research towards understanding reasons for low completion rates for Māori is underway. * Working towards gaining a line of sight through reports such as School Action Plans, PEPs, CEPs and PAQC minutes * Power BI developing to provide EPI data insights |
| 3. Student Journey To ensure that Māori students succeed as Māori at Unitec | Confident | * Māori student focus groups being established in each school * Māia re-established and being strengthened * Māori student space confirmed * Refreshed Te Rito suite offerings * Māori specific scholarships now offered annually |
| 4. Our Space To establish a Wānanga within a Wānanga which is reflective of Te Noho Kotahitanga and Māori aspirations | Confident | * Reference group established to support use of cultural artifacts in collateral, signage, buildings and learning spaces. * Māori space established at Waitākere campus. * Wairaka Wānanga on hold |
| 5. Staff Capability and Capacity To ensure that Unitec employs and develops outstanding staff who support Māori student success as Māori | Confident | * Te Rōpū Mataara Terms of Reference reviewed and annual plan in development * Partnering with HR to increase numbers of Māori employed at Unitec * Mātauranga Māori badges developed to support staff capability * ADEPs have defined parity badges to achieve for academic and support staff |

| Who are our students? (as at 1 May 2020) | | | | | | |
|--|-------------|------------------------------|---|-----------|-----------|--|
| Gender (Headcount) | Average Age | Iwi - Top 5 (Headcount) | Programmes - Top 5 (EFTS) | Part-Time | Full Time | |
| Female (314) | 26 | Ngā Puhī (180) | Bachelor Social Practice (37) | TBC | TBC | |
| | | Ngāti Porou (50) | Bachelor Performing and Screen Art (33) | | | |
| | | Tainui (34) | NZ Cert. Cons. & Trade Skills (30) | | | |
| Male (288) | | Ngāti Maniapoto (28) | NZ Cert. Automotive Engineering (23) | | | |
| | | Ngai Tahu (25) | Bachelor Nursing (20) | | | |
| | | Not stated / Don't know (74) | | | | |

| Success Strategy Outcomes % Complete | | | | | |
|---|--|--|--|---|------------------|
| Outcome 1 | Outcome 2 | Outcome 3 | Outcome 4 | Outcome 5 | All Outcomes |
| 1. Governance, leadership and management To ensure that the leadership capability and structure at Unitec reflects Te Noho Kotahitanga | 2. Reporting and Accountability To ensure that Unitec is accountable for Māori learner academic achievement and can provide evidence to support our Māori narrative | 3. Student Journey To ensure that Māori students succeed as Māori at Unitec | 4. Our Space To establish a Wānanga within a Wānanga which is reflective of Te Noho Kotahitanga and Māori aspirations | 5. Staff Capability and Capacity To ensure that Unitec employs and develops outstanding staff who support Māori student success as Māori | Total % complete |
| <div></div> 46% | <div></div> 65% | <div></div> 44% | <div></div> 53% | <div></div> 54% | <div></div> 52% |

| EPI Targets for Māori 2018-2022 | | | | | | |
|---|--------|--------|----------|----------|----------|----------------------|
| Tertiary EPI (Education Performance Indicators) | Actual | Actual | Proposed | Proposed | Proposed | Institutional Target |
| | 2018 | 2019 | 2020 | 2021 | 2022 | 2022 |
| | % | % | % | % | % | % |
| Successful Course Completion | 73.3 | 71.6 | 76.3 | 81.3 | 85 | 85 |
| Qualification Completion | 47.1 | 42 | 52 | 56 | 60 | 60 |
| Student Retention (1st Year) | 62 | 62.2 | 68.5 | 72.5 | 75 | 75 |
| Student Progression | 33.5 | tbc | tbc | tbc | tbc | tbc |

| Rag Status for Priority Required Actions | | | | |
|--|-----------------------------------|---------------------------------------|--|------------------|
| No progress - 0% | In progress stage 1 (Scope) - 25% | In progress stage 2 (Activated) - 50% | In progress stage 3 (Implementation) - 75% | Completed - 100% |
| 13 | 18 | 19 | 19 | 16 |
| On Hold | | | | |
| 7 | | | | |



| # of Priority Actions at stage of completion | | | | |
|--|-----------------------------------|---------------------------------------|--|------------------|
| # of Actions | In progress stage 1 (Scope) - 25% | In progress stage 2 (Activated) - 50% | In progress stage 3 (Implementation) - 75% | Completed - 100% |
| 78 | 65 | 47 | 35 | 16 |