

AKO AHIMURA | LEARNING & TEACHING COMMITTEE – Actions Tracker

Date Created	Index and ETA	Description	Responsibility	Status / Date Completed
2019-06-20	Action-012 Initial ETA: 2019-08-22	<p>Presentation of Strategy for Student Success</p> <p>Annette Pitovao to present a synopsis of the Success Strategy for Student Success to the Committee.</p> <p>2019-07-18: Annette Pitovao has been invited and can present on 2019-08-22.</p> <p>2019-08-22: Rowena Fuluifaga advised that the first draft would be completed for presentation at the September meeting.</p> <p>2019-09-19: Update from Annette Pitovao via Rowena Fuluifaga – “Merran has changed the approach so Action-012 is no longer relevant. Annette is now working with Vivienne to build an end-to-end updated Student Journey as an overarching framework that follows on from our Renewal Strategy. The key question from Merran for the framework building is “What does manaaki mean to us? Map the student journey in a meaningful way that helps us to connect all strategies into one shared approach.”</p> <p>➔ Student Journey Framework</p> <p>Quite a few different strategies exist. This review is to integrate them into a Student Journey Framework. It will become more than just a Student Success Strategy and will involve the four Priority Groups. The new Student Journey Framework, instead of the Student Success Strategy, will come to Ako Ahimura when it has been drafted.</p> <p>2019-10-17: The Strategy and Framework are still under development, led by Annette. When they are done they shall be presented to Ako Ahimura.</p> <p>2019-11-21: (Annette Pitovao) The “Student Journey Framework” has been broadened to the “Learner Success Map” to be inclusive of the future incoming apprentices and other learners. It will not be ready until February 2020.</p> <p>2020-02-26: Reporting deferred to Ako Ahimura 2020-04-29 (submissions due 2020-04-15) due to NZIST-related changes. Simon Nash (Director, Ako) has not yet received any direction from NZIST relating to common policies, though it is expected that such work will happen over the next few years. In the meantime, Unitec has a Policy Review Schedule on The Nest.</p> <p>2020-03-25 (Cancelled) & 2020-04-29 (E-Meeting)</p> <p>2020-05-27: Rowena to request update from Annette Pitovao.</p> <p>2020-06-24: E-meeting only; no update.</p> <p>(2020-07-14: Simon Nash requested update from Glenn and Annette.)</p> <p>2020-07-22: This is almost ready for presentation to ELT and Academic Governance Committees.</p> <p>2020-08-26: Expected submission to Te Poari Mātauranga 2020-09-02, then flowing down to Ako Ahimura for information. Simon Nash (Executive Director, Ako) confirmed that the Student Success Strategy is about to go to ELT for approval.</p> <p>2020-09-30: Approved in principle by Te Komiti Mātauranga and ELT. To be presented, for information, at the next meeting of Ako Ahimura.</p> <p>2020-10-28: __</p>	Rowena Fuluifaga	Active
2019-06-20	Action-015	<p>Relationship of Badging to Recruitment, Progression and Promotion</p> <p>Simon Nash will report back on how the Badging Process relates to decisions on recruitment, progression and promotion.</p> <p>2019-07-18: Robust discussion raised how the wider topic of teaching capability development relates to recruitment, staff induction, student NPS feedback and evaluations (particularly on low teacher competency), investment into capability development and expectations of ongoing professional development. Simon Nash shall seek advice as follows:</p> <ul style="list-style-type: none"> From TPA and TKK on processes for collection and application of student feedback to inform quality teaching 	Simon Nash Maura Kempin	Active

		<ul style="list-style-type: none"> • From Director Ako and HR on recruitment strategies around teacher competency • From Maura Kempin on induction and early engagement <p>2019-08-22: The Chair gave an update on progress with the above 3 items:</p> <ul style="list-style-type: none"> • The Net Promoter Score (NPS) was noted at this committee and Student Course Survey outcomes submitted to this meeting could inform in the quality teaching space. • He has work underway with Human Resources to look at whether to retain a teaching qualification (like the existing Graduate Diploma in Higher Education) that features in some staff contracts. We have a teaching competency framework that identifies what good teaching is and Badging that demonstrates teaching competencies. • Maura to report back about induction and early engagement at the next meeting. <p>Discussion raised the following:</p> <ul style="list-style-type: none"> ○ A clear definition of expectations of teaching staff is needed ○ It is imperative that career progression is connected to the requirement for staff professional development ○ A project is underway to change the description of what a quality teacher is in existing policies for recruitment and promotion so it is consistent and aligns directly with agreed teaching competencies for teachers at Unitec. ○ Senior lecturers need to have a Masters' degree but practitioners in some disciplines do not have masters' degrees so an incentive for career progression is needed for these staff ○ The Chair will update the Committee at the next meeting on the recruitment and promotion issue <p>2019-09-19: Work is still in progress.</p> <p>2019-10-17: Work in progress. HR and Union representatives are working on this for both allied and academic staff.</p> <p>2019-11-21: Still with HR. Staff collective agreement is up for review in early 2020.</p> <p>2020-02-26: Still waiting for a response from HR and the Unions. Further discussion noted that:</p> <ul style="list-style-type: none"> • Staff workload levels influence them to feel that Badging is primarily a compliance exercise and to choose lower levels of achievement that require less effort, unaware that this decision could impact their progression and promotion. <p>ACTION → Simon Nash (Director, Ako) to provide advice to staff about proposals for aligning recruitment and promotion with the teacher capability framework.</p> <ul style="list-style-type: none"> • Due to workload levels, staff are often working on Badges outside of work hours, on weekends and holidays; this is not good. Any attempt to increase work put into Badging needs to be considered carefully. • Research projects may be eligible for Badging accreditation, but being overlooked. Te Puna Ako liaisons should be consulted to see if or how a research project can be accredited on a case-by-case basis. <p>2020-03-25 (Cancelled) & 2020-04-29 (E-Meeting)</p> <p>2020-05-27: HR and TEU discussing the possible changes and impact to employees. Progress has been delayed by the impact of Lockdown restrictions.</p> <p>2020-06-24: E-meeting only; no update.</p> <p>2020-07-22: No further news to report.</p> <p>2020-08-26: Work is ongoing between the various stakeholders.</p> <p>2020-09-30: Agreement has been reached with the Union that Teacher Capability Development Badges can be considered as one form of evidence of competency for progression from Academic Staff Member (ASM) to Principle Academic Staff Member (PASM) under the collective agreement. Simon Nash continues to work with the Union and with HR for inclusion of TCD Badging in the Senior Academic Appointments and Promotion Process (SAAP) and recruitment processes.</p> <p>2020-10-28: __</p>		
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