

Unitec New Zealand Limited

Meeting of Ako Ahimura - 14 April 2021

Title	New Teacher Induction – February intake 2021
Provided by:	Treena Brand
Authored by:	Treena Brand, Karen Haines, Sarah Kirk, Anne McKay
For:	INFORMATION/DISCUSSION

Recommendation

That Ako Ahimura receive the New Teacher Induction report of February 2021 noting, in particular:

- the statistical information on compulsory attendance expectations (for Permanent and Fixed Term Academic staff)
 - ongoing developments and improvements
- and discusses any of the issues raised in the report

Purpose

The purpose of this paper is to provide Ako Ahimura Committee with:

- an overview of participation and engagement in the February 2021 New Teacher Induction programme, highlighting significant improvements and/or issues
- an update on progress made on next steps outlined in the previous report to Ako Ahimura, in August 2020.

Key Points

- Attendance: newly hired teachers, Permanent/FTC, for 2021

	#	%
All three days	8	50
At least one day	13	81.25
Average per day	10.5	65

- Full Attendance

			2021 Permanent/ Fixed Term Academic		Other year Permanent/ Fixed Term Academic		Casual Academic Staff	
	Invited	Attended	Invited	Attended	Invited	Attended	Invited	Attended
Day 1 (full day) 9 – 4 pm [Design for learning]	37	26	15	11	6	5	15	10
Day 2 (half day) 9-1 pm [Facilitation]		23		10		3		10
Day 3 (half day) 9-1 pm [Assessment/Feedback]		26		11		5		10

- Breakdown of Permanent/ FT Academic attendance across days

	Day 1	Day 2	Day 3
Overall Attendance	11	10	11
Expected Attendance (15)	15	15	15
Attendance of required Academic Staff	73%	67%	73%

NOTE: One invitee had a one day clash with School planning meeting. Two were scheduled to teach on one day of NTI

- Coding for Permanent/ FT Academics invited

		Perm	FTC	1FTE	.5 to .8 FTE	<.5FTE
# Permanent	10					
# FTC	10					
Initial TOTAL	20					
No longer working at Unitec	(2)					
Had previously attended NTI	(3)					
Actual TOTAL	15	7	9			
				8	6	1

- Those who were unable to attend will be supported through the ongoing Moodle course and mentoring programme (including cohort Zoom workshops) as well as ongoing support via their TPA School Liaison. They will also be invited to attend the July 2021 NTI workshops.
- Increased engagement and kaupapa partnership with Heads of School (A special thank you to Andrea Thumath, Chris King, Susan Bennett, Lee Baglow and Nick Sheppard)
- Very positive feedback from participants
- All next steps presented in the August 2020 report to Ako Ahimura addressed including:
 - Continued improvement and development of the NTI Moodle course
 - Enhanced partnership with other support services
 - Increased efforts to build knowledge and awareness of Unitec processes essential to be successful in the role of teacher
 - Continued anchoring in Te Noho Kotahitanga to build a cohesive community of practice
 - Enhanced communication and engagement with HoS and APMs regarding the needs of newly hired teachers

Process Issues

- Challenges in obtaining accurate and timely recruitment information for newly hired teachers
- Need for improved systems and accurate record keeping of attendance so that
 - those who have attended in the past can be screened out of the 'new hires' list
 - people who have missed previous iterations of NTI can be re-invited.
- Lack of clarity re reporting on compulsory attendance expectations

These issues have been brought to the attention of the Learning & Development team who have indicated that *“the issues you’ve identified reflect broader organisational issues that in part result from a lack of systems integration... These issues are in scope for the broader project we are getting underway which is a review of the end-to-end induction process across Unitec”*. In the meantime, a number of steps have been agreed to improve the process issues.

Institutional level issues:

- Gap in formalised induction and support for teachers on casual contract
- Gap in formalised induction and support for Teaching Assistants (n=20 TAs hired July 2020 – March 2021)

Next steps

- Two members of Te Puna Ako’s NTI Team - Anne McKay and Treena Brand - to continue involvement in the National Learning & Teaching Advisory Group (to help ensure alignment of Unitec approach with those of the sector)
- One member of Te Puna Ako NTI team to participate in an institutional review of end-to-end induction processes, to be led by Learning & Development
- Te Puna Ako’s NTI Team to develop and implement a process for reviewing the impact of the cohort mentoring programme established in mid 2020.
- Continue to work with L&D team to streamline and progress the processes for induction at Unitec