Building Construction – School Action Plan 2021

Manaakitia te Rito Priorities	Unitec Priorities - Schools	Actions
1. RANGATIRATANGA - Authority and Responsibility **Improve the success of all learners, achieving parity for Māori, Pacific and under 25s by 2022, enhancing the success of International learners and Disabled learners, and serving the educational needs of Tāmaki Makaurau** *We provide academic and pastoral care to our learners – underpinned by manaakitanga*	1.1 To reinforce our Manaakitia te Rito kaupapa by further embedding our culture of 'learners at the centre', including progress towards Māori, Pacific, U25 parity achievement and equality 1.2 Understanding our learners and proactively responding to their needs incl. I See Me 1.3 Deepen and grow partnerships with community, schools, industry, employers and Iwi 1.4 Build on School ADL initiative to ensure all priority groups are supported	1.1.1 Engage with, deliver, review and reflect on various Student Success/ Priority Group Strategies. 1.1.2 Achieve the Unitec Student Satisfaction (NPS) of +25, including new Student NPS of +40 1.1.3 Set and achieve School and programme Student NPS targets 1.2.1 Deliver I See Me initiatives, including the Student Outreach programme, Hāpai Ō, and other relative programmes of work 1.3.1 Be responsive to industry and community. Maintain current and develop new relationships for the benefit of programmes and learners 1.3.2 Partner with Support Teams to enable learner retention and success 1.4.1 Use tracking tool to monitor effectiveness of intervention strategies. Share best practice.
2. MAHI KOTAHITANGA - Co-operation **Provide high quality learning, teaching and applied research to develop work-ready lifelong learners** *Apply self-assessment to sustain continuous improvement and achieve excellence in educational performance*	2.1 High quality learning, teaching and research, including commitment to academic quality, embedded in our practice 2.2 Contribute to and explore opportunities that arise from the reform of vocational education and training 2.3 Promote peer evaluation and moodle standard badges prior to supporting staff with technical development and research support	2.1.1 Continue to develop innovative and Learner centred Learning and Teaching opportunities, including blended learning 2.1.2 Continue to embed strong, sustainable academic quality processes and procedures 2.1.3 Achieve Unitec and per School per programme SCC and QCR targets 2.1.4 Achieve research Traffic Light targets, including research output goals per school 2.1.5 Respond to COVID-19 in a proactive and co-ordinated manner 2.2.1 Contribute to and explore opportunities with MIT & Te Pūkenga 2.2.2 Engage proactively with Te Pūkenga Programme Guidelines (new and/ or redevelopment programmes) 2.3.1 Provide PD and research workshops on Friday morning cycles to support staff and creating a quality learning environment supported by applied research
3. WAKARITENGA - Legitimacy **Engage and inspire staff so they are proud to work at Unitec and are equipped with the capabilities to support quality learning** *Collectively empower staff to enhance knowledge, careers and skills – and value our achievements*	3.1 Ongoing development of staff capability 3.2 Enhance staff health, safety and wellbeing through flexible working practices 3.3 Increase staff engagement 3.4 Continue to involve APMs and Senior Staff in decisionmaking process to enable staff buy in.	3.1.1 Clear expectations of staff via shared understanding of policies and procedures, health and safety, and Code of Conduct 3.1.2 100% ADEP plans for all staff completed, including 2 professional development badges per teaching staff member. Focus on quality, performance outcomes, and timeliness. 3.2.1 Flexible working practices successfully implemented across all schools 3.2.2 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 3.3.1 Maintain staff engagement for Unitec of no less than 80% 3.4.1 Use regular meetings to update staff on areas of opportunity and check in BAU activity
4. KAITIAKITANGA - Guardianship **Build a financially sustainable organisation to invest in the future with an annual operating surplus** *Through partnership provide adaptive, future focused programmes that meet the needs of community, Iwi, industry and key stakeholders*	4.1 Strategically progress the academic portfolio plan to invest in growth opportunities in line with the Tāmaki Makaurau and Waitākere Strategies 4.2 Contribute positively to a financially sustainable, future-focused organisation 4.3 Seek endorsement for all spending via camp mother (Trudy)	4.1.1 Progress the Schools academic portfolio in line with the Tāmaki Makaurau and Waitākere Strategies 4.1.2 Explore programme development/redevelopment opportunities with MIT and across Te Pūkenga 4.2.1 Achieve annual budget and CM% 4.2.2 Partner with operations, enrolments, and marketing to maximise applications, conversion, and EFTs 4.2.3 Be responsive to industry, employer and community feedback 4.3.1 Continually review programme demand and alternative delivery medium to reflect the needs of our students and industry