

Maia Kaihautū Action Plan 2021

Unitec Priority	Maia Priorities	Kaihautū Priorities	2021 Actions	2021 Targets
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	Weave strong working partnerships across Unitec to achieve 2021 parity targets for Māori learners	Build and maintain strong working partnerships across Unitec to support the success of Māori students	Strengthen relationships with identified low-performing programmes (Hāpai Ō), to improve Māori student EPIs.	<i>SDR programmes are identified and Kaihautū are made aware of programmes. End of April</i> <i>Relationships with programmes are established. End of May</i> <i>Māori student EPIs are improved in Hāpai Ō programmes. End of Sem 1 and End of Sem 2.</i>
			Support the facilitation of Māori Student Focus groups in schools.	<i>Establish and/or strengthen relationships with Māori Champions – By May</i> <i>Focus groups to be organised along side Māori Champions, APM, LAM – early semesters</i>
			Promote our successes to our networks to improve recruitment of future Māori staff and students.	<i>Establish a relationship with Heather Stonyer and Industry team. End April</i> <i>Support Industry team to re-establish relationships for stakeholders and industry.</i> <i>Work with HR to develop a values proposition framework to attract new Māori staff.</i>
Provide high quality learning, teaching and applied research to develop work-ready lifelong learners	Elevate and grow mātauranga Māori, across Unitec to achieve parity for Māori learners	Develop mātauranga Māori across Unitec to achieve parity for Māori learners	Provide guidance and assistance in the embedding of mātauranga Māori within new programmes or those undergoing redevelopment <i>throughout the year.</i>	<i>Ongoing – Working with Academic and Professional staff in their improvements of MM</i>
			Actively participate in allocated committees	<i>6 weekly rotation throughout the year with attendance prioritised (QAB, AAC, AA-LTC)</i>
			Develop an online repository of best practice embedding that is accessible to all academic staff. <i>Ongoing</i>	<i>Continue to identify best practices with Te Tipare and Living Te Noho Kotahitanga submissions – bi monthly</i>
Engage and inspire staff so they are proud to work at Unitec and are equipped with the capabilities to support quality learning	Inspire staff to engage in Te Ao Māori practices that support their personal growth and leads to equity for Māori students.	Engage staff in Te Ao Māori practices that lead to equity for Māori students.	Facilitate Te Rito suite PD courses and badging requirements to all Unitec staff	<i>Bi-monthly Unitec wide Te Rito courses schedule for the year. Badging requirements are ongoing throughout the year.</i>
			Provide informal mentoring to staff to enable them to lead or foster Te Ao Māori practices such as karakia, Tuākana/Teina and whanaungatanga	<i>Ongoing staff feedback is open and positive within manageable individual Kaihautū workloads</i>
			Migrate best practice exemplars to an online repository that is accessible to all academic staff.	<i>Quarterly check in and migration of best practice exemplars of Living Te Noho Kotahitanga and Te Tipare into the I SEE ME Moodle site</i>
Build a financially sustainable organisation to invest in the future with an annual operating surplus	Seek opportunities to contribute to a financially sustainable organisation with an annual operating surplus	Contribute to a financially sustainable organisation with an annual operating surplus	Contribute to recruitment activities focussed on Māori.	<i>Continual support provided to Student Events, Marketing and Schools focussed on Māori recruitment</i>
			Provide guidance and assistance in Marketing campaigns.	<i>Monthly check in with Marketing to identify and assist with campaign brief(s)</i>