

Schools Action Plan 2022

Manaakitia te Rito Priorities	Unitec Priorities	2022 School Actions	2022 Targets
<p>Improve the success of all learners, achieving parity for Māori, Pacific and under 25s by 2024, enhancing the success of International learners and Disabled learners, and serving the educational needs of Tāmaki Makaurau</p> <p>RANGATIRATANGA Authoirty and responsibility</p>	<p>Continue the implementation of our Manaakitia te Rito kaupapa including embedding our culture of 'learners at the centre' and progress towards Māori and Pacific and U25 parity achievement.</p>	<ul style="list-style-type: none"> Ensure all staff continue to embed our values into daily practice 	<ul style="list-style-type: none"> Te Noho Kotahitanga and/or other approved PD options from ADEP Plans completed
		<ul style="list-style-type: none"> Continue to refine and embed our various Success Strategies and "I See Me" Initiatives, including professional development badges for all staff 	<ul style="list-style-type: none"> Achieve a learner NPS of 25 or greater
		<ul style="list-style-type: none"> Review current parity targets and timeframes at programme level 	<ul style="list-style-type: none"> Improved learner retention, course completion, qualification completion and progression rates (to be set by ELT, confirmed by Academic Committee) Achieve Hāpai Ō School targets
		<ul style="list-style-type: none"> Maintain Te Pae Tawhiti Action Plan and evaluation, in collaboration with MIT 	
		<ul style="list-style-type: none"> Engage with and implement Hāpai Ō initiatives 	
<p>Provide high quality learning, teaching and applied research to develop work-ready lifelong learners</p> <p>MAHI KOTAHITANGA Co-Operation</p>	<p>Deepen and grow partnerships with community, industry, MIT, Te Pūkenga and other subsidiary ITPs, Iwi, and our Pacific communities</p>	<ul style="list-style-type: none"> Share and embed the Partnership Strategy 	<ul style="list-style-type: none"> Industry and community engagement increased (targets TBA – Consistency Reviews, active IACs) Maintain Graduate success rates (GESG) target of 85%
	<p>High quality learning, teaching and research, including commitment to academic quality, embedded in our best practice culture</p>	<ul style="list-style-type: none"> Share and embed Learning and Teaching Strategy 	<ul style="list-style-type: none"> 2022 Institutional aggregated Course Survey score no less than 2021
		<ul style="list-style-type: none"> Carry out School specific elements of the Research Strategy 	<ul style="list-style-type: none"> 100% Research Productivity Traffic Light
		<ul style="list-style-type: none"> Further embed academic quality and maintain a 'great practice' culture 	<ul style="list-style-type: none"> Continue to embed and improve on academic quality
	<p>Contribute to opportunities arising from ROVE and Te Pukenga</p>	<ul style="list-style-type: none"> Support staff to engage with Te Pūkenga-related professional development opportunities, and support development of new operational plans and deliverables 	<ul style="list-style-type: none"> Early adoption of Te Pūkenga workstreams, programmes of work, and initiatives as appropriate
	<p>Further develop the academic portfolio, in line Te Pūkenga's national provision</p>	<ul style="list-style-type: none"> Further refine and update the Schools academic portfolio, in line with Te Pūkenga's national provision 	<ul style="list-style-type: none"> Encourage Staff to engage with the development and implementation of Te Pūkenga's national provision of 'unified programmes'

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Engage and inspire staff so they are proud to work at Unitec and are equipped with the capabilities to support quality learning WAKARITENGA Legitimacy	Ongoing development of staff capability	<ul style="list-style-type: none"> Maintain a positive approach to Schools focused professional development while including Unitec wide development priorities 	<ul style="list-style-type: none"> Quality ADEP Plans and Reviews completed within specified timeframes Achievement of required staff PD badges Continue to prioritise initiatives to increase Māori and Pasifika participation in the School in Academic, Support and Leadership roles, with a goal of increasing appointments by >2%
	Build change readiness towards integration into Te Pūkenga in 2023	<ul style="list-style-type: none"> Support staff to participate in change initiatives with Te Pūkenga including change readiness assessments and engagement planning 	<ul style="list-style-type: none"> Evidence of increasing staff engagement towards 2023 integration - from Unitec staff engagement survey; quarterly Te Pūkenga staff engagement survey; and number of staff involvement in Te Pūkenga forums and engagement in consultation processes.
		<ul style="list-style-type: none"> Ensure communication and staff awareness of TP initiatives 	
		<ul style="list-style-type: none"> Continue focus on building change resilience and supporting staff wellbeing through transition 	
	Increase staff engagement	<ul style="list-style-type: none"> Visible inclusive leadership at all levels – one conversation at a time 	<ul style="list-style-type: none"> Maintain staff engagement at no less than 80%
		<ul style="list-style-type: none"> Ensure communication and active engagement in action planning following engagement survey 	<ul style="list-style-type: none"> Maintain staff participation in engagement surveys at no less than 70%
Build a financially sustainable organisation to invest in the future with an annual operating surplus KAITIAKITANGA Guardianship	Strategically identify growth opportunities in Tāmaki Makaurau	<ul style="list-style-type: none"> In partnership with Te Pūkenga identify and develop/partner on key School opportunities 	<ul style="list-style-type: none"> Increase in documented partnerships
	Achieve budget	<ul style="list-style-type: none"> Ensure costs in line with revenue and continue to improve financial sustainability 	<ul style="list-style-type: none"> Budget achieved by year end 7% + Operating Surplus
			<ul style="list-style-type: none"> Achieve budgeted enrolments/EFTs and revenue