

# Unitec Action Plan 2024

Manaakitia te Rito Priorities	Unitec Priorities	2024 Actions	2024 Targets
Improve the success of all learners, progressing the goal of parity for Māori, Pacific and under 25s, enhancing the success of International learners and Disabled learners, and serving the educational needs of Tāmaki Makaurau	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.	<ul style="list-style-type: none"> <li>Ensure all staff continue to embed our values into daily practice</li> <li>Continue to refine and embed our various Success Strategies and "I See Me" Initiatives, including professional development badges for all staff</li> <li>Review current parity targets and timeframes at programme level</li> </ul>	<ul style="list-style-type: none"> <li>Achieve a learner NPS of 25 or greater</li> <li>Te Noho Kotahitanga and/or other approved PD options from ADEP Plans completed</li> <li>Improved learner retention, course completion, qualification completion and progression rates (to be set by ELT, confirmed by Academic Committee)</li> </ul>
<b>RANGATIRATANGA</b> Authority and Responsibility	Deepen and grow partnerships with community, industry, Te Pūkenga network, Iwi, and our Pacific communities	<ul style="list-style-type: none"> <li>Continue to implement the Partnership Strategy</li> </ul>	<ul style="list-style-type: none"> <li>Industry and community engagement increased (targets TBA – Consistency Reviews, active IACs)</li> <li>Maintain Graduate success rates (GESG) target tba</li> </ul>
Provide high quality learning, teaching and applied research to develop work-ready lifelong learners	High quality learning, teaching and research, including commitment to academic quality, embedded in our best practice culture	<ul style="list-style-type: none"> <li>Implement Learning and Teaching Strategy</li> <li>Implement Research Strategy</li> <li>Further embed academic quality and maintain a 'best practice' culture</li> </ul>	<ul style="list-style-type: none"> <li>Institutional aggregated Course Survey score no less than previous year</li> <li>100% Research Productivity Traffic Light</li> <li>Continue to embed and improve on academic quality</li> </ul>
<b>MAHI KOTAHITANGA</b> Co-operation	Further develop the academic portfolio, in line Te Pūkenga's national provision	<ul style="list-style-type: none"> <li>Further refine and implement Unitec's academic portfolio, in line with Te Pūkenga's national provision</li> </ul>	<ul style="list-style-type: none"> <li>Staff actively engage with the development and implementation of Te Pūkenga's national provision of 'unified programmes'</li> </ul>
Engage and inspire staff so they are proud to work at Unitec and are equipped with the capabilities to support quality learning	Ongoing development of staff capability	<ul style="list-style-type: none"> <li>Further embed a whole-of-organisation approach to professional development including Unitec wide development priorities</li> </ul>	<ul style="list-style-type: none"> <li>Quality ADEP Plans and Reviews completed within specified timeframes</li> <li>Achievement of required staff PD badges</li> </ul>
<b>WAKARITENGA</b> Legitimacy	Increase staff engagement	<ul style="list-style-type: none"> <li>Visible inclusive leadership at all levels – one conversation at a time</li> <li>Ensure communication and active engagement in action planning following engagement survey</li> </ul>	<ul style="list-style-type: none"> <li>Continue to prioritise initiatives to increase Māori and Pasifika participation in the workforce in Academic, Support and Leadership roles, with a goal of increasing appointments by &gt;2%</li> </ul>
Build a financially sustainable organisation to invest in the future with an annual operating surplus	Strategically identify growth opportunities in Tāmaki Makaurau	<ul style="list-style-type: none"> <li>In partnership with Te Pūkenga identify and develop/partner on key opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Achieve budgeted enrolments/EFTs and revenue</li> </ul>
<b>KAITIAKITANGA</b> Guardianship	Achieve budget	<ul style="list-style-type: none"> <li>Ensure costs in line with revenue and continue to improve financial sustainability</li> </ul>	<ul style="list-style-type: none"> <li>Budget achieved by year end</li> </ul>