Tāmaki (MIT and Unitec) Ngā Tohu Mahi Matua (KPI's) 2025

TE POU MATUA: TE TIRITI O WAITANGI OUR CENTRAL PILLAR: TE TIRITI O WAITANGI				
NGĀ POU	**GOAL**	**OBJECTIVE**	**KPI**	**Success Indicator**
The Centre	**Te Tiriti** Give effect to Te Tiriti obligations pertaining to ngā tāngata katoa (i.e. kaimahi and ākonga)	Ensure we meet our commitment to obligations under Te Tiriti o Waitangi.	a) A Te Tiriti-led Tāmaki wide framework and a Te Tiriti o Waitangi policy are developed	a) Framework and policy are developed
Learner Success, Quality Teaching and Research	**Learner Support** Enhance student engagement and satisfaction	Manaaki at every stage of the learner journey - academic, pastoral	a) Full annual compliance with the Pastoral code b) Improve NPS score at Unitec by 5pts c) Establish NPS for MIT d) Positive trends in student surveys for priority learner groups.	a) 100% Compliance b) Increase Unitec S2 2024 NPS of +26 to +31. c) Establish MIT NPS d) Improved results for priority learner groups
	Learner Outcome Optimise learner success rates and employability by providing comprehensive academic, pastoral and career support	Optimise learner success rates and employability	a) Achieve Education Performance Indicator Commitments (first 4 EPICs in EPIs including Improve equity of outcome for Māori &	a) Achieve EPIs b) Established reliable method

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<td>Pacific learners and establish EPI target for Disabled)
b) Establish mechanism for collecting, reporting and targeting Post-Study Destinations for all leavers</td>
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<td>Excellence in Learning and Teaching

Promote student-centered learning and teaching excellence through best practice standards and innovation, with a view to achieving parity of outcomes for all learner groups</td>
<td>We are responsive to the educational needs of or learners (including ākonga Māori, Pacific and Disabled priority learner groups.)</td>
<td>a) Achieve Education Performance Indicator Commitments (first 4 EPICs in EPI's including Improve equity of outcome for Māori & Pacific learners and establish EPI target for Disabled)
b) Develop and implement Teaching Excellence Standards</td>
<td>a) Achieve or exceed EPICs
<table>
<tr><th>EPIC (Overall)</th><th>Unitec %</th><th>MIT %</th></tr>
<tr><td>First Year retention</td><td>73%</td><td>76%</td></tr>
<tr><td>Successful course completion</td><td>84%</td><td>82%</td></tr>
<tr><td>Qualification completion</td><td>67%</td><td>55%</td></tr>
<tr><td>Progression</td><td>36%</td><td>36%</td></tr>
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b) Teaching Excellence Standards approved and embedded in relevant systems (recruitment, promotion, self-reviews, Excellence Awards etc.)</td>
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	Quality Assurance Maintain and exceed educational standards through rigorous quality assurance and continuous improvement	Be a Category 1 organisation	a) Maintain (for MIT) and Achieve (for Unitec) NZQA Category 1 rating (if applicable, or equivalent new standard) b) Satisfactory Monitor reports c) Achieve rating for 100% Consistency Reviews	a) Category 1 or equivalent reached if required by NZQA b) 100% (and established method for determining "Satisfactory") c) 100% achieved
	Research Advance academic research and innovation by supporting faculty and student research initiatives.	Meet current research plan KPIs	a) 100% degree and postgraduate programmes to be research compliant b) Meet current research plan KPIs	a) 100% compliance b) Plan KPIs met
Sustainability & Performance	**Financial Performance** Achieve sustainable financial growth through efficient resource management and learner growth	Deliver on the financial improvement plan (FIP).	a) Achieve or improve on budgets and EFT targets b) Deliver on the financial target in the Financial Improvement Plan	a) **MIT** ($3.912M), 4927 EFT a) **Unitec** ($2.227M), 5612 EFT C) FIP targets to be advised
	Marketing & Engagement Increase brand visibility and	Improved brand health and increased enrolments for priority learner groups.	a) Improve Total Market Awareness to 80%.	a) 80% achieved at Unitec and MIT

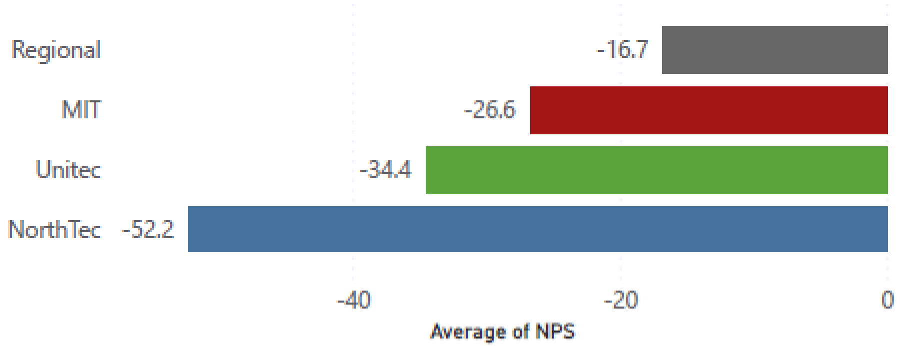
	stakeholder engagement through targeted marketing and outreach efforts		a. Unitec 2024 77% b. MIT 2024 76% b) Incremental increases in priority group enrolments	b) Increase achieved
	Infrastructure: Property, Systems & Projects Ensure robust security and high availability of systems to protect data and support institutional operations	Provide effective infrastructure and systems to support learners and staff	a) Establish Property and Digital Strategies for Tāmaki b) Implement staff & learners surveys relating to Property & Digital to determine benchmark.	a) Strategies established b) Survey implemented & benchmark determined
Strategic Leadership & Culture	**Partnerships & Stakeholders** Create, maintain and re-establish partnerships and relationships to better meet the vocational educational needs across Tāmaki	Ensure effective engagement with all stakeholders, ensuring Iwi, Hapu and Haapori engagement are aligned with our commitment to obligations under Te Tiriti o Waitangi.	a) Re-establish and benchmark Stakeholder measure (including Iwi and Pasifika communities) b) Establish an Annual Iwi Stakeholder Report	a) Benchmark established b) Annual report established
	Strategy & Delivery Drive innovation and adaptability through strategic	Drive successful implementation of strategic initiatives and projects	a) Develop Tāmaki Strategy	c) Draft strategy written (for new advisory group / council)

	initiatives and continuous improvement processes		b) Develop Tāmaki Integration Plan	d) Plan adopted by Senior Leadership Team
	Leadership & culture Build a strong culture which underpins our mission and encourages a sense of pride and ownership in kaimahi.	Foster a consistent, positive institutional culture with effective leadership	a) Improve Kaimahi engagement by 5 points a. MIT -26.6 in 2024 b. Unitec – 34.4 in 2024	a) Achieve engagement scores a. MIT -21.6 b. Unitec – 29.4
People, Wellbeing and Safety	**People** Attract, develop, and retain high-quality staff through professional development and supportive work environments	Staff feel valued, engaged & supported to deliver high performance across the organisation Improve the recruitment and retention of Māori, Pacific and disabled staff	a) Deliver outcomes of Your Whakaaro action plan for 2025	a) All actions delivered in 2025 b) Achieve > 83% retention rate c) Establish baseline and targets for all other measures
	Wellbeing & Safety Contribute to the wellbeing and safety of our people	Demonstrate commitment to promoting and strengthening wellbeing and safety through the organisation	a) Establish kaimahi wellbeing measure. b) Develop a Tāmaki wide safety plan	a) Measure established b) >45% kaimahi participation in wellness days c) Draft Plan adopted by Senior Leadership Team

Appendix

1. Engagement Score KPI

Average NPS (engagement score) as reported in the Your Whakaaro Rohe 1 Report 2024.



2. EPICs KPI

EPICs are for 2025 only and represent a 1% increase on 2024 EPICs. Each team should aim to improve their EPI results (from SDR) by 1% from 2024 to 2025.

EPICs (Education Performance Indicator Commitments)	**Unitec %**	**MIT %**
First Year Retention Overall	**73%**	**76%**
Successful Course Completion Overall	**84%**	**82%**
Qualification Completion Overall	**67%**	**55%**

Progression Overall	**36%**	**36%**

3. Total Market Awareness KPI

Diagram 1 is the Unitec awareness journey. Diagram 2 is the MIT awareness journey.

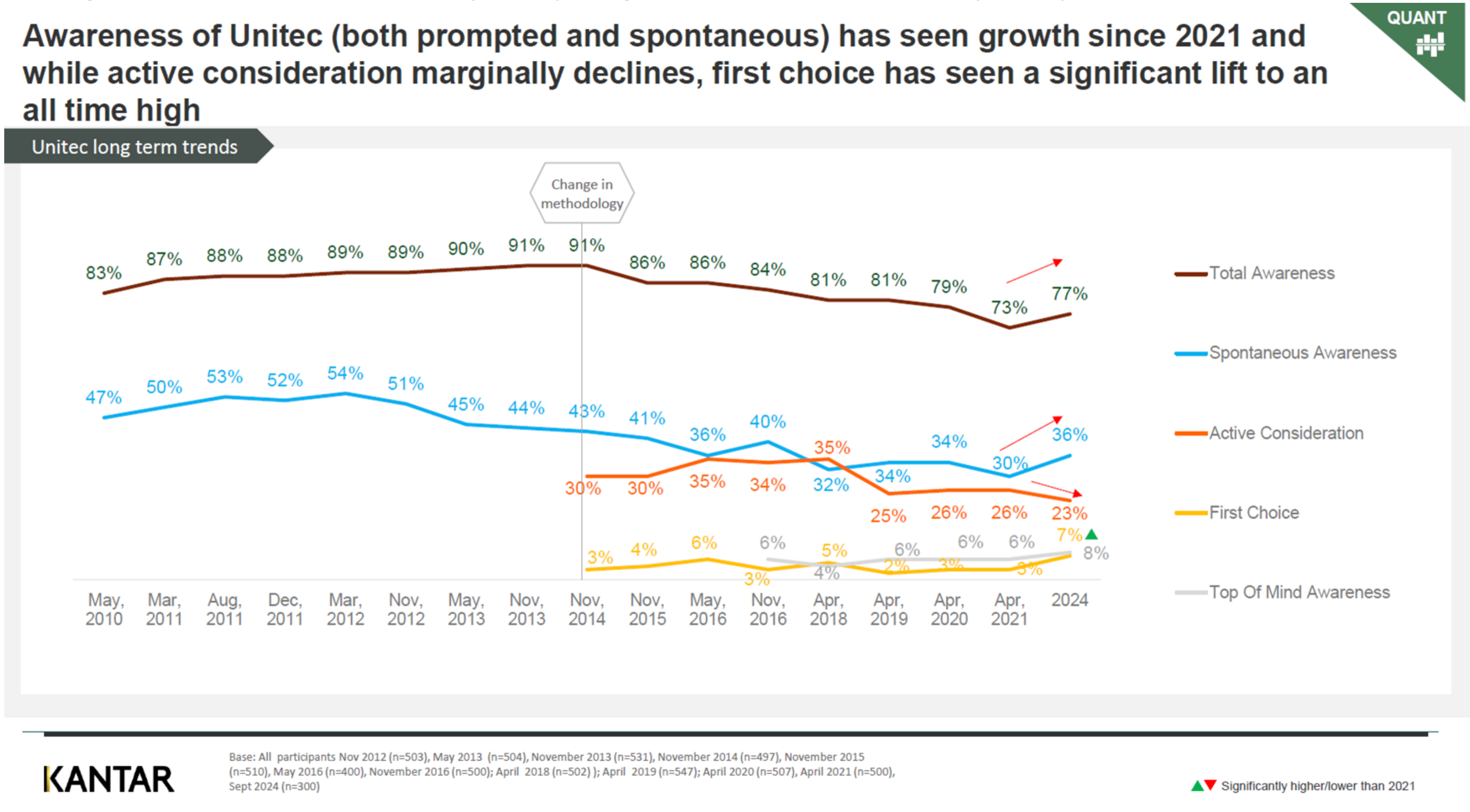


Diagram 1. Unitec Market Awareness

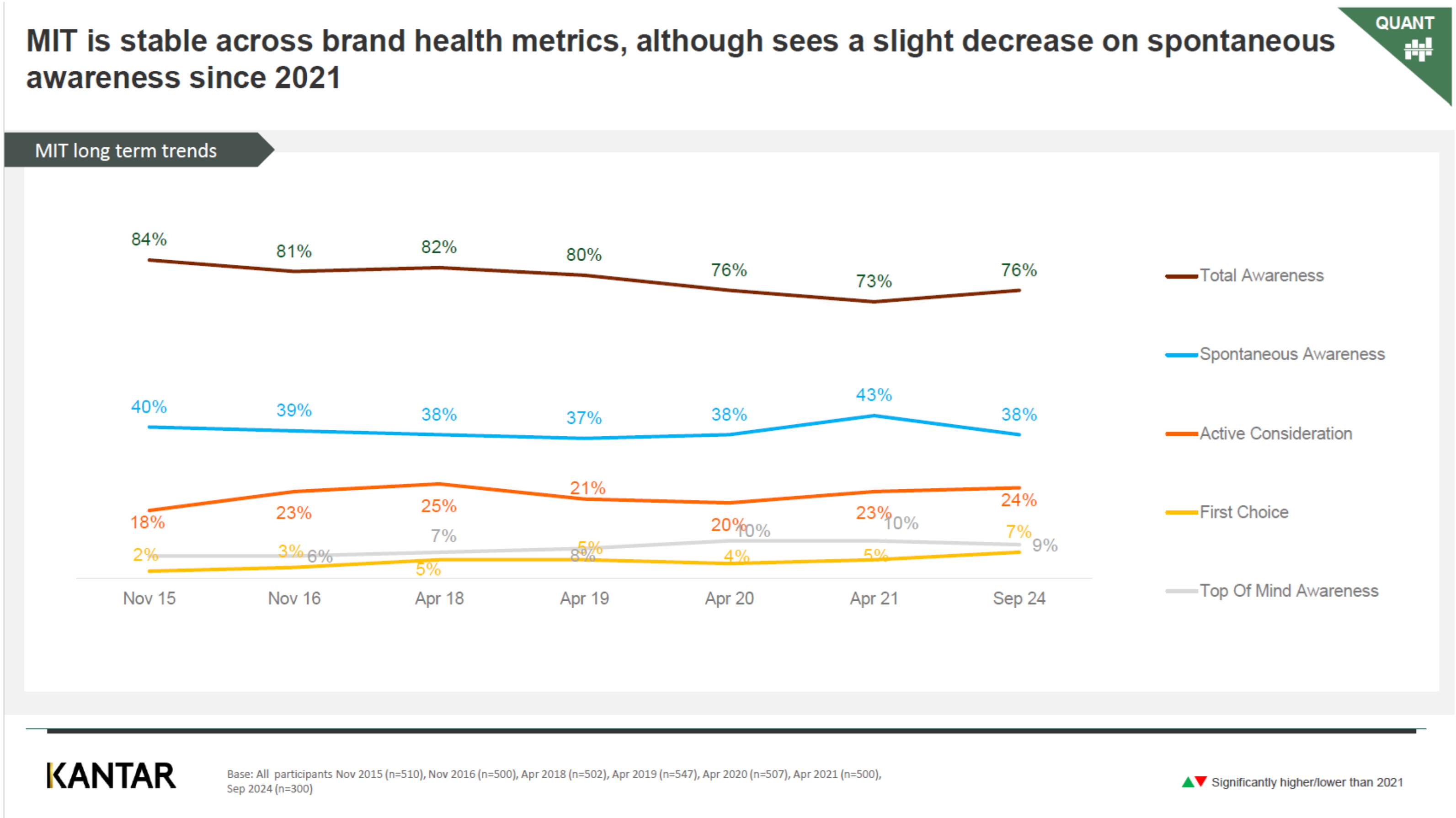


Diagram 2. MIT Market Awareness