

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

| <b>TE POU MATUA: TE TIRITI O WAITANGI</b><br><b>OUR CENTRAL PILLAR: TE TIRITI O WAITANGI</b> |   |  |  |  |
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| NGĀ POU  | GOAL  | OBJECTIVE  | KPI  | Success Indicator  |
| <b>The Centre</b>  | <b>Te Tiriti</b><br>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  |
| <b>Learner Success, Quality Teaching and Research</b>  | <b>Learner Support</b><br>Enhance student engagement and satisfaction   | Manaaki at every stage of the learner journey - academic, pastoral       | a) Full annual compliance with the Pastoral code<br>b) Improve NPS score at Unitec by 5pts<br>c) Establish NPS for MIT<br>d) Positive trends in student surveys for priority learner groups. | a) 100% Compliance<br>b) Increase Unitec S2 2024 NPS of +26 to +31.<br>c) Establish MIT NPS<br>d) Improved results for priority learner groups |
|  | <b>Learner Outcome</b><br>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<br>b) Established reliable method  |

|   |  | <p>Pacific learners and establish EPI target for Disabled)</p> <p>b) Establish mechanism for collecting, reporting and targeting Post-Study Destinations for all leavers</p>  |  |                |          |       |                      |     |     |                              |     |     |                          |     |     |             |     |     |
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| <p><b>Excellence in Learning and Teaching</b></p> <p>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</p> | <p>We are responsive to the educational needs of or learners (including ākonga Māori, Pacific and Disabled priority learner groups.)</p> | <p>a) Achieve Education Performance Indicator Commitments (first 4 EPICs in EPI's including Improve equity of outcome for Māori &amp; Pacific learners and establish EPI target for Disabled)</p> <p>b) Develop and implement Teaching Excellence Standards</p> | <p>a) Achieve or exceed EPICs</p> <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></table> <p>b) Teaching Excellence Standards approved and embedded in relevant systems (recruitment, promotion, self-reviews, Excellence Awards etc.)</p> | EPIC (Overall) | Unitec % | MIT % | First Year retention | 73% | 76% | Successful course completion | 84% | 82% | Qualification completion | 67% | 55% | Progression | 36% | 36% |
| EPIC (Overall)  | Unitec %   | MIT %   |  |                |          |       |                      |     |     |                              |     |     |                          |     |     |             |     |     |
| First Year retention  | 73%  | 76%   |  |                |          |       |                      |     |     |                              |     |     |                          |     |     |             |     |     |
| Successful course completion  | 84%  | 82%   |  |                |          |       |                      |     |     |                              |     |     |                          |     |     |             |     |     |
| Qualification completion  | 67%  | 55%   |  |                |          |       |                      |     |     |                              |     |     |                          |     |     |             |     |     |
| Progression   | 36%  | 36%   |  |                |          |       |                      |     |     |                              |     |     |                          |     |     |             |     |     |

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|   | <b>Quality Assurance</b><br>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)<br>b) Satisfactory Monitor reports<br>c) Achieve rating for 100% Consistency Reviews | a) Category 1 or equivalent reached if required by NZQA<br>b) 100% (and established method for determining “Satisfactory”)<br>c) 100% achieved |
|   | <b>Research</b><br>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<br>b) Meet current research plan KPIs  | a) 100% compliance<br>b) Plan KPIs met   |
| <b>Sustainability &amp; Performance</b> | <b>Financial Performance</b><br>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<br>b) Deliver on the financial target in the Financial Improvement Plan   | a) <b>MIT</b><br>(\$3.912M), 4927 EFT<br>a) <b>Unitec</b><br>(\$2.227M), 5612 EFT<br>C) FIP targets to be advised                              |
|   | <b>Marketing &amp; Engagement</b><br>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  |

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|   | stakeholder engagement through targeted marketing and outreach efforts   |   | a. Unitec 2024 77%<br>b. MIT 2024 76%<br>b) Incremental increases in priority group enrolments  | b) Increase achieved  |
|   | <b>Infrastructure: Property, Systems &amp; Projects</b><br>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<br>b) Implement staff & learners surveys relating to Property & Digital to determine benchmark. | a) Strategies established<br>b) Survey implemented & benchmark determined |
| <b>Strategic Leadership &amp; Culture</b> | <b>Partnerships &amp; Stakeholders</b><br>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)<br>b) Establish an Annual Iwi Stakeholder Report             | a) Benchmark established<br>b) Annual report established                  |
|   | <b>Strategy &amp; Delivery</b><br>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)              |

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|                                     | initiatives and continuous improvement processes  |  | b) Develop Tāmaki Integration Plan  | d) Plan adopted by Senior Leadership Team   |
|                                     | <b>Leadership &amp; culture</b><br>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<br>a. MIT -26.6 in 2024<br>b. Unitec – 34.4 in 2024 | a) Achieve engagement scores<br>a. MIT -21.6<br>b. Unitec – 29.4  |
| <b>People, Wellbeing and Safety</b> | <b>People</b><br>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<br><br>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<br>b) Achieve > 83% retention rate<br>c) Establish baseline and targets for all other measures |
|                                     | <b>Wellbeing &amp; Safety</b><br>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.<br>b) Develop a Tāmaki wide safety plan               | a) Measure established<br>b) >45% kaimahi participation in wellness days<br>c) Draft Plan adopted by Senior Leadership Team     |