

Te Tiriti

Give effect to Te Tiriti obligations
pertaining to ngā tāngata katoa
(kaimahi and ākonga)

Schools Takitahi 2025

THE TAKITAHİ WEAVE

The woven representation of the Unitec Renewal Strategy is called 'Takitahi' - to weave over one strand, then under the other strand. Takitahi is a symbol that represents synergy, cohesion and strength. Each and every strand - and each of our values and goals - needs to be woven together in unity to create the weave.

KAITIAKITANGA

Guardianship

Build a financially sustainable organisation
to invest in the future with an annual
operating surplus

*Through partnership provide adaptive, future
focused programmes that meet the needs of
community, Iwi, industry and key stakeholders*

RANGATIRATANGA

Authority and Responsibility

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

*We provide academic and pastoral care to our
learners—underpinned by manaakitanga*

NGĀKAU MĀHAKI

Respect

Led by Te Noho
Kotahitanga we manaaki
the success of our learners
and communities

WAKARITENGA

Legitimacy

Engage and inspire staff so they are proud to
work at Unitec and are equipped with the
capabilities to support quality learning

*Collectively empower staff to enhance knowledge,
careers and skills—and value our achievements*

MAHI KOTAHITANGA

Co-operation

Provide high quality learning, teaching and
applied research to develop work-ready
lifelong learners

*Apply self-assessment to sustain continuous
improvement and achieve excellence in
educational performance*

School of Applied Business 2025 Plan

Manaakitia te Rito Priorities	Ngā Tohu Mahi Matua	School Actions	Targets
<p>Improve the success of all learners, achieving parity for Māori, Pacific, enhancing the success of all learners, and serving the educational needs of Tāmaki</p> <p>RANGATIRATANGA/Responsibility</p> <p>Learner Success, Quality Teaching and Research</p>	<p>Optimise learner success rates and employability by providing comprehensive academic, pastoral and career support</p>	<ul style="list-style-type: none"> • Improve SCC results • Annual Code of Practice workshop 	<ul style="list-style-type: none"> • Achieve EPIs • Embody Code of Practice
	<p>Promote student-centred learning and teaching excellence through best practice standards and innovation, with a view to achieving parity of outcomes for all learner groups</p>	<ul style="list-style-type: none"> • Lecturers achieve badging requirements • Closing the survey loop – feeding back to students • Track first assessment results • Support the use of learning technologies and blended/online delivery 	<ul style="list-style-type: none"> • 100% badging requirements met • Incorporate new technology into courses • Positive student survey feedback
<p>Provide high quality learning, teaching and applied research to develop work-ready lifelong learners.</p> <p>MAHI KOTAHITANGA/Co-operation</p> <p>Learner Success, Quality Teaching and Research</p>	<p>Advance academic research and innovation by supporting faculty and student research initiatives.</p>	<ul style="list-style-type: none"> • Allocate time for research in WLM • Hold regular research workshops • All kaiako have research plans • Appoint School Research Champion • Focused training sessions by TPA 	<ul style="list-style-type: none"> • 100% of relevant programmes to be research compliant • Strengthen TPA collaboration

Manaakitia te Rito Priorities	Ngā Tohu Mahi Matua	School Actions	Targets
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"> ADEP is undertaken annually Support kaiako membership of professional bodies Support kaiako PD leave requests 	<ul style="list-style-type: none"> ADEP plans and reviews completed within specified timeframes Staff capability is reviewed, and PD opportunities are used (where practical) to develop and fill capability gaps
Attract, develop, and retain high-quality staff through professional development and supportive work environments. People, Wellbeing and Safety	Build a strong culture which underpins our mission and encourages a sense of pride and ownership in kaimahi.	<ul style="list-style-type: none"> Regular social events for School Regular team and School meetings Successes are celebrated 	<ul style="list-style-type: none"> Improvement in annual staff survey Staff enjoy coming to work
Achieve sustainable financial growth through efficient resource management and learner growth. Create, maintain and reestablish partnerships and relationships to better meet the vocational educational needs across Tāmaki. KAITIAKITANGA/Guardianship	Strategically identify growth opportunities in Tāmaki Makaurau	<ul style="list-style-type: none"> Develop programmes to meet future demand All staff are engaged with industry 	<ul style="list-style-type: none"> New programmes are developed Increase in documented partnerships including industry connections by teaching teams
Sustainability & Performance Strategic Leadership & Culture	Achieve or improve on budgets and EFT targets.	<ul style="list-style-type: none"> Ensure costs in line with revenue and continue to improve financial sustainability 	<ul style="list-style-type: none"> Achieve budget