Māia Action Plan 2025

Vision: Manaakitia te Rito

Unitec Priorities	Māia Priorities	Māia Whānau Actions	Māia Whānau Targets	Unitec KPIs
Strategic Leadership & Culture RANGATIRATANGA Authority & responsibility	TUAKIRI MĀIA Strengthen Māia identity as - Activators of TNK - The puna wānanga of mātauranga Māori - Ahikā of TNK marae and whenua - A strong voice for Māori across the organisation and at all levels External Partnerships - Facilitate Unitec partnership relationships with iwi Strategy & delivery - Contribute to organisational future direction as strategic decision makers	TUAKIRI MĀIA - Increase visibility of Rangimatariki pepehā as an organisational identity marker - Design tikanga-ā-marae wānanga - Tikanga Māori suite of micro-credentials piloted and delivered - Develop shared calendar and comms for all Māia activity to encourage whānau Māori engagement External Partnerships - Facilitate hui with iwi stakeholders - Strengthen relationship and collaboration with MIT Kaimahi Māori Strategy & delivery - Work in collaboration with TRM and NWATT to ensure advocacy for Māori is	Recognition of Māia as the wānanga within the wānanga. Māia recognised as ahi kā and kaitiaki of mātauranga Māori Tikanga - people capability increased. Concept of tapu understood TNK resource database activated and made accessible	Re-establish and benchmark Stakeholder measure (including iwi and Pasifika communities) Develop Tāmaki strategy
People, Wellbeing & Safety WAKARITENGA Legitimacy	KAIMAHI TAURIKURA People, wellbeing & safety - Model our role as curators of manaaki te rito - Reignite Puukenga as a central working hub for the Māia whānau - Continued Support for Māia in Te Puna, Māia at Waitākere	NWAIT to ensure advocacy for Maori is assured - Partner with other teams/whānau across Unitec to improve outcomes for Māori People, wellbeing & safety - Promote Māori models of wellbeing - Increase kaimahi engagement with Māia - Re-boot Champions/Kaiarahi for Māori in the schools (0.2 role) - Impact colleagues practice to collectively live TNK through capability building (eg) badging, Tipare, Māori micro-credentials - Partner with NWATT to produce an impact report on TNK capability effectiveness - Develop support forum for Champions to wānanga (eg) monthly meetings, monthly reporting - Rebuild our whānau/whare as a functioning space and home for Māia kaimahi	Hauora activities expanded in frequency and number MM Champions grown in schools Opportunities created for tauira and staff joint engagement together at marae and with Māia	Establish Kaimahi wellbeing measure

	Kaimahi Māori	Kaimahi Māori	1	1
	- Boost retention & appointment rates of Māori to Unitec - Revive Te Roopū Mataara	- Survey staff hauora needs – H&S 101 - Set up kapa haka for staff and tauira - Revive social club - Support a Project team in collaboration with HR to address Māori staff recruitment and appointment		
Learners success, Quality Teaching & Learning MAHI KOTAHITANGA Co-operation	TAUIRA TAURIKURA Learner Support - Advocate the needs & voices of tauira Māori - Activate holistic support opportunities	Learner Support - Survey tauira Māori performance and support needs - Target schools experiencing low performance in Māori student success rates - Create a Māori Connect Project - Kapa haka initiated - Mātaatupu (Māori student body) reactivated	Wānanga Te Pūkenga's 'Te Pae Ora' wellbeing platform and how we could be utilising it alongside our current hauora activities Evidence of tauira Māori support needs is collated and shared (eg) Whai Ake as a vehicle to support physical survey with tauira Tauira Māori whānau centric activities boosted	Improve NPS score at Unitec by 5% and establish NPS for MIT
	Teaching & Learning - Support the increase of mM in programme content & delivery	Teaching & Learning Reinterate Māori models of practice in teaching curriculum Work in collaboration with schools to focus on tauira Māori Advance discussions on revision of data collection on student success that reflect a Māori worldview & benefit Māori	Review of TNK impact across institution Māori models of practice strengthened through uptake in activities like onboarding Business cases to Support Learner Component funding applications approved and projects activated to support the achievement of Māia actions and priorities	Achieve Education Performance Indicator Commitments (first 4 EPICs in EPI's including Improve equity of outcome for Māori & Pacific learners.
	Research - Contribute to research in the student experience space from a KM perspective	Research - Partner with NWATT/Marketing research team to develop a framework for monitoring organisational support, impact and benefit to tauira Māori - Initiate research project proposal with NWATT	Māia is actively contributing to research that improves institutional knowledge of tauira Māori needs, performance and success	Meet current research plan KPIs
Sustainability & performance KAITIAKITANGA Guardianship	TIAKI TAIAO Financial Performance - Evidence Māia leadership with TNK in ROI Marketing & Engagement - Engage collaboratively with creative industries to increase branding & merchandising of Unitec	Marae activities and income researched Merchandise/branding/TNK & Māia tohu commissioned	Report produced on Māia return on investment Toi creative industry opportunities explored	Improve total market awareness to 80%

Infrastructure - A Māori worldview of sustainability is reflected across Unitec systems (eg) recruitment, leadership development	Ngā Kaitiaki activities promoted with all Unitec stakeholders Appoint advocates/champions/ from the schools to be representatives in Ngā Kaitiaki Initiate an archiving Project of TNK historical milestones and artifacts	Ngā Kaitiaki visibility and leadership increased Increased representation from schools in Ngā Kaitiaki The viability of Ngā Kaitiaki Internship is explored	Implement Kaimahi and student surveys relating to Property & Digital to determine benchmark
Kaitiakitanga - Taiao is valued as an outdoor classroom and pedagogy of delivery	Schedule and resource taiao engagement events towards student learning outcomes and wellbeing. Increased partnership with FM and other key stakeholders/suppliers (eg) review tikanga around procurement and service provision protocols to align with Ngā Kaitiaki strategy	Taiao acknowledged as an outdoor classroom Increased events and interaction of staff, tauira and residents with whenua and wai Grow and develop sustainability of Kaitiaki Taiao role	