

MEETING SUBJECT:	Minutes from the Governing Council Hui Teaching Council Matatū Aotearoa
DATE OF MEETING:	29 June 2023
TIME OF MEETING:	09.40–15.29
VENUE:	Teaching Council Office – Wellington and Microsoft Teams
ATTENDEES:	Robyn Baker (Tiamana Chair), Ripeka Lessels (Tiamana Tuarua Deputy Chair), Elg Anderson, Fiona Ell, Hongyu (Carol) Cheng, John Tait, Karen Coutts, Lorraine Carr, Melody Stuckey, Mike Connor, Pat Newman, Patrick Walsh Lesley Hoskin (CE; away 13.00-13.34), Clive Jones (DCE Operational Services), Pauline Barnes (DCE Professional Services), Tamahau Rowe (DCE Māori; away 11.30-13.34)
PRESENTERS:	Michael Thorn (Manager Policy and Implementation; 12.45-13.33; 14.14-15.09), [REDACTED] (Lead Policy Analyst; 12.45-13.33; 14.14-15.09), Ian McEwan (CFO; 14.02-14.12)
EXTERNAL ATTENDEES:	[REDACTED] 11.05-12.17
APOLOGIES:	Dagmar Dyck, Sanja Antonijevic (Governance Advisor)

3. Meeting opening

Following a karakia and an in-committee session, the Executive joined the Council at 09.40.

During the in-committee session, the Council noted a Written Parliamentary Question (WPQ) recently received requesting information on the annual fees received by the ministerial appointments for 2022/23 [REDACTED]

- 3.1. The Council noted the apologies from Dagmar Dyck and Sanja Antonijevic.
- 3.2. The Council noted the Interest Register.
- 3.3. Minutes from the meeting on 24 and 25 May were approved as a true and accurate record of the meeting. The Council also approved draft minutes from 6 June.
- 3.4. The Council noted the Action List and four open actions due next meetings.

4. Organisational performance

4.1. CE Report

The CE's Report was received.

The Council reflected on the recent media fronted by the CE in regard to a DT decision; the Council agreed the media reporting was constructive.

The Council noted the pressures the teaching profession is currently facing with the ongoing industrial action and the changing world, and discussed the ways the organisation could support

the profession on the ground. The role of the Stakeholder Engagement Committee was noted as important in providing support, which was visible in the CE's Report by the number of meetings staff and Council members were attending.

The Council noted a verbal update on the work on the Pacific bilingual and immersion education, which is policy work that follows the legislative change.

The hui paused for morning tea from 09.46 to 10.07 joined by the staff involved in the Conduct and Competence Rule change. The purpose of the joint morning tea was to acknowledge the staff effort and celebrate the gazetting of the Rules that occurred that day.

The Council noted an email the Chair and staff had received from Dagmar Dyck in which she proposed to invite [REDACTED] to the next Pacific Education Steerage Group (PESG) meeting to share their expertise and insights into the ECE ITE space and provide suggestions into the scopes of practice work.

Pat Newman joined at 10.12.

The Chair invited members to send their thoughts to the Chair if they are planning to be an apology for future meetings so these views could be shared at relevant times during the meeting.

The Council discussed the current NZQA criteria for the recognition of the Pacific ITE, raised concerns regarding potential loss of native languages with the migration to New Zealand and its cultural implications, and agreed that opportunities for every student should be maximised. The Council discussed the importance of consulting with the profession, the complexity of ensuring equity within the multiplicity of languages and the place of Tangata O le Moana in New Zealand.

The CE provided an update on the recent meetings and events she and the DCEs attended, noting the engagement with Te Hurihanganui regarding the Unteach Racism project. The CE acknowledged DCE PS for the work on the Rule change.

Action GC20230629/4a: Bring back an update on Unteach Racism work.

The Council noted a comprehensive survey sent out regarding professional boundaries, which was well received by the profession and had high levels of engagement. The Council noted that more work could be done in this space to provide clarity to the teachers on the ground (e.g., regarding social media use).

The Council noted management's engagement in the ending streaming mahi and the ongoing work with Te Akatea, Ngati Toa, Te Ati Awa, Polynesian Panthers.

Action GC20230629/4b: Provide more information on the ending streaming work in the next CE's Report.

[REDACTED]

[REDACTED]

4.2. Health, Safety and Wellbeing Report

The Council received the Health, Safety and Wellbeing Report for May noting the additional reporting provided.

The Council noted that in their role as governors, they have accountability in the health and safety space.

Action GC20230629/4c: Include health and safety obligations of the Council members at the August meeting.

4.3. Issues Register

The Council received the Issues Register for May.

The CE provided an update on the Human Rights Commission mediation, which had a positive outcome (e.g., attending face to face workshops with the [REDACTED] community, creating more case studies).

4.4. Policy dashboard

The Council noted the updates on the dashboard.

4.5. Professional Responsibility (PR) dashboard

The Council noted the new dashboards for Council's visibility and oversight and discussed the high number of conduct cases and their workforce implications.

4.6. Competence dashboard

The Council noted the Competence dashboard.

5. Strategy and Evaluation

5.1. Summary of the [REDACTED] quantitative research on the perceptions of the Teaching Council

[REDACTED] joined at 11.05.

The Chair provided an overview of the purpose of the two presentations, highlighting that there would not be sufficient time to capture the views of all members and there would be an opportunity for people to submit additional thoughts through a shared document.

DCE OS welcomed [REDACTED] and provided an introduction on the quantitative survey.

The Council noted over 1,500 responses received in the research: levels of trust sentiment towards the Teaching Council, remaining 'sore spots', and general sentiment of the profession.

The Council noted the points of view used to evaluate the outlook of the teaching profession and their correlation:

- what the public thinks about the teaching profession
- what teachers think about the teaching profession
- what teachers think the public thinks about the teaching profession.

The Council noted the quantitative findings of the research, especially an apparent lack of knowledge among the public of what knowledge and skills are required in the teaching profession.

The Council noted that there was a lack of understanding of the role of the Teaching Council as the professional body for teachers although two-thirds of the responses acknowledged the importance of the organisation.

The Council noted the three identified disconnects between the teachers and the role of the organisation:

- teachers valuing their own profession
- role in serving the profession (link between standards and trust and confidence)
- engaging and communicating (valuing the profession).

The Council noted the proposed opportunities for changing perceptions.

DCE Māori left at 11.30.

██████████ provided an update on the current work and recent engagement with the Strategic Stakeholder Engagement Committee and the management team.

The Council discussed the focus on pay and conditions, teachers' perceptions of self-worth, discourse between being a part of the profession and a requirement for professional development, general perception on regulatory bodies and government in general, impact of the Covid pandemic on teachers' passion for teaching, complexities of teaching in the current world, relationships between the peak bodies and teachers, and the Teaching Council's role in championing the profession and adding value while upholding its statutory functions.

The Council noted that there will be more opportunities to discuss these topics.

The Council thanked the ██████ and ██████ teams for adding to their discourse before they left at 12.17.

4. Organisational performance (cont.)

4.7. Communications

The Council noted Communications dashboard and Media Report for May.

The meeting paused for lunch 12.19–12.45. The CE left the meeting at 12.45. Manager Policy and Implementation and Lead Policy Analyst joined at 12.45.

4.8. Summary of the proposed approach for the ITE monitoring consultation paper and 4.9 ITE Monitoring 2022 Report

The Chair provided an overview and summary of the agenda items 4.8 and 4.9, which were discussed in combination.

The Council noted it was the first time a monitoring report for the nine new programmes was completed, highlighting positive areas and those that needed improvement. The DCE PS provided an update on the changes in programme delivery that ITE providers had agreed to and were now implementing.

The Council noted the pressures, especially the economic one, on staff and student teachers. The Council noted that assessment that integrates all the learning was a new addition to the programme, that more practitioners' involvement was expected and that it was well received. DCE PS provided an update on the new part of the assessment and key teaching tasks, which were designed to enable students to demonstrate the collective expertise required for a beginning teacher.

The Council noted the complexity for everyone involved in the ITE space and the importance of giving them a voice. The Council discussed the importance of review and oversight to ensure trust and confidence in the beginner teachers and ITE and the ongoing dissatisfaction from some principals. The Council noted that the Teaching Council is looking at strengthening partnerships between schools and providers for clarity and trust, and ensuring motivation and confidence of beginner practitioners is enhanced, as requested by the profession. The Council discussed the importance of capturing feedback from host school and employers of PCTs on the quality of ITE providers.

The Lead Policy Analyst provided an overview of the proposed options:

- ***For monitoring*** – retaining the approach that has been used through the interim monitoring phase:
 - Annually ask ITE providers for additional information that allows us to understand system shifts as well as providing assurance the programme is being delivered as approved
 - Using the *Response to Intervention* approach to provide appropriate levels of support throughout programme delivery, where this is needed.
- ***For review*** – Use the current structure of programme review after six years (or a shorter period for programmes of shorter duration):
 - Continue to align with NZQA and CUAP processes
 - Explore whether the Council could take a lighter touch, if a programme was not seeking significant changes.
- ***For moderation*** – a national moderation event held every two years, which all ITE providers will be expected to attend:
 - Focused on assuring that regardless of where and who is delivering a programme, every student teacher can expect to have similar outcomes on graduation – in terms of the skills and knowledge that will enable them to demonstrate using and meeting *Ngā Paerewa | Standards* (with support).

The Council noted the feedback received from the Monitoring, Review and Moderation (MRM) and ITE advisory groups:

- Being more specific about what Tiriti-led would look like in an MRM process
- Proposed approach to meet the design principle of low administrative burden/avoid duplication
- More description and clarity around how a national moderation event might work and its purpose.

The Council discussed the complaints and performance management processes, financial implications of the proposed options, authentic partnerships, and the Teaching Council's role in MRM.

The Chair summarised the topic, highlighting the importance of clarity and transparency of the work programme and the quality of data. The Council noted that the draft consultation document with proposed approach would be provided for their approval at the July meeting, consultation would occur between 9 August and 20 September, and submission analysis between 21 September and 5 October.

Manager Policy and Implementation and Lead Policy Analyst left at 13.33. The CE and DCE Māori, re-joined at 13.34.

5. Strategy and Evaluation (cont.)

5.3 Meetings and events

[REDACTED]

Fiona Ell provided an update on her and staff's attendance at the Teacher Education Forum of Aotearoa New Zealand (TEFANZ) in Dunedin where Teaching Council and MoE were main speakers. The Council noted that the focus of the event was the changes brought by *Te Mātaiaho* and what would need to be done in the preparation space. Fiona Ell was grateful for the opportunity to attend the event and provided a report to the Council. The Council noted discussions were held on the relationships between *Te Mātaiaho* and ITE requirements around Mana Whenua and hapu, economic challenges of students and teachers, placements, the Teaching Council's role, and capturing iwi, hapu and whanau voices in monitoring process. The Council noted teacher educators' appreciation for the focused, collegial, and collaborative approach from the Teaching Council during the review of approaches to ITE.

The Council discussed the importance of including the outlined ITE challenges to their strategy thinking and upcoming Briefing to the Incoming Minister (BIM).

Action GC20230629/5a: Add ITE challenges to the agenda for August and BIM.

Lorraine Carr provided an update on the ECE leaders' PGC workshop organised by the Teaching Council on 24 June.

John Tait attended the Canterbury Principals Association event on 23 June and provided a verbal update on the takeaways relevant to the Teaching Council.

The Council noted an update from Pat Newman on his and DCE OS' recent attendance at the NZEI Rural Principals Association Conference in Queenstown and the importance of in-person stakeholder engagement.

The Council noted an apparent lack of events enabling discussions on supporting teaching the children with disabilities. The Council noted that staff would be looking into organising an event focussed on this area.

5.4 ECE sector concerns

The Council noted the recent change in the government policy on the 20-hour free ECE subsidy for two-year-olds announced in May as part of the Budget 2023 Investments.

Action GC20230629/5b: Include ECE concerns to next meetings' agendas.

6. Risk, Audit and Finance

6.1 RAF Committee update: Summary of key issues

The CFO joined at 14.02.

The RAF Chair provided an update from the RAF meeting held on 22 June.

The Council noted that Draft Business Plan for 2023/24 was reviewed and would be presented to the Council at the July meeting after implementing recommendations by the Committee.

[REDACTED]

6.1.1 Financial Reports – May

[REDACTED]

6.1.2 Audit and Assurance

The RAF Chair advised on the meeting with Baker Tilly auditors on 22 June, where Council's expectations and timeline were highlighted.

6.1.3 Risk Register – June

The Council noted that risk register was reviewed by the Committee, with minor changes added.

6.1.4 Cybersecurity report

[REDACTED]

The Council noted that updated draft Privacy Incident Response Plan, Cyber Incident Response Plan and Business Continuity Plan were reviewed by the Committee and would be brought for Council's approval in July.

The Council noted that the Committee meeting had a robust discussion with information well presented for clarity.

The CFO left at 14.12.

8. Items for Decision

8.2 Voluntary de-registration

The Council:

- i. noted the Education and Training Act 2020 (the Act) at clause 7 of Schedule 3 requires the Council to deregister a teacher on receipt of a written request from the person seeking deregistration unless that teacher is the subject of an investigation.
- ii. [REDACTED]
- iii. [REDACTED]
- iv. [REDACTED]

DECISION GC20230629/8: The Council approved the application [REDACTED] for voluntary deregistration.

7. Item for information

Manager Policy and Implementation and Lead Policy Analyst re-joined at 14.14.

7.1 [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

8. Items for Decision

8.1 [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Manager Policy and Implementation and Lead Policy Analyst left at 15.09.

9. Governance

9.1 Committee membership and meeting schedule for 2023/24

The Council noted that Chair and Deputy Chair discussed the committee structure for 2023/24, considering diverse expertise at the Council, best governance practice and succession planning. The Chair outlined that responsibility for decision-making sits with the full Council, regardless of the more in-depth work of the committees.

The Council noted the governance structure for 2023/24 with committees and advisory groups currently active, and proposed membership for governance and ad-hoc committees. The Council noted that the Strategic Stakeholder Engagement Committee (SSEC), as an ad-hoc committee, would be reviewed in February, to ensure its purpose is still a priority and/or if modification might be needed in light of work completed, and that all committees should review their terms of reference at their next meeting, as previously agreed.

DECISION GC20230629/9a: The Council approved the proposed membership to the Risk, Audit and Finance (RAF) Committee for 2023/24.

DECISION GC20230629/9b: The Council approved the proposed membership to the Human Resources and Remuneration (HRR) Committee for 2023/24.

DECISION GC20230629/9c: The Council approved the proposed membership to the Strategic Stakeholder Engagement Committee (SSEC) for 2023/24.

DECISION GC20230629/9d: The Council approved the proposed Council membership to the Pacific Education Steerage Group (PESG) for 2023/24.

DECISION GC20230629/9e: The Council approved the proposed Council membership to the Inclusive Education Advisory Group (IEAG) for 2023/24.

The Council discussed the Te Taurima committee and two proposed options for its continuation.

DECISION GC20230629/9f: The Council approved the option for Te Taurima to continue to exist but is only convened by the Chair in an emergency, noting terms of reference would need to be refreshed, including to membership which will be the Chair, Deputy Chair, and two members of the Council.

The Council discussed the proposed meeting schedule for 2023/24, with 10 meetings occurring annually, three additional half-days (i.e., August, February and May), and two online Council meetings in consideration of sustainability and financial implications (e.g., September and March/April).

DECISION GC20230629/9g: The Council approved proposed annual schedule for 2023/24.

Action GC20230629/9a: Send any proposal and suggestions about meetings to the Chair and use annotations in Diligent Boards prior to the meetings.

10. Any other business

The Council thanked the Chair for the meeting, noted the quality of the papers and discussions, and the absence of the Governance Advisor.

The hui ended with a karakia by John Tait at 15.29.

Signed:

Approved by the Governing Council on 27 July 2023

A solid black rectangular box used to redact the signature of the Chair.

Robyn Baker, Chair