



Te Kōkiritanga

2020-2023

NZQA's Action Plan for
Ākonga Māori Success



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He kupu takamua

*“Ko te manu ka kai i te miro, nōna te ngahere.
Ko te manu ka kai i te mātauranga, nōna te ao.”*

– Te Kere Ngataierua, Te Āti Haunui-a-Pāpārangi

E ngā mana, e ngā reo, e ngā karangatanga maha, nei rā ngā whakamānawa nui ki a koutou katoa. Ki te hunga mate kua hoki ki te kōpunitanga o ngā wairua, moe mai, moe mai rā. Ki a tātou katoa ngā kanohi ora o rātou mā – tēnā koutou, tēnā koutou, tihei mauri ora.

Nau mai, haere atu ēnei kupu wawata o Te Kōkiritanga ki tēnā whaitua ki tēnā whaitua hei hiki i te mana taurite o ngā ākonga Māori e ai ki te mātauranga e tika ana mā rātou. Mā Te Kōkiritanga anō tātou e whai kaha ai ki te hāpai i te ākonga kia noho takatū ki tōna āmua ao.

Karanga te rā, karanga te rā!



Introduction

Te Kōkiritanga 2020-2023

Kōkiri is a Māori word which means advancing forward in unison. We have used the name Te Kōkiritanga to illustrate the collaboration that will be required to achieve our strategic goals.

Te Kōkiritanga outlines our commitment to work with education system agencies in achieving equity for ākonga Māori and their whānau.

Te Kōkiritanga reaffirms NZQA's commitment to the Crown's obligations to Te Tiriti o Waitangi and the principles of partnership, protection and participation.

Under Te Tiriti o Waitangi, Government and education sector agencies have joint responsibility with whānau, hapū, and iwi to ensure the education system delivers with, and for, Māori.

The 30-year education vision

The actions included within Te Kōkiritanga are closely aligned to the 30-year education vision as well as Ka Hikitia¹ and Tau Mai Te Reo². The five objectives for education that underpin the 30-year vision are:

- » Learners at the Centre
- » Barrier-Free Access
- » Quality Teaching and Leadership
- » Future of Learning and Work
- » World-Class Inclusive Public Education

Kia noho takatū ki tō āmua ao

With the population of Māori set to grow, it is essential that the education, training and work pipeline is responsive to the needs of ākonga Māori and their whānau. It must also better prepare ākonga Māori for the cumulative impacts of digitisation, automation and the future of work.

NZQA's role within this landscape is the quality assurance of qualifications and administering the secondary school assessment system. Over the next three years, we will focus our efforts on achieving the two key strategic goals of **Equity** and **Lifelong Learning**.

¹ Ka Hikitia is a cross-agency strategy for the education sector that sets out how we will work with education services to achieve system shifts in education, and support Māori learners and their whānau, hapū, and iwi to achieve excellent and equitable outcomes. Visit: <https://www.education.govt.nz/our-work/overall-strategies-and-policies/ka-hikitia-ka-hapaitia/ka-hikitia-ka-hapaitia-the-maori-education-strategy/>

² Tau Mai Te Reo is a cross-agency strategy that sets out goals and provides a framework for coordinating programmes, and services, that support Māori language in Māori medium and English medium education. Visit: <https://www.education.govt.nz/our-work/overall-strategies-and-policies/tau-mai-te-reo/>

Equity for ākonga Māori and their whānau

Equity creates belonging, enhances wellbeing, and leads to success.³

The implementation of Te Kōkiritanga is the responsibility of everyone at NZQA. A Deputy Chief Executive (DCE) will be the sponsor of each of the five focus areas. This is a critical role to ensure we are collaborating both externally and internally to achieve the outcomes sought in Te Kōkiritanga.

The implementation of Te Kōkiritanga will be closely monitored with regular progress reporting to the NZQA Board and Ngā Kaitūhono (an external expert group who provides strategic thought leadership to NZQA on mātauranga Māori).

COVID-19 has exacerbated existing inequities faced by ākonga Māori in the education system and further highlights the importance of ensuring NZQA actions explicitly focus on addressing these issues. Te Kōkiritanga aims to provide responsive education support to ākonga Māori, whānau, hapū and iwi.

Te Kōkiritanga Vision

Ākonga Māori Qualify for the Future World

The two strategic goals underpinning the vision are:

Equitable access and opportunities enable ākonga Māori success	Qualifications enable Māori lifelong learning and wellbeing
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Five focus areas will contribute towards achieving these strategic goals:

Te Reo Pāpori Community Voice Ākonga Māori, whānau, and Māori communities benefit from tailored NZQA services <i>DCE Quality Assurance</i>	Te Mahi Ngātahi Partnerships Strategic partnerships enable ākonga Māori success <i>DCE Māori</i>	Te Ara Mātauranga Pathways Ākonga Māori and whānau can confidently and successfully navigate education and employment pathways <i>DCE Assessment</i>	Te Whakapakari Tāngata People NZQA staff and leaders have increased capacity and capability to achieve equity of access and outcomes for ākonga Māori <i>DCE Strategic and Corporate Services</i>	Te Mana Taurite Equity and Excellence Equity and excellence for ākonga Māori is informed by data, evidence, and best practice <i>DCE Digital Assessment Transformation</i>
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³ Ngā Kaitūhono think piece, October 2018.

Te Reo Pāpori

Ākonga Māori, whānau, and Māori communities benefit from tailored NZQA services

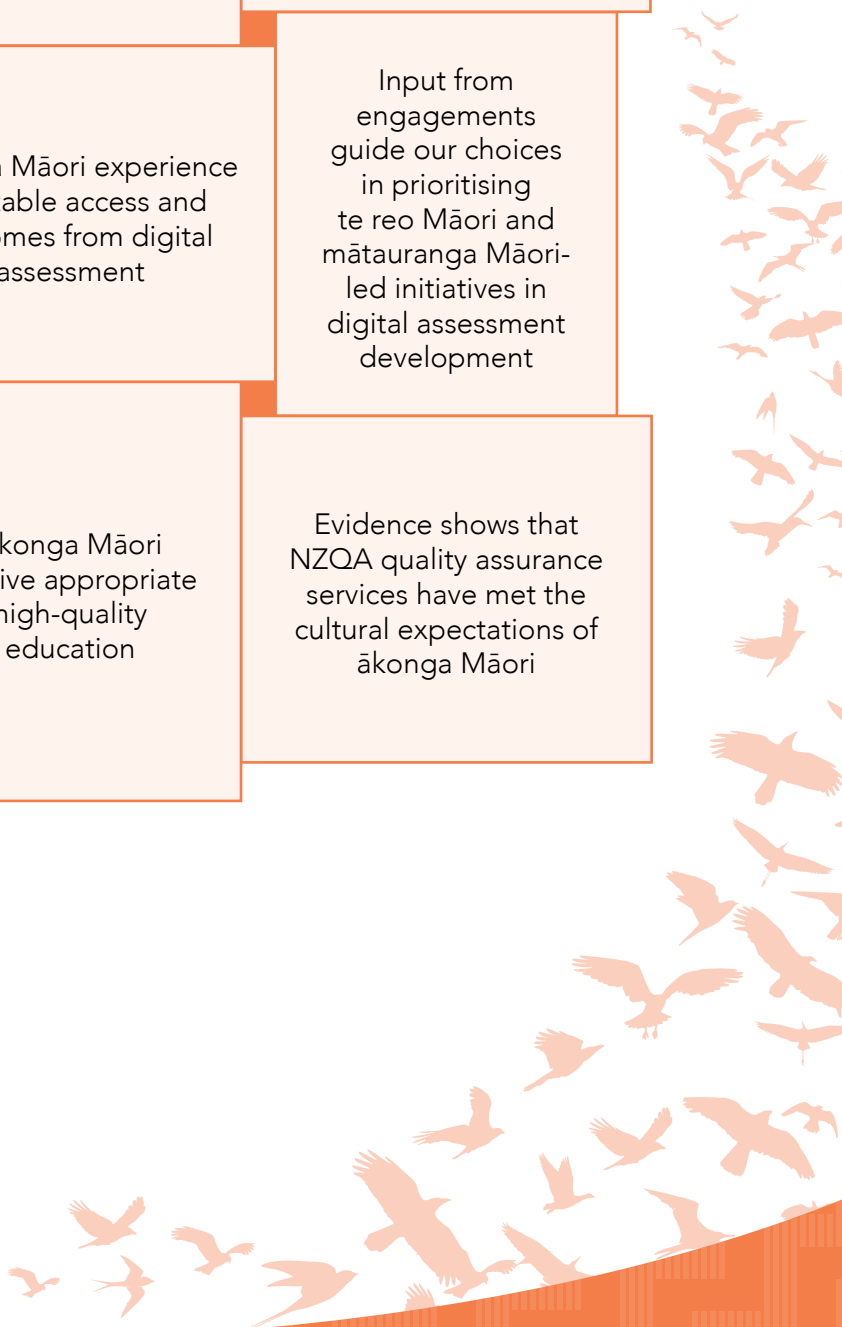
Our contribution to preparing ākonga Māori and whānau for the future world is vital. We want ākonga Māori to be competitive in their choice of career, therefore it is important we work with employers and industry to understand market trends and needs. Qualifications and assessments must increase equitable levels of participation and educational achievement for ākonga Māori in both compulsory and tertiary education. We will continue to engage with whānau because they matter to their children's education success. We want parents and whānau to be confident, influential, and active participants.

Implementing a Māori-centered design process across our business systems, while continuing our work in lifting te reo Māori capability, will ensure we deliver responsive services.



What we will do

	KEY ACTION	BENEFIT	SUCCESS INDICATOR
1	Increase ākonga Māori voices in NZQA stakeholder engagement work to inform service design and delivery	Ākonga Māori and their whānau experience responsive services, that meet their needs when engaging with NZQA	Ākonga Māori voices are evident in stakeholder engagement reporting and have been used to inform and improve NZQA product and service design
2	Create opportunities for increased ākonga Māori engagement in NCEA Online by seeking advice from Māori experts and communities and prioritising ākonga Māori input	Ākonga Māori experience equitable access and outcomes from digital assessment	Input from engagements guide our choices in prioritising te reo Māori and mātauranga Māori-led initiatives in digital assessment development
3	Ensure that Māori voices and perspectives inform the design and delivery of quality assurance services	Ākonga Māori receive appropriate high-quality education	Evidence shows that NZQA quality assurance services have met the cultural expectations of ākonga Māori



Te Mahi Ngātahi

Strategic partnerships enable ākonga Māori success

As stewards and advocates of Māori aspirations, it is important that we understand the competencies required to meet the future demands of iwi and hapū and therefore ākonga Māori and their whānau. We will continue to work with Ngā Kaitūhono to ensure our approach to mātauranga Māori is compatible with Māori values and consistent with Māori expectations.

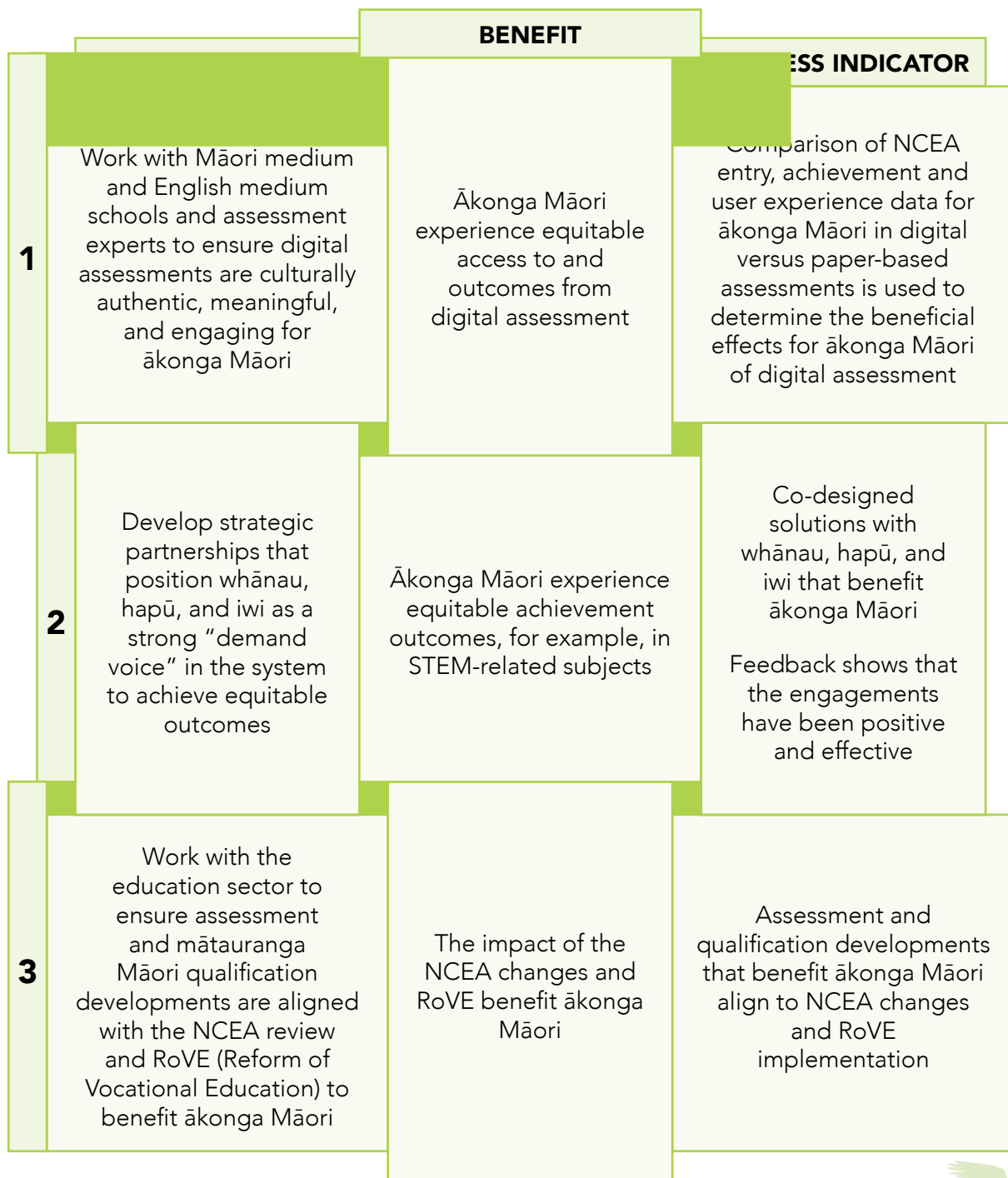
Our partnerships (like with the Pūhoro STEM⁴ Academy) have led to innovative initiatives that provide experiential and inspiring experiences that help ākonga Māori to make informed decisions regarding their future pathways. We will continue to actively broker and foster new partnerships to achieve the same positive outcomes.

Continuing to partner with education agencies will ensure a more joined up system. We will work closely with the education sector agencies to support Māori medium pathways through NCEA, and Te Marautanga o Aotearoa, towards vocational pathways, NZ Scholarship, and University Entrance.

⁴ Science, Technology, Engineering, and Mathematics



What we will do



Te Ara Mātauranga

Ākonga Māori and whānau can confidently and successfully navigate education and employment pathways

Disruptive technologies will continue to change the face of the future world, increasing the demand within Science, Technology, Engineering, and Mathematics (STEM) related industries. Enabling ākonga Māori to be resilient and adaptive within this context is therefore essential to achieving equitable ākonga Māori success. Straddling education to work, we are uniquely positioned to provide contextual information enabling ākonga Māori and whānau to make informed decisions across the education pipeline about their future pathways.

There will also be a focus on lifelong learning opportunities for Māori who are returning to study to upskill and/or change careers later in life. We will work with employers and Māori businesses to ensure plans are responsive to both community and labour market needs.

We will grow the reach of the NCEA and the Whānau programme across a wider range of channels and strengthen key messages regarding NCEA Online, changes to NCEA, and Special Assessment Conditions (SAC). We will continue to actively promote STEM pathways to ākonga Māori and their whānau.



What we will do

	KEY ACTION	BENEFIT	SUCCESS INDICATOR
1	Grow the reach of NCEA and the Whānau to positively impact more ākonga Māori and their whānau	Ākonga Māori and their whānau have increased confidence and capability to successfully navigate education to employment pathways	10,000 NCEA and the Whānau engagements and 30 trained NCEA Champions by 2023 Feedback from participants confirms increased confidence and capability
2	Increase the uptake of Special Assessment Conditions (SAC) for ākonga Māori	Ākonga Māori receive equitable access to SAC to support their learning and assessment	A clear trend upwards in the numbers of new SAC applications from targeted schools
3	Support ākonga Māori access to mātauranga Māori qualification pathways	Ākonga Māori achieve mātauranga Māori qualification pathways	An increased number of ākonga Māori achieving mātauranga Māori qualifications Increase in the percentage of tertiary qualifications and programmes that are approved for mātauranga Māori
4	Support providers in the uptake of mātauranga Māori standards and qualifications for ākonga Māori	Ākonga Māori have an increased opportunity to be assessed in a Māori context	An annual increase in uptake of standards, qualifications and other credentials, and provision of NZQA support

Te Whakapakari Tāngata

NZQA staff and leaders have increased capacity and capability to achieve equity of access and outcomes for ākonga Māori

Our focus on equity of access and outcomes for ākonga Māori success means we need a culturally competent workforce that can appropriately engage with and respond to our Māori customers. One of the ways NZQA is developing staff is through our te reo and tikanga Māori initiatives.

We want to be an employer of choice and attract high quality Māori talent through the implementation of a strategic plan with a focus on recruitment, retention, and development. We will continue to support Te Kāhui Māori (our Māori staff network) and create career development opportunities that advance Māori staff aspirations and progression.



NZQAs Te Kāhui Māori (Māori Staff Network) wānanga

What we will do

	KEY ACTION	BENEFIT	SUCCESS INDICATOR
1	Provide development opportunities which build employee confidence and competence in a te ao Māori context, and support Māori staff growth and progression	A capable and confident workforce to engage more meaningfully with Māori customers, which supports our equity goal	Positive customer, ākongā and sector feedback
2	Implement a plan to increase Māori employee numbers annually over the three years	Increased capacity to respond to Māori customers	NZQA increases Māori employee representation to 16.5% ⁵ including senior roles by 2023
3	Develop longitudinal success factors which support a te reo Māori learning organisation	Supports the aspirations of the Maihi Karauna for Māori language revitalisation and normalisation of its use	All staff have a te reo Māori development plan Employee participation in ongoing delivery of new and existing tikanga and te reo Māori development opportunities

⁵ Equivalent to the Māori population percentage of total NZ population (Census 2018). This equates to an increase from 46 staff, as at 30 June 2020, to 72 staff by 30 June 2023.

Te Mana Taurite

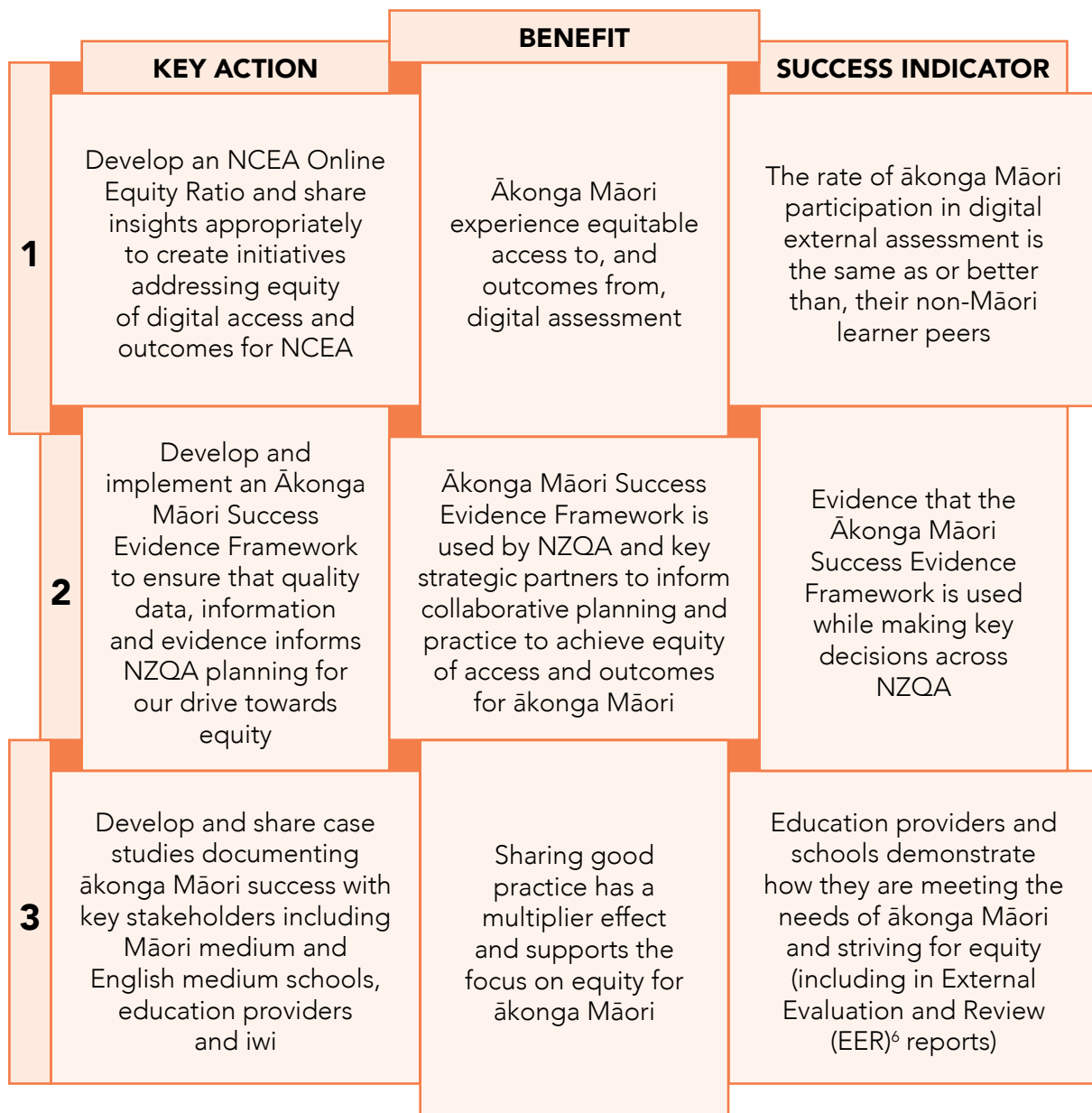
Equity and excellence for ākonga Māori is informed by data, evidence, and best practice

We will utilise provider feedback, data insights and other evidence in order to improve our tools, products, and services.

Embedding the principles of mātauranga Māori across qualifications and assessments will ensure that the system supports, acknowledges and empowers ākonga Māori to succeed as Māori. We will continue to enhance Te Hono o Te Kahurangi Whare Ako framework as a best practice indigenous quality assurance model.



What we will do



⁶ External evaluation and review (EER) is an essential component of NZQA's evaluative quality assurance framework. Through the EER process, NZQA periodically checks and reports on the quality of education delivered by non-university tertiary education organisations.



NEW ZEALAND QUALIFICATIONS AUTHORITY
MANA TOHU MĀTAURANGA O AOTEAROA

QUALIFY FOR THE FUTURE WORLD
KIA NOHO TAKATŪ KI TŌ ĀMUA AO!