

HE PAEARU ANGITŪ MŌ NGĀ TUMUAKI KURA Ā IWI

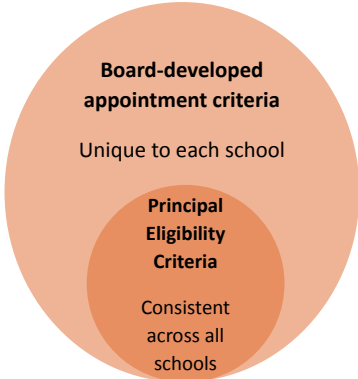
These eligibility criteria apply to people seeking to be tumuaki of Kura ā Iwi in Aotearoa New Zealand.
The poumarumarū of these kura must make sure anyone they appoint as tumuaki meets these criteria.
The eligibility criteria are a requirement of the Education and Training Act 2020 (s617).

The **purpose** of the tumuaki eligibility criteria is to:

- make sure all people appointed as tumuaki have certain skills, competencies, knowledge and expertise
- help people who want to be tumuaki understand what experience and commitment they need for the role
- give poumarumarū confidence they are appointing someone who can implement best practice
- highlight the importance of the tumuaki role within kura.

Poumarumarū will typically also have other appointment criteria they expect the tumuaki to meet. These are the additional skills, knowledge and experiences the poumarumarū believes the tumuaki of their particular kura should have. These additional appointment criteria are developed by the board in consultation with the kura Community (Education and Training Act 202, s618).

Everyone applying to be a tumuaki must hold either a current Tiwhikete Whakaakoranga Tūturu | Full Practising Certificate (Category One) or a current Tiwhikete Whakaakoranga Pūmau | Full Practising Certificate (Category Two). This shows they meet the standards required for the teaching profession and adhere to the Code of Professional Responsibility.

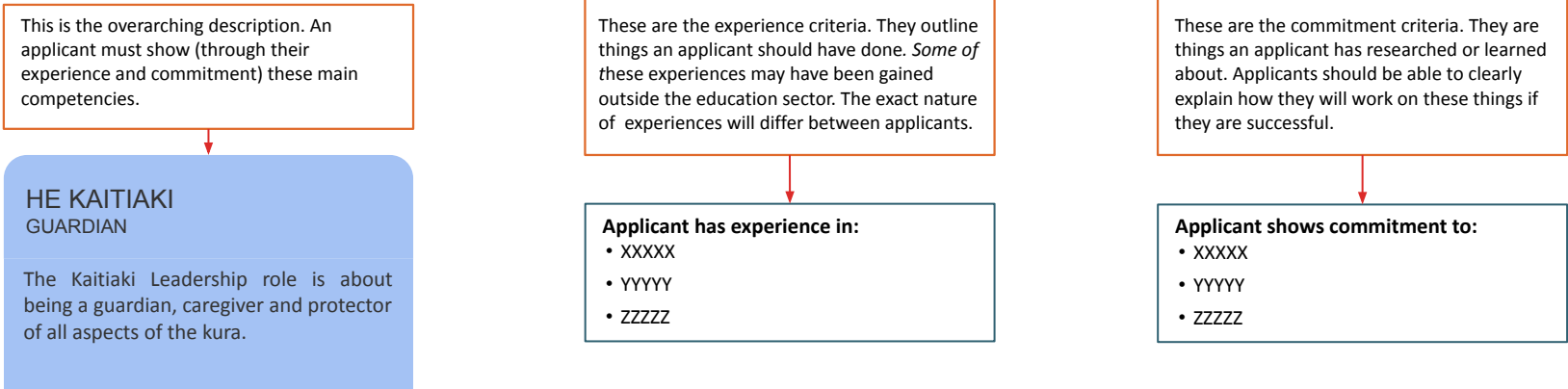


How to use the eligibility criteria

The eligibility criteria integrates the Seven Key Roles of Leadership according to the Tu Rangatira research and some aspects of Te Tihi o Angitū - Ngā Kura ā Iwi Graduate Profile. To be successful, applicants must meet all the requirements set out in all Seven Key Roles.

At the top of each pou is a description of the main competencies for that pou. Each pou then has specific experience criteria that applicants must meet. Each pou also has commitment criteria where applicants must show how they are committed to certain important concepts or actions.

In applying the criteria, poumarumarū should keep in mind that not everyone has the same opportunities or pathways to apply for their first tumuaki post, and that some skills can be learned on the job.



HE PAEARU ANGITŪ MŌ NGĀ TUMUAKI KURA Ā IWI

Te aho tapu, the first and main thread of the korowai, weaves the whenu and aho of the korowai together. In the context of leadership, te aho tapu is dedicated to uri.

The following are the aho tapu skills tumuaki need to lead kura ā iwi:

Matatau ki te reo me ona tikanga

Must have a close connection to mana whenua

Uri must be the first priority

Pono ki te kaupapa o te iwi and kura

Must have knowledge of tukuihotanga, oranga, mātauranga and mana motuhake

HE KAITIAKI GUARDIAN AND PROTECTOR

The Kaitiaki Leadership role is about being a guardian, caregiver and protector of all aspects of the kura.

Applicant has:

- Actively participated in Ngā Kura ā Iwi and community wellbeing initiatives.
- Created an environment that upholds the core values of the kura community.
- Deep knowledge of te reo and tikanga of the kura, hapu, hāpori and iwi.

Applicant has experience in:

- Developing a safe, nurturing learning environment by making the wellbeing of uri a priority.
- Supporting the value of taha wairua in a learning environment.
- Demonstrating positive wellbeing

Applicant shows commitment to:

- Ensuring that whānau, hapu, hāpori and iwi are integral to the development, implementation of wellbeing initiatives for uri, kaimahi
- Ensuring legal responsibilities are met and policies for implementing, monitoring and reviewing safety and health procedures are in place.

HE KAIWHAKARITE MANAGER

The Kaiwhakarite Leadership role is about effective and efficient management of systems and operations with a focus on capacity building and educational goals

Applicant has:

- Good communication and management skills
- A management philosophy that preserves the mana and well-being of people.
- Deep knowledge of the Professional Standards.

Applicant has experience in:

- Ensuring that uri, and the kura community are engaged, maintain and promote education through good systems and practices.
- Managing staff and resources efficiently and innovatively to support the achievement and success of uri.
- Policy development
- Professional Growth Cycles

Applicant shows commitment to:

- Maintaining an open management style in which uri and staff contribute towards what works best for the kura.
- Managing staff, resources and budget according to correct procedures, supported by effective policy.
- Building a fostering culture of positive collaboration, commitment and motivation to bring about continuous improvement in the potential success of uri.

HE KANOHI MATAARA VISIONARY

The Kanohi Mataara Leadership role is about having the courage to be innovative and understand the kōrero 'Mauri onamata, Aronga anamata'

Applicant has:

- Engaged with the hapu, hāpori or iwi for guidance to implement Mātauranga ā Iwi into planning and future directions for the kura.

Applicant has experience in:

- Being up to date with new initiatives to implement into the kura.
- Reviewing programmes regularly to ensure teaching strategies proven by classroom practice help uri achieve.

Applicant shows commitment to:

- Developing a philosophy of Mauri Onamata, Aronga Ānamata to inform future plans and developments.
- Implement adept management of resources to achieve vision and goals
- Understand the pou of Te Tihi o Angitū, Ngā Kura ā Iwi Graduate Profile
- Create a strategic, inspirational vision for all stakeholders to aspire towards
- Developing, implementing and reviewing Marau ā Kura programs
- Shown high quality innovative, vibrant, educational experiences that focus on the needs and interests of uri.

HE KAIKO TEACHER AND LEARNER

The Kaiako Leadership role is about being an exceptional teacher and educational practitioner, embracing up-to-date knowledge and emerging pedagogies.

Applicant has:

- A full Practising Certificate (Category one or two).
- Recent in-depth knowledge of teaching and learning processes.
- Recent in-depth knowledge of curricula, and how to assess students' performance against them.

Applicant has experience in:

- AKO in which the teacher and uri learn from each other.
- Imbedding Mātauranga ā Iwi into teaching and learning programmes.
- Enabling uri to achieve according to hapu, hāpori and iwi aspirations.
- Evaluating practices in relation to learning outcomes
- Being reflective and solution driven

Applicant shows commitment to:

- Challenging established education approaches in response to new evidence or learning.
- Supporting and facilitating professional colleagues to support and extend uri academic, cultural and physical learning.

HE PAEARU ANGITŪ MŌ NGĀ TUMUAKI KURA Ā IWI

A tumuaki is the kaitiaki (guardian) of those things the kura community believes are important. The tumuaki ensures the school is empowering and safe for everyone. They know they are responsible for passing on a well-looked-after, sustainable school to the tumuaki after them. They are willing to think deeply about how their leadership, background, assumptions and privileges affect others. They are a learner, keen to examine new evidence and emerging ideas. They are also willing to ask for advice and support.

HE KAIMAHI WORKER

The Kaimahi leadership role is about demonstrating a strong work ethic. 'leading by doing', versatility, capability and understanding how to build and use that in others.

Applicant has:

- Actively supported, coached, trained and mentored children and adults to reach their potential.
- Worked with kura whānau, hapu, hapori and iwi to imbed Mātauranga ā Iwi in teaching and learning programmes.
- Led by example and shows integrity and credibility.
- A great work ethic

Applicant has experience in:

- Encouraging kura whānau, hapu, hapori and iwi to support the kura through sharing and maintaining tikanga, reo and mātauranga.
- Participating in professional learning networks.
- Encouraging commitment to kura priorities, goals and aspirations from all stakeholders.

Applicant shows commitment to:

- Initiate and manage change.

HE KAIKŌTUITUI NETWORKER

The Kōtuitui leadership role is about understanding the power and value of relationships. Networking is a key facet. The role also fosters and nurtures relationships.

Applicant has:

- Trusting relationships with mana whenua, hapori, hapu, iwi, whānau, Board and Kaimahi
- Established relationships with a range of stakeholders to support the vision and goals of the kura.
- Successfully participates in and contributes to te ao Māori

Applicant has experience in:

- Facilitating a collective effort to help uri realise their potential.
- Encouraging whānau as educators outside of the kura.

Applicant shows commitment to:

- Enlisting support and assistance from experts in Mātauranga ā Iwi from a range of authentic sources..
- Ensuring opportunities are available for uri, staff and whānau in the development and implementation of kaupapa.
- Engaging and collaborating with hapu, iwi and kura whānau to acknowledge the goals and aspirations they have for their uri

HE KAIARATAKI ADVOCATE

He Kaiarataki leadership promotes the development and implementation of strategies, plans and policies to realise learners' potential and their educational success as Māori

Applicant has:

- Used mātauranga principles to guide leadership practice.
- Developed relationships with marae, whānau, hapu, iwi and the wider community
- Has advocated for Te Reo and Tikanga initiatives in the past.

Applicant has experience in:

- Advocating a strong focus for uri engagement, achievement and success.
- Co-constructing with governance and kura whānau to formulate plans and recognising the value of others contributions.

Applicant shows commitment to:

- Developing practices within the kura that ensure personal dignity and respect are given to others.
- Facilitating the development of strategic, annual and operational plans focussed on successful uri achievement.
- Co-constructing with governance and kura whānau to formulate plans and recognising the value of others contributions.
- Building capabilities and capacity in all areas of the kura.