

Ngā Kupu Whakamārama i te Āhuatanga o te Tumuaki KKM: Pono, aroha, tika, manaaki, pukumahi, pūmau, ringa raupā, harikoa, kanohi kitea, pakari, mārama, mātauranga/mātau, hātakēhi, ngākau māhaki, māia, whai whakaaro, mahi tahi, whai koha, ngākau tuwhera, aroha ki te tamariki, rangatira, wairua ora, hauora, ririhau kore, mauritau, ngākau rangimārie, puku tākaro, mārama ki te wairua, maungārongo. **Me te āhuatanga e tika ana mō tōna kura - [he mārō tōna taura here ki ōna iwi]**

MANA, TAPU, MAURI, AROHA

He pono te Tumuaki ki te kaupapa o te kura kaupapa Māori Aho Matua, ka ita te mauri me te wairua o te kura.

KURA Tamariki & whānau	TE AHO MATUA	TIKANGA MAORI	TE REO MAORI	HE TAURANGA ĀTETE: E MĀRAMA ANA TE TUMUAKI KI TE KURA HEI TOKA TŪ MOANA, E Ū AI TE RANGATIRATANGA	TOKA TŪ MOANA, KIA WHAKATATA MAI TE PAE TAWHITI, HE KAIRARANGA I NGĀ TIRA, HE MAHITAHU KI NGĀ TAMARIKI, KAIKO/KAIMAHI WHĀNAU, NGĀ KURA, TRONKKM, HAPŪ/IWI ME TE HAPORI MĀORI
KIA TOITŪ TE MAUNGĀRONGO	WHĀNAU	<p>Kia uru ai te whānau ki ngā mahi whakahaere i te kura, tae atu ki te whakaako me te ako.</p> <p>He pā harakeke, he pātaka mātauranga te whānau o te kura .</p>	<p>Ka whai wāhi ngā whānau ki te hāpai i te kura.</p> <p>He manawanui te Tumuaki ki te oranga o te kura me te whakarauora i te reo mā reira e whai atu te whānau he huarahi hou ki te oranga nui.</p>	<p>He manawanui te Tumuaki ki te oranga o te kura, ki te whakarauora i te reo me ngā āhuatanga Māori.</p> <p>E mārama ana te Tumuaki ki te kura hei tokā tū moana mō te reo Māori.</p>	
WHANAUNGATANGA		Ka poipoi hoki ia i te mahi tahi me te kotahitanga o ngā kaimahi.	Ka tau te Tumuaki ki waenganui i te whānau, i ngā tamariki, i ngā whānau whānui o te hapori, i kura kē atu, i te TRONKKM hoki.		
WHAKAWHITI WHAKAARO		Ka mahi te Tumuaki kia mārama te whānau, ngā kaimahi me te hapori ki ngā nekenekē kia tipu ai te pono me te whai koha a tētahi ki tētahi. He ngaio te Tumuaki.	KA MAHI KI NGĀ ĀHUATANGA WHAI TAKE O TE TURE, KIA EA TE TURE	AKO: HE KAIHAUTŪ TIKANGA WHAKAAKO TE TUMUAKI	
HE MATATAU KI TE REO ME NGĀ TIKANGA, HE KAHA KI TE WHAKAHAEERE KURA, ME MŌHIO IA KEI WHEA TE PAE TAWHITI		HE TAUIRA O TE IKEIKETANGA KI TE WHAKAAKO		HE TAUTIAKI I NGĀ KAIMAHI ME NGĀ TAUIRA, HE MAHI TAHI KI TE WHĀNAU	

He haepapa ngaio tā te Tumuaki: ki ngā tauira, ki ngā paerewa whakaako. He kanohi kitea i te hapori, he kairaranga i ngā tira.

PAEARU: KOPOU Tumuaki

1. KO TE TIKANGA IA: ko te ārahitanga a te Tumuaki he matatau ki te reo, ki Te Aho Matua, ki te ao Māori. He mōhiotanga ki ngā tini āhuatanga e pā nei ki te iwi, ki te whānau o te kura.

He manawanui ia ki te oranga o te kura me te whakarauora i te reo mā reira e whai atu te whānau he huarahi hou ki te oranga nui.

Ko tā te Tumuaki he autaia ki te whakatinana i Te Aho Matua, i ngā tikanga matatika me ngā paerewa mā ngā kaiako. Arā, e whakatauira ana i te ngaio nā runga i tana roa i roto i te kura kaupapa Māori Aho Matua.

2. ME mātau te Tumuaki ki Te Aho Matua, ki te reo me ngā tikanga Māori. Ka pukumahi kia tata mai te pae tawhiti

a. **TŌ TE WHĀNAU WAWATA;** He matatau te Tumuaki ki te reo me ngā tikanga, he kaha ki te whakahaere kura, he tauira o te ikeketanga ki te whakaako. He ngākaunui te Tumuaki ki te mahitahi ki ngā tamariki me ngā kaimahi, ko tāna hoki he manaaki, he tautiaki i a rātou. *me mōhio te Tumuaki kei whea te pae tawhiti*

3. HE WHEAKO WHAI HUA TĀ TE TUMUAKI i te kura Aho Matua. Ka ea i a ia te taha ki te karakia, te whaikōrero, te karanga hoki.

Ka whakatinanahia ngā tikanga Māori, ā, ka hiwa tōna manawanui ki te tuku ihotanga o te reo Māori me ngā tikanga ki ngā tipuranga.

Ka puritia te reo ki roto i tana whānau

Ngā Āhuatanga o te Tumuaki:

Pono, aroha, tika, manaaki, pukumahi, pūmau ringa raupa, harikoa, kanohi kitea, pakari, mārama, mātauranga/mātau, hātakēhi, ngākau māhaki, māia, whai whakaaro, mahi tahi, whai koha, ngākau tuwhera, he aroha ki te tamariki, he rangatira, wairua ora, hauora, ririhau kore, mauritau, ngākau rangimarie, puku tākarō, mārama ki te wairua, maungārongo. **Me te āhuatanga e tika ana mō tana kura - [he mārō tōna taura here ki ōna iwi...]**

4. HE TAURANGA ĀTETE: E mārama ana te Tumuaki ki te kura hei tokā tū moana, e ū ai te rangatiratanga. Ka whai rautaki whakakotahi i te whānau, ngā whānau kura kaupapa Māori, me ngā hapori Māori.

5. NGĀ WHAKAHAERE: Ka kōtuitui i te whakamahere, ngā whainga me te raupapatanga, tae atu ki ngā whakahere hononga (ā-roto, ā-waho, ki te TRN, ki te MoE, ki te NZQA ki a wai atu rānei)...He haepapa tō te Tumuaki kia uru ai te whānau ki ngā mahi whakahaere i te kura, te whakaako me te ako.

KEI ROTO I TE WHAKAHAERE: He pai ngā kōrero huri noa i te kura, ngā āhuatanga whai take o te Ture, ā, ka ea te taha ki aua āhuatanga ā-Ture. Kia toitū te kaupapa i roto i ngā taumahatanga ka arahina te whānau ki te puna o te mōhio, te ora me te maungārongo. **He kaha nō te Tumuaki ki te whakakao tāngata hei tira kaha ki te whakatinana i ngā whāinga.**

6. AKO: He kaihautū tikanga whakaako te Tumuaki, ka tū i te aro ā-kapa o Te Aho Matua, he mārama ki te kaupapa, ko te taumata tiketike o te mātauranga mō te Māori tāna e whai nei. Ko tā te Tumuaki, he tārai, he tuitui, he poipoi i ngā tū hononga huri noa i te kura kia pai ai ngā hua.

He haepapa ngaio tā te Tumuaki : ki ngā tauira, ki ngā paerewa whakaako. He kanohi kitea i te hapori, he kairaranga i ngā tira

7. WHANAUNGATANGA: Ka tau te Tumuaki ki waenganui i te whānau, ki ngā kaimahi, ki ngā whānau whānui o te hapori, ki kura kē atu, ā, e whai take āna pūrongo ki te whānau. He kaiārahi whai whakaaro ki te hītori o te kura me ngā hua o te kaupapa. Ka poipoi hoki ia i te mahitahi me te kotahitanga.

8. WHAKAWHITI WHAKAARO: Ka mahi te Tumuaki kia mārama te whānau, ngā kaimahi me te hapori ki ngā nekenekē kia tipu ai te pono me te whai koha a tētahi ki tētahi. He ngaio te Tumuaki.

9. WAIRUA: He pono te Tumuaki ki te kaupapa, he aroha ki te reo, he pūmau ki ōna kawenga me ngā taumata tiketike. Ka ita te mauri o te kura.

Tumuaki Personal Attributes: Integrity, honesty, flexibility, adaptive, relates well to a wide variety of people (young people, parents, teachers, kaumātua, Ministry of Education employees etc.), commitment, enthusiasm, well articulated educational philosophy, sense of humour + *unique kura characteristics*

MANA, TAPU, MAURI, AROHA

Tumuaki develops and maintains a positive wairua across the kura environment

CONFLICT RESOLUTION	KURA Tamariki & whānau	TE AHO MATUA	TIKANGA MAORI	TE REO MAORI	TOKA TŪ MOANA, VISIONARY, STRATEGIC, ADAPTIVE, PUKE MAHI, ROLE MODEL, ENGAGED WITH TAMARIKI, KAIKO/KAIMAHI WHĀNAU, OTHER KURA, TRONKKM, HAPU/IWI AND MĀORI COMMUNITIES – (I.E. ESTABLISHES AND MAINTAINS GOOD RELATIONSHIPS)
	WHĀNAU	<p>Whānau are involved in kura as active teachers & learners</p> <p>Whānau are acknowledged as repositories of knowledge</p>	<p>Whānau are invited to be active contributors to kura</p> <p>Kura are contributors to whānau transformation</p>	<p>Kura contribute to intergenerational revitalisation of te reo me ngā ahuatanga Māori</p> <p>Tumuaki understand the political context of the denial of te reo Māori to generations</p>	PEDAGOGY AND APPROPRIATE IMPLEMENTATION, REPORTING, ENGAGEMENT
	RELATIONSHIPS	Fosters relationships that assist positive outcomes	Fosters and maintains strong working relationships with staff	Tumuaki fosters and maintains strong relationships with tamariki, whānau and wider kura communities (including TRoNKKM)	
	COMMUNICATION	Tumuaki has good communication across the kura, with whānau, with kaimahi, with hāpori, with TRoNKKM and maintains mutual respect in a professional manner			MĀORI REALITIES

Tumuaki ADHERES TO TEACHING PROFESSION, CODES, STANDARDS & LEGAL COMPLIANCE

WHĀNAU EXPECT

STRONG MANAGEMENT, PLANNING & ADMINISTRATION OF KURA. INCLUDING: ABILITY TO PULL TOGETHER A STRONG TEAM TO ADVANCE KURA	TEACHING EXCELLENCE AS A PEDAGOGICAL LEADER	LOOKS AFTER TAMARIKI & STAFF, & ENGAGES WHĀNAU
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A Tumuaki has a professional responsibility: to learners, to teaching standards; and to engage in wider Māori communities

PAEARU: KOPOU Tumuaki

1. **IT IS ASSUMED** that Tumuaki leadership has: capacity in te reo, tikanga, Te Aho Matua, and te ao Māori. Tumuaki have knowledge of diverse Māori realities; they are committed to kura & language revitalisation; and see the kura as part of whānau transformation. Tumuaki competently implement the teaching codes and has experience working in kura (as principal or leadership)
2. **IT IS EXPECTED:** that Tumuaki have knowledge of Te Aho Matua, te reo, tikanga Māori; they are visionary and pukumahi
 - a. **WHĀNAU EXPECT:** that Tumuaki are competent in te reo & tikanga; demonstrate strong kura management and teaching excellence. Tumuaki enjoy working with tamariki & kaimahi and look after them as a natural part of the kura
3. **Tumuaki HAVE EXPERIENCE** working in kura Te Aho Matua, and can whaikōrero/karanga as necessary. Tumuaki implement tikanga māori, and demonstrate an active commitment to intergenerational transmission of te reo Māori me ngā tikanga Māori

Tumuaki Personal Attributes: Integrity, honesty, flexibility, adaptive, relates well to a wide variety of people (young people, parents, teachers, kaumātua, Ministry of Education employees etc.), commitment, enthusiasm, well articulated educational philosophy, sense of humour + unique kura characteristics

4. **TOKA TU MOANA:** Tumuaki understand the political position of kura in maintaining rangatiratanga, and they have a critical awareness of Māori socio-historical issues to acknowledge the position of kura in the process of (de)colonisation. Tumuaki are strategic and advance kotahitanga among whānau, kura, and Māori communities
5. **ADMINISTRATION:** Tumuaki demonstrate leadership in planning, setting priorities and targets. They develop strong kura management (internal & external relationships with MoE, TRN etc). Tumuaki ensure that whānau are included in kura operations, teaching and learning
 - a) **ADMINISTRATION INCLUDES:** efficient communication across kura, legal compliance, strong conflict resolution – and Tumuaki can build strong teams to deliver outcomes
6. **AKO:** Tumuaki are pedagogical leaders, are champions of Te Aho Matua, are knowledgeable about kura as a movement, and they have high education expectations for Māori. **Tumuaki create and maintain relationships across the kura environment for successful outcomes.** Tumuaki **HAVE A PROFESSIONAL RESPONSIBILITY:** to learners, to teaching standards; Tumuaki **MAINTAIN THEIR OUTREACH** to community; Tumuaki **ARE ADAPTIVE** in their leadership approaches
7. **WHANAUNGATANGA/RELATIONSHIPS:** Tumuaki have good relationships with whānau and engage often with whānau. They are committed to whānau. Tumuaki maintain relationships with wider whānau communities; with other kura, and they link whānau into relevant reporting measures. Tumuaki maintain strong relationships with colleagues. They are strategic leaders who have historic knowledge of kura and the legacy of the kura movement. Tumuaki develop kura collegiality and a sense of kotahitanga
8. **COMMUNICATION:** Tumuaki communicate well across the kura, with whānau, kaimahi, hapori, and develop/maintain mutual respect. Tumuaki are professional in their mahi
9. **WAIKĀRĀ:** Tumuaki are - pono ki te kaupapa, they actively whakamana i te reo and maintain professional responsibility with teaching standards. Tumuaki develop positive wairua across the kura