



Briefing Note: Advice for hui with Ngā Puna Reo o Aotearoa on 21 June 2023

To:	Hon Kelvin Davis, Associate Minister of Education (Māori Education) Hon Jo Luxton, Associate Minister of Education		
Date:	14 June 2023	Priority:	Medium
Security Level:	In Confidence	METIS No:	1311357
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Messaging seen by Communications team:	No	Round Robin:	No

Purpose of Report

The purpose of this paper is to provide advice ahead of your hui with members of Ngā Puna Reo o Aotearoa on 21 June 2023 at 3.15pm.

Summary

1. Ngā Puna Reo o Aotearoa has asked to meet with you both at 3.15pm on 21 June 2023. We anticipate that Ngā Puna Reo o Aotearoa will want to discuss issues around creating a new service type for puna reo in the Early Childhood Education (ECE) Funding Handbook, qualification settings for non-certificated kaiako, improving kaiako workforce (including scholarships), and funding (including the recent initiatives announced in Budget 2023, such as funding for maintenance of puna reo premises).
2. The Ministry of Education (the Ministry) is meeting with Ngā Puna Reo o Aotearoa separately on the same day (21 June) to discuss these same issues.
3. You have previously met with Ngā Puna Reo o Aotearoa in September 2022 (Minister Davis) and April 2023 (Minister Luxton). In the April hui, Ngā Puna Reo o Aotearoa made recommendations that put forward a range of initiatives that could be pursued to help mitigate issues around funding and pay parity, qualifications, and teacher supply and training support (see Annex 1).
4. We recently provided advice to you both, along with Minister Tinetti, on ways we can support puna reo to address funding, qualifications, and teacher supply challenges [METIS 1304631 refers]. This advice also sets out the Budget 2023 initiative that will support Māori bilingual and immersion services.
5. We know that Māori bilingual and immersion services face significant funding and teacher supply challenges. We will continue working with Ngā Puna Reo o Aotearoa to help address these challenges.

Proactive Release

1. **agree** that this briefing is proactively released once Ministerial decisions have been made on the topics outlined in this briefing, with any information that may need to be withheld done so in line with the provisions of the Official Information Act 1982.

Agree / Disagree

Agree / Disagree



Paul Scholey
Senior Policy Manager
Te Pou Kaupapahere

14/06/2023



Hon Kelvin Davis
Associate Minister of
Education (Māori Education)

18/06/2023

Hon Jo Luxton
Associate Minister of
Education

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Background

1. The Ministry has been meeting with Ngā Puna Reo o Aotearoa regularly to discuss issues around funding, qualifications, and teacher supply challenges. This stems from our work with Māori bilingual and immersion education and care services to consider what additional supports they need to meet the 80 percent certificated teacher regulation and to grow their workforce [METIS 1290028 refers].
2. Although the work to regulate for 80 percent qualified and certificated teachers has now been slowed down [METIS 1307705 refers], we know Māori bilingual and immersion services face a range of challenges and we will keep working with Ngā Puna Reo o Aotearoa to help address these.
3. You have previously met with Ngā Puna Reo o Aotearoa on 29 September 2022 (Minister Davis) and 19 April 2023 (Minister Luxton). In the April hui, Ngā Puna Reo o Aotearoa made recommendations that put forward a range of initiatives that could be pursued to help mitigate issues around funding and pay parity, qualifications, and teacher supply and training support (see Annex 1) [METIS 1296636 refers].
4. Ngā Puna Reo o Aotearoa has asked to meet with you both. We think it is likely that they will want to discuss progress being made on these, as well as the recent initiatives announced in Budget 2023, such as extending 20 hours ECE funding to two-year-olds and the new funding for maintaining puna reo premises. We are meeting with Ngā Puna Reo o Aotearoa separately at an all-day hui earlier on the same day (21 June) to discuss these issues too.
5. We anticipate that the following members of Ngā Puna Reo o Aotearoa's manatōpū will attend the hui: Tere Gilbert (Ngā Puna Reo o Aotearoa Chair, 9(2)(a) [REDACTED])
[REDACTED]
[REDACTED]

Key issues raised by Ngā Puna Reo o Aotearoa

Ngā Puna Reo o Aotearoa has voiced concerns around funding and teacher supply

6. Ngā Puna Reo o Aotearoa has told us that Māori education and care services face significant teacher supply issues due to inequities in funding, as well as recruitment challenges. This has led to puna reo kaiako being attracted into teaching positions in Kura Kaupapa Māori, wharekura, kindergartens, and government positions where pay and conditions are considered much better.
7. They also consider that the current ECE funding bands have created further inequity and are systemically racist. Ngā Puna Reo o Aotearoa say that kindergartens have the highest operational funding of all ECE services, yet it is acknowledged that many, if not most, of their teachers do not fulfil their teacher registration requirements for te reo Māori, tikanga Māori and cultural competency in working with whānau Māori. For puna reo, their registered kaiako fulfil all of the registration requirements (and Tiriti o Waitangi obligations) and yet the operational funding for puna reo is considerably below that of kindergartens.
8. In addition, puna reo report significant recruiting challenges, as kaiako must have specialist knowledge in kaupapa Māori immersion early years teaching and high fluency and competency in te reo Māori. However, this specialist knowledge is not recognised under the current qualification or funding settings.

Ngā Puna Reo o Aotearoa made recommendations to address these issues

9. Ngā Puna Reo o Aotearoa made recommendations outlining a range of initiatives that could help mitigate issues around funding and pay parity, qualifications, and teacher supply and training support. These recommendations are attached as Annex 1. There are several current or future Ministry work programmes that align with these recommendations.

Equitable resourcing of Ngā Puna Reo o Aotearoa

10. Ngā Puna Reo o Aotearoa has recommended a suite of initiatives to address inequities in funding for puna reo. There are several Ministry work programmes that relate to these recommendations, including:
- a. **Pay parity funding review** – the Ministry recently consulted the sector on a new approach that aims to better allocate funding for pay parity costs. Ngā Puna Reo o Aotearoa made a submission as part of this consultation, where they emphasised that the current and proposed funding system changes would still lead to inequities for Māori medium ECE services. Relatedly, Te Pae Roa is currently considering funding as part of the transformative and systemic changes to grow Māori Medium and Kaupapa Māori Education pathways.
 - b. **Equity Funding** – the Ministry is developing a new Equity Index for ECE services which will provide a more accurate and nuanced method for directing equity-focused funding to ECE services. A new Equity Funding model is being developed alongside the index which will allocate Equity Funding from the current three funding streams: Equity Funding components A and B and Targeted Funding for Disadvantage. Tere Gilbert is a member of the sector reference group for the review of equity and targeted funding in her capacity as the manager of an ECE service.
 - c. **Māori immersion teachers' allowance** – As part of Budget 2023, funding was allocated to establish a Māori immersion teachers' allowance (just under \$5 million per year over four years, beginning in 2024). This funding would provide certificated kaiako in puna reo services with an allowance on top of their salary, to recognise the extra language and cultural competencies they have. This will help attract, recruit, and retain teachers within puna reo services. We estimate approximately 181 kaiako could be eligible for the teaching allowance.¹ Puna Reo o Aotearoa support the introduction of a Māori immersion teachers' allowance and the Ministry will work with them on the design and implementation of this funding.²
Correction: the above paragraph should read \$5 million over four years.
 - d. **Creating a new service type for Māori medium education and care services in the ECE Funding Handbook**– On 14 May 2023, you (Minister Davis) and Minister Tinetti approved that the Ministry progress work to create a new service type in the ECE Funding Handbook for Māori immersion education and care services. This initiative is a high priority for Ngā Puna Reo o Aotearoa as they want puna reo to be recognised as a distinct part of the early learning sector. Creating a new service type for funding purposes would provide the Ministry with a way to more easily provide funding initiatives targeted at Māori immersion services such as the Māori immersion teacher allowance 9(2)(f)(iv)

¹ Budget 2023 made a range of assumptions to produce the cost profile. This included that the allowance would only apply to services with an immersion level of 51% or higher in te reo Māori, and only apply to certificated teachers. The rates are the same rates offered in the Primary Teachers Collective Agreement which are between \$6,000 and \$12,000 per year in immersion services, and \$5,000 and \$8,000 per year in bilingual services (allowance based on level of experience, i.e., number of years as a certified teacher). These rates will be pro-rated for teachers working part time.

² The Ministry has also asked Ngā Puna Reo o Aotearoa if they would like to gift a new name for this allowance.

[REDACTED]. We are now working with Ngā Puna Reo o Aotearoa on the design, including eligibility criteria, of this service type. We envisage this service type to be fully implemented in 2025.

- ### ***Teacher qualifications***

- ### Teacher supply and training

- ## Next Steps

- 5

timeframes, and any issues that are raised through this process that the Ministry has not previously considered.

16. 9(2)(f)(iv) [REDACTED]
[REDACTED].

Annexes

Annex 1: 9(2)(ba)(i) [REDACTED]
[REDACTED]

Proactively Released