



Briefing Note: Update on growing the supply of Māori Medium teachers in relation to Rāngai Māori Education Workforce Strategy

To:	Hon Kelvin Davis, Associate Minister of Education		
Cc:	Hon Chris Hipkins, Minister of Education		
Date:	11/12/2020	Priority:	Low
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Purpose of Report

This paper provides an update on the Ministry's current education workforce initiatives that are focussed on increasing the number of Māori Medium and te reo Māori teachers.

Summary

- The TeachNZ scholarship programme was adopted in 1998 to address teacher shortages. 220 scholarships are available each year to recipients wishing to teach te reo Māori as a subject or in a Māori Medium setting. Unfortunately we were unable to fully allocate all 220 scholarships in 2020 with only 163 offered. We are currently working with iwi representatives, previous scholarship recipients and TeachNZ to understand why these scholarships are not being taken up. We have also engaged Te Paetawhiti, a research company, to look into the issue of scholarship uptake to consider what improvements we can make to the programme.
- The Māori Education Workforce Support Package for Teachers is an initiative that supports iwi to develop pathways for their uri/descendants into the workforce. We are currently in contract negotiations with the existing 12 iwi and seven new iwi to deliver an enhanced programme in 2021.
- The Ministry has received tenders from three providers to develop one or more Employment Based Initial Teacher Education (EBITE) programmes, with the aim of attracting more secondary teachers into the teaching profession. These new EBITE programme(s) will launch in 2022 and must have a focus on shortage areas such as Māori Medium and te reo Māori.

- The Ministry is also supporting a Teacher Training Programme designed by Ngā Kura ā Iwi. Planning and development of successful employment based programmes will begin in 2021 and will commence with student cohorts in 2022.
- The Māori Medium Beginning Teacher Retention Programme will assist in the retention of pia/new beginning teachers by providing professional learning and mentoring services until they receive full teacher certification. Two providers have been confirmed and will commence their programme beginning 2021.

Recommendations

Note this update on growing the supply of quality Māori Medium teachers, in relation to the Rāngai Māori Education Workforce Group aspirational goals.

Note that we will provide further advice in early 2021 on options to adapt and strengthen TeachNZ Māori Medium Scholarship offerings.

Agree that this briefing will be proactively released.

☒ **Agree** ☐ **Disagree**



Ellen MacGregor-Reid
Deputy Secretary
Early Learning and Student Achievement

11/12/2020



Hon Kelvin Davis
Associate Minister of Education

14/12/2020

Background

1. You have requested information relating to the uptake of Māori Medium teaching scholarships and Employment-Based Initial Teacher Education (EBITE) programmes. As well as an update on how current workforce initiatives align with the Rāngai Māori Workforce Strategy and how and when they will be rolled out.
2. The Rāngai Māori Education Workforce Group set the aspirational goal of having 30% of ākonga Māori in Māori Medium education level 1 by 2032. As part of the Education Report: Work Programme to Strengthen the Māori Medium Education Pathway [METIS 1234686] the paper provided advice to extend the timeframe of this aspirational goal to 2040.
3. To meet this aspirational goal, we need to grow our Māori Medium Kaiako workforce by 3,730 teachers. There are several initiatives funded through the Teacher Supply packages that will positively contribute to the aspirational goal and strengthen the Māori Medium pathway.
4. This briefing note outlines what these initiatives are, how they have performed historically and how they will be delivered in 2021 and provide an update for the Rāngai Māori Education Workforce Group Strategy.

TeachNZ Scholarship Programme

5. The TeachNZ Scholarship Programme support recipients through an Initial Teacher Education (ITE) course by covering the cost of course fees and paying a study allowance.
6. TeachNZ scholarships were introduced in 1998 to address a shortage of teachers in New Zealand. The programme has undergone several changes across the years, described and approved by way of various Cabinet and Ministerial decisions.
7. Below is a table summarising the TeachNZ Māori Medium and te reo Māori Scholarships available and awarded for 2016-2020:

Scholarship Programme Year	Total Number of Māori Medium and te reo Māori scholarships available	Total Number of Māori Medium and te reo Māori scholarships awarded
2016	215 (125 Primary, 90 Secondary)	115
2017	215 (125 Primary, 90 Secondary)	140
2018	215 (125 Primary, 90 Secondary)	155
2019	215 (125 Primary, 90 Secondary)	213
2020	220 (no specific sector breakdown)	163

8. Historically uptake has been strong for those who wished to teach in a Māori Medium 'primary' setting. From 2012 to 2019 the programme offered support to 1,017 recipients pursuing a career in a Māori Medium 'primary' setting. In contrast only 248 recipients were supported through 'secondary' pathways across the same period. This is likely due to a limited number of ITE specialist wharekura programmes being offered.
9. The basis of the current programme was agreed in 2019 and implemented in 2020 following the findings of a review completed by NZCER in 2018. Of the 465 scholarships currently available annually, 220 are accessible to recipients pursuing Māori Medium or te reo Māori pathways.

10. Ninety scholarships are available to career changers which will include an allowance of \$30,000 per year of study and course fees. 130 are offered to 'non-career changers', which will include an allowance of \$10,000 across their full study and course fees.
11. The programme has received greater interest for its Māori Medium 'career changer' offerings. Between 2012 and 2019, 1,053 Māori Medium career changer scholarships were awarded in contrast to 749 non-career changer scholarships. One key reason is the contrast in value of the scholarships, with career changers receiving \$30,000 per year versus non-career changers receiving \$10,000 across study. These trends have continued into the new 2020 programme.
12. Of the 220 scholarships reserved for Māori Medium pathways, 163 or 74% of the total allocation was offered. 96 scholarships were awarded to career changers and 67 scholarships to non-career changers.
13. We recognise that there are further opportunities to strengthen our TeachNZ Scholarship programme specific to Māori Medium and te reo Māori pathways
14. We are meeting with key partners (including iwi representatives, Ngā kura ā iwi representative, tumuaki of kura, previous scholarship recipients and Te Akatea Principals Association) on 14 December 2020. The purpose of the hui will be to collaborate how Māori Medium scholarships can be allocated and uptake increased.
15. Another option to consider would be to undertake a review of the total number of scholarships, versus the number of allocations and make necessary changes to how we allocate them. We will also be requesting Te Paetawhiti to provide recommendations / options on the way current scholarship offerings are made ie currently more school leavers than careers changers. We will ask Te Paetawhiti to provide advice on current method of allocations to increase the number of Māori Medium scholarship recipients.
16. We have also engaged Te Pae Tawhiti Māori Research company to facilitate the hui and to provide a written report on recommended actions moving forward.
17. We will provide an update on recommendations early in the New Year with options to adapt and strengthen TeachNZ Māori Medium Scholarships.

Māori Education Workforce Support Package for Teachers (Formerly Co-Designed Iwi Scholarships)

18. As part of Budget 2019, \$800,000 was allocated to invest in a one-year co-designed iwi scholarship pilot with the objective being to support the supply of the Māori education workforce. The pilot commenced in early 2020 and included 12 iwi (1 in Kaitia, 1 in Auckland Central and 10 in Waiairiki).
19. The pilot focussed on two different streams of funding that are related to the following outcomes:
 - a. **Stream 1:** An iwi scholarship that supports uri/descendants onto an approved initial teacher education or bridging programme.
 - b. **Stream 2:** A support package covering a range of services will allow uri to consider teaching as a career pathway. This support package will include promotional events, mentoring and pastoral care to address challenges that are faced by students, with the intention to help students complete the programme and into the teaching workforce.
20. Iwi, through this pilot, successfully created a range of potential Māori Medium kaiako and services designed and developed to fit the teacher supply needs of the Ministry, iwi

and uri. The 12 iwi exceeded expectations, contributing 63 enrolments onto ITE programmes and evidencing engagements with 2,670 people across their services.

21. Funding for the pilot programme was only available for one year. Through reprioritising non-departmental funds across Education Workforce, we secured a further \$1.76M to continue the programme in 2021.
22. The Ministry is currently in contract negotiations with the existing 12 iwi and 7 new iwi to deliver an enhanced programme in 2021. The current iwi we are working with is attached as Annex 1.
23. Overall, the programme has engaged with 83 iwi / roopu. 71 iwi / roopu have requested that the Ministry contact them if / or when additional places become available.
24. We are currently in the process of evaluating the pilot with the intention to seek further reprioritised funding if outcomes show the programme to be successful.

Employment Based Initial Teacher Education Programme (EBITE)

25. In Budget 2019, the Ministry received \$11.7M in funding to develop one or more secondary teachers into the teaching profession. The new EBITE programme(s) must have a focus on shortage subjects, including te reo Māori and the overarching provision of Māori Medium education.
26. The investment will fund some of the development and delivery costs of the programme, as well as contributing to the cost to schools and wharekura of employing a trainee teacher, course fees and the cost of providing an in-school mentor/associate teacher for each trainee. The funding will be awarded for new programmes with the first cohort commencing no later than the beginning of the 2022 academic year.
27. In 2020 the Ministry opened to tender, and three institutions submitted programmes for review. An evaluation panel (comprised of representatives from the Ministry, Teaching Council and an independent Māori medium consultant) met on 19 November to discuss the proposals. Based on panel recommendation, more information has been requested prior to preferred provider/s being selected.
28. It is expected that contracts will be confirmed early 2021, with the first students commencing the employment-based programmes no later than the beginning of 2022.

Teacher Training Programme with Ngā Kura ā Iwi

29. As part of the EBITE programme - Ngā Kura ā Iwi have requested we consider their proposal to support a secondary teacher training programme that is based on Ngā Kura ā Iwi aspirations for growing their own kaiako.
30. The Ministry acknowledged that the aspirations are in line with EBITE outcomes and therefore agreed to allocate \$1.9M of the EBITE funding (total being \$11.7M) to support the pilot.
31. The programme will be in partnership with Te Wānanga o Takiura o Ngā Kura Kaupapa Māori o Aotearoa who currently deliver a high-quality Māori Medium ITE programme. Due to this there is an expectation that the programme will meet the criteria set by both NZQA and the Teaching Council and be considered an approved EBITE programme in time for the 2022 academic year.

32. 14 trainee teachers from across four high achieving wharekura (affiliated with Ngā kura a Iwi) have been confirmed to commence on the approved programme beginning in 2022.

Māori Medium Beginning Teachers Retention Programme

33. Retention of teachers in the Māori Medium sector has been an ongoing concern for several years. The report tabled with the Ministry in 2012 indicated approximately 74% of beginning teachers in Māori Medium will leave the workforce in the first three years of their career (compared to an average of 30% in the English medium sector).
34. Budget 2013 provided funding for a new professional learning, development and mentoring support retention programme for newly qualified Māori Medium pia (provisionally certificated teachers). This pilot was completed in 2016.
35. In June 2020 the Ministry opened proposals for the Māori Medium Beginning Teacher Retention Programme (MMBTRP). An evaluation report recommended Kia Ata Mai Educational Trust and Te Runanganui o Ngā Kura Kaupapa Māori (TRN) as the preferred providers and contract negotiations were commenced.
36. Kia Ata Mai will deliver the MMBTRP for professional learning and mentoring services. Mentors will support up to 150 beginning Maori Medium teachers through to full teacher certification per calendar year.
37. TRN will deliver the MMBTRP to its own 66 kura Aho Matua. Mentors will support up to 70 beginning Maori Medium teachers per calendar year.
38. Contract negotiations are now complete with both providers set to commence programme delivery in Term 1 2021.

Rāngai Māori Education Workforce Group Strategy

39. We will be engaging with peak bodies in the Rāngai Maori Working Group and others including iwi and providers delivering in level one Māori Medium settings.
40. Following on from your agreement, we will be reaching out to yourself and the Associate Minister's to provide an update post re-engagement.

Proactive Release

41. We recommend that this Briefing is proactively released as per your expectation that information be released as soon as possible. Any information which may need to be withheld will be done so in line with the provisions of the Official Information Act 1982.

Annex 1: Māori Education Workforce Support Package for Teachers – Iwi we are working with

Iwi / Roopu
1. Ngāti Ranginui
2. Ngāi Te Rangi
3. Ngā Pōtiki a Tamapahore
4. Te Whānau-ā-Apanui
5. Ngāi Tai
6. Whakatōhea
7. Tapuika Iwi Authority
8. Ngāti Tarawhai
9. Ngātiwai
10. Ngāti Whātua Ōrakei & Te Reo o te Matā (Te Kāhui Ako o Waitematā)
11. Ngāti Tuwharetoa
12. Rangitane o Manawatu
13. Rangitane o Tamaki nui a Rua
14. Ngāti Kahungunu o Tamaki nui a Rua
15. Maru Whakatipua
16. Okahu Inuawai
17. Ngāti Raukawa ki te Tonga
18. Ngāti Toarangatira