



Briefing Note: Co-design and iwi scholarships

To:	Hon Kelvin Davis, Associate Minister of Education		
Cc:	Hon Chris Hipkins, Minister of Education		
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Purpose of Report

The purpose of this paper is to:

- Provide an update of the co-design iwi scholarships programme which was a new Teacher Supply initiative introduced as part of the Budget 19 Teacher Supply package.
- Outline future opportunities to continue co-designing with iwi, hapū and Māori roopu.

Agree that this Briefing Note will be proactively released.

Agree / Disagree



Ellen MacGregor-Reid
Deputy Secretary
Early Learning & Student Achievement

27/2/20



Hon Kelvin Davis
Associate Minister of Education

08/03/2020

Background

1. Since December 2017 \$135m has been invested to address current pressures on teacher supply. In particular, there are increasing pressures on teacher supply in certain subjects including kaiako/teachers who work within a Māori medium setting as well as secondary kaiako/teachers of te reo Māori.
2. The TeachNZ Scholarship programme is a national programme, designed to support people into initial teacher education by paying for course fees and providing an allowance. However, uptake of the scholarships that are purposed to increase teacher supply into Māori Medium and increase the number of te reo Māori teachers into the secondary sector, have been persistently undersubscribed.
3. Feedback from iwi and other education sector engagements has confirmed that a contributing factor to the undersubscription is that the current national programmes, including the TeachNZ Scholarships, do not reflect an ao Māori view or meet the needs of Māori, that our education system disenfranchises Māori and there are barriers to Māori being able to engage with the supports that are available.
4. As a solution, Government approved through Budget 2019, \$800,000 to invest in a one year co-designed iwi scholarship pilot (the Pilot) with the objective being to support the capacity of the Māori education workforce.

Co-designed Iwi Scholarships

5. In 2017, the Ministry meaningfully engaged over two years with iwi, hapū and Māori roopu to better understand how to improve the TeachNZ Scholarship programme for Māori.
6. The very strong and pervasive view from iwi and Māori indicated that national programmes such as the teacher supply initiatives, are not always appropriate for the diverse contexts within different communities, and that local issues need locally designed solutions delivered by local communities to better support Māori learners irrespective of where they are in the education system.
7. This intelligence was scoped into a co-designed iwi scholarships initiative, which obtained funding of \$800,000 for the 2019/20 financial year.
8. The pilot seeks to support the development and implementation of co-designed iwi scholarships to assist with increasing the supply of Māori Medium and te reo Māori kaiako into the teaching workforce.
9. Initially the aim of the pilot was for iwi to be able to identify uri and support them onto a teaching pathway with a scholarship. However, the genuine co-design approach has seen iwi deeply consider their teacher workforce issues, and put forward proposals that present solutions much broader than getting uri into teaching. Iwi have requested a more holistic solution that supports the whole teacher pathway from raising the profile of the profession to retention.
10. Based on this feedback, the Pilot is 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 covers a range of services that allows opportunity to engage uri to think about teaching as a career pathway through to addressing challenges that are faced by students on a programme to get

through and in to the teaching workforce. For example promotional events, mentoring, pastoral care.

11. Outcomes are based on numbers: for Stream 1, number of scholarships awarded (as this should be directly linked to the number of uri who have entered an ITE or bridging programme); and for Stream 2, number of uri and whānau members engaged with and supported.
12. Using these outcomes means iwi have been able to design programmes that respond to their own contexts, geographical spread and rohe, and needs within their own communities in ways that contribute to their strategic goals and aspirations.
13. Proposals were received from, and negotiated with 12 iwi/roopu for the 2019/20 pilot. Of the 12 negotiated proposal, nine were progressed into a contract and are currently underway utilising the initial budget of \$800,000.
14. An additional three proposals to the value of \$300,000 have recently been approved using reprioritised funding. Please see Annex One - Iwi / Roopu recipients of co-designed iwi scholarships for a list of iwi and roopu who we are currently working with.
15. Evaluation of the co-designed Iwi Scholarships programme is planned as part of the evaluation of the Teacher Supply Initiatives package 2019.

Future opportunities to co-design with iwi, hapū and Māori communities

16. The Ministry has continued to hui with iwi, hapū and roopu to strengthen trust and further develop these relationships. This continuation of engagement will enable us to have a better understanding of iwi, hapū and Māori roopu needs.
17. To date, the Ministry has:
 - a. Engaged with 83 iwi/roopu;
 - b. Entered into an agreement for 2019/20 with 12 iwi/roopu;
 - c. Subject to ongoing budget and future opportunities can continue discussions with the remaining 71 iwi/roopu who we remain engaged with.
18. Continued interest from iwi and roopu remains strong as iwi have seen how the Pilot offers them the opportunity to design solutions that address the needs and aspirations of their uri and whanau. However, as the initiative is a pilot and there is limited budget, we are restricted in the number of iwi and roopu that we can develop plans with.
19. As well as the co-design work within the iwi scholarships initiative, we have also taken the opportunity to utilise these relationships to help inform the Employment Based Initial Teacher Education (EBITE) initiative which was also announced as part of Budget 2019.
20. This initiative will enable more people to undertake their teaching qualification while working as a teacher, with appropriate supervision and support. This will create a new pathway for people to train as teachers while working and maintaining an income.
21. High levels of engagement with iwi, hapū, Māori roopu and Māori medium across Aotearoa has taken place to ensure these groups have the opportunity to be involved in the design and development of this new initiative.
22. We will continue to engage with these roopu to ensure they have the best opportunities to be involved with the EBITE initiative.

Risks and mitigations

23. A major risk present with the Pilot is that it is only funded for a single financial year. Although it has been implemented as a pilot, short-term programmes are not the right way to support or achieve real change.
24. The programmes that iwi have designed are fit for purpose for their own contexts, uri and whānau, addressing the needs they see across their rohe. The short-term nature of these agreements places them under significant pressure to achieve some very aspirational goals within tight deadlines.
25. Additionally, the benefits of the programmes will continue to emerge long past the end of the Pilot. This means the Pilot is short-changed as most of the positive changes to come cannot be attributed to the Pilot.
26. As a mitigation, we have applied for more funding from Budget 20, and will look to seek funding through whatever avenues are available, including reprioritisation and utilising underspend.

Next steps

27. The Pilot has been approved for the 2019/20 financial year, so although the outcomes for the agreements that we have entered into are longer term, funding for the agreements end on 30 June 2020. We will be able to provide outcome updates at that point.
28. The Pilot will also undergo an evaluation. This is being conducted as part of the evaluation of Teacher Supply initiatives being designed and implemented by EDK.
29. The Ministry is seeking further funding as part of Budget 2020 in order to continue with the Pilot.

Annexes

- Annex 1: Iwi / Roopu recipients of co-designed iwi scholarships

Annex 1: Iwi / Roopu recipients of co-designed iwi scholarships

Iwi / Roopu	Short Description	Cost / Status
Ngāti Te Roro o te Rangi, Ngāti Uenukukopako, Ngāti Tuteniu	Stream 1: support 5 uri with iwi-based scholarships Stream 2: implement an iwi-based teaching support package that includes engaging with hapū regions on teaching and services; mentoring support package for students on ITE programmes and through to full registrations; developing a relationship with providers to support uri on programmes; building & maintaining collaborative approaches with schools in the area	Total cost \$80,000 Approved; in contract
Ngāti Ranginui	Stream 1: 3 scholarships Stream 2: employ an iwi-based liaison person to engage with iwi members to promote the teaching profession; establish, develop and maintain meaningful relationships with kura and ITE providers; co-ordinate and provide support for the scholarship recipients; deliver 5 x 1 day study wānanga; deliver in-school mentors for Māori who are on ITE programmes	Total cost \$92,800 Approved; in contract
Ngāi Te Rangi	Stream 1: pathway 3 uri into ITE Stream 2: deliver a support package that includes promotion of the teaching career, retaining whānau members who are currently teaching who have signalled a desire to leave the profession, supporting the uri on teacher programmes	Total cost \$95,000 Approved; in contract
Ngā Pōtiki a Tamapahore	Stream 2: identify 20 future teachers seeking a career pathway into MM teaching, leading to enrolment on a bridging programme, accompanied by ongoing mentoring & pastoral care	Total cost \$56,500 Approved; in contract
Te Whānau-ā-Apanui	Stream 1: 5 iwi-based scholarships Stream 2: identify uri with aspirations to teach; deliver mentoring and support services across the potential & current education workforce	Total cost \$100,000 Approved; in contract
Ngāi Tai	Stream 1: identify & support 5 uri into ITE Stream 2: deliver a support package to 10 uri by working with ITE providers to ensure uri complete programmes and scoping potential for a Ngāi Tai Iwi PTE and ITE programme	Total cost \$80,000 Approved; in contract
Whakatōhea	Stream 1: 3 iwi-based scholarships	Total cost \$80,000

	Stream 2: deliver two school roadshows to promote teaching as a career; deliver mentoring & support to whānau members currently in teaching, or who are on a teacher training programme	Approved; in contract
Tapuika Iwi Authority	Stream 1: 5 iwi-based scholarships Stream 2: Implement an iwi-based teaching support package by supporting the 5 students going into ITE providing pastoral support to cover education, social and cultural needs	Total cost \$85,000 Approved; in contract
Ngāti Tarawhai	Stream 1: 4 iwi-based scholarships to guide & support 4 uri onto an ITE pathway Stream 2: implement a teaching support package by promoting teaching as a career pathway; supporting all uri who are on approved teacher training programmes with mentoring & academic support; providing mentoring & coaching for qualified teachers to move from PTC to full registration	Total cost \$80,000 Approved; in contract
Ngātiwai	Stream 2: via the Te Kawa Matakura programme, provide a bridging programme for 20 students participating in Tauranga Kōtuku Rerenga Tahī, a marae-based wānanga level 5 qualification in te reo Māori, with the intention to build leaders & transition into teaching	Total cost \$100,000 Approved; in contract
Ngāti Whātua Ōrakei & Te Reo o te Matā (Te Kāhui Ako o Waitematā)	Stream 2: establish two FTE: 1 for iwi liaison to delve more deeply into the local teacher supply issues, & the other to provide Māori medium relief for teachers across the Kāhui Ako to enable them to support other uri and Māori to enter the Māori medium sector	Total cost \$150,000 Approved; in contract
Ngāti Tuwharetoa	Stream 1: 10 iwi-based scholarships	Total cost \$100,000 Approved; in contract