

| Tuakiritanga   | 1.1 Te Ao Māori, te reo Māori and Aotearoa history- Staff   |
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| <b>Strategic Goal</b>  | A PLD programme will be developed to ensure all kaimahi (staff) are growing in their understanding of Te Ao Māori, te reo and Aotearoa history  |
| <b>Desired outcome</b>                                       | All staff will achieve a Y10 competency level on the Aotearoa history curriculum within two years.  |
| <b>Current status</b>  | L1 is addressing comprehensively for the first time since 2018.   |
| <b>Description of current state/current performance data</b> | <p>In 2023, professional learning and development sessions were run over several weeks to ascertain staff capabilities regarding Aotearoa history, specifically Te Tiriti of Waitangi. Several issues were identified by staff and SLT:</p> <ul style="list-style-type: none"> <li>• Many staff felt they only had a surface understanding of the history surrounding the signing of Te Tiriti</li> <li>• Very few staff deeply understood the effects this has had on the education context.</li> <li>• Many staff identified that this lack of understanding made them uncomfortable when asked about their levels of cultural competency for Māori students in particular.</li> <li>• The recent high turnover of staff at the Kura highlighted the number not from Aotearoa who needed a greater understanding of Te Tiriti.</li> </ul> |
| <b>National comparison data</b>                              | NA  |
| <b>Target groups</b>   | While all staff members need to understand Te Teriti better, the educational implications of this founding document are expected to be more applicable to teaching staff.   |
| <b>Outcome targets</b>                                       | All staff will achieve a Y10 competency level on the <a href="#">Aotearoa history curriculum</a> within two years.  |
| <b>Plan details</b>  | <p>The details for the implementation of this plan are:</p> <ol style="list-style-type: none"> <li>1. Source a PLD provider who can teach this content within our existing PLD Thursday morning slot</li> <li>2. Apply for funding for this PLD over the two years</li> <li>3. In term 2 of 2024 to run a PLD program covering Te Tiriti for the whole staff</li> <li>4. In 2025, to continue this PLD, look more at the Te Ao Māori worldview with the understanding gained from learning about Aoteroa Histories.</li> <li>5. Introduce a sustainable te reo Māori program of learning that will be embedded into the ongoing PLD program of the Kura.</li> </ol>   |