



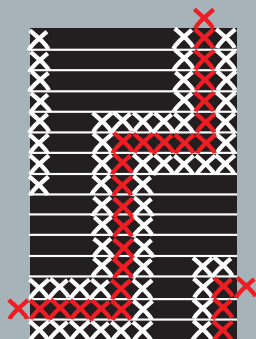
MINISTRY OF EDUCATION

*Te Tahuhu o te Mātauranga*

New Zealand Government



Secondary schools giving life to Ka Hikitia  
and addressing the aspirations of Māori  
communities by supporting Māori students  
to pursue their potential



**Kia Eke Panuku**

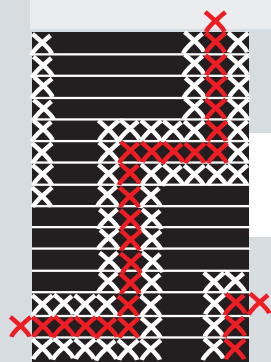
building on success



The name **Kia Eke Panuku**, captures the essence of a journey towards success that is both dynamic and continuous, building from one's current location to where one aspires to be in the future. It speaks to both an individual and collective shared commitment to achieve excellence.

Kia Eke Panuku uses traditional tukutuku weaving to take the idea of *building on* into the poutama metaphor. Poutama link to traditional Māori theories of journeying through the heavens to gather the baskets of knowledge; to the interdependent pedagogical practices required in the construction of tukutuku, and to contemporary Western theories of knowledge being built from one's zone of proximal development.

The central poutama represent the three institutions, the stitches on the whaka eke (the upward step) represent the five levers for change to be found in the Kia Eke Panuku: Building on Success programme.



**Kia Eke Panuku**  
building on success

The central poutama sit in a context of untapped Māori potential (the unfilled slats) in schools with whanau, hapū and iwi/Māori organisations on either side. The red poutama pattern signals the importance of this work, with the stitches extending off the slats representing the dynamic nature of this endeavour.

## The kaupapa

Secondary schools giving life to Ka Hikitia and addressing the aspirations of Māori communities by supporting Māori students to pursue their potential



## Ka Hikitia

Kia Eke Panuku: Building on Success is underpinned by the principles of Ka Hikitia : Accelerating Success 2013-2017 - in particular the importance that the Treaty of Waitangi and valuing Māori language, culture and identity in education have for enabling Māori students to not only reach their full potential and to achieve and succeed as Māori, but to excel.

## Key principles

Kia Eke Panuku: Building on Success develops strategic leadership that is underpinned by a moral imperative to improve valued Māori student outcomes.

The programme seeks to develop a culturally responsive pedagogy of relations across all levels of the school.

It uses data and evidence, takes an inquiry approach to effect positive change within class and school-wide practices, systems and structures and works towards creating long-term sustainable change.

Kia Eke Panuku: Building on Success encourages school leaders to work with whānau, hapū iwi and Māori organisations to ensure their support and expertise with Māori language and culture can be positively directed towards Māori student engagement and achievement outcomes.



## The collaboration

Kia Eke Panuku: Building on Success brings together key findings from Te Kotahitanga, He Kākano, the Starpath Project for Tertiary Participation and Success and the Secondary Literacy and Numeracy Projects. The experience and expertise of three institutions (Waikato University, University of Auckland and Te Whare Wānanga o Awanuiārangi) are being drawn together into a new collaboration to secure the kaupapa. The academic and theoretical understandings of the personnel involved in this project are considerable, and everyone is committed to establishing and delivering the kaupapa of Kia Eke Panuku: Building on Success so that the potential gains identified from each previous programme can be realised for Māori students enjoying and achieving education success as Māori (*Ka Hikitia - Accelerating Success 2013-2017*, Ministry of Education, 2013).



## A responsive approach

*Kia Eke Panuku: Building on Success* is a strategic change management approach that requires all participants to self-review their evidence of Māori students participation and achievement, to be open to the views of others, and to make the necessary personal and professional changes to ensure Māori students enjoy and achieve educational success as Māori. This requires a Professional Learning and Development approach - that is, differentiated and responsive to the evidence; builds capacity and expertise; and is an approach that invests in local people and their own solutions.

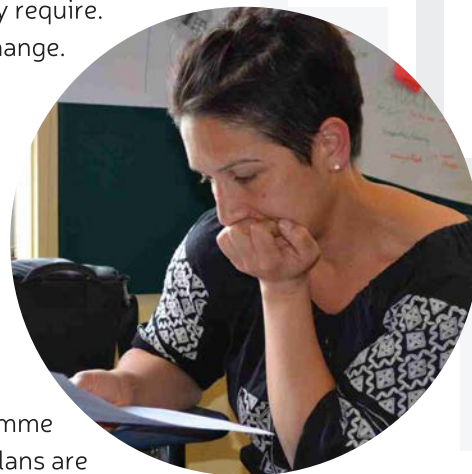
The programme is delivered in three phases. As schools opt in, the *Kia Eke Panuku: Building on Success* team works with school leaders in the different regions to undertake profiling activities. These activities begin to identify the level of intervention that each school may require. This evidence provides the basis for working and then for measuring future change.

## A relational approach

The programme begins by establishing relationships with relevant personnel from the Ministry of Education, schools, whānau, hapū and iwi; gathering evidence; analysing that evidence; and providing feedback to develop action planning with schools.

To spread the kaupapa of *Kia Eke Panuku* coherently, each school's strategic change leadership team works with regional facilitators to develop the programme of action that will be reflected in individual school action plans. These action plans are implemented with shadow coaching support from facilitators so that new practices and understandings begin to emerge and are consolidated, allowing a theory-based reform to develop.

Meanwhile, as an important element of schools building closer relationships with whānau, collaborative connections are developed with whānau, hapū iwi and local Māori organisations.



## Professional Learning and Development

Schools implement their action plans with facilitators providing shadow coaching support across the following dimensions:

- closing the gaps;
- leadership;
- evidence-based inquiry and decision-making;
- developing culturally responsive and relational contexts for learning;
- developing educationally powerful connections amongst schools, whānau, hapū iwi and Māori organisations;
- home-school and subject-specific literacy, te reo and numeracy;

Implementation is followed by on-going critical reflection, monitoring, evaluating and reporting on each individual school's action plan implementation.

## Ako - Critical learning

"This work is about our responsibilities to uphold the principles inherent in the Treaty of Waitangi...the Kia Eke Panuku response is relative to schools' evidence of outcomes for their Māori students."

- Margaret Egan

"The approach must be evidence based and inquiry focused and provide the opportunity to have the critical conversation about the quality of the teaching Māori students are experiencing day by day, hour by hour."

- Camilla Highfield

"It is important the principals remain connected to the ongoing, spiralling learning conversations. This helps them understand how their leadership practice can grow culturally responsive pedagogy of relations and accelerate learning for Māori students."

- Robbie Lamont

"Kia Eke Panuku creates a professional learning community in the school with a mandate to drive improvement."

- Camilla Highfield

"We need to dismantle what is not working, learn new theories and practices so that schools are places where both Treaty partners can enjoy the benefits that success in education can incur."

- Therese Ford

"There is growing understanding of the need for coherence across a number of domains if we are to have sustainable shift. This includes the alignment of values, policies, tools, programmes and practices."

- Hine Waitere

"I recently spoke with the leaders of a Kia Eke Panuku school who, having reduced the achievement disparities between Māori and non-Māori to less than 5%, are what we are referring to as a Community of Success."

They talked about how important it was for them to really understand what was happening in classrooms between teachers and Māori students because the interactions and practices that play out at this interface ultimately determine the extent to which Māori students will engage in learning and enjoy and achieve education success.

Effective SCL teams are able to keep Māori students at the centre of their thinking, interrogate their own positioning and practice as well as the positioning and practice of the colleagues that they will be working with."

- Therese Ford

"Kia Eke Panuku is about 'doing with' rather than 'doing to'. One school recently said "thank you for joining our whānau and being prepared to share this journey with us ..."

- Hine Waitere





# meet the team



University of Auckland  
Graeme Aitken



University of Waikato  
Roger Moltzen



Director  
Mere Berryman



Academic Director  
Camilla Highfield



Academic Director  
Hine Waitere



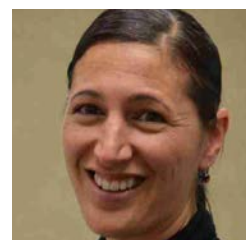
Senior Academic Advisor  
Ted Glynn



Senior Cultural Advisor  
Te Ranui Black



Academic Director/Kaitoro/Facilitator  
Margaret Egan



Academic Director/Kaitoro/Facilitator  
Therese Ford



Admin National Communications  
Silomiga (Soli) Weiss



National Operations Manager  
Paora Howe



Kaitoro/Facilitator  
John Tait



Kaitoro/Facilitator  
Tracy Murray



Management/Administrator  
Megan Jeffries





Te Whare Wānanga o Awanuiāraangi  
Wiremu Doherty



Kaitoro/Facilitator  
Dawn Lawrence



Kaitoro/Facilitator  
Darrell Waiti



Kaitoro/Facilitator  
Mary Libby



Kaitoro/Facilitator  
Ngahuia Lott



Kaitoro/Facilitator  
Stephen Rowe



Kaitoro/Facilitator  
Donna Tupaea-Petero



Kaitoro/Facilitator  
Iti Joyce



Kaitoro/Facilitator  
Raewyn Ngaamo



Academic Director/Kaitoro/Facilitator  
Robbie Lamont



Kaitoro/Facilitator  
Jerilynne Dong-Bhana



Kaitoro/Facilitator  
Hannah Simmonds



Kaitoro/Facilitator  
Philippa Simmonds



Kaitoro/Facilitator  
Karen Henderson



Kaitoro/Facilitator  
Polly Thin-Rabb



Kaitoro/Facilitator  
Zac Anderson



Data Analyst  
Victoria Cockle



Data Analyst  
Huia Haeata



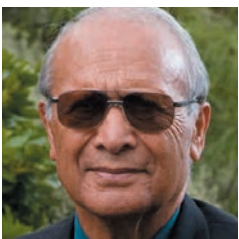
Data Analyst  
Paul Woller



Management/Administrator  
Makuini Hohapata



Management/Administrator  
Donna Fengewisch



Kaumātua  
Morehu Ngātoko



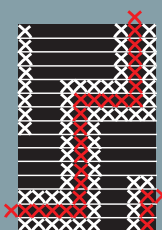
Kaumātua  
Koroneihana Cooper



Kaumātua  
Mārama Furlong



Alfriston College  
 Bay of Islands College  
 James Cook High  
 School•Kaitaia College  
 Kerikeri High School  
 Mangakahia Area School  
 Papatoetoe High School  
 Southern Cross  
 Campus•Whangarei  
 Girls' High School  
 Avondale College•Kaipara  
 College•Kamo High School  
 Kelston Girls' College  
 Mt Roskill Grammar•Rodney College  
 Whangarei Boys' High School•Waiuku  
 College•Tuakau College•Rosehill College  
 Aorere College•Broadwood Area School  
 Dargaville High School•Hato Petera College  
 Rutherford College•Howick College  
 Manurewa High School•Mt Albert Grammar  
 School•Otamatea High School•Papakura  
 High School•Pukekohe High School  
 Tamaki College•Tikipunga High School  
 Fairfield College•Gisborne Girls'  
 High School•Hamilton Girls' High School  
 Huntly College•Matamata College  
 Melville High School•Opotiki College  
 Otumoetai College•Putaruru College•Reporoa  
 College•Rotorua Boys' High School•Rotorua Girls' High  
 School•Tarawera High School•Tamatea High School  
 Tauranga Boys' College•Tauranga Girls'  
 College•Te Kuiti High School•Tongariro School•Wairoa  
 College•Western Heights High School•Edgcombe College  
 Taupo-nui-a-Tia College•Whakatane High  
 School•Katikati College•Lytton High  
 School•Mercury Bay Area School  
 Mt Maunganui College•Te Puke High  
 School•Tokora High School•Te Awamutu College  
 Taumarunui High School•Hillcrest High School  
 Cambridge High School•Whangamata Area School  
 Te Kura Toitu o Te Whaiti-nui-a-Toi•Te Aute College  
 Aotea College•Naenae College•Waiopahu College  
 Wairarapa College•Wellington High School & Com  
 Ed Centre•Horowhenua College•Kuranui College•Taita  
 College•Manawatu College•Waitara High School  
 New Plymouth Boys' High School•Upper Hutt College  
 Stratford High School•Spotswood College•Marlborough  
 Boys' College•Queen Charlotte College•Marlborough Girls'  
 College•Kaikoura High School•Aranui High School•Hornby  
 High School•Linwood College•Papanui High School  
 Rangiora High School•Logan Park High School•  
 Southland Boys' High School•James Hargest  
 College•Aurora College



**Kia Eke Panuku**

building on success

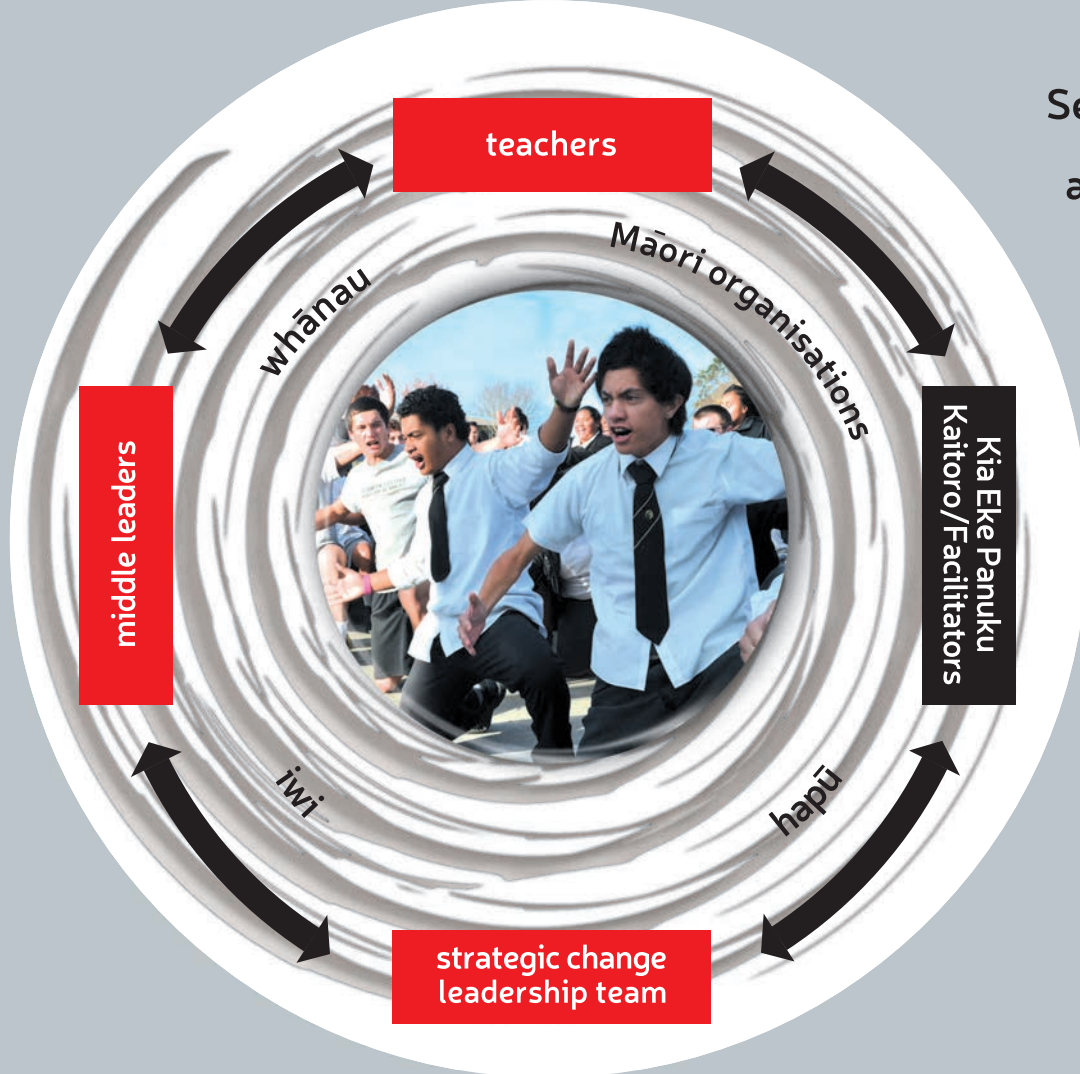




# KIA EKE PANUKU

## KAUPAPA

Secondary schools giving life to Ka Hikitia  
and addressing the aspirations of Māori  
communities by supporting Māori  
students to pursue their potential



Relational and responsive  
contexts for learning

## MAHI TAHI

- Intensity conversation
- Confirm action plan
- Hui whakarewa to accelerate and spread the kaupapa coherently across the school
- Ako: **Critical cycle of learning** (unlearning, relearning)
  - Observation to shadow coaching
    - What is the current situation? What will we do differently?
  - Evidence to accelerate- What are the priorities?
  - Reflect, review and act - Where to from here?

## WHANAUNGATANGA

- Profile to Programme hui - meeting with schools and iwi
- Profiling evidence as entry points and levers for acceleration and change
  - Closing the gaps
  - Leadership
  - Evidence-based inquiry
  - Culturally responsive and relational contexts for learning
  - Educationally powerful connections with whānau, hapū iwi and Māori organisations
  - Literacy, Te Reo and Numeracy
- Action plans in response to the kaupapa and school evidence
- Rongohia te Hau, student and teacher surveys with classroom walkthroughs

## MIHIMIHI

- Ministry and schools make decisions about whether schools will participate or not

## KIA EKE PANUKU

- Review Action Plan
- Rongohia te Hau
- School evidence of Māori student shifts
- Revisit the intensity conversation

