

Ka matapakia ngā mātea whakangungu o ngā kaiako

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There were big challenges and issues for particularly our staff from the mainstream area of the school. Some of them didn't see the need to start with, to engage our whānau as Māori. They said that they've chosen mainstream education and so it should really be through the *New Zealand Curriculum* that they've chosen it. So we had lots of debate about that, and some of the ways we actually came to working with that, was that, we called a meeting with our entire whānau, hui, that the whānau came in to discuss their aspirations.

We held those whānau in a, sorry, we held those hui in a variety of places, where we would meet in different areas around Tauranga, we even met on our marae. When we first came here, we didn't have a marae that we affiliated to and now we had a marae that adopted us, and took us on board, and so we've met in that marae, and had a whole day in there.

And that enabled our staff to actually understand what the aspirations were for our Māori parents and started to see our staff go on a journey where they changed what they had held tight in their beliefs, and from there we were able to start to give them a sense of how can we actually develop these students and how can we develop programmes that's going to advance their students, and they all came back to the fact that we have to advance these students as Māori, they need to have success as Māori. That hasn't been easy, because there's been language issues, they've had to have a lot of pd along the way, they've had pd around Te Reo, so they're all learning te reo and they're all learning where to use it and when to use it in the kura. They have PD around the Māori learner, we've had treaty training, a local person from the iwi came in to give us treaty training in the local context. They've given us, we've had professional development around Māori tikanga and that's been really good in strengthening them. There have been some staff that have left on the way. But the staff that we have now are the staff who are really behind the direction the schools going in.

There's a huge need for professional development of our staff, and that's a big next step for us. Especially the staff in the main stream, the staff in the rumaki and bilingual have been having a lot of professional development around that as it is, but now that we've made that decision, I think now that that's the next step that we have to take, is the professional development of our mainstream staff. They're actually excited about the journey, if not a little bit scared, but they're prepared to go down that track and they really want that professional development. That's not so easy for us to always be able to access though, because it will be within their context and so that's going to be one of our biggest challenges now is to up-skill the staff in those areas.