



## He Kākano Communiqué 26 – Friday 1 February, 2013

*'I believe that freedom to think and to draw conclusions according to evidence is simply the most efficient and the most efficacious way to discover and tests one's own truths' - Michael King (NZ historian – from 'Being Pakeha Now')*

*Ma mahi, ka ora – Work brings prosperity*

Kia ora koutou,

Nga mihi nui mō tēnei Tau Hou. Nga mihi matakuikui, ngā mihi matakoakoa. A very Happy New Year and Best Wishes to all of our He Kākano whānau. We hope everyone had a restful break as we have a busy term ahead. Alongside everything that normally fills our first term calendars, there are also two significant He Kākano events for term one.

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*He Kākano Conference - 'Accelerating Success' - Sunday 10-  
Tuesday 12 March 2013.*

1. The Ministry supports the He Kākano team organising a first conference for He Kākano school participants, which will take place from 3pm Sunday 10 March to 3pm Tuesday 12th March 2013. This is a great opportunity for all of us to get up close to the key movers and shakers of a number of important documents that we have referred to in the development of the He Kākano programme (Ka Hikitia, the Measurable Gains Framework, Tātaiako, RUIA, Rangiātea etc). We want the conference to reinforce practices established in the He Kākano wānanga – school leaders meeting other school leaders to share practical ideas with each other, while acknowledging each other's different educational and cultural contexts. The conference will provide further opportunities to accelerate the gains made in the area of Māori student achievement and success.
2. The conference will take place in Rotorua at the Novotel hotel. The powhiri will be at Ohinemutu, five minutes or so walk from the main venue, and close to the other hotels booked for accommodation. All other presentation activities will take place at the Novotel.

3. We have employed Event Dynamics to organise travel, accommodation and registration on our behalf. James Chatterley is our main contact [james@eventdynamics.co.nz](mailto:james@eventdynamics.co.nz). He or one of his team will contact potential participants very soon about the details.
4. We are expecting around 250 to attend. We are inviting school leaders/principals to send up to three people from their school – they will include members of the senior leadership team (but may also include middle leadership team members, members of the Board of Trustees, and/or whānau members). We will fund travel and accommodation for those three people per school. Schools that wish to send more than three people may do so, but will need to cover the extra expenses. Please let Event Dynamics know what you plan to do as soon as they contact you.
5. We want the conference to be interactive. Key presenters will have up to forty minutes to present. All participants will then have twenty minutes to engage in specific tasks after each presentation. Speakers are also being asked to remain and be a panel member at the final session on the last day. There they will discuss a range of questions raised by you as participants. The questions will have been collated specifically for the panel members to think about and respond to on the last day.
6. We trust participants will enjoy a positive cultural learning experience as well as learn from the key presenters, who will not only be providing their thinking about some of the key cultural tools developed over the last two or three years, but also giving practical advice to school leaders that will continue to accelerate and embed gains made by their Māori students over the last two years.

## *Wānanga 6, 2013 - 'Dates and Places'*

7. This last series of wānanga is aimed at developing greater middle leadership participation in the He Kākano programme. While Principals and SLT members will still be present in some numbers. Our intention is for SLT members to pass on the skills and knowledge they have gained by involvement in the programme to middle leaders. Schools will need to make the call about the most appropriate way to engage their middle leaders in the process – either by sending more than usual to the regional wānanga, or by bringing only their best middle leaders (that is, those likely to wield the most influence among their colleagues).

**He Kākano Wānanga 6 Venues & Dates 2013**

Region	Wananga 6 - Venue	Date	
Otago/Southland	Murihiku Marae, 408 Tramway Road INVERCARGILL	22/23 Apr	Confirmed
Cant/West/Nels/Marl	Takahanga Marae Takahanga Terrace KAIKOURA	29/30 Apr	Confirmed
Well/Wai/Mana/Horo	WELLINGTON	4/5 Apr	tbc
Tar/Wan/Man/Horo	PALMERSTON NORTH	21/22 Mar	tbc
Auck/North Auck	Manukanuka o Hoturoa Marae - Auckland Airport, AUCKLAND	11/12 Apr	Confirmed
Wai/BoP	Tangatarua Marae - Waiariki Institute of Technology, Mokoia Drive, ROTORUA	16/17 May	Confirmed

8. The wānanga are important for sharing ideas. Other processes are also important – including school senior leaders asking He Kākano team members to co-construct professional development opportunities for and with middle leaders. This is not an either/or option. We think both work for schools. Let us know as soon as possible (through your Manutaki) if the latter is also an option.
9. You will notice that this series of wānanga not only starts later than in the previous two years, but the two South Island ones will also take place during the first school holidays. These changes were in response to specific requests by schools in the South Island regions. Some Principals may be having second thoughts about the proposal to run the wānanga then, but unfortunately we cannot make any changes now (booking ahead with marae etc.). However, if ANY school has difficulty in attending wānanga organised for their regions, for whatever reason, remember that you can always attend wānanga in other regions. Just let us know for catering purposes if that is going to be the case.

## *The He Kākano Web Site - further developments*

10. At the end of last year we completed a stocktake analysis of all the contributions made by schools through the wānanga Gnarly Issues/Bus Stop exercises from Wānanga 1 November 2010 to Wānanga 5 September 2012. The numbers of responses across regions have now been organised into a framework summary of themes, and we are now looking to see how we can make the framework freely available to everybody so that it is a helpful tool. The framework will be included by end March 2013 in the private site of MyPortfolio and will also be made available to Manutaki, who will be able to give it to you if you ask for it. Currently, in order to see the details of responses you will still need to go to the private site and read each separate wānanga response.
11. However, by end February 2013 we will have picked out the key responses to every theme and added these to the web site so that school leaders will have a quick way of looking at and thinking about critical issues to every theme raised at every wānanga. The idea is to make it as easy as possible for school leaders to look up key responses to critical ideas/themes in the area of cultural responsiveness. The beauty of these responses is that they have all come from you as participants in the wānanga rather than from 'external' advisors.
12. The two key themes and sub themes related to each include:
 

**Leaders' perceptions and relationships with the following groups:**

  - **Māori students** e.g. their identity as Māori; issues of self esteem/whakama; behaviour/discipline
  - **Teachers** e.g. deficit theorising about Māori; stereotyping; acknowledging Māori perspectives
  - **Other leaders** e.g. the nature of leadership; managing change; addressing their own deficit theorising and that of others; stereotyping of Māori; dealing with other non supportive leaders
  - **Engaging with Māori communities** e.g. what is 'appropriate' engagement, stereotyping and/or deficit theorising of communities; concern about non Maori communities' perceptions; claims that Māori have degrees of identifying as Māori; whānau goal setting and expectations

**Leaders developing addressing whole-of-school culturally responsive systems and processes** and/or resolving issues related to their own knowledge of culture, data and goal setting, resourcing, and professional development and sustainability. These include the following sub themes:

- **Being culturally responsive**, such as developing a bicultural Treaty partnership in a school context; the place of Te Reo Māori and tikanga/kawa in schools (even when Māori are a minority group); sharing and celebrating Māori achievement and Māori success *as Māori*; addressing racism and developing an inclusive culture that enhances mutual respect for all cultures; developing respectful interdependent relationships in schools; and understanding Māori metaphors e.g. the importance of making connections/whakapapa
- **Data and Goal Setting** - raising institutional expectations of Māori students; increasing Māori student expectations/ ambitions to achieve; improving external achievement results (e.g. NCEA and literacy and numeracy levels); raising retention levels (especially to Years 12/13); improving Māori boys' achievement levels; developing student responsibility and engagement
- **Resourcing** including managing and prioritising time and resources; raising expectations; providing individual student support; raising teacher confidence; working with Māori teachers and issues of Māori staff retention and appointments; ;increased workload; and conferencing with Māori communities
- **Professional Development** including how to spread HK; coaching and mentoring; staff appraisal processes; developing quality teaching/pedagogy in a culturally responsive space; and
- **Sustainability** - embedding sustainable strategies, processes and practices; the use of GPILSEO and other tools.

**As much as possible, we will organise the Bus Stop/Gnarly Issues framework and themes so that they are consistent with the He Kākano Self Review Indicators framework.**

## *School Milestone 5 - Reminder*

13. First, thanks to those school leaders who have already sent their reports in. We have asked Manutaki to remind you of the importance of completing these School Milestone Reports. They provide evidence to the Ministry of your perceptions of what is or isn't working in the programme. We look forward to receiving these by end February 2013. Please contact your Manutaki or Paul Woller if you have any questions.

Have a great year! See you at the conference or at the next wānanga – if not before.

Mauri ora,

Paora and Hine