

Developed by the Principals' Council of NZEI Te Riu Roa
in conversation with principals around the motu

KOTAHITANGA A PRINCIPLED APPROACH TO SYSTEM CHANGE

***Whāia te iti kahurangi ki te tūohu koe me
he maunga teitei.***

*Aim for the highest cloud so if you miss it,
you will hit a lofty mountain.*

**The Principals' Council of NZEI Te Riu Roa
champions principals as highly skilled
professional leaders who are best placed
to make decisions in the interests of their
students, staff, whānau and communities.**

Rangatiratanga

Whakapapa

Manaakitanga

Whanaungatanga

Wairuatanga

Tikanga

Whakamana

Kaitiakitanga

As the National-led Coalition Government continues to make significant changes to the education system without educator input, the Principals' Council have developed a "principled approach" to help tumuaki respond when they feel concerned about the impact of new initiatives on tamariki.

We drew on the eight pou of **Moku Te Ao** when developing the approach. NZEI Te Riu Roa uses Moku Te Ao to drive change in the education system to one based on Rangatiratanga so that it leads to success for Tamariki Māori. What is good for Māori is good for everyone.

Our approach is to focus on what we as tumuaki | principals can control in times of change; our response, ensuring we remain professional and maintain critical relationships:

1. **Pause and take time to process** – there is no need to rush.
2. **Go to the source of the material** – the actual legislation / policy rather than an interpretation or press release – to understand the actual expectations.
3. **Gather with professional colleagues for support** in your networks, clusters, associations and engage in informed debate.
4. **Seek further information** if necessary from a range of reliable and credible sources, including NZEI Te Riu Roa.
5. **Ask reflective questions.**
6. **Reflect on insights.**
7. **Connect with your Principals' Council representative.** Share your insights and discuss whether this is a matter that needs to be picked up as a national issue, needing a national response. The contact details for your local, or sector, representative on the Principals' Council of NZEI Te Riu Roa can be found [here](#).
8. **Discuss with your school board and community**, and keep them connected to the thinking of those in the profession.
9. **Stay strong and unified** – speak out and act together!
10. **Call NZEI Te Riu Roa for support on the 0508Principal Helpline.**

Reflective question prompts:

Will the initiative benefit all students' learning and wellbeing, especially ākonga Māori, across the network of schools?

Is the initiative based on reputable evidence?

Does the initiative clearly align with our strategic goals and address the most pressing need for our ākonga and our communities?

Will the proposed change be well resourced to support its success?

Will resources be delivered in an equitable manner?

Will principals, as professional leaders, be supported to do what's best for ākonga, while supporting their teaching team and meeting "Our Code, Our Standards"?

What do our whānau, school community and mana whenua want from us?

What will happen if we don't do this?

**NZEI
TE RIU ROA**