



TE TARI AROTAKE MĀTAURANGA  
Education Review Office

TOOLS TO SUPPORT YOU

## Poutama Reo: Leaders Pack

September | 2023





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## Using this kit

### **Nāu te rourou, nāku te rourou, ka ora ai te iwi.**

*With your food basket and my food basket the people will thrive.*

During our Poutama Reo trial educators and school leaders spoke of the benefit of collective knowledge. Poutama Reo supports the strongest results when it is truly shaped by the community it serves. To support the introduction of Poutama Reo to your school we have provided newsletter inclusions, photos, poster templates and messaging guides to help you:

- explain Poutama Reo quickly and easily
- show the benefit of Poutama Reo to your school community
- drive your school community to get engaged in your use of Poutama Reo.

If there is an item you feel would assist you in sharing Poutama Reo please:

- let your ERO Evaluation Partner know
- contact [info@ero.govt.nz](mailto:info@ero.govt.nz) .

We will work to update this guide over time to ensure that it contains the most useful items to support your use of Poutama Reo.

#### **Using posters and images contained in this document**

##### *Download from JPG or PDF*

When viewing this document on your computer, any image that has a small purple circle with an arrow in it is clickable. Click on the image to be taken to the file for download on the [ERO.govt.nz](http://ERO.govt.nz) website, or a video file on Vimeo which you can embed.

##### *Snip/screenshot and print*

When on your computer you can screenshot/snip or export pages to crop and use as you require.

##### **On a Windows computer**

Press Windows logo key + Shift + S. The desktop will darken while you select an area for your screenshot. Rectangular mode is selected by default. You can change the shape of your snip by choosing one of the following options in the toolbar: Rectangular mode, Window mode, Full-screen mode, and Free-form mode.

##### **On a Mac computer**

Press and hold these three keys together: Shift, Command.

Drag the crosshair to select the area of the screen to capture. To move the selection, press and hold Space bar while dragging. To cancel taking the screenshot, press the Esc (Escape) key.

## Explaining Poutama Reo

### Poutama Reo introduction video

The video explains Poutama Reo in under two minutes through an exploration of key elements of the framework and how it can benefit your school.

**Through watching the video your school community will better understand:**

- why Poutama Reo was created
- how Poutama Reo supports schools to achieve their goals
- how Poutama Reo supports learners in achieving their goals
- how educators contributed to the creation of Poutama Reo
- how Poutama Reo contributes to effective school governance, strategy and planning

**We have also provided a PDF which covers all the key content from the video. You can use the PDF to:**

- speak to particular areas of interest in hui
- include in team circulars
- adapt to use as a presentation rather than a video.



Click the image to be taken to the video file on Vimeo.



Click the image to be taken to a file for download.



# Explaining Poutama Reo

## Introducing Poutama Reo to your school community

### With your teaching staff

**We have found that teachers were keen to understand how the tool can help them elevate their practice and support the goals of their learners. You may consider highlighting the points below:**

- Poutama Reo is an evaluation framework that will help us understand our provision of te reo Māori school-wide, and tangible next steps to reach our te reo Māori goals.
- The framework examines four dimensions - leading, whānau - hapū and iwi, teaching and learning, and student agency.
- The four dimensions support teachers to work together to review their practice, and leaders to identify their next steps. Everyone school-wide is seen as key to the improvement journey.
- There is no wrong or right within Poutama Reo, instead, the framework asks us to consider ourselves along a continuum of He Hikoki *Unsteady through to* He Huringa *Transformation*.
- There is a focus on clarity within Poutama Reo; goals, quality indicators and examples of effective practice are described for each dimension in relation to planning, delivering and monitoring.
- Importantly, the framework centres the needs of our learners, and clarity helps us celebrate what we are doing well, and work on areas for improvement.

### With your school board of trustees

**We have found that boards are keen to understand how the tool can schools meet their legal requirements. You may consider highlighting the points below:**

- Poutama Reo supports our school to meet our legal expectations, builds our self-evaluation capability and supports our provision of quality te reo Māori teaching and learning school-wide.
- As we go through the Poutama Reo self-evaluation we will gain clarity on how well we are meeting the needs of learners, whānau, hapū and iwi and how this is supported by teaching and learning and school leadership.
- Poutama reo is also designed to support our efforts to meet expectations defined within the Education and Training Act, NELP, and when attesting teachers meet Teaching Council Standards.
- School boards and leadership must comply with the 2020 Education and Training Act in "Giving Effect to Te Tiriti o Waitangi." This includes taking all reasonable steps to make instruction available in tikanga Māori and te reo Māori.
- Participants in the Poutama Reo Pilot (2022) indicated that the framework supplied much-needed clarity and guidance for schools.

# Explaining Poutama Reo

## Introducing Poutama Reo to your school community

### With your learners

**We have found that learners were keen to understand why they are involved in the conversation. And, what the benefit to them will be. You may consider highlighting the points below:**

- Poutama Reo is a tool that will help us understand the provision of te reo Māori school-wide.
- As we use Poutama Reo, we will build an improvement plan. This plan will help us meet our collective te reo Māori goals. Your voice is important here.
- Poutama reo places all students at the center, Māori, and non-Māori.
- As part of the process, we will consider questions like *how much we involve you in our te reo Māori planning. And how well can you articulate your te reo Māori language learning?*
- It is important you are part of these conversations and shape our approach as our plans should support your te reo goals.
- You must have access quality learning opportunities, including te reo Māori learning.
- The time and honesty you share with us as we go through Poutama Reo will benefit you and the learners around you.
- There have been many champions for te reo Māori over the years. Imagine how much impact your feedback and thoughts could make on the next generation of kids like you. Be a champion, and tell us your thoughts on te reo Māori in our school.

### With your school whānau, hapū and iwi

**We have found that whānau, hapū, and iwi are keen to understand how te reo Māori planning aligns with their goals. You may consider highlighting the points below:**

- Poutama Reo is an evaluation framework that will help us understand our provision of te reo Māori school-wide. As we go through using this framework we will create a te reo Māori improvement plan that we will use across the school to support our te reo Māori goals.
- The framework challenges our school to not just look at our leadership and teaching, but the thoughts of our students, their whānau, hapū and iwi,
- We know that many of our parents, whānau and beyond will have te reo Māori goals for our students. Some of these will be shaped by your feelings, history and the specific goals of your hapū and iwi have for education for our Māori learners.
- We know that some parents, whānau, hapū and iwi can more easily collaborate with schools like ours on planning like this. We will work with you to incorporate as much feedback as possible.
- Poutama reo places all students at the center, Māori, and non-Māori. As part of the process, we will also consider how much we involve learners in our te reo Māori planning. And how well can our students articulate their te reo Māori language learning?

# Explaining Poutama Reo - Governance

## Quick overview of obligations

The below quick reference guide supports leaders to speak with confidence regarding te reo Māori obligations.

**School boards and leadership must comply with the 2020 Education and Training Act in "Giving Effect to Te Tiriti o Waitangi. This includes:**

- working to ensure their plans, policies and local curriculum reflect local tikanga Māori, mātauranga Māori and te ao Māori
- taking all reasonable steps to make instruction available in tikanga Māori and te reo Māori and achieving equitable outcomes for Māori students.

**Principals must attest to their teaching staff meeting the Teaching Council Standards including:**

- Te Tiriti o Waitangi Partnership - 'Practice and develop the use of te reo and tikanga Māori.'
- Design for Learning – 'Design and plan culturally responsive, evidence-based approaches that reflect the local community and Te Tiriti o Waitangi partnership in New Zealand.'
- Teaching – "Specifically support the educational aspirations for Māori learners, taking shared responsibility for these learners to achieve educational success as Māori. " and "Teach in ways that ensure all learners are making sufficient progress, and monitor the extent and pace of learning, focusing on equity and excellence for all."

**Schools must abide by the NELPs:**

- NELP Priority 5 in which state sector educators must meaningfully include Māori language and tikanga in their everyday life.
- NELP Priority 2 states Schools must have high aspirations for every learner/ākonga, and support these by partnering with their whānau and communities to design and deliver education that responds to their needs, and sustains their identities, languages and cultures

**Public Servants must abide by the Public Servants Act 2020**

- The act aims to Improving the Public Service's relationships with Māori by creating and continuing collaborative approaches that are mutually beneficial.
- Greater understanding of te ao Māori woven into the work and ethos of public service, including:
  - te ao Māori concepts, knowledge, values and perspectives
  - te reo Māori (Māori language)
  - tikanga Māori (protocols and customs)
- Te Tiriti o Waitangi/the Treaty of Waitangi and understanding how it applies day-to-day
- the New Zealand public sector in June 2017 consists of 2,900 agencies including School Boards.



## Newsletter graphics

### Introducing Poutama Reo to your school community

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Click any image on this page which has the purple arrow icon next to it to be taken to a downloadable version of this file.



A message from ERO

#### Te reo Māori. Where are we? What is next?

These are familiar questions to school communities across Aotearoa - New Zealand. In recent research we found that many schools had a strong desire to embrace te reo Māori schoolwide but needed support to do this.

As a result we at ERO worked with educators, te reo Māori experts and pilot schools to create Poutama Reo: the improvement journey. This framework can be used by schools to understand how they are using te reo Māori now, identifying areas for improvement and next steps to achieve reo Māori goals.

Poutama Reo asks schools to think about their students, and whānau as part of the process. This helps schools understand the overall picture of what is being asked for, and how well that is being provided.

We are thrilled to hear your school has started to use Poutama Reo. We invite you to find out more about this framework, what it hopes to achieve and how you may get involved with the exciting mahi ahead. Aue!



Scan the QR code to access Poutama Reo, search for Poutama Reo on the ERO.govt.nz website or email [info@ERO.govt.nz](mailto:info@ERO.govt.nz) for more information.

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# Newsletter graphics

## Introducing Poutama Reo to your school community

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*A message from ERO*

### **Poutama Reo: supporting your child's te reo Māori goals**

*"about 60 per cent of 15-24 year olds thought the government should encourage and support the use of te reo Māori in everyday situations"*

*Mahi Karaua: the Crown's Strategy for Māori Language Revitalisation, 2019-20*

**Poutama Reo: the improvement journey is an evaluation and improvement framework that helps schools get clear on where they are in the provision of te reo Māori, and what they can do next.**

The framework asks schools to consider student agency, centering the learning goals of children like yours within their te reo Māori improvement plan.

We know this is important, and that you as whānau would like to know more about **Poutama Reo**, and how your child's school may use it.



Scan the QR code below to access Poutama Reo, search for Poutama Reo on the [ERO.govt.nz](https://www.ero.govt.nz) website or email [info@ERO.govt.nz](mailto:info@ero.govt.nz) for more information.

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### **Te reo Māori. Where are we? What is next?**

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## Reading list

### Introducing Poutama Reo to your school community

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Te Tari Arotake Mātauranga

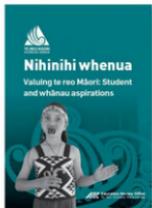
Discover our tools and research:

#### Te reo Māori: revitalisation and normalisation



##### Nihinihi Whenua – Valuing te reo Māori: Student and whānau aspirations 2020

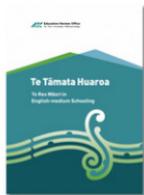
"This report shows student and whānau perspectives on the teaching of te reo Māori in English-medium schools. (English-medium schools teach using English as the main language). This report follows an earlier publication, Te Tāmata Huaroa, which reviews the teaching and learning of te reo Māori in English-medium schools."



Scan the QR code to be taken to the publication.

##### Te Tāmata Huaroa: Te Reo Māori in English-medium Schooling 2020

"This report looks at how schools support students learning te reo Māori across different locations, regional contexts, and school types. The project behind our report focused on investigating, not evaluating. Our findings show how schools are currently teaching and integrating te reo Māori. This report follows an evaluation published in 2019 by Te Taura Whiri i te Reo Māori (the Māori Language Commission). The evaluation is titled Whakanuia te reo kia ora."



Scan the QR code to be taken to the publication.

##### Poutama Reo: the improvement journey 2022

"Poutama Reo is a framework that provides a progressive pathway for English Medium schools to review and improve their provision of te reo Māori language school wide. The development of this framework has evolved out of a body of policy and research work and recognises the important contribution English-medium schools have to make toward ensuring that Māori language is valued and sustained as a living language in Aotearoa."



Scan the QR code to be taken to the publication.

## A4 Posters

### Introducing Poutama Reo to your school community

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Te Tari Arotake Mātauranga



### What does quality te reo Māori provision look like to you ?

**Poutama Reo: the improvement journey** is a self-review quality framework that schools can use to improve te reo Māori provision school wide. Poutama Reo will walk you through a self-evaluation process, giving you clarity about where you and your school is, and clear steps on what to do next.

**Poutama Reo will lead you through the creation of a te reo Māori improvement plan where you will:**

- understand the school-wide provision of te reo Māori
- explore the included indicators
- delve into te reo Māori in your school through multiple dimensions
- examine the provided next-steps for improvement.



Find out more

Scan the QR code to access Poutama Reo, search for Poutama Reo on the [ERO.govt.nz](http://ERO.govt.nz) website or email [info@ERO.govt.nz](mailto:info@ERO.govt.nz) for more information.

"this is a gamechanger but not just for Māori,  
for all in Aotearoa"

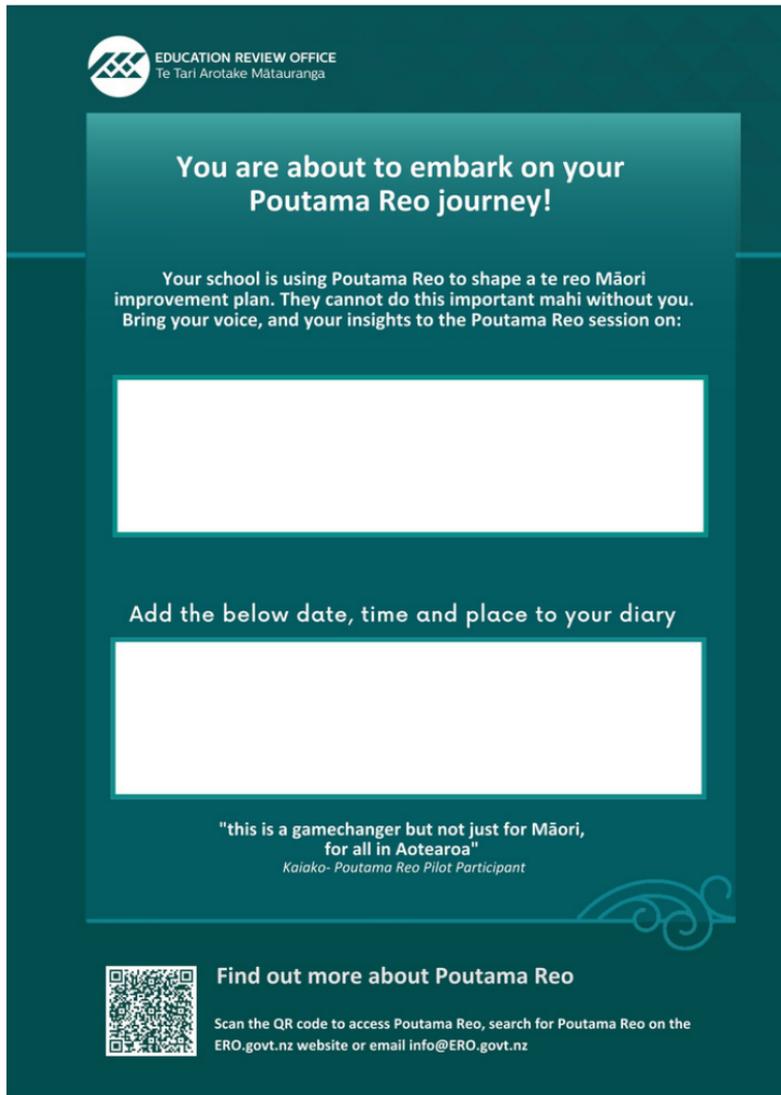
*Kalako- Poutama Reo Pilot Participant*

## A4 Posters

### Write-on hui, and info session posters

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Click any image on this page which has the purple arrow icon next to it to be taken to a downloadable version of this file.



The poster features a teal background with white text and graphics. At the top left is the Education Review Office logo and name. The main heading is 'You are about to embark on your Poutama Reo journey!'. Below this is a paragraph explaining the school's use of Poutama Reo and inviting participation. There are two large white rectangular boxes for writing. A second paragraph asks for date, time, and place. A quote from a participant is at the bottom. A QR code and contact information are at the very bottom.

 EDUCATION REVIEW OFFICE  
Te Tari Arotake Mātauranga

**You are about to embark on your  
Poutama Reo journey!**

Your school is using Poutama Reo to shape a te reo Māori improvement plan. They cannot do this important mahi without you. Bring your voice, and your insights to the Poutama Reo session on:

\_\_\_\_\_

Add the below date, time and place to your diary

\_\_\_\_\_

**"this is a gamechanger but not just for Māori,  
for all in Aotearoa"**  
*Kaiako - Poutama Reo Pilot Participant*

 **Find out more about Poutama Reo**

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Click any image on this page which has the purple arrow icon next to it to be taken to a downloadable version of this file.



*Get Involved*  
**Help shape our  
te reo Māori plan**

We are using Poutama Reo to shape  
our te reo Māori improvement plan.  
Attend our next session where we will discuss:

Add the below date, time and place to your diary

*Reach out to the office for more info*



#### Find out more about Poutama Reo

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*All our school students and whānau are welcome*



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Click any image on this page which has the purple arrow icon next to it to be taken to a downloadable version of this file.



Come along, get involved

**We want to provide amazing te reo Māori opportunities but we need your help!**

We are using Poutama Reo to shape our te reo Māori improvement plan. Attend our next session where we will discuss:

Add the below date, time and place to your diary

*Reach out to the school office for more info*

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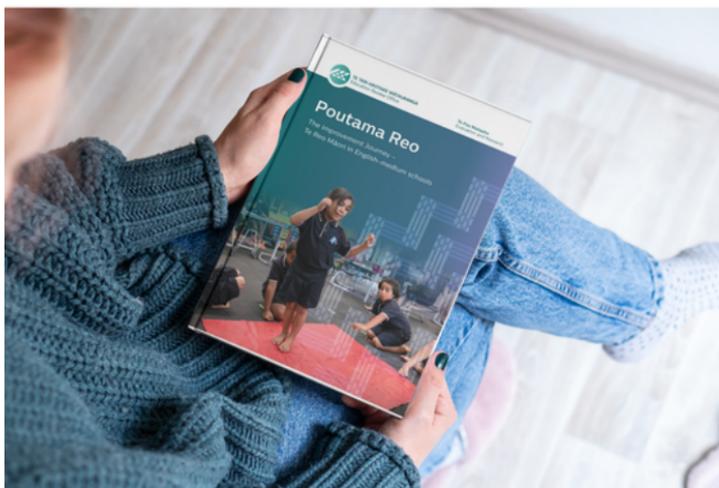
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*All our school students and whānau are welcome*

## Photos of Poutama Reo

For use in your newsletters, websites and other school communications

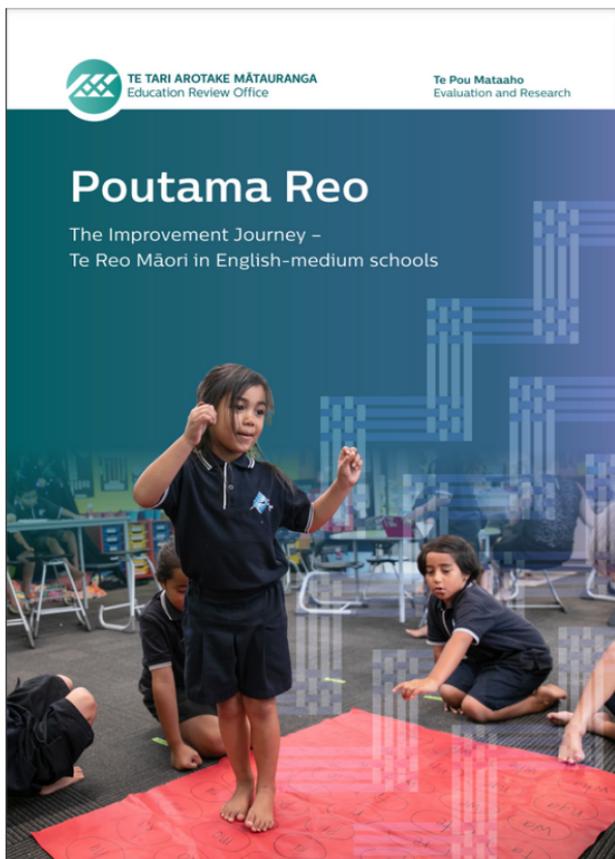
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## Poutama Reo

**The Four Levels**

Poutama Reo describes **Goals, Quality Indicators and Effective Practice** in relation to the provision of Māori language in English-medium schools. In order to support every English-medium school to offer and continuously improve its provision of Māori language, the framework identifies four levels of provision:

**He Hikoki Unsteady**

Outcomes, indicators and actions are not yet defined at this level - the starting of building up to hiranga.

**He Hikinga Lifting up**

Outcomes, indicators and actions at this level meet the outcome of being able to focus on the hiranga.

**He Hiranga Ascending**

Outcomes, indicators and actions at this level meet the outcome of being able to focus on the hiranga.

**He Huringa Transformation**

Outcomes, indicators and actions at this level relate to the delivery of high-quality to our Māori language and high levels of proficiency.

**The levels are intended to support the building of capability and continuous improvement.** Therefore, each level assumes that the goals, indicators and practices identified in the previous level or levels are also present in the school.

## Poutama Reo

**The Improvement Journey**

**He Hikoki Unsteady**

A state of uncertainty and generally positive and negative feelings in the room. The teacher is not sure if the students are ready to start that journey.

**He Hikinga Lifting up**

Acknowledging that there is work to be done to lift and raise opportunities to a journey in learning and teaching. Hiranga is to be building the bar of excellence.

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**He Huringa Transforming**

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