

VISION	<p>Together we are the most powerful education union in New Zealand</p> <p><i>Hei Uniana Mātauranga Aumangea mo Aotearoa</i></p>			
STRATEGIC DIRECTION	Lead the way education works for ourselves and our mokopuna	Advocate for quality public education	Get the best terms and conditions for our members	Lead the profession
AREAS OF FOCUS	<ul style="list-style-type: none"> • Success for all • Resourcing and funding • Quality teaching and leading • Equity • Structural change • Personalised learning • Union membership density • Teacher Supply • Quality Māori Education • Develop skilled kaiako with a passion for life-long learning • Ensure Kaiako are responsive to culturally competent tamariki Māori • Pasifika Students 	<ul style="list-style-type: none"> • Charter schools • Global anti privatisation campaigns • ECE privatisation • Education support services • Charter Schools • ECE privatisation • Te Kohanga Reo • Charter Schools • ECE privatisation 	<ul style="list-style-type: none"> • Collective agreements • Career development models • Suitable funding • Union membership density • Health and Safety • Hauora • Normalise te reo • Pasifika members 	<ul style="list-style-type: none"> • Leading education thinking • Enhanced teacher professionalism • Quality teaching and leading • Professional strategies in our campaigns • Increase levels of membership density • ITE • Mana Māori Motuhake • Pasifika educators
CORE STRATEGY	<p>Leveraging our professional and industrial capacity <i>Te huanga o te ngaio te whānuitanga ahumahi</i></p>			

3. 2017-19 THREE YEAR PLAN

3.1 STRATEGIC DIRECTION, AREAS OF FOCUS AND GOALS

THREE YEAR PLAN		
STRATEGIC DIRECTION	AREA OF FOCUS	GOALS Over the next three years we will win the following outcomes:
Lead the way education works for ourselves and our children	<ul style="list-style-type: none"> • Success for all • Resourcing and funding • Quality teaching and leading • Equity • Structural change • Personalised learning • Union membership density • Teacher Supply 	<ul style="list-style-type: none"> • Focus shifted from standardised achievement to individual's learning progress • Initiatives that prioritise Māori teachers and students success • Initiatives that prioritise Pasifika teachers and students success • An equitable funding system • Collaborations and transition work are voluntary and demand-led • 100% qualified teachers • Centrally funded support staff • Implementation of career frameworks that support highly skilled educators • Increased levels of membership density in targets • A planned strategy to address teacher supply and resourcing
Advocate for quality public education	<ul style="list-style-type: none"> • Charter schools • Global anti privatisation campaigns • ECE privatisation • Education support services 	<ul style="list-style-type: none"> • End charter schools policy and current charter schools reintegrated • Business promotion of GERM stopped • No low fee for profit schools in global south • Reintegration of private ECE into state system • Schools are adequately resourced to employ and retain necessary support services

Get the best terms and conditions for our members

- Collective agreements
- Career development models
- Suitable funding
- Union membership density
- Health and Safety
- Hauora

- Core terms and conditions established in agreements
- Career development models in each collective
- Recognition of members skill, expertise and responsibility
- Each school and centre appropriately resourced by the state to meet the needs of all of their learners (e.g. primary students funded at OECD average)
- Significant pay jolt resulting from successful pay equity claims
- Increased levels of membership density in targets
- Increase in hauora
- Manageable workload supported by appropriate release time

Lead the profession

- Leading education thinking
- Enhanced teacher professionalism
- Quality teaching and leading
- Professional strategies in our campaigns
- Increase levels of membership density
- ITE

- Access to funded and appropriate PD for all educators
- Professional goals identified in all campaigns
- Increased levels of membership density in targets
- Equitable access to funded, quality ITE

MIRO MĀORI THREE YEAR PLAN

STRATEGIC DIRECTION	AREA OF FOCUS	GOALS
Lead the way education works for ourselves and our mokopuna	<ul style="list-style-type: none"> Quality Māori Education Develop skilled kaiako with a passion for life-long learning Ensure Kaiako are responsive to culturally competent tamariki Māori 	<ul style="list-style-type: none"> Develop skilled Kaiako with a passion for life-long learning Ensure Kaiako are responsive to culturally competent tamariki Māori Provide cutting edge curriculum delivered through inquiry
Advocate for quality public education	<ul style="list-style-type: none"> Charter Schools ECE privatisation Te Kohanga Reo 	<ul style="list-style-type: none"> Integrate charter schools/private ECE staff into NZEI Te Riu Roa (consistent with policy)
Get the best terms and conditions for our members	<ul style="list-style-type: none"> Normalise te reo <p><i>Value Te Reo Māori as central to all communication</i></p>	<ul style="list-style-type: none"> Revitalise kaiarahi i te reo positions mai te iwi Value te reo Māori as central to all communications Utilising ngā mātua me ngā kaumātua as resources
Lead the profession	<ul style="list-style-type: none"> Mana Māori Motuhake <p><i>Growing culturally competent and confident uri</i></p>	<ul style="list-style-type: none"> Grow culturally competent and confident uri Ma te Māori ano te Māori e korero Seek mohiotanga to the highest level using whakapapa and whakatauki

PASIFIKA THREE YEAR PLAN

STRATEGIC DIRECTION	AREA OF FOCUS	GOALS
Lead the way education works for ourselves and our children	<ul style="list-style-type: none"> Pasifika Students 	<ul style="list-style-type: none"> Align outcomes with Pasifika priorities and expectations Acknowledge and celebrate Pasifika excellence Increase professional learning for Pasifika credibility and influence
Advocate for quality public education	<ul style="list-style-type: none"> Charter Schools ECE privatisation 	<ul style="list-style-type: none"> Integrate charter schools/private ECE staff into NZEI Te Riu Roa (consistent with policy)
Get the best terms and conditions for our members	<ul style="list-style-type: none"> Pasifika members 	<ul style="list-style-type: none"> Increased Pasifika density across all sectors Pasifika engagement through effective communication Develop a Pasifika sensitive NZEI Te Riu Roa
Lead the profession	<ul style="list-style-type: none"> Pasifika educators 	<ul style="list-style-type: none"> Ensure that all campaigns further Pasifika Excellence Increase Pasifika leadership capacity and capability Focus professional learning and development on Pasifika educators