

PPTA Te Wehengarua

# Strategic Plan

## 2022 – 2026



PPTA  
Te Whāngarua

PPTA  
Te Whāngarua

**Where teachers  
stand together.**

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# Foreword from President and General Secretary

We have a lot to be proud of at PPTA Te Wehengarua. We benefit from a loyal membership who work in well-organised branches and have multiple opportunities to engage with the Association through our constitutional structures, networks, social media and events.

Over the last 5 years we've had success in major campaigns, benefited from a significant increase in membership and implemented the PLD fund for secondary teachers. Day-to-day activists, members and staff work hard to ensure secondary teaching is a first-choice profession. Our strategic plan for 2022 to 2026 acknowledges our strong foundation and adds some new goals around improving our media presence, having a Māori voice at the top table, using data to increase membership in lower density branches and reducing teacher workload. We look forward to working with you and taking PPTA Te Wehengarua to the next level.

**Melanie Webber,**  
President

**Michael Stevenson,**  
General Secretary



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# We stand for public education

## PPTA Te Wehengarua Constitutional objectives

The objects of the Association shall be:

- 1** To advance the cause of education generally and of all phases of secondary and technical education in particular.
- 2** To uphold and maintain the just claims of its members individually and collectively.
- 3** To affirm and advance Te Tiriti o Waitangi (The Treaty of Waitangi) as embodied in the First Schedule of these rules.



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## Our vision – Secondary teaching as a first-choice career

PPTA members want the teaching profession to be highly paid, trained to a high standard, continuously supported, culturally responsive, and properly resourced for both curriculum delivery and pastoral care.

Teaching and learning must be more than just surviving the school year for teachers and students. Schools must be places for all students to get ahead, and for teachers to experience the surprise and delight of watching learning unfold.

Teachers don't want their jobs to be merely sustainable and manageable, they want them to be rich in experiences, exciting, and fun. Teaching by its nature will at times be challenging, but that challenge should not come from excessive workload demands. There must be time, not just time to do the job, but time to enjoy it, and time to learn and grow in teaching practice.

Classrooms should be designed to meet the needs of pedagogy, not the other way around, and classes should be diverse in the broadest meaning of this term. Schools should reflect a commitment to Te Tiriti, in which staff and students are supported to be bilingual and at home in Te Ao Māori.

Teaching should be secure, permanent, highly respected employment. It should be seen as a first-choice career that can last a life-time; a career with a future.

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## Strategic Plan 2022 – 2026

The purpose of the Strategic Plan 2022 - 2026 is to build on the success of PPTA Te Wehengarua over the last six years and to identify some areas for further development between now and 2026.



# Our focus areas

Four pillars have been identified in order to protect and advance the interests of members:



## Campaigning

PPTA Te Wehengarua will run well-organised, equipped and connected campaigns at a national level to advance the interests of members.



## Advocating

PPTA Te Wehengarua will be the voice of secondary teachers and principals in Aotearoa New Zealand. Our voice reflects the views of members. We stand up for members.



## Organising

PPTA Te Wehengarua branches and regions will be well-organised and will receive support to remain strong.



## Educating

PPTA Te Wehengarua will be the leader in providing professional learning and development opportunities to members. This includes delivery of our suite of Mahi Tika® courses and our flagship conferences.

# Tiriti

**Tiriti o Waitangi is inshrined in our Constitution and the way we operate in partnership with tangata whenua.**

Our Māori Executive Te Huarahi Māori Motuhake reviews Te Rautaki annually, exercising Tino Rangatiratanga over its focus for the year ahead.

In 2022 we welcome PPTA Wehengarua's first Māori vice president to the top table. Correspondingly, levels of professional Māori staffing will increase as we move towards a true Tiriti partnership model of operating.







"I love being a PPTA member – Keep fighting for us"



## Campaigning

PPTA Te Wehengarua will run well-organised, equipped and connected campaigns at a national level to advance the interests of members.

### Specific goals

- » To campaign on issues of national significance to our membership, doing so in a way that members feel connected to each campaign and understand its objectives.
- » Campaigning examples include: negotiating for the renewal of collective agreements, utilising paid union meetings, use of strategic litigation, advancing education policy initiatives that benefit members and supporting progressive social and economic causes.



## Advocating

PPTA Te Wehengarua will be the voice of secondary teachers and principals in Aotearoa New Zealand. Our voice reflects the views of members. We stand up for members.

PPTA Te Wehengarua speaks for our members, individually and collectively, in a myriad of forums. From individual advocacy at a branch-level to the Minister of Education's Office, we stand tall to advance our members' interests.

### Specific areas of focus in 2022 to 2026 include:

- » Speaking up to advance the collective agreement campaign
- » Being the lead voice in all media forums for secondary teachers and principals
- » Having a Māori medium media spokesperson – our new vice-president role to speak for Māori kaiako and tumuaki
- » Supporting evidence-based, thoughtful and coherent change as the Governments seeks to implement an ambitious change agenda in education.
- » Working in partnership with our new and existing Māori roles to ensure the voice of kaiako and tumuaki are represented in all aspects of education policy development.
- » Initiatives to reduce teacher workload.



"PPTA Te Wehengarua is the voice of the profession"

PPTA Te Wehengarua President  
Melanie Webber





## Organising

**PPTA Te Wehengarua is well-positioned to be an organised union and professional association, with each school site operating as a branch. Regions provide a valuable connection between branches, the Executive and Annual Conference.**

- » From 2022 to 2026, branch membership data and statistics, including density figures, will be used to inform targeted organising plans and presidential team visits.
- » An area of focus from 2022 will be the research and delivery of Kaiako Māori engagement plan for whare kura and kura kaupapa settings, with a view to increase membership, activism and attendance at PPTA Te Wehengarua events in these branches.
- » Continued roll-out of our principals' and senior leaders' organising plan and specialised Mahi Tika courses.



**“PPTA Te Wehengarua branches are the beating heart of our union”**

Chris Abercrombie, PPTA Te Wehengarua Junior Vice President



**“PPTA PLD Fund ensures professional learning and development is for teachers by teachers.”**

Michael Stevenson, PPTA Te Wehengarua General Secretary.



## Educating

**PPTA Te Wehengarua will continue to be the lead provider of professional learning and development opportunities to its members.**

**The suite of PPTA education opportunities include:**

- » Our refreshed flagship Mahi Tika courses
- » Not-for-profit accredited health and safety training through WorkSafeReps
- » Subject specific networks of expertise through the TRCC (Teacher Refresher Course Committee)
- » Subject association grants through the PLD Fund
- » Iconic PPTA events, including Māori Teachers' Conference, the Pasifika Fono, Provisionally Certified Teachers' Conference, Women's Summit.



# What we currently do well



Campaigning



Advancing members' interests



Member professional learning and development opportunities



Individual case work/advocacy



Democratic, member-led decision-making process



Telling member, branch and network stories



Each work site (school) is a PPTA Te Wehengarua branch with a union delegate structure

# What we need to work on



Rejuvenation of our media presence



A Māori voice at the top table



Threading Tiriti partnership relationships through our mahi



Member engagement in Māori medium settings: including kura kaupapa and whare kura



Using membership density and statistics to bring out the best in every branch



Reducing teacher workload





## Contact us

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