

Ngā Kaimahi Tuwhene - he kupu āwhina ki te heke haere te rārangi ingoa i tō kura



Ki te heke te nui o ngā ingoa i te rārangi ingoa ā-kura i tētahi tau, ki te matapaetia rānei tērā, ka whakamōhio pea te Tāhuhu o te Mātauranga ki tō kura me mātua whakaheke te nui o ōna kaimahi mō te tau e tū mai nei.

Ko tā te puka nei he whakamārama i te tukanga me te tuku kupu ārahi mō ngā āhuatanga kei mua i a koe, ka mutu, ko wai te tangata hei kōrero atu māu ki te whai pānga tēnei ki tō mahi.

Ki te heke iho ngā ākonga, me heke iho pea te nui o ngā kaiako

I te mutunga o te wāhanga tuatoru i ia tau, ka whakamōhio te Tāhuhu o te Mātauranga ki ia kura ki te nui o ngā "kaimahi tōmua" — arā, ki te nui o ngā kaiako me ngā waeutu ka utua e te Tāhuhu ā te tau e tū mai ana.

Arā, mēnā kua heke iho te tatau o ngā ākonga i te tau kua takoto, e matapaetia ana rānei ka iti iho te tatau o ngā Tau 9 ā te tau e tū mai ana tēnā i ngā tau o mua, ka kīia pea tō kura kia tukuna ētahi Kaiako

Me mātua whai e ngā kura ngā tukanga kaimahi tuwhene

Ko te rahinga o ngā kaiako me whakaheke, ka rite tonu te kīia mā roto i te kupu Kaiako Ukiuki (FTTE).

Mēnā me mātua whakaheke e tētahi kura te nui o ana kaimahi, o ana waeutu rānei/hoki, me mātua whai ngā tukanga e takoto ana i ngā wāhanga e whai nei o te Kirimana Tōpū mō ngā Kaiako Kura Tuarua (STCA), o te Kirimana Tōpū mō ngā Kaiako Kura ā-rohe (ASTCA) rānei:

- STCA 3.9 Ngā tikanga kaimahi tuwhene, whakahanumi hoki
- ASTCA 2.13 Ngā tikanga kaimahi tuwhene
- ASTCA Te Āpitihianga 5 - Ngā tukanga kaimahi tuwhene

Me toru rawa ngā upane e heke iho ai te nui o ngā kaimahi

I ngā wā katoa, he mea nui te whakapāpā a tō kaituku mahi ki a koe, puta noa i te tukanga.

- Te upane tuatahi i te tukanga e heke iho ai ngā kaimahi

I tōna tikanga, me whai te kaituku mahi kia ea i a ia te whakahekenga FTTE mā te "hekenga noa". Arā, mēnā he iti noa iho te hekenga (hei tauira, ka rihaina, ka rītaia rānei tētahi i te kura), e pai ana kia hīkina te tukanga i reira.

- Te upane tuarua i te tukanga e heke iho ai ngā kaimahi

Ki te kore e tutuki i te kura ngā whakahekenga i te wāhanga hekenga noa, me tahuri te kaituku mahi ki te upane tuarua: te tono ki ētahi tūao i ngā kaiako. Katoa te hunga e whakaaro ana kia tūao ai rātou me kōrero ki te kaimahi ā-rohe PPTA e pai ai tana titiro ki ngā kōwhiringa e wātea ana ki a koe. Kei te kaituku mahi te whakataunga whakamutunga mēnā rānei ka whakaaea tō tono tūao, kāore rānei.

- Te upane tuatoru i te tukanga e heke iho ai ngā kaimahi

Ki te kore e tutuki i te kura ngā whakahekenga mā roto mai i te hekenga noa, i te tono tūao rānei, me tahuri rātou ki te upane tuatoru, ki te upane whakamutunga. Ka kopoua e te PPTA tētahi tautapa kaimahi tuwhene ki te kura. Ka wātea te tautapa me te kaimahi ā-rohe ki te kōrero i ngā taipitopitonga whānui ki tō pekanga e pā ana ki te tukanga.

Ko te upane tuatoru, whakamutunga hoki, ko te whakarite i tētahi arotakenga hiahia ā-marau, ā-manaaki hoki (CAPNA) hei āwhina i ā te kaituku mahi whakataunga mō te/ngā tūnga hei whakakore māna, hei whakaiti rānei i ngā waeutu, kia tapatahi. Me kaua rawa ngā take pēnei i te matatau me te paingia rānei o te kaiako e arongia ai i tētahi tukanga CAPNA.

Ka aroturuki te tautapa i ngā hui kaimahi tuwhene i puta ai ngā whakataunga a te kaituku mahi, e tika ai te whāia o ngā tikanga kei ngā kirimana tōpū e hāngai ana. He mea nui kia mōhio te tangata, ehara te tautapa i te mana whakatau.

- Ka rua ngā wāhanga ki te hui kaimahi tuwhene.

Ko te wāhanga tuatahi, ko te whakaputa i ngā whakataunga tōmua. Kātahi ka

hiki te hui e wātea ai ngā kaimahi kua pāngia ki te tono kupu āwhina me te tuku tāpaetanga. Ka karangatia anō te hui, ā, ko te wāhanga tuarua o te hui, ko te whakaaro ki ngā pārongo hou, me te whakatau i ngā whakataunga whakamutunga.

Me whakapā ki tō kaimahi PPTA ā-rohe mō ngā kupu ārahi, āwhina hoki

I tēnei wā, ko te hēmanawa pea tō kai, te kai hoki a ō hoa mahi. Hei āwhina i a koe i tēnei tūāhuatanga, kei tēnā, kei tēnā tari PPTA ā-rohe tētahi kaiwhakahaere kaimahi tuwhene e wātea ana hei whakapā atu māu. E wātea ana hoki te kaimahi ā-rohe o tō kura ki a koe hei tautoko atu.

Me mātua whakapā mai ki a mātou, inarā, i ngā wā e whakapono nei koe ko koe tonu te papa o ngā whakataunga a tō kaituku mahi, puta noa i te wā e karawhiua ana te tukanga kaimahi tuwhene.

Anei ngā taipitopito o tō tari ā-rohe:

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