

# Te Rito Outcomes Framework

## To inform equity action plans across Te Pūkenga



### Learning environments enable success

- **Curriculum** is future-focused, relevant, universally designed, culturally inclusive and informed, personalised, and practical.
- **Staff** are culturally conscious and capable, disability confident, knowledgeable and skillful at facilitating learning.
- **Māori and Pacific learners** see themselves in our staff make-up, curriculum, and everyday practices and spaces.
- **Assessments** are accessible, relevant and reaffirm learning.
- **Tuakana/teina and peer mentoring** builds a deliberate culture of connection.
- **Navigational tools and processes** connect learners and their whānau early to customised services and ongoing support.
- **Our brand** holds learners (with their whānau) at the forefront.

### Measures

- Increased proportion of Māori, Pacific, and disabled learners in work, one year after graduating.
- Increased proportion of Māori, Pacific, and disabled learners in further study, one year after graduating.
- Percentage of Māori and Pacific staff.

### Focuses on wellbeing

- **Outcomes framework** is co-defined, principled, and measurable.
- **Whakawhanaungatanga** - engage in ways that honour Te Tiriti and ensure strong relationships that are inclusive of learners with their whānau.
- **Cultural** values and differences are understood, recognised, and celebrated.
- **Confidence-building** is a deliberate practice.
  - Services and environments align to **holistic learner needs**.
  - **Diversity in learner success and motivations** are recognised, including **whānau and community prosperity**.

### Measures

- All learners (incl. Māori, Pacific, and disabled learners) convey positive net promoter survey scores.
- Increased credit achievement and course success rates for Māori, Pacific, and disabled learners.
- Increased proportion of programme and qualification achievement for Māori, Pacific, and disabled learners.

### Voices are heard

- **Ensure Te Tiriti excellence** partnering and empowering Māori.
- **Data insights** inform all that we do.
- **Connected** Communications and Engagement.
- **Co-design** approaches inform **participation in decision-making**.
- Needs assessments and customised **success planning**.
- **Partnership** with learners at all levels leads to solutions that see learners, whānau, and community thrive, while enhancing mana and success.
- **Empower the voice** of Pacific, disabled, and others to ensure diversity is heard.

### Measures

- Increased retention throughout the learner journey for Māori, Pacific, and disabled learners.

### Provide equitable access

- **Barrier free access to guided pathways and easy enrolment**.
- **Learning is flexible and technology** is readily available and customised.
- **Information** is clear and accessible.
- **Infrastructure, processes and staff** enable accessibility and **disability confidence**.
- **Mana ōrite** replaces structural racism.
- **Financial services** are easily accessed (budgeting/loans).
- **Our places manaaki** all and are **welcoming**.

### Measures

- Increased proportion of enrolments for Māori, Pacific, and disabled learners.
- All learners (incl. Māori, Pacific, and disabled learners) express positive learner health scores. That is, learner express being engaged, connected, included, and satisfied. Having wellbeing and equitable access.

