



# Cabinet Appointments and Honours Committee

## Minute of Decision

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### Māori Education Ministerial Advisory Group: Appointments and Terms of Reference

**Portfolio**                      **Education**

On 27 August 2024, the Cabinet Appointments and Honours Committee:

- 1        **noted** that the Minister of Education (the Minister) intends to:
  - 1.1        establish a Māori Education Ministerial Advisory Group (MAG) to provide independent advice and guidance on all matters relating to Māori education, in English medium and Māori medium education settings, with a focus on action to deliver on her education priorities;
 

appoint Dr Wayne NGATA MNZM as Chair of the Māori Education MAG, for a term of two years commencing on the date of appointment;
  - 1.2        appoint the following as members of the Māori Education MAG, for terms of two years commencing on the date of appointment, subject to successful probity checks:
    - 1.2.1        Olivia HALL;
    - 1.2.2        Dame Georgina KINGI DNZM QSO;
    - 1.2.3        Will WORKMAN;
  - 1.3        advise appointees that they may be eligible for reappointment when their terms end;
  - 1.4        set remuneration at \$885 per day for the Chair and \$570 per day for members, in accordance with the Cabinet Fees Framework;
- 2        **authorised** the Minister to make further appointments to the Māori Education MAG after consultation with the Chair to identify further expertise required.

Rachel Clarke  
Committee Secretary

**Present: (see over)**

**Present:**

Rt Hon Christopher Luxon (Chair)  
Hon Brooke van Velden  
Hon Louise Upston  
Hon Todd McClay  
Hon Tama Potaka  
Hon Matt Doocey  
Hon Melissa Lee  
Hon Penny Simmonds  
Hon Nicola Grigg  
Hon Karen Chhour

**Officials present from:**

Released under the Official Information Act 1982

**IN CONFIDENCE**

Office of the Minister of Education

Chair, Appointments and Honours Committee

**Māori Education Ministerial Advisory Group: Appointments and Terms of Reference****Proposal**

- 1 This paper outlines my intention to appoint the following four members to the Māori Education Ministerial Advisory Group (the Māori Education MAG) that I am establishing to provide me with independent advice and guidance on all matters relating to Māori education in English medium and Māori medium education settings. Both the group and plan will focus on action to deliver on my education priorities.

<b>Name</b>	<b>Position</b>	<b>Iwi</b>	<b>Resides</b>
Dr Wayne Ngata MNZM	Chair	Te Aitanga a Hauiti, Ngāti Ira, Ngāti Porou	Gisborne
Ms Olivia Hall	Member	Ngāti Rārua, Rangitāne, Ngāti Kuia	Nelson
Dame Georgina Kingi DNZM	Member	Ngāti Awa, Ngāti Pūkeko, Ngāi Tai	Napier
Mr Will Workman	Member	Ngāti Kahungunu ki Wairarapa	Napier

- 2 I propose to appoint these members for two years with potential for reappointment.

**Background**

- 3 I am progressing work on realising my six education priorities to deliver a world-leading education system that sets Kiwi kids up for future success.
- 4 The Māori Education MAG will provide me with independent advice and guidance on all matters relating to Māori education in English medium and Māori medium education settings. I expect to work with this group of proven educationalists to develop a Māori Education Action Plan that will drive successful outcomes for Māori learners and Māori language in education. I envisage much of the Māori Education MAG's advice will be focussed on helping me to implement actions to lift achievement and close the education equity gap for Māori.
- 5 A draft Terms of Reference (TOR) is attached as Appendix 1 to this paper. It sets out background, such as the Government education targets and my education priorities that will set Kiwi kids up for future success by placing ambition, achievement and outcomes at the heart of the education system. It describes the purpose, role, scope, membership, administration, resources,

costs, member fees, confidentiality and official information, and public engagement.

- 6 In the Terms of Reference, I have made it clear that the Māori Education MAG is an advisory group, not a representative group mandated to provide advice on behalf of Māori or a decision-making group.
- 7 Out of scope for the Māori Education MAG is providing advice on Kaupapa Māori education. I will work with Te Matakahuki<sup>1</sup> to identify shared priorities and actions for kaupapa Māori education.
- 8 I am planning to finalise the Terms of Reference with the Chair following their appointment to the Māori Education MAG.

### Comment on the proposed Chair and members

- 9 I intend to make four initial appointments: Dr Wayne Ngata MNZM (as Chair), Dame Georgina Kingi DNZM, Olivia Hall and Will Workman. They collectively bring:
  - 9.1 proven experience in achieving excellent educational outcomes for Māori learners and for Māori language in education,
  - 9.2 curriculum leadership as well as the design and delivery of Māori education in English medium and Māori medium settings, in areas that align with my six education priorities,
  - 9.3 expertise in mātauranga Māori, te reo Māori and tikanga Māori,
  - 9.4 experience with whānau Māori engagement in education to lift educational achievement for Māori learners and their whānau,
  - 9.5 machinery of government and governance expertise.
- 10 The appointments will enable the Māori Education MAG to begin work as soon as possible. I plan to make further appointments after consulting with the Chair to identify expertise required.
- 11 **Dr Wayne Ngata MNZM** (Chair) is an academic and strong advocate for the revitalisation of mātauranga Māori and te reo Māori. He has held several academic, management and governance roles at, EIT Tairāwhiti, the Ministry of Education, Te Whare Wānanga o Awanuiarangi, the Museum of New Zealand Te Papa Tongarewa, and the MacDiarmid Institute. He is currently the acting-Chair of the Tertiary Education Commission and a member of two advisory groups providing advice to the Ministry of Education on curriculum development for Māori learners, and curriculum research for Te Mātaiaho | the

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<sup>1</sup> Te Matakahuki, formed in 2020, represents the national Kaupapa Māori education providers Te Kōhanga Reo National Trust, Te Rūnanga Nui, Ngā Kura ā Iwi o Aotearoa and Te Taihu o Ngā Wānanga.

Refreshed Curriculum. Dr Ngata has had previous experience as a Chair of ministerial advisory groups (Taumata Aronui and Te Pae Roa).

- 12 **Olivia Hall** (Member) has significant experience in leadership roles across the education sector. Olivia is the Chair of the Mātauranga Iwi Leaders Group which is part of the National Iwi Chairs Forum. She also chairs Te Rūnanga o Ngāti Rāua of Whakatū | Nelson. She is currently Executive Director of Nelson Marlborough Institute of Technology (NMIT) and one of two Tumu Whenua-ā-Rohe | Executive Directors for Region 3 of Te Pūkenga.
- 13 **Dame Georgina Kingi DNZM QSO** (Member) has been the Principal of St Joseph's Māori Girls' College since 1987, having taught at the school since 1969. She has consistently worked to build provision of quality education, driven by a philosophy of providing the best possible education to Māori girls, the establishment of high standards and the maintenance of excellence. These are values which have now positioned St Joseph's Māori Girls College as one of the best performing schools in Aotearoa, New Zealand.
- 14 **Will Workman** (Member) specialises in Māori social and economic policy advice. He is a seasoned public policy practitioner who has held senior executive roles with the Ministry of Education, Te Puni Kōkiri, the Tertiary Education Commission and the New Zealand Qualifications Authority. Will currently works as a consultant offering services in strategic planning, policy advice, service and business development and evaluative assessments.
- 15 All the members I am seeking to appoint are recognised leaders and innovators in their respective fields. I am satisfied that my initial four appointments will provide for a well-balanced Māori Education MAG and an appropriate mix of skills and experience.

#### *Representativeness of appointments*

- 16 I consider that the above people have the depth of expertise to provide me with advice on closing the equity gap for Māori education delivered in English medium and Māori medium education settings. There would be two women and two men providing an appropriate balance of education sectors, gender and iwi representation.

#### **Remuneration**

- 17 The Group is a Group-4, Level 2 body under the Cabinet Fees Framework (CO (22)2 refers). The relevant fee range is \$429 - \$974 for a Chair and \$319 - \$616 for members.
- 18 I intend to set fees at \$885 per day for the Chair and \$570 per day for members in alignment with the Cabinet Fees Framework.

#### **Appointment process and consultation**

- 19 I confirm that an appropriate process has been followed in selecting the proposed appointees with reference to the Public Service Commission guidance on appointments. I considered the balance of the Māori Education

MAG in terms of iwi, gender, and appropriate mix of expertise required to undertake the work.

### **Probity and conflicts of interest**

- 20 Probity checks are being undertaken for Member appointees and appointments will be subject to successful completion. Dr Ngata has previously completed probity checks for other ministerially appointed boards/groups so only conflicts of interest checks were needed for this appointment.
- 21 The potential for conflicts for all proposed appointees has been examined. Dame Georgina Kingi DNZM QSO has no potential conflicts.
- 22 The following manageable conflicts have been identified.
- 23 Dr Wayne Ngata MNZM is currently the Acting Chair of the Tertiary Education Commission Board of Commissioners, and a Director of Ngā Pākura Ltd. Ngā Pākura Ltd holds a contract with Sport NZ to jointly lead, with the support of the Ministry of Education, the delivery of Mātaiao. Dr Ngata is a member of two advisory groups who provide advice to the Ministry of Education on curriculum development for Māori learners, and curriculum research for Te Mātaiaho. If conflicts arise, these will be managed through a declaration to the MAG members and by stepping out of discussions.
- 24 Olivia Hall has declared her employment with Te Pūkenga as Tumu Whenua-ā-Rohe | Executive Director for Region 3 of Te Pūkenga. She is also the Chair of Te Rūnanga o Ngāti Rārua which is a contracted provider of Ka Ora Ka Ako. If conflicts arise, these will be managed through a declaration to the MAG Chair and MAG members and by stepping out of discussions.
- 25 Will Workman is the primary author of Pānui - an apolitical subscription-only commentary on Māori public policy matters across many industries and sectors. To manage this perceived conflict of interest, Mr Workman will provide factual-only reviews of publicly available content with no editorial (opinion) piece when reviewing areas of relevance to the Māori Education MAG. In addition, a disclosure will be provided noting his membership of the MAG.

### **Financial implications**

- 26 The estimated cost of operating the Māori Education MAG is up to \$0.090 million over two years. These costs include travel costs (flights, meals and accommodation), meeting venue hire, catering and payment of fees for the Chair and members. They will be met from Ministry of Education baselines.

### **Appointment process and consultation**

- 27 All potential candidates provided were shortlisted in consultation with me and those shortlisted were approached to gauge their interest and availability. A Chair was selected from among those shortlisted, who met the additional requirements for this role as set out in the Terms of Reference.

## Communications

- 28 I intend to publicly announce the members of the Māori Education MAG after Cabinet confirmation and when the members have been notified.

## Recommendations

- 29 It is recommended that the Committee note my intention to:
- 29.1 establish a Māori Education Ministerial Advisory Group to provide independent advice and guidance on all matters relating to Māori education, in English medium and Māori medium education settings, with a focus on action to deliver on my education priorities
  - 29.2 appoint Dr Wayne Ngata MNZM as Chair of the Māori Education MAG for two years from the date of appointment
  - 29.3 appoint the following as members of the Māori Education MAG for two years from the date of appointment, subject to successful probity checks:
    - 29.3.1 Ms Olivia Hall
    - 29.3.2 Dame Georgina Kingi DNZM QSO
    - 29.3.3 Mr Will Workman
  - 29.4 advise appointees they may be eligible for reappointment when their terms end
  - 29.5 set remuneration at \$885 per day for the Chair and \$570 per day for members
- 30 It is recommended that the Committee authorise me to make further appointments to the Māori Education MAG after consultation with the Chair.

Authorised for lodgement

Hon Erica Stanford

Minister for Education

## IN-CONFIDENCE

### DRAFT Terms of Reference for the Māori Education Ministerial Advisory Group

#### Background

The Government has set nine targets for improved results from the public sector. The Minister of Education (Minister) and Te Tumu Whakararae mō te Mātauranga (Secretary for Education) are responsible for the delivery of **Target 7: More students at expected curriculum levels**: Eighty per cent of Year 8 students at or above the expected curriculum level for their age in reading, writing and maths by December 2030.

#### The Minister's education priorities

The Minister has set six education priorities to deliver a world-leading education system that sets Kiwi kids up for future success. They prioritise ambition, achievement and outcomes at the heart of the education system. The six education priorities are:

- **Clearer curriculum**: Establishing a knowledge-rich curriculum grounded in the science of learning.
- **Better approach to literacy and numeracy**: Implementing evidence-based instruction in early literacy and mathematics.
- **Smarter assessment and reporting**: Implementing consistent modes of monitoring student progress and achievement.
- **Improved teacher training**: Developing the workforce of the future, including leadership development pathways.
- **Stronger learning support**: Targeting effective learning support interventions for students with additional needs.
- **Greater use of data**: Using data and evidence to drive consistent improvement in achievement.

Māori learners are a significant and growing proportion of all learners in the education system (25% of all school students in 2023, predicted to grow to 33% by 2040).

Māori education is underpinned by te reo Māori and tikanga Māori (customs). When delivered to a high standard it delivers positive benefits for all learners, particularly for Māori learners.

#### Purpose

The Māori Education Ministerial Advisory Group (Māori Education MAG) will provide the Minister with independent advice and guidance on all matters relating to Māori education, in English medium education and Māori medium education settings, with a focus on action to deliver on the Minister's education priorities.

#### Māori Education Action Plan

The Minister will lead the development and delivery of a Māori Education Action Plan (Action Plan) framed against education priorities. The Action Plan will support the Māori Education MAG's advice to be focussed on delivery of actions to lift achievement and close the education equity gap for Māori.

## **Role**

The Māori Education MAG's role will include:

- providing advice to the Minister to support the Minister in setting priorities and actions for Māori education – including relevant gap analysis,
- helping the Minister to implement the Māori Education Action Plan – by receiving quarterly updates from the Ministry of Education (the Ministry) and enquiring on how actions are being progressed through reporting, monitoring and continuous improvement,
- enquiring on the impact that is being made for Māori learners, and
- enquiring on the impact that is being made for Māori language in education.

The expectation is that the Māori Education MAG work together to deliver consensus-based advice wherever possible to the Minister.

The Māori Education MAG is not a:

- representative group mandated to provide advice on behalf of Māori
- decision-making group.

## **Scope**

The Māori Education MAG will provide independent advice and guidance on all matters relating to Māori education, in English medium education and Māori medium education settings, with a focus on action to deliver on the Minister's education priorities.

### Out of scope – Kaupapa Māori education

Out of scope for the Māori Education MAG is providing any advice on Kaupapa Māori education. The Minister is committed to working with Te Matakahuki to identify shared priorities and actions for kaupapa Māori education.

## **Membership**

The Minister will ensure the required expertise is represented on the Māori Education MAG by:

- appointing up to seven members, including the Chair, to the Māori Education
- reviewing membership as required.

### Chair

The Minister will appoint a Chair with the appropriate skills to manage and reflect the interests of the Advisory Group. The Chair may also engage directly with the Minister on behalf of the Māori Education MAG.

### Skills, knowledge and experience

The Māori Education MAG will consist of individuals who have the appropriate range of skills, knowledge, and experience to carry out their functions.

Collectively the Māori Education MAG will benefit from having skills and knowledge which include:

- proven experience in achieving excellent educational outcomes for Māori learners and for Māori language in education,

- curriculum leadership as well as the design and delivery of Māori education in English medium settings and Māori medium settings in areas that align with my six education priorities,
- expertise in mātauranga Māori, te reo Māori and tikanga Māori,
- experience with whānau Māori engagement in education to lift educational achievement for Māori learners and their whānau, and
- machinery of government and governance expertise.

### Terms of appointment

Māori Education MAG members will be appointed in two stages. Stage 1 appointed members, including the Chair, will be appointed for a term of two years from date of appointment. Members appointed thereafter will have the same term end date as Stage 1 appointees.

The Minister will formally wind up the Māori Education MAG at the conclusion of their appointment term unless the Minister decides otherwise.

Members may be re-appointed at the discretion of the Minister.

### Conflicts of interest

Members will disclose all actual, potential or perceived conflicts of interest as they relate and/or develop to these Terms of Reference, to the Chair, the Minister and the Ministry.

### Resignation and removal

Members can resign from the Māori Education MAG by notifying the Chair in writing of their intention to resign. The effective date of resignation will be after the Minister and the Māori Education MAG have both been notified.

Members may be recommended for removal by the Chair to the Minister. It is expected that the Chair take reasonable steps to mediate any potential disputes before removal of a member is considered. Removal will be by notice in writing stating the effective end-date. Terms include but are not limited to inability to perform the duties of a member, neglect of duty or misconduct compromising the Māori Education MAG's ability to provide effective and independent advice and guidance to the Minister.

## **Administration**

### Meetings

The Chair will lead Māori Education MAG meetings unless otherwise directed or agreed by the Minister.

Meetings will be held six times in the first year and aim to be held quarterly thereafter. Meetings may be held in-person and remotely or in a hybrid format.

No delegations or nominees are to attend meetings of the Māori Education MAG in the absence of the appointed member without prior approval of the Chair.

### Quorum

Meeting quorum is four of seven members, including the Chair.

## Secretariat

The Ministry will provide secretariat services to the Māori Education MAG. The secretariat will report to the Chair of the Māori Education MAG and:

- assist the Chair to prepare meeting agendas;
- circulate meeting packs (agenda, minutes and any papers required);
- create or commission papers for meetings as required;
- process all financial tasks, including booking travel, accommodation, catering and venues as required and invoice processing.

The agenda and papers for meetings of the Māori Education MAG will be circulated to members four working days in advance of each meeting.

## **Resources**

The Māori Education MAG will have access to all advice, information, data, research and analysis developed by the Ministry for topics under discussion. This will include material still under development, and that does not reflect either Ministry or Government policy and is not to be shared outside of the Māori Education MAG.

## **Costs**

The Ministry will cover costs directly associated with meetings of the Māori Education MAG, including member fees and actual and reasonable travel costs, including meals and accommodation.

## **Member Fees**

Fees for members of the Māori Education MAG have been assessed in accordance with the Cabinet Fees Framework, according to Cabinet Office Circular CO (22) 2. The Group has been classified as a Group 4, Level 2 body.

Based on this, the Chair of the Māori Education MAG will receive a daily fee of \$885. Eligible members of the Māori Education MAG will receive a daily fee of \$570.

In line with the Fees Framework, members of the Māori Education MAG who are currently employed by a Board of Trustees, or by any government agency, organisation, or body, or any local authority as defined under section 5(1) of the Local Government Act 2005, must not receive both their ordinary pay and their fees for acting on the Māori Education MAG if they discharge Māori Education MAG duties during usual working hours. Where this applies, in the case of current teachers and teaching principals, the member will receive their ordinary salary only, and in addition, funding for teacher release will be paid to their school. In the case of current principals, the member will receive their ordinary salary only.

## **Confidentiality and Official Information**

Advice and recommendations provided by members of the Māori Education MAG will be treated in confidence. Members will not disclose any confidential information or material provided to the Māori Education MAG by officials in perpetuity unless material is released by agreement with the Minister. The Official Information Act 1982 will apply to the activities of the Māori Education MAG.

## **Public engagement**

Any media statements made from the Māori Education MAG will be made by the Chair with the approval of the Minister.

*Ministerial Advisory Group (MAG) - Māori Education*

35. In Budget 2022, Cabinet approved Māori Language Education funding of \$56.649 million over four years to support provision and growth (CAB-22-MIN-0129 Initiative 14182 refers). The funding included \$6.950 million over four years for monitoring and evaluation, and to support the work of Te Pae Roa in the work programme of growing Māori Medium and Kaupapa Māori Education.
36. On 27 August 2024 the Cabinet Appointments and Honours Committee noted my intention to establish a Ministerial Advisory Group (MAG) - Māori Education, to provide independent advice and guidance on all matters relating to Māori education, in English medium and Māori medium education settings, with a focus on action to deliver on my education priorities [APH-24-MIN-0184 refers] This included authorisation to make further appointments to the MAG in consultation with the Chair.
37. The MAG replaces the previous activity of Te Pae Roa and is departmental in nature.
38. Consequently, to meet the functions of the MAG, I propose fiscally neutral transfers of \$150,000 in 2024/25, 2025/26 and 2026/27 from non-departmental output expense Schooling Improvement to departmental output expense Support and Resources for Parents and Community to support the work activity of the MAG.

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