

**PPTA Te Wehengarua**

# **Strategic Plan**

**2026-2029**

# Foreword

## **PPTA Te Wehengarua has a lot to be proud of.**

We benefit from having a strong support base, made up of loyal members as well as members of the public. Our structures at branch, regional and national level support our members so that they are able to engage and be active in our Association.

Over the last few years, we have focussed on doing what we do well. We have been a strong voice for both teachers and the secondary education system in many different forums. We have fought hard to ensure that teachers' voices are heard in spaces where teachers' voices are sometimes ignored. We have been a strong advocate for Te Tiriti o Waitangi, Kaiako Māori and Māori education. And, of course, we have continued to advocate for improvements in teachers' pay and conditions.

**As we look to a new strategic plan, what do we think a future looks like?  
We will be succeeding when:**

- We have transformed the education sector in Aotearoa New Zealand and enriched the outcomes for generations of New Zealanders.
- We know our members better, and through a closer connection with them are better able to understand and meet their needs.
- We have continued to develop and refine effective relationships with Ministers and government agencies to ensure that the voice of the teaching profession is heard in critical decision-making spaces.
- We have contributed to a system where teaching is seen as a first-choice career for professionals.

Chris Abercrombie  
**Te Amorangi | President**

Kirsty Farrant  
**Pou Ārahi Matua | General Secretary**

# Our Commitment to Te Tiriti o Waitangi

**As an Association grounded in the principles of equity, partnership, and justice**, we are committed to affirming and advancing *Te Tiriti o Waitangi*—rule 4 (c) a central Constitutional objective of the Association. We recognise *Te Tiriti* as the foundational document of Aotearoa and uphold its guarantee of *tinio rangatiratanga* for Māori.

**We will give effect to *Te Tiriti o Waitangi* by:**

- **Embedding Te Tiriti principles** – *partnership, participation, and protection*—in our governance, policy, and practice.
- **Upholding Māori** leadership, knowledge systems, and decision-making within our structures and advocacy.
- **Championing kaupapa Māori initiatives**, including Māori medium education, Māori-led professional learning, and the rights of Māori educators and learners.
- **Ensuring that *tangata Tiriti***—non-Māori who have settled in Aotearoa under the promise of *Te Tiriti*—understand their responsibilities and play an active role in honouring *Te Tiriti o Waitangi*. This includes supporting equity for Māori, confronting colonisation, and standing alongside Māori in the pursuit of justice.

As a Tiriti-led organisation, we are committed to working collectively to transform our education system, challenge inequities, and pursue innovative culturally responsive schooling that better meet the needs of ākonga Māori. We commit to a future where Māori can thrive as Māori and where *tangata whenua* and *tangata Tiriti* stand together in an enduring and just relationship.



# Our Purpose

## **Champion kaiako and ākonga for a thriving Aotearoa New Zealand.**

The education system is the foundation for a thriving Aotearoa New Zealand. We work to ensure the education system is strong and is providing the best support for kaiako and ākonga. Through this, Aotearoa New Zealand will thrive.

### **Statement of Ambition**

Everyone in Aotearoa New Zealand benefits from a thriving education system.

- Teaching is a first choice career for talented and passionate professionals.
- The education system meets the needs of ākonga in all of their diversity.
- Aotearoa New Zealand is always well positioned to achieve its potential and to meet the challenges and opportunities of the global context.

### **Constitutional Objectives**

PPTA Te Wehengarua is guided by three constitutional objectives in the work it aims to achieve:

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

# Our Values

## We Are:

i.



### **Kotahitanga** United in our diversity

- Really know our members
- Diverse ways of engaging and connecting.

ii.



### **Wero** Rising to the challenge

- Move with pace
- Identify challenge early
- Anticipate and gear up.

iii.



### **Arotahi** Focussed and clear

- Snappy, crisp comms
- Transparent goals
- 4 clear strategic pou.

iv.



### **Mana** Visible and proud

- Build pride in our members as teachers and union members
- Expressions of gratitude from members
- Show confidence as a professional association and an organising union
- Be out there more
- Proclaim and develop our expertise
- Champions of the power of public education as a force for transformative change.

# Pou Matua - Rautaki

Four strategic pou framed alongside strategic priorities, key activities and outcomes.

Strategic Pou  
Pou Matua - Rautaki

Tuatahi:  
Shaping a thriving  
Te Tiriti-based  
public education  
system

Strategic Priorities

Actively support tino rangatiratanga for Māori education in the public system

Ensure current and future education needs of ākonga (and their whanau) are met

Key Activities

Deliver and partner in campaigns and shape policies critical to advancing public education

Outcomes We Seek

Iwi and hapū self-determined aspirations for public education are met.

Successful campaigns and effective partnerships with a common cause kaupapa

Drive increased investment in public education

Measures

Increase in the number of Māori entering the profession.  
Māori members feel effectively supported and empowered.

Tangible impacts enhancing the system and improving educational outcomes

Rise in OECD rankings for investment.  
Tangible and impactful increases in school operating budgets and staffing.

**Strategic Pou  
Pou Matua - Rautaki**

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**Tuarua:  
Strengthening  
the Profession**

**Strategic Priorities**

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Be the authoritative voice for the profession and champions of public secondary education.

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Promote excellence in pedagogy and practice.

**Key Activities**

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Recognised as the leading source of education policy through evidence-based policies & effective advocacy  
and  
Close connections with public education stakeholders

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Deliver robust and innovative professional learning and development opportunities.

**Outcomes We Seek**

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Shape and drive policy outcomes that reflect the mana of Kaiako and support professional practice.

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Kaiako are leading and confident in navigating transformative change in education.

**Measures**

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We are well represented in decision-making forums.  
Our policy agenda is implemented.

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Strong member engagement and support.  
Preferred partner in professional learning and development services.

**Strategic Pou  
Pou Matua - Rautaki**

**Tuatoru:  
Protecting and  
supporting kaiako**

**Strategic Priorities**

Kaiako and ākonga benefit from high quality work environments

Ensuring members' rights are upheld

**Key Activities**

Bargaining collective agreements.  
Shaping and ensuring enforcement of relevant legislation.

Members are well represented in disputes.

Members are informed of their rights and obligations.

**Outcomes We Seek**

Members have the terms and conditions that enable them to deliver excellence in schools.

Fair and equitable outcomes are achieved.

Members are empowered to advocate in their own interests.

**Measures**

Our claims are won.  
Attract and retain members to grow and sustain the teaching workforce to meet the needs of schools.

Members feel effectively supported.

Members feel well informed and empowered.  
High participation rates in Mahi Tika programmes.  
Activists are identified and developed.



## Strategic Pou Pou Matua - Rautaki

**Tuawhā:**  
**Maintaining a strong, sustainable and strategically effective organisation.**

### Strategic Priorities

Invest in capacity to deliver excellent and sustainable services valued by members.

### Key Activities

Invest in attracting and retaining excellent people.

Increase cultural competencies in te reo Māori me ngā tikanga

Invest in modern technology and business processes and services.

### Outcomes We Seek

A strong positive culture and a skilled and engaged team which delivers.

The organisation promotes cultural sustainability, and staff can continually develop their culturally sustaining practice.

Fit for purpose systems and processes to allow us to realise our shared vision.

### Measures

We attract and retain a high calibre of applicants for roles

Roles attract high quality applicants without needing readvertising.

Staff demonstrate increasing confidence in te reo Māori me ngā tikanga and engaging in various cultural settings.

Systems (such as phone, payroll and membership database) are modernised.

