**Goals**

1. Pasifika children start school well prepared for education success.
2. All Pasifika parents, families and communities understand and value the importance of early learning.
3. Early childhood education services are culturally intelligent and effectively engage Pasifika children, parents, families and communities.

**Targets**

- The proportion of Pasifika children starting school who have participated in ECE will increase from 86.2 percent in 2012 to 98 percent in 2016 (BPS Target)
- By 2016, increase the number of Pasifika ECE Language Services teaching in a Pasifika language or culture over 50 percent of the time
- Increase the percentage of Pasifika students with special education needs, aged 0 - 5 years, accessing early intervention services from 9 percent in 2012 to 13 percent in 2016
- By 2017, 85 percent of ECE services reviewed by ERO are effective for Pasifika children

**2013-2015 Actions**

1. Improve information collection to identify vulnerable Pasifika children.
2. Introduce new approaches to engage PGC with ECE.
3. Gain support from schools to:
   - identify and engage Pasifika learners under six;
   - transition Pasifika ECE learners to English medium schooling;
   - transition Pasifika children with no ECE experiences to school.
4. Increase the percentage of Pasifika learners and reduce the average age at which they start accessing Early Intervention services.
5. Strengthen accountability processes.

**Programmes**

- Early Learning Information (ELI) programme
  - The (ELI) system is primarily designed to collect and store information on enrolment and attendance in ECE.
  - Through analysis of the information that ELI provides, a better understanding of participation patterns will emerge, allowing improvements to ECE for children and their families.

- Early Learning Taskforce
  - Initiatives developed as part of the 2012 Better Public Service (BPS) focus to increase the proportion of Pasifika children starting school who have participated in ECE to 98 percent in 2016.
  - **Current initiatives include:**
    - Pacific Church Strategy
    - Pasifika Organisation Strategy
    - Pacific Early Learning Mobile Outreach Service (PELMOS)

- ECE Participation Programme
  - Implementing projects and strategies to increase the proportion of Pasifika children starting school who have participated in ECE.
  - **Current initiatives include:**
    - Targeted Assistance for Participation (TAP) fund
    - Engaging Priority Families initiative
    - Flexible and Responsive Home-based Initiative
    - Intensive Community Participation Projects (ICPP)
    - Identity, Language, Culture and Community Engagement Initiative
    - Supported playgroups

- MPIA Education Priority
  - The intention of this project is to support Pacific parents to enrol their children into ECE.
  - **ECE /MSD project**
    - Under this project, MSD staff refer Pacific beneficiaries affected by the Social Obligations policy to MPIA staff members who deliver early learning workshops to them.
    - The early learning workshops cover topics such as the benefits of early learning, subsidies and entitlements available to parents, different types of ECE and local ECE services available.

- National evaluation reports (Early Learning)
  - National reports provide parents and services with information about effective approaches to improve the quality of education and learning outcomes for Pasifika children.
  - For example: The use of Equity Funding in Pacific ECE services (Oct 2013) and Effective leadership in Pacific ECE services (Oct 2014)

- Positive Behaviour for Learning Programme
  - Positive Behaviour for Learning (PB4L) programmes and initiatives help parents, teachers and schools address problem behaviour, improve children’s wellbeing and increase educational achievement.
  - **The Incredible Years – Parent programme** helps parents build positive relationships with their children and develop strategies to manage problem behaviour. It is for parents of children aged 3 to 8 years. The Incredible Years – Teacher programme gives teachers strategies to turn disruptive behaviour around and create more positive learning environments for students.

- PowerUP Programme for Pasifika Students, Parents, Families and Communities
  - The PowerUP programme actively supports parents and families to champion their children’s learning to achieve increased education success and also provides an opportunity to work more systematically with our education agency partners in the delivery of more integrated services that meet the specific and variable needs of Pasifika children and families.

**Initiatives**

- Implementing projects and strategies to increase the proportion of Pasifika children starting school who have participated in ECE.

**Action & Contact**

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  - Action: 1
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- **Lead agency:** MoE
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### Goals

1. Pasifika students excel in literacy and numeracy and make effective study choices that lead to worthwhile qualifications.
2. Pasifika school leavers are academically and socially equipped to achieve their goals for further education, training and/or employment.
3. Pasifika parents, families and communities engage with schools in supporting their children’s learning.

### Targets

- 85 percent of year 1 – 10 Pasifika students will meet literacy and numeracy expectations, including achieving at or above in National Standards across years 1 – 8 in 2017.
- The rate of Pasifika suspensions to reduce to 3.6/1000 in 2017, expulsions to reduce to 1.5/1000 in 2017 and the Pasifika exclusion rate to reduce to 1.3/1000 in 2017.
- The number of all Pasifika school leavers, leaving with NCEA Level 1 literacy and numeracy qualifications to increase from 80 percent in 2010 to 95 percent in 2017.

### Programmes

#### Achieving Through Pacific Languages (ATPL) Programme

The ATPL initiative supports schools and/or community groups to establish and operate centres that promote achievement for Pasifika bilingual learners in mainstream classrooms from Years 1 to 8 (ages 5-12). Targeted Pasifika bilingual learners are from the following groups: Samoan, Tongan, Cook Island, Niue, Tuvalu and Fijian.

#### Career Education Benchmarks

The Career Education Benchmarks (Secondary) are a self-review tool for secondary schools to assess the quality of their career education programmes and services. This tool drives higher system performance by encouraging secondary schools to embed good career practice into curriculum design through ongoing self-review. High quality career education practice in secondary schools leads to improved retention and achievement of Pasifika learners.

#### Career education support for secondary schools

Career education support for secondary schools includes in-depth consultancy services to assist schools to utilise the benchmarks to self-review and implement improvement plans. Targets [in 2013/14] were 45 schools with in-depth consultancy services. Secondary schools with a high proportion of Pasifika learners have been targeted for this initiative.

### Initiatives

#### MPIA Education Priority

MPIA Education Priority is a key issue identified in our engagement with our Top 25 schools. The main goal is to support the achievement of Pasifika students. The Action Plan addresses the issue of Pasifika students achieving at a high level in literacy and numeracy.

#### National evaluation reports (Schooling)

National evaluation reports provide parents and schools with information about effective approaches to lift Pasifika students’ achievement, aid decision making for Pasifika students education and identify areas for future evaluation e.g. Making Connections for Pacific Learners’ Success (Nov 2013).

#### NCEA ma le Pasifika Workshop Programme

The NCEA ma le Pasifika Workshop Programme provides free workshops tailored to Pasifika parents (this includes workshops delivered in first language where appropriate and written resources in four Pacific languages). The workshops cover key messages and information about understanding NCEA, how parents can support their children in subject or career choices, understanding assumptions, aiming for high achievement and engaging more with the school and teachers.

#### Pacific Employment Support Service (PESS)

PESS helps to raise NCEA 2 achievement with a wrap-around approach to mentoring and a focus upon entry into sustainable employment and/or higher education. PESS is delivered by four agencies: C-Me Mentoring Foundation Trust, Crosspower Ministries Trust, In-Work NZ Limited, and SENZ Charitable Trust.

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### 2013-2015 Actions

1. Implement focused programmes and activities in targeted secondary and primary schools with high Pasifika rolls to increase and accelerate Pasifika achievement.
2. Provide alternative learning opportunities and pathways that support Pasifika learners to succeed.
3. Implement programmes and interventions to increase presence, participation and achievement of Pasifika learners with special education needs.
4. Increase the Pasifika capability of school Boards of Trustees.

NB: PEP actions have been combined where outcomes overlap.
## Programs

### Pasifika Competency Framework
Establishing a Pasifika competency framework to build teachers’ Pasifika capability. It will focus on developing education practitioners of all ethnicities working with Pasifika learners to:
- provide a quality and empowering learning environment for Pasifika learners
- have a strong understanding of their own and their students’ identities, languages and cultures
- improve learning outcomes for Pasifika learners, their Parents, Families and Communities
- provide relevant learning pathways that meet their own learning needs and aspirations

### Pasifika Dual Language Pilot for New Entrants
This programme builds on Pasifika new entrant children’s first language/s to support them to learn English language and literacy and get off to a successful start in their schooling. Pasifika parents and new entrant teachers are provided with, and supported to use, dual language early reading materials in five Pasifika languages and English.

### PAVE Pasifika
PAVE Pasifika helps Pasifika families become competent career managers and decision-makers, both for themselves and to support their children. It supports well informed study choices and encourages family engagement with their children’s learning, and increasing their involvement with the school. This, in turn, is expected to then improve skills by linking study choices to pathways into NZ qualifications at Level 4 and above.

### PLD Supporting Quality Teaching and Leading Programme
The Pasifika Success PLD Project is for the supply of culturally responsive professional learning and development (PLD) in primary and secondary schools, targeting those teaching large numbers of Pasifika students. The contracts encourage building of Pasifika capability and increasing participation and engagement of schools with parents, families and communities.

### Positive Behaviour for Learning (PB4L)
Positive Behaviour for Learning (PB4L) programmes and initiatives help parents, teachers and schools address problem behaviour, improving children’s wellbeing and increasing educational achievement.

### PowerUP Programme for Pasifika Students, Parents, Families and Communities
The PowerUP programme actively supports parents and families to champion their children’s learning to achieve increased education success and provides an opportunity to work more systematically with our education agency partners in the delivery of more integrated services that meet the specific and variable needs of Pasifika children and families.

### sPACIFICally PACIFIC (sPACPAC) Programme (Christchurch)
The sPACIFICally PACIFIC (sPACPAC) programme re-engages the Pasifika community with the education community and utilises Pasifika identity and language to support Pasifika achievement. Initiatives include: Canterbury secondary schools SPACPAC Polyfest, Aneriueta Pa'o-Sopoaga Pasifika competition and inaugural SPACPAC Supreme Awards.

### Young Enterprise Scheme (YES)
This scheme is aiming to enable young Pacific people to gain NCEA credits. It is envisaged that this will also lead to increases in the number of Pacific young people gaining NCEA Level 3 and University Entrance, and elevate the number of Pacific young people who continue to operate a business beyond YES.

### Youth Guarantee
Youth Guarantee focuses on connecting senior secondary and tertiary for NCEA 2 achievement, creating a foundation for progression to Level 4 NZQF and transition into further education, employment and training.

## Initiatives

### Pasifika Competency Framework
- Initiatives include:
  - Incredible Years – Parent programme / Incredible Years – Teacher programme PB4L School Wide / Wellbeing@School / Intensive Wraparound Service (IWS) / Behaviour Crisis Response Service / Restorative Practice / Check and Connect / My FRIENDS Youth

### Positive Behaviour for Learning (PB4L)
Initiatives include:
- Incredible Years – Parent programme / Incredible Years – Teacher programme PB4L School-Wide / Wellbeing@School / Intensive Wraparound Service (IWS) / Behaviour Crisis Response Service / Restorative Practice / Check and Connect / My FRIENDS Youth

### PowerUP Programme for Pasifika Students, Parents, Families and Communities
- Initiatives include:
  - Facilitate Pasifika, young people gain NCEA credits.
  - Pasifika learners gain knowledge and skills in English language and literacy.

### Young Enterprise Scheme (YES)
- Initiatives include:
  - Trades Academies / Youth Guarantee Strategic Partnerships (Networks)

## Action & Contact

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# Goals
1. Pasifika students participate and achieve at all levels at least on a par with other students in tertiary education.
2. Use research and evidence effectively to achieve the goals of the Pasifika Education Plan.
3. Pasifika people are a highly skilled workforce that fully contributes to New Zealand’s economy and society.

# Targets
- Pasifika students participate and achieve at all levels at least on a par with other students in tertiary education.

# 2013-2015 Actions
- 11. Incentivise providers to increase Pasifika learner enrolments and ensure completion and progression into higher level tertiary education.
- 12. Improve foundation education to life, the language, literacy and numeracy skills of the work-age Pasifika population and provide clear pathways into study at NZ Qualifications Framework Level 4 and above.
- 13. Increase transparency to drive higher system performance and support well-informed study choices by Pasifika learners and their PFC.
- 14. Create Pasifika tertiary research priorities to help researchers to select topics that will foster better achievement by Pasifika learners at all levels and ensure the performance-based research fund gives due emphasis to both research by Pasifika researchers and research into Pasifika matters.
- 15. Enable more Pasifika people to obtain skilled employment in high growth, high demand industries.

### Programme: External evaluation and review (EER) reports
NZQA publish external evaluation and review (EER) reports on the performance of all tertiary providers (available online). From Jan 2014 EER reports will ask for Pasifika achievement data.

### Programme: Māori and Pasifika Trades Training
The Māori and Pasifika Trades Training initiative provides $43 million in funding over four years to encourage Māori and Pasifika people aged 18 to 34 to obtain qualifications and apprenticeships. The end goal for this initiative is for all participants to gain skilled and sustainable employment.

### Programme: Performance-Based Research Fund
The primary purpose of the Performance-Based research fund (PBRF) is to ensure that excellent research in the tertiary education sector is encouraged and rewarded. This entails assessing the research performance of TEOs and then funding them on the basis of their performance. This fund is available to researchers with a focus on Pasifika education outcomes.

### Programme: TEC Pasifika Framework
The TEC Pasifika Framework is a leading step towards a whole-of-sector approach to improving Pasifika tertiary achievement and employment prospects. The Framework is about ensuring better performance by the tertiary education sector through the leadership role and levers of TEC across the tertiary sector.

### Programme: Tertiary Education Strategy
The Tertiary Education Strategy 2014-19 sets out the Government’s long-term strategic direction for tertiary education. This strategy highlights the need to build international relationships that contribute to improved competitiveness, support business and innovation through development of relevant skills and research and improve outcomes for all. The strategy’s Priority 3 is ‘Boosting Achievement of Māori and Pasifika’.

### Programme: Youth Guarantee
Youth Guarantee aims to provide learners with more choices, ways and places to achieve NCEA L2 or equivalent and to enable young people to transition to further education and participate in the workforce.

### Initiative: Achievement, Retention and Transitions (ART)
- Achievement 2013-2017 initiative
- Vocational Pathways
- Secondary-tertiary Programmes e.g. Trades Academies
- Youth Guarantee Strategic Partnerships (Networks)
- Service Academies
- Fees-free places

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| Lead agency: MoE |
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Goals
1. The Ministry of Education provides strong leadership to education providers and Education Partner Agencies for Pasifika Education success.
2. Strengthen relationships and develop closer collaboration on Pasifika education by increasing the knowledge, confidence and skills of the education providers to deliver effectively for Pasifika students.

Targets
• Build Pasifika competencies across the education workforce
• Deliver specialist education services to Pasifika students in line with national population data
• Increase by 20 percent the number of Pasifika registered teachers working in ECE, schools and specialist education services in 2017.

Professional Development
16. Increase knowledge, confidence and skills of staff delivering specialist education services to Pasifika.
17. Provide cultural supervision and training for specialist education service delivery staff.
18. Build Pasifika competencies across the education workforce.
19. Use Professional Learning and Development to up skill educators in what works for Pasifika learners.

2013-2015 Actions
20. Provide tools to increase the capability of schools to deliver for Pasifika learners.
21. Strengthen accountability processes
22. Create and support research on Pasifika Education priorities

Programmes
Effectiv Teachers, Output Two: Support Experienced Teachers

ERO Pacific Strategy 2013/2017
ERO worked with ECE Centres to develop the new ECE review methodology (including ECE Centre self review and tools).
Self review is the process through which early childhood services evaluate the effectiveness of what they do, with the aim of improving the quality of their practice. ERO holds self-review workshops for Pacific services on the effective use of the new ECE review methodology.

ERO Review reports
ERO will continue to review schools’ performance on programmes targeting Pasifika learners, PEP implementation and Pasifika learner achievement.

Pacific Adolescent Career Pathways Research
The Pacific Adolescent Career Pathways project is, to date, the largest and only Pacific-specific longitudinal study designed to explore and address information gaps on the formative years of Pacific adolescent career planning. The project follows a group of over 900 Pacific students from 27 secondary schools across New Zealand over three years from Years 9 – 11.

Pasifika Competency Framework
Establishing a Pasifika competency framework to build teachers’ Pasifika capability. It will focus on developing education practitioners of all ethnicities working with Pasifika learners to:
- provide a quality and empowering learning environment for Pasifika learners
- have a strong understanding of their own and their students identities, languages and cultures
- improve learning outcomes for Pasifika learners, their Parents, Families and Communities
- provide relevant learning pathways that meet their own learning needs and aspirations

Strengthening Early Learning Opportunities (SELO) for children, whānau, families and communities
Pasifika Responsiveness PLD is being delivered to clusters of early childhood services to support staff to provide a culturally competent service. The aim is to build the ECE services understanding of Pasifika children and their families and to enhance their curriculum and environments to better meet the needs and aspirations of Pasifika communities. It also supports their ability to respond to the high numbers of Pasifika children in their community.

Initiatives

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Mid-term Pasifika Education Plan review
(REVIEW, RESSUSE AND ACCELERATE/SCALE UP PLAN FOR 2015-2017 DELIVERY)
### Programmes

<table>
<thead>
<tr>
<th>Programme</th>
<th>Details</th>
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<tbody>
<tr>
<td><strong>Teach NZ Scholarships</strong></td>
<td>These scholarships are for highly talented people who are of Māori or Pasifika descent, and who would like to become teachers in early childhood, primary or secondary education. The scholarships cover course fees to study an approved teaching qualification and pay an allowance of $15,000 over the period of study (limited to four years).</td>
</tr>
<tr>
<td><strong>Trustee professional development programme</strong></td>
<td>To ensure our schools succeed and our students achieve to their potential, it is essential that every board has a professional development plan in place, to meet the particular needs of individual trustees and the board as a whole. NZSTA provides school boards with governance support and information. Professional development and support opportunities are delivered at no cost to the board.</td>
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### Initiatives

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<tr>
<th>Lead agency:</th>
<th>NZSTA</th>
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<tbody>
<tr>
<td>Action:</td>
<td>20 &amp; 21</td>
</tr>
<tr>
<td>Contact:</td>
<td>Cate Newton</td>
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<tr>
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<table>
<thead>
<tr>
<th>Lead agency:</th>
<th>Teach NZ</th>
</tr>
</thead>
<tbody>
<tr>
<td>Action:</td>
<td>18</td>
</tr>
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<td>Contact:</td>
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**Mid term Pasifika Education Plan review (REVIEW, REFRESH, REISSUE/SCALE UP PLAN FOR 2015-2017 DELIVERY)**