



Te Tāhuhu o  
te Mātauranga  
Ministry of Education

20 December 2024

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Tēnā koe Siaosi



Te Pou Ohumahi Mātauranga has been asked by the Office of the Secretary for Education to provide information requested by Tamaki Legal on Monday 9 December. Questions include:

- The Ministry's efforts to increase the number of te reo Māori teachers in schools and whether there are **any official policies** that the Ministry is working within to achieve that end.
- Any statistical data relating to scholarships.
- Any additional initiatives to increase teacher supply on an annual basis since 2019.
- Any statistical updates on the number of te reo Māori teachers now in supply.
- Numbers in training.

## Response

**The Ministry's efforts to increase the number of te reo Māori teachers in schools and whether there are any official policies that the Ministry is working within to achieve that end.**

1. The Ministry has the following programmes and initiatives in place already which aim to support the growth and retention of the education workforce.
  - **Ako Mātātupu Teach First NZ Programme** delivers ITE training in schools serving low-income communities. The programme is a pathway into teaching that allows trainees to teach while they complete their teacher education. Whilst participants complete an English medium Postgraduate Diploma in Secondary Teaching, Ako Mātātupu also accepts participants from Māori medium kura where candidates already have the necessary reo Māori language skills and where the kura is comfortable partnering with Ako Mātātupu.
    - Te reo Māori teachers are also one of the priority subject areas for eligibility for this programme.
    - Up to 75 places are available each year.



- The **Māori Medium Beginning Teacher Retention Programme** which provides tikanga-based mentoring and professional development to support new teachers in Kaupapa Māori and Māori Medium schools to stay in the profession. The programme is delivered by two providers: Kia Ata Mai Educational Trust and Te Rūnanga Nui o Ngā Kura Kaupapa Māori.
    - Up to 250 places are available each year.
  - **Study Awards:** Kaupapa Māori and Māori Medium Education Study Awards (42 available each year) and Teachers' Bilingual Education Study Awards (24 available each year) provide an opportunity for teachers and principals to improve their capability in te reo Māori and develop their skills as a bilingual or immersion teacher.
  - The **Māori Immersion Teaching Allowance (MITA)** is a salary allowance (equivalent to one salary unit per annum) for teachers or principals who use te reo Māori as the language of communication and instruction at immersion levels 1, 2 or 3. The allowance honours, recognises and affirms the expertise of registered teachers in the teaching profession with pre-existing knowledge of te reo Māori.
2. The Minister has released a Māori Education Action Plan (Announcement and plan: [Govt delivers Māori Education Action Plan | Beehive.govt.nz](#)) and established a **Māori Education Ministerial Advisory Group (Announcement: Māori Education Advisory Group established | Beehive.govt.nz)** that focus on the Minister's education priorities, which includes developing the workforce of the future.

### **Additional initiatives to increase teacher supply on an annual basis since 2019**

3. The following are initiatives that have been added to increase teacher supply in Kaupapa Māori and Māori Medium settings since 2019:
- Three **Kaupapa Māori and Māori Medium Employment Based Initial Teacher Education (EBITE)** programmes aimed at addressing the undersupply and retention of teachers in wharekura have been piloted. The pilots will conclude at the end of 2024 and have resulted in 31 graduates.
    - From 2025, the **Kaupapa Māori | Māori EBITE programme funding award** will begin, and will support up to 65 people every two years to participate in these programmes.
  - The **School Onsite Training Programme** provides funding for places in school-based Initial Teacher Education (ITE) programmes where teacher trainees are hosted in schools at least three days a week while studying remotely towards their teaching qualification. All schools and kura are eligible to apply for places.
    - A criteria matrix is used to allocate places in this programme - Māori Immersion Level 1-3 settings (e.g., immersion unit) is one of the criteria.
    - 242 places are available for 2025.

### **Scholarships introduced to increase teacher supply on an annual basis since 2019 and the statistical data relating to scholarships.**

4. The following are scholarships that have been added to increase teacher supply in Kaupapa Māori and Māori medium settings since 2019:

- The **Iwi/Māori Workforce Supply Package** provides scholarships and financial support packages designed by ten iwi or Māori organisations to assist prospective teachers into and/or through an Initial Teacher Education programme.
  - The total number of scholarships awarded varies each year according to decisions made by iwi to meet the iwi need.
- **Teach NZ Scholarships (Te Tipu Whakarito: 130 available each year and Te Waka Whakareia Career Changer: 90 available each year)** encourage and support prospective teachers who are looking to teach in Kaupapa Māori/Māori-medium settings or teach te reo Māori in English-medium secondary schools.
- **TeachNZ Scholarships (Te Huarau: 130 available each year and Te Huawhiti Career Changer: 85 available each year)** encourage and support prospective teachers who are looking to teach in priority subjects and education. This includes applicants wanting to teach in Kaupapa Māori, and Māori Medium settings or as a Te Reo Māori subject specialist. The **Kupe Scholarship** (30 available each year) is for Māori high achievers who wish to go into teacher training and can see themselves as an outstanding education role model.

**Any statistical updates on the number of te reo Māori teachers now in supply.**

5. The Ministry does not hold data on the number of Te Reo Māori teachers over the past 10 years.

**Numbers in training**

6. The following table shows the number of domestic students completing an Initial Teacher Education qualification for the first time in a Māori Medium setting (including bilingual settings).<sup>1</sup> This does not include domestic students graduating in English medium settings that may go on to teach in Māori medium settings or as a Te Reo Māori subject teacher, nor does it include the Limited Authority to Teach workforce that perform teaching roles in schools or kura.

Year	2023	2022	2021	2020	2019
Number of graduates	165	150	135	120	185

Anna Welanyk  
**Hautū | Deputy Secretary**  
**Te Pou Ohumahi Mātauranga**  
 20/12/2024

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<sup>1</sup> Initial Teacher Education statistics: <https://www.educationcounts.govt.nz/statistics/initial-teacher-education-sta> Accessed 16 December 2024