

Transcript - Mahi tahi - Implementing Huakina Mai

John Bangma: This is what's woven into everything that's going on within the school.

Dr. Sonja Macfarlane: The Huakina Mai framework has a notion of distributed leadership. So it's the role of everyone to commit to this and to see themselves as leaders within this program.

Darlene Te Karu: Also looking at challenging their thinking around, how do we move it out of the space where we're comfortable, kaiako to kaiako, talking about things Māori and best practice for our ākonga Māori, to that space of how do we talk to our community? How do we talk to whanau about coming on board?

John Bangma: In whilst we accepted that there were going to be some aspects that were uncomfortable, that's okay, because it's through being uncomfortable we grow, as opposed to things we already know. So it was a learning curve for all of us, whether it's me as the principal, or senior staff, or any of the teachers and the support staff.

Shane Ngātai: You're held responsible for being the adult that can lead but also can listen and support. To be effective in that you've got to be a lifelong learner yourself.

Pam Quirke: We don't just have teacher-only days, we have employee-only days. Everybody at our school's in - our admin staff, our support staff, our caretaker. We've all done the Papa Reo paper through the wānanga. And every fortnight, we spent an hour and a half as a collective group working on te reo Māori. The reo is critically important to all of us, to all our students, but also us as adults in our community.

Shane: You can reinvent yourself over and over again as you learn the values of te ao Māori within a context of a whānau that's safe. It's okay to make mistakes, it's okay to get it wrong.

Sonja: It's a process of inquiry to improve practice. It's not an end point, it's not a checklist. It involves a lot of reflection, evidence gathering and outcome measurement.