



Ngā Ara Whakaakoranga Ngaiotanga

Ngā Aratohu hei Whakangungu,
hei Arataki me ngā Kaiako Tautāwhi
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Te Pouherenga Kaiako o Aotearoa

Te Pēpeha ō Te Pouherenga Kaiako o Aotearoa

Ū ki te ako, tū tangata ai āpōpō.

He Ara Hāere Whakamua Mō Tātou

Ko te kounga o te whakaako he whakatau,
he whakahāere, he whakaatu i ngā paearu tiketike.

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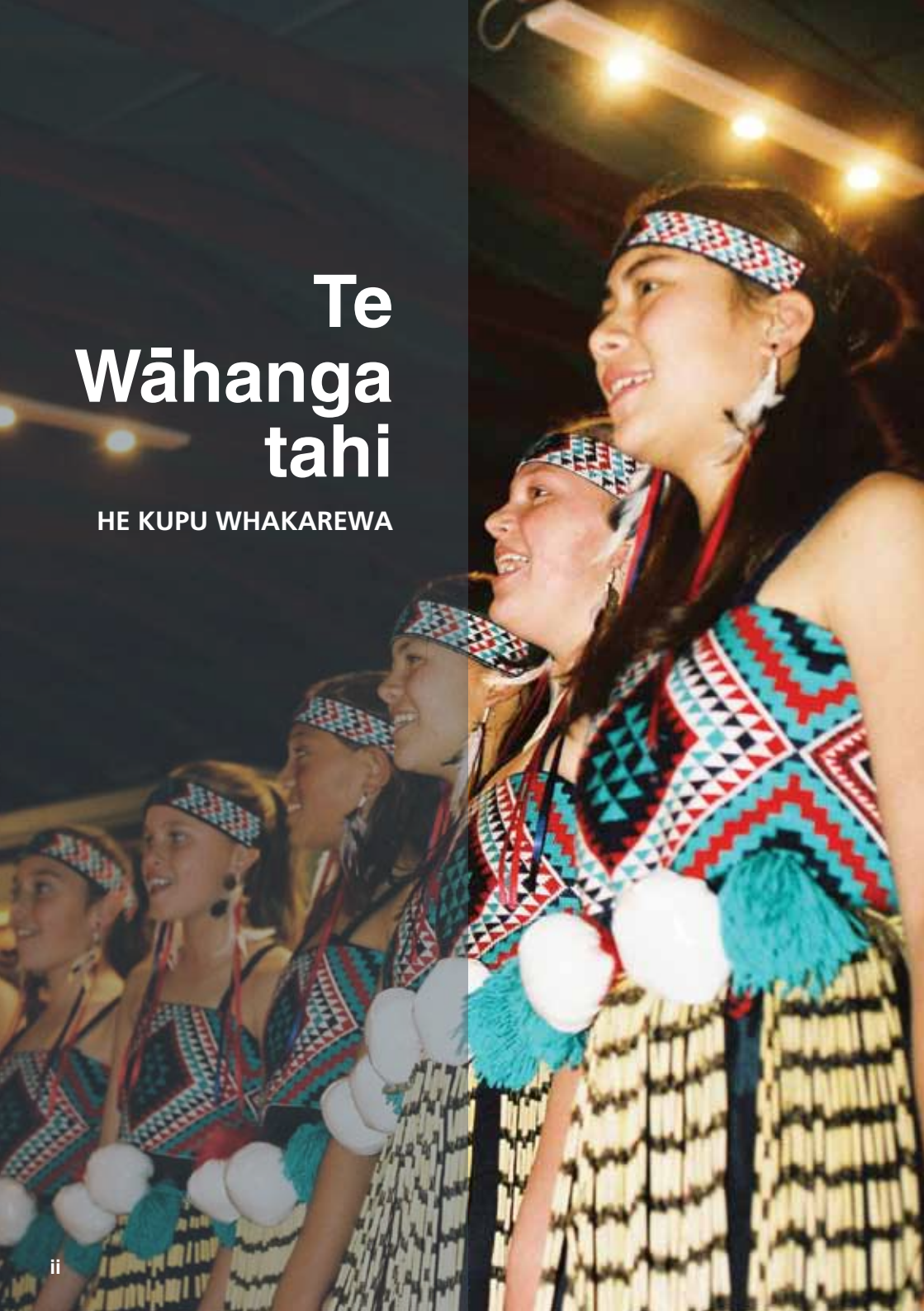
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Te Wāhanga tahi

HE KUPU WHAKAREWA



He Kupu whakarewa

I whakawhanakehia e Te Pouherenga Kaiako o Aotearoa (te Pouherenga) Ngā Aratohu hei Whakangungu, hei Arataki me ngā Kaiako Tautāwhi kia tautokohia te whakarato atu i tētahi tautoko tino kaha e ōrite pū ana taiāwhio i te motu mō ngā kaiako e tāiri tonu ana te whakamana (KTTW) o roto i ngā tau tuatahi o te mahi e taea ai e rātou te tū hei kaiako tūturu.

Kei Ngā Aratohu hei Whakangungu, hei Arataki me ngā Kaiako Tautāwhi

- ngā mātāpono matua mō te tino kounga whakangunu me te atawhai tautāwhi ki roto ki Aotearoa
- te hua o ngā tino āhuetanga o te hōtaka tautoko i ngā KTTW
- te whakamāramatanga whāinga mō ngā kaiako tautāwhi
- te whakamārama ngā i ngā tino pūkenga, mōhiotanga, pūmanawa, te ako ngaio me te whakawhanaketanga hoki me whai kia tutuki pai i ngā kaiako tautāwhi tēnei mahi.

Nā te kaupapa rangahau *Learning to Teach* (2007-2008) ka puta ko *Ngā Aratohu* me te tino kite atu i te pito mata o te āta tautāwhitanga ina tino arotahi ki ngā tohutohu tika e whakaterere ake ai i te ako me te tohungatanga o ngā kaiako hou.

Nā konā, ka whakakapi ngā kupu 'whakangungu me tautāwhi' i ngā kupu, 'kupu āwhina me arataki'. Tohua ana ai te panoni, mai i te 'kupu āwhina' ki tētahi whanaungatanga pai me tētahi hōtaka ako ngaiotanga. Ahakoa ko te arotahinga matua ko te tautoko atu i ngā KTTW ka taea hoki ēnei Aratohu te whakamahi hei tautoko i ngā kaiako katoa tae atu hoki ki ngā waewae tapu ki te mahi whakaako i Aotearoa nei.

“Ko te kupu ako, e rua ōna aronga, arā, te whakaako me te ako, ā, kei a tātou katoa tēnei āhuetanga, he kaiwhakaako, he ākongā.”

Ngā Ara Whakaakoranga Ngaiotanga

Ngā Aratohu hei Whakangungu, hei Arataki me ngā Kaiako Tautāwhi

He Tātai kōrero

I whanakehia ake Ngā Aratohu i tā Te Pouherenga hōtaka rangahau Learning to Teach (2007-2008) me te tautoko mai a ētahi tohunga nō tāwāhi, te noho tahi me ētahi rōpū ngaio me tētahi hōtaka whakamātau e rua tau te roa.

I whānau mai a *Learning to Teach* (2007-2008) hei āta tiroiro i te kounga o te tautoko i ngā KTTW i Aotearoa nei me tōna ū ki ngā ritenga. Ka whakaatu mai te mahi rangahau i te tino rerekētanga o te tautāwhitanga e whai kupu āwhina ana me te tautoko atu i ngā kare ā-roto, i te noho tahi me te āta arataki atu me te tautāwhi e kīia nei e ētahi ko te ‘tautāwhi whai mātauranga’ tērā. I whakaratohia e te mahi rangahau he tūāpapa mō *Ngā Aratohu* kia whakawhanakehia kia whakamātauhia hoki nō roto mai o tā Te Pouherenga Hōtaka Whakamātau, arā, Hōtaka Whakangungu me te Tautāwhi. E whā ngā tino aronga:

- **Mātauranga mō ngā Kōhungahunga** – Ngā Kōtuitui ā-rohe o Te Pūtahi Kura Pūhou o Aotearoa
- **Kura Tuatahi/Takawaenga** – Te Hōtaka Tautāwhi whai mātauranga me te Hōtaka Whakangungu a Te Whare Wānanga o Tamakimakaurau
- **Kura Tuarua** – Te Hapori Ako Ngaio o Te Kunenga ki Pūrehuroa
- **Mātauranga Māori** – te kaupapa ‘Te Amorangi ki Mua’ nā Te Whare Wānanga o Awanuiārangī.

Kei te paetukutuku o Te Pouherenga he whakarāpopototanga o te hōtaka whakamātau, tae atu hoki ki ōna hua hei tirohanga.

WEB REF ▶ www.teacherscouncil.govt.nz/prt



“Kei ngā whānau me ngākaumātua ... ētahi pūmanawa, ētahi taonga hei āwhina atu i roto i te wairua o Te Aho Matua.”

Ko tā te Ngā Aratohu

Ko tā Ngā Aratohu he whakaneke ki mua i ngā kaupapa here o ngā kura auraki, kura Māori, kura kōhungahunga ki tētahi tirohanga 'tautāwhi whai mātauranga' - he nekenga atu tēnei mai i te whakaaro, ko te whakangungu he 'kupu āwhina, he arataki' anake ki tētahi huarahi hei āta whakahaere i ngā 'kōrerorero whai hua' e arotahi atu ana ki ngā whakaakoranga papai. Atu i te whakarato noa iho i tētahi 'kupu āwhina' me te tautoko i ngā kare ā-roto ka waihanga tahi te kaiako tautāwhi me te kaiako hou i ngā akoranga ngaio, he tino tauawhiawhi tēnei.

Mōhio pai ana Ngā Aratohu he mahi matahuhua, he mahi papatoiake hoki te mahi a te kaiako. Hei tā te mahi rangahau me ngā wheako me whakarato atu ki ngā kaiako hou he whakangungutanga tino koununga, e āta hangaia ai kia:

- tū pakari rātou hei kaiako e mauritau ana ā rātou mahi e kauneke ai te hua o te ako a ngā ākonga ahakoa nō hea
- whakaatu haere kua tutuki pai i a rātou ngā Paearu mō ngā Pouako kua Rēhitatia
- pohewa te hinengaro e wana ai ngā mahi hei whakahohe i te akomanga, i ngā wāhi whakaako
- whakapono ki a ia anō hei āta arotake i a ia anō me ngā āhuatanga hei whakapakari haere i āna ako ngaio
- harikoa te ngākau ki te mahi whakaako me te tū hei kanohi whakawhirinaki o te umanga kaiako.

Ahakoa ka arotahi iho Ngā Aratohu (kua whakamātauhia hoki) ki ngā KTTW, he anga whai hua hoki mō ngā kaiako katoa kāore anō kia rehita rawa¹. Mō ērā kaiako i roa ai te kore whakaako me ērā kaiako hoki nō tāwāhi e tauhou ana ki te mahi whakaako o Aotearoa. Ka whai hua Ngā Aratohu i ngā horopaki katoa i reira he kaiako e hiahia ana kia tautokohia kia tautāwhihia hoki hei whakawhanake i a ia me āna mahi whakaako.

“Nā te piri tata me te kotahi o te whakaaro i waenga i te kaiako tautāwhi me te kaiako, tētahi ki tētahi, tae atu ki te tumuaki i angitu ai mātou...”

1. Tae atu hoki ki ngā kaiako kua rēhita engari kāore anō kia whakamanahia rawatia.

Ngā Ara Whakaakoranga Ngaiotanga

Ngā Aratohu hei Whakangungu, hei Arataki me ngā Kaiako Tautāwhi

Mā wai ka whakamanahia Ngā Aratohu

E hāngai ana ēnei aratohu ki te hunga whakaako ki roto ki ngā kura kōhungahunga ki ngā kura hoki me te takune ka whakamahia e ngā tāngata e whai wāhi ana ki te mahi tautāwhi KTTW me ērā atu kaiako e hiahia ana kia tautokohia. He haepapa tō ngā kaiarataki ngaio kia whakaritea he kaupapa here whakangungu me te tautāwhi e takea mai ana i Ngā Aratohu mō ō rātou kura.

Kaiarataki ngaio

Ka tautoko Ngā Aratohu i ngā kaiarataki ngaio kia:

- arataki i tētahi ahurea ako e tautokohia ana e ngā kaupapa here me ngā punaha nō roto i ō rātou horopaki kia tika te tautoko atu i ngā KTTW me ngā kaiako tautāwhi
- waihanga, kia whakarite hoki i tētahi hōtaka tino kounga mō te whakangungu me te tautāwhi i roto i ō rātou horopaki
- mārama pū rātou ki ā rātou ake mahi hei hāpai i ngā tukanga, i ngā punaha hoki hei tautoko i ngā KTTW
- mārō te haere o ngā tukanga kia whakamana rawatia te rēhitanga o ngā KTTW.

Kaiako tautāwhi

Ka tautoko Ngā Aratohu i ngā kaiako tautāwhi kia:

- waihanga tahi, kia whakarite tahi hoki me ngā kaiarataki ngaio i tētahi hōtaka tino kounga mō te whakangungu me te tautāwhi i roto i ō rātou wāhi mahi
- mārama pū rātou ki ngā āhuatanga katoa o ā rātou mahi
- mātua mōhio rātou ki ngā tūmomo akoranga ngaio me ngā whakawhanaketanga ngaio hei whakapakari i a rātou
- whakawhanake i ā rātou rautaki whai mātauranga mō ā rātou mahi tautāwhi o ia rā o ia rā.

“Kaore e rerekē ki ngā ākongā, he maha ngā huarahi ako ka taea. Me kī, he wānanga, he taura.”

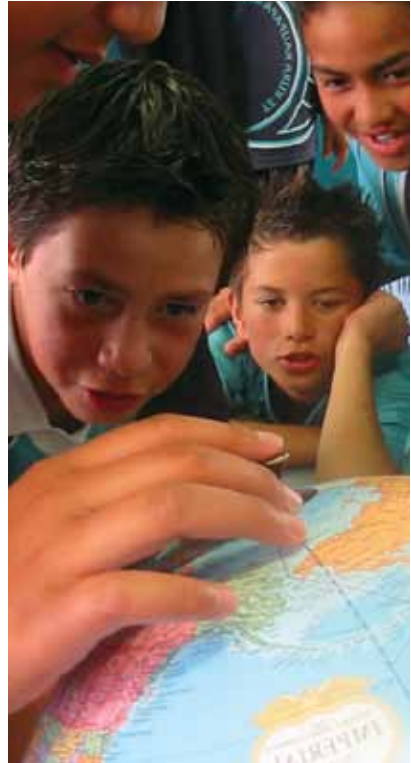
Ngā kaiako e tāiri tonu ana te whakamana (KTTW)

Ka tautoko Ngā Aratohu i ngā KTTW kia:

- mōhio rātou ki ngā hōtaka tautoko me whakarite e ngā kura mā rātou i ngā tau tuatahi o tā rātou mahi whakaako hei āwhina i a rātou kia whakamanahia rawatia rātou hei kaiako tūturu
- mōhio rātou ki ngā mahi me oti i a rātou pērā i te āta arotake i a rātou anō, te ako haere me te whakawhanaketanga
- whai wāhi rātou ki te taha hoahoa o te hōtaka me tōna whakaritenga (he mahi tahi me ngā kaiarataki ngaio, ngā kaiako tautāwhi hoki).

Te ao mātauranga whānui

Kei *Ngā Aratohu* ētahi āhuetanga mō te ao mātauranga whānui kia tautuhi i ngā momo tautoko me ngā rauemi e taea ai te whakarato atu hei whakatītina i te mahi whakangungu me te mahi tautāwhi kia tino kounga.



“Ka whakaaturia mai e te KTTW ētahi whakaaro hou, ētahi tirohanga hou, huarahi hou anō hoki.”

Ngā Ara Whakaakoranga Ngaiotanga

Ngā Aratohu hei Whakangungu, hei Arataki me ngā Kaiako Tautāwhi

Me pēhea e whakamahia ai Ngā Aratohu

Kia whakamahia e ngā kaiarataki ngaio me ngā kaiako Ngā Aratohu me āta whakaaro rātou ki ngā wāhanga ka tino whai hua ki ō rātou ake wāhi mahi, ki tēnā kaiako hoki me tēnā kaiako. Ko te tātari, te waihanga tahi i Ngā Aratohu me te mātua mōhio hoki ki Ngā Aratohu te mahi nui mā rātou. Me matapaki Ngā Aratohu me te whakaaro nui ki ēnei tūmomo pukapuka, ngā Paearu mō ngā Pouako kua Rēhitatia, mahere rautaki a ngā kura me ngā punaha aromatawai i te taha whakahaere.

Me mātua whakarite e ngā tūmomo kura katoa he kaupapa here whakangungu, kaupapa here tautāwhi hoki. Kei te kaha tautoko i te whakaaro kia hāngai ngā kaupapa here nei ki *Ngā Aratohu hei Whakangungu, hei Arataki me ngā Kaiako Tautāwhi*.

Atu i tēnei ka taea *Ngā Aratohu* te whakamahi:

- hei huarahi tuhura mā ngā kaiarataki ngaio me ngā kaimahi kia kitea ina pai rānei tā rātou mahi whakangungu, tautāwhi hoki i ō rātou wāhi mahi
- hei tūāpapa mō te arotake haere i ngā mahi whakangungu, tautāwhi hoki
- me ētahi atu mōhiohio (pērā i te rangahau *Learning to Teach* (2007-2008)) ina whakawhanake ana i ngā hōtaka whakangungu, tautāwhi
- kia āta whakamārama atu i ngā mahi me ngā wawata hei tautoko i ngā kaiako
- hei tautuhi i ngā pūkenga, te mōhiohio me ngā ngohe whakawhanake ngaiotanga e tika ana kia mauritau te whakawhanake i ngā kaiako tautāwhi.

Ka rerekē te āhua o ngā hōtaka whakangungu, tautāwhi o tēnā kura me tēnā ina hoki he rerekē te āhua o tēnā kura me tēnā kura, ā, he rerekē hoki ngā hiahia o tēnā KTTW me tēnā. Ko ētahi o ngā kitenga o ngā hōtaka whakamātau hei tautoko pea i te whakawhanaketanga o te hanga o te hōtaka ko ēnei:

- me whakarite he wā, me ū hoki ki tēnei wā hei wā āta matapaki i te āhua o te mahi whakaako ka hiahiatia kia whāia
- i kitea, he mea mātuatua ngā kaiako tautāwhi me ngā kōtuitui mō ngā KTTW hei huarahi whakawhitiwhiti whakaaro, whakawhitiwhiti rauemi e tautuhi ai i ngā nanawe
- ka angitu mai ngā hōtaka tautāwhi ina mōhio pai te hunga whakahaere o ngā kura ki aua hōtaka rā me te whai wāhi atu
- ko te mahi tahi, me te whakawhitiwhiti whakaaro, whakawhitiwhiti rauemi te tino matū o ngā hōtaka tautāwhi i roto i ngā wāhi mātauranga Māori. Mā te katoa ngā KTTW e tautāwhi.

Ngā Pātai huritao

I te wā e tātari ana i *Ngā Aratohu* me whakaaro pēnei nā:

- E pēhea *Ngā Aratohu* e tautoko ai, e whakawhānui ai rānei i tō mōhiotanga hei āwhina i tō māramatanga ki te āhua o tētahi whakangungu tino kounga, tautāwhi atawhai hoki?
- He aha ki a koe ngā tūāhuatanga tika kia tino kounga ai te mahi whakangungu, te mahi tautāwhi i roto i tō wāhi mahi?
- He wāhanga o *Ngā Aratohu* hei arotahi, hei āta tiroiro rānei kia whakahāngai atu ki ngā tino kōingo o ō koutou ake kaiako?
- E hāngai ana tā koutou hōtaka whakangungu, tāutāwhi o āiane ki te tirohanga whakamua o *Ngā Aratohu*?
- He aha koia ka hua mai ki ngā KTTW i te hōtaka whakangungu, tautāwhi o tō koutou wāhi mahi?
- He aha te tūmomo tautoko mō ngā kaiako tautāwhi kia tutuki pai ai i a rātou ā rātou mahi?
- He āhuatanga tō *Ngā Aratohu* hei whakapōhānā i ā koutou mahi?
- Me pēhea e meatia ai *Ngā Aratohu* hei whakatairanga ake i tētahi ahurea ako i waenga i ngā kaiako katoa i tō koutou wāhi mahi?
- He aha ngā tūmomo kaupapa here, ngā puka aratohu me whiwhi kia whakamana i te whakamahinga o *Ngā Aratohu* i tō koutou wāhi mahi?

Te hono ki *ngā Paearu mō ngā Pouako kua Rēhitatia*

Me whakaatu e ngā KTTW kua tutuki katoa i a rātou *ngā Paearu mō ngā Pouako kua Rēhitatia* e whakamana ai i a rātou hei kaiako tūturu. Ko *ngā Paearu mō ngā Pouako kua Rēhitatia* te 'taiepa, te kāpehu, me te ramaroa' kia whakamana i ngā KTTW hei kaiako tūturu me te whakahou haere anō i te tohu kaiako. Nō konei he mea nui te whakamahi tahi i *Ngā Aratohu* me *ngā Paearu mō ngā Pouako kua Rēhitatia*. Mā *ngā Paearu mō ngā Pouako kua Rēhitatia* ngā taumata e whakarite, tētahi anga hoki e whakarato hei arataki i ngā akoranga ngaio mō ngā kaiako katoa e pīrangi ana kia riro i a rātou te tohu kaiako, me te whakamana anō i taua tohu.

He tino whānui ngā hōtaka whakangungu tino kounga, kia whai mātauranga kia arotakengia hoki.

Ngā Ara Whakaakoranga Ngaiotanga

Ngā Aratohu hei Whakangungu, hei Arataki me ngā Kaiako Tautāwhi

He aha koia te ‘tino kounga whakangungu’?

Ko te whakangungu he ariā whānui mō ngā tūmomo tautoko katoa mō ngā kaiako kātahi anō ka puta te ihu hei timata i ā rātou mahi whakaako. Ko tāna he whakapakari i te umanga whakaako kia whai wāhi atu ngā kaiako katoa ki te hapori ako e arotahi ana kia whakapai haere i ngā hua o te ako mō ā rātou ākonganga katoa.

He tino whānui ngā hōtaka whakangungu tino kounga, **kia whai mātauranga** **kia arotakenga** hoki.

He tino whānui

He nunui ngā tūāhuatanga o tētahi hōtaka whakangungu tino whānui e whakahaeretia ana i roto i te wā roa. Kāhore e iti iho i te rua tau te roa mō ngā KTTW. Kāhore he mea kotahi anake e taea te whakamahi hei waihanga i tētahi whakangungu tino kounga. Me mātua whakauru ēnei tūāhuatanga ki te hōtaka whakangungu whānui:

- te whakatau i te kaiako hou ki tōna wāhi mahi me ōna tikanga
- te whakawhanake ngaiotanga me te tautoko o ngā wāhi whānui
- te whai wāhi atu ki ngā kōtuitui ngaio ā-waho
- te tautāwhi atawhai e whai mātauranga ana
- ngā arotakenga whakaako ngaiotanga i meatia ai i runga anō i ngā paerewa ā-motu me ngā taunakitanga e hāngai ana ki *ngā Paearu mō ngā Pouako kua Rēhitatia*.

Ehara i te mea mā te takitahi me tana kotahi, te takirua rānei me tā rāua kotahi te hōtaka whakangungu whānui e whakaora. Engari kē mā ngā poari whakahaere, ngā kaiarataki matua, te kura, te hapori o ngā kura kōhungahunga me te umanga whakaako whānui te hōtaka whakangungu whānui e ora ai.

Kia whai mātauranga

Ko te wā o te rēhitatanga tārewa he wā kia tino whai wāhi atu te kaiako ki te āta ako i ngā tūāhua ngaio. Me kaua te hōtaka whakangungu e arotahi atu ki ngā paearu o tētahi rārangi arowhai paearu. Engari ia me arotahi kē atu te hōtaka whakangungu kia whai wāhi atu ai ngā KTTW ki te ako i ngā tino pūkenga, ngā waiaro me ngā uara kia tū pakari ai rātou hei tino kaiako e whakapai ake ana i ngā hua o te ako a tēnā tūmomo ākonganga me tēnā.

Kia arotakengia

Mā te hōtaka whakangungu, tautāwhi ka whakahoki haere atu he kōrero whai hua ki te KTTW mō tāna ako ngaiotanga hei āwhina i a ia mō tētahi aromatawai whakamutunga e kitea ai ka whakamanahia rānei tana tohu kaiako. Nō reira me:

- pupuri he kōrero mō ngā tūmomo ngohe e whakaritea ai hei wāhanga o te hōtaka whakangungu, ngā whakahokinga kōrero, te āhua o te tautoko mō te KTTW me ngā whakaaro hoki o te KTTW.
- pupuri hoki ngā taunakitanga e whakaatu ana i te kauneketanga a te KTTW hei whakatutuki pai i *ngā Paearu mō ngā Pouako kua Rēhitatia*.

Ina riro mai i Te Pouherenga tētahi tonono hei whakamana tohu kaiako ka hiahia Te Pouherenga ki ngā taunakitanga hei tautoko i taua tonono, arā, ngā taunakitanga e kīia nei kua oti tētahi hōtaka whakangungu i te KTTW te mahi, ā, kua aromatawaihia hoki te KTTW ki ngā paearu o *ngā Paearu mō ngā Pouako kua Rēhitatia*.



“Nā taku tū hei kaiako tautāwhi, kua whai whakaro anō ahau ki āku ake mahi hei kaiako.”

Ngā Ara Whakaakoranga Ngaiotanga

Ngā Aratohu hei Whakangungu, hei Arataki me ngā Kaiako Tautāwhi

He aha koia te 'atawhai tautāwhi'?

*He tino wāhanga te mahi tautāwhi o te whakangungu. Ka arotahi te tautāwhi atawhai kia meatia te mahi whakaako i runga anō i te pono me te mahi tahi. He mea nui kia whai rauemi papai ngā kaiako tautāwhi kia tino whai wā hoki hei whakatutuki i ā rātou mahi, mutu ana me whakamihia ā rātou mahi. Nā konei me kī pēnei, ko te hōtaka tautāwhi atawhai he **kaupapa whakawhanaunga**, he mea **whai mātauranga**, he nunui **ngā rauemi**, he mahi **manatanga**.*

Kaupapa whakawhanaunga

Me whiriwhiri he kaiako tautāwhi e taea ai e ia te āta mahi tahi me te KTTW, te āta tautoko hoki, ka mutu, he whanaungatanga tauawhiawhi te hua. Whakaritea he whakawhanake ngaiotanga mō ngā kaiako tautāwhi me te tautoko atu kia pakari ō rātou pūkenga whakahoahoa.

Arohia ana kia whai mātauranga

Ka whai hua mai te mahi tautāwhi atawhai ina tino ū te kaiako tautāwhi ki tētahi wā tika hei arataki, hei tautoko i te KTTW, hei whakahoki kōrero ki a ia me te āta kōrerorero tahi mō ngā tūmomo akoranga. Ehara i te mea he hoa mahi noa iho te 'kaitautāwhi' e tū ana hei pou whakawhirinaki e whāngai atu ana i tētahi kupu arataki ki te KTTW i te meneti whakamutunga. Ko te tautāwhi whai mātauranga he mahi tino whai pūkenga, he mahi rangatira, nō reira me whai wāhi ngā kaiako tautāwhi ki te whakawhanake ngaiotanga e pakari ai rātou me ēnei tūmomo pūkenga.

Kia whakamanatia me ngā rauemi

Me mātua tautoko ngā kura me ngā kaiarataki matua i ngā kaiako tautāwhi kia tino whai wā rātou, kia whakawhanakehia hoki rātou kia oti pai ā rātou mahi. Tūmanako ana, ka whiwhi ngā kaiako tautāwhi ki tētahi tohu umanga mō tēnei mahi rangatira e arataki ngāo ana e tautoko ana hoki rātou i ā rātou hoa mahi.

Ngā rauemi

Kei te paetukutuku o Te Pouherenga *ngā rauemi* hei tautoko i te whakamahinga o *Ngā Aratohu* me te whakaritenga i ētahi hōtaka whakangungu, tautāwhi hoki.

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Te Wāhanga rua

NGĀ ARATOHU

Kōwae tahi:

*Ngā Aratohu hei hōtaka
whakangungu, arataki hoki*

Kōwae rua:

*Ngā Aratohu mō ngā
kaiako tautāwhi*

Kōwae tahi

*Ngā Aratohu hei
hōtaka whakangungu,
arataki hoki*

“Ko te tautāwhi,
he manaaki i ngā kaiako
– hei whakanui,
he whakatipu
hoki i a rātou.”

1. He kupu tiro whakamua

He kupu tiro whakamua mō ngā hōtaka whakangungu mō ngā kaiako e tārewa tonu ana te whakamana i Aotearoa

Ka whakaratohia he hōtaka whakangungu tino kounga mō ngā KTTW katoa e pīrangi ana kia whakamanahia rātou hei kaiako tūturu ki Aotearoa nei.

Ka arotahi atu ngā hōtaka kia whakaakona ngā ākongā kaiako kua puta te ihu me te tautoko atu i a rātou kia tū rātou hei:

- kaiako e mauritau ana ki tēnā ākongā ahakoa nō hea me tēnā i Aotearoa
- kaiako ngaio e ū ana ki te arotake haere i āna ake mahi whakaako me te mahi tahi me ōna hoa kaiako.

Ko te whakawhanake ngaio tanga me te tautoko o te katoa te tino tūāpapa o tēnei kaupapa kia tino whai hua ngā akoranga ngaio o ngā KTTW, ā, ka kauneke atu rātou kia tutuki pai ai ngā whāinga e rua i runga ake nei.

Mā tēnei huarahi, ka pai haere te āhei o te umanga kaiako kia ōrite pū ngā hua o te ako mō ngā ākongā katoa.

Ko ēnei e whai ake nei he tirohanga whakamua nā Te Pouherenga mō te tautoko o te katoa e whai wāhi ana ki te whakangungu i ngā KTTW. Kei tēnei kupu tiro whakamua te take e whakarite ai i tētahi hōtaka whakangungu me ngā whāinga e pīrangitia ana kia whakatutukihia e te hōtaka.

2. Ngā mātāpono mō ngā hōtaka tino kounga whakangungu

Ko ngā hōtaka whakangungu tino kounga

- ka whirinaki atu ki te tautoko o te hapori tae atu ki te tino tautoko o te kaiarataki ngaio o taua wāhi mahi
- ka whakahāngaitia ki ngā wawata me ngā hiahia o te KTTW ia
- ka whai ngākau ki ngā āhuatanga o te ākonga, o te hapori whānui hoki
- ka whakawhanake haere i ngā haepapa o te KTTW ki tōna ake ako ngaio
- ka arotahi atu kia whai mātauranga
- ka meatia te kupu tiro whakamua hei whāinga me te arotahi atu kia ōrite pū ngā hua o te ako mō ngā ākonga katoa
- ka arotakengia haeretia kia kitea ina whai hua tonu ana.

3. Ko ngā āhuatanga tino tiketike o ngā hōtaka tino kounga whakangungu

Me whakapono atu ki te kupu tiro whakamua

- Me mātua mārama te poari matapopore, ngā kaiarataki, ngā kura me te hapori ngaio ki te kupu tiro whakamua kia meatia ki tā te wāhi mahi e pīrangia ai mō taua wāhi anō, ā, kātahi ka ū mārika ki ōna whakaritenga.

Kia ū te kura me ngā kaiarataki ki te hōtaka

- Me ū ngā kaiarataki, te kura me te hapori ako o ngā kura kōhungahunga ki tētahi ahurea mahi tahi, ahurea patapatai ngaio.
- Me tika te tautoko o te poari matapopore me ngā kaiako tuākana me te whakarite i tētahi wā tika hei tautāwhi me ētahi atu mahi whakawhanake ngaiotanga.
- Ki ētahi wāhi, atu i te tautoko i ngā hoa ngaio ka awhi atu hoki te hapori ako i ngā whānau me ētahi atu o te hapori whānui.
- Me whakarite e ngā kaiarataki tētahi wāhi mahi e tika ana mō ngā KTTW e tauhou ana ki te mahi.

Ngā Ara Whakaakoranga Ngaiotanga

Ngā Aratohu hei Whakangungu, hei Arataki me ngā Kaiako Tautāwhi

Ko te tautāwhi atawhai tētahi (ehara i te mea anake) wāhanga nui

- Me āta whiriwhiri he tangata hei kaiako tautāwhi me te whakarite i tētahi whakawhanake ngaiotanga mō rātou hei tautoko i ā rātou mahi, ā, me tētahi wā e tika ana kia oti pai ā rātou mahi (tirohia te Kōwae rua).
- Ka tautokona hoki te KTTW kia akona e ia mai i te hapori ako whānui tae atu ki ngā kitenga a ōna hoa mahi me te uru atu ki ngā hōtaka whakawhanake ngaiotanga ā-roto, ā-waho hoki.

Kia hāngai te hōtaka ki ngā Paearu mō ngā Pouako kua Rēhitatia kia aratakina te ako o te kaiako me te whakahokinga kōrero ki a ia

- Me mārama tahi te KTTW me ngā kaiarataki ki ngā āhuatanga o te mahi whakaako mauritau e whakatakotoria ana i ngā Paearu mō ngā Pouako kua Rēhitatia.

Kia arotahi te hōtaka ki ngā mahi o ia rā a te KTTW ki āna ākonga

- Ka whakaratohia e te hōtaka he tino tautoko e hāngai ana ki ngā taunakitanga o te mahi whakaako me ngā mahi ako a ngā ākonga – mā konei te KTTW e arotake ēnei taunakitanga kia ako tonu ia.
- Ka arotahi te hōtaka ki ngā hiahia me ngā wawata o tēnā KTTW me tēnā, kia whakaritea tētahi whanaungatanga tauawhiawhi kia akiaki hoki i te KTTW ki te kawae haepapa hei tautuhi i ngā hīkoitanga mō tana ako ngaiotanga.

Kia whakarato te hōtaka i tētahi tautoko me ngā tukanga e hiahia ana kia whakatata atu te KTTW ki te tohu kaiako

- Ko te tikanga me whakatutuki ngā paearu a Te Pouherenga mā te tuhituhi ōkawa mō te hōtaka whakangungu me ngā taunakitanga e whakaatu ana i te kauneke whakamuatanga o te kaiako kia whakamanahia tana tohu kaiako (tae atu ki ngā Paearu mō ngā Pouako kua Rēhitatia).

Kōwae rua

*Ngā Aratohu mō ngā
kaiako tautāwhi*

“Ki tā te Māori whakaaro
mō te tautāwhi, ka whai
wāhi mai te āwhina me
te wairuatanga me ngā
āhuatanga katoa kei te
Ao Māori.”

*Mā te kupu tiro whakamua e whai
ake nei e arataki te whiringa kaiako
tautāwhi, tōna whakawhanaketanga
me āna mahi whakaako o ia rā.*

1. He kupu tiro whakamua

**He kupu tiro whakamua mō te
tautāwhitanga o ngā kaiako e tārewa tonu
ana te whakamana tohu i Aotearoa**

Ko te kaiako tino tautāwhi he tangata whakapūmahara e arotahi ana kia āta arotake i āna ake mahi ngaio, āna ake ako me ngā mahi hoki a ōna hoa mahi – i runga anō i te tino mārāma ki te whakaako tino angitu.

Ko te kaiako tino tautāwhi anō, he kaiarataki e ngākaunui ana kia whakapakari i te taha ngaio o ngā hoa mahi kei te tautokohia e ia.

He tangata mātau, he tangata whai pūkenga mō tana mahi tautāwhi, ā, ka pai katoa tōna āhei ki te whakarite i ngā whanaungatanga mauritau.

E kore te kaiako tino tautāwhi e mahi i āna me tōna kotahi. Ka whai hua anake tana mahi mēnā he wāhanga o tētahi hōtaka whakangungu whānui kia pai hoki te tautoko mai a te poari matapopore, te kaiarataki ngaio me te hapori ako ngaio.

2. Ko tā te kaiako tautāwhi mahi

Ko tā te kaiako tautāwhi mahi

- he tautoko atu i te KTTW e whai haepapa ana mō āna ākongā i tana mahi whakaako hou
- he whakatauirā atu i te mahi whakaako mauritau
- he arataki i ngā kōrerorero ako mō te KTTW e mātātaki ana i a ia me te tautoko i whakamahinga taunakitanga hei whakapakari i ōna pūkenga whakaako
- he tautoko i te KTTW ki te whakarite i ngā hōtaka ako mauritau
- he mātakitaki i te KTTW me te whakahoki kōrero atu ki a ia i runga anō i ētahi paearu, mutu ana ka aratakina te KTTW ki te whakapūmahara ki taua whakahokinga kōrero
- he tautoko i te KTTW ki te kohikohi raraunga me te tātari atu mō āna ākongā hei whakarite mahi/rautaki mō ana mahi whakaako
- he arataki i te KTTW ki ngā mahi ngaiotanga e tautoko ana i te ako i ngā horopaki motuhake ā-ahurea, ā-hapori i Aotearoa
- he tautoko i te KTTW hei tangata o te hapori ako whānui

- kia aromatawai ōkawatia te kaunekenga a te KTTW i runga anō i ngā *Paearu mō ngā Pouako kua Rēhitatia*
- he whakarite i tētahi whakawhanake ngaiotanga e tika ana mō te KTTW
- he tū tautoko mō te KTTW ina tika ana, te mea ai hoki hei whai whāi ia ki ngā whakangungu tino kounga me te tautāwhi atawhai
- he āta whakarongo atu, he āwhina hoki hei whakatika raru.

3. Ngā tino mātauranga, tino pūkenga, tino tuakiri e hiahiaitia hei tautāwhi tino kounga

Me mātua mōhio ngā kaiako tautāwhi ki ngā kaiako, te whakaako me tō te kaiako ako

Tae atu ki ngā wāhanga mōhioatanga pēnei:

- i te mōhioatanga ake o te KTTW tae atu ki tōna ao ahurea
- i te tautake o te mahi whakaako me te mahi tautāwhi
- i te mōhioatanga ki te umanga kaiako, te punaha mātauranga me ngā paerewa (tae atu ki ngā *Paearu mō ngā Pouako kua Rēhitatia*)
- i te aratakitanga me te whakahaere i ngā piki me ngā heke.

Me mātua mōhio ngā kaiako tautāwhi ki ngā āhua o te ākongā me tana ako

Tae atu ki ngā wāhanga mōhio tanga pēnei:

- i te mōhio tanga ake o te ākongā e whakaakona ana e te KTTW, tae atu ki te tōna ahurea me te hapori nō reira ia
- i te mātauranga e hāngai ana ki ngā wāhanga o te marautanga e whakaakona ana e te KTTW
- i te rangahau i te ako, hei tauira, ngā pūrongo Arohaehae Tino Taunakitanga a Te Tāhuhu
- i te kohikohi me te tātari i ngā taunakitanga o te ako.

Me taea e ngā kaiako tautāwhi ngā pūkenga tautāwhi me te whanonga tika te kawē

Tae atu ki ngā wāhanga mōhio tanga pēnei:

- i te āta arataki i ngā kōrerorero ngaio, kōrero mātātaki i te taha o te KTTW me te akiaki haere i a ia kia ngākaunui ia ki te mahi
- i te whakatauirā atu ki te KTTW te whakaako mauritau mō ngā ākongā katoa
- i te āta mātakitaki me te mahi rautaki tika
- i te tātari i ngā taunakitanga o te ako me te whakapūmahara atu
- i te tū hei kaitakawaenga mō te kaiako

- i te whakatauirā atu i te arataki ngaiotanga me te mārama atu ki te pito mata o te whakaako mauritau e puta ai ngā hua ōrite mā ngā ākongā
- i te whakarato atu/rapu atu i te kupu āwhina ā-ahurea hei tautoko i te whanaketanga o te reo me ōna tikanga.

4. Te whakarato whakaakoranga ngaiotanga mō te kaiako tautāwhi

Me whakarite he punaha tautoko mā ngā kaiako tautāwhi kia whai wāhi rātou ki te whakawhanake ngaiotanga. Kei *Ngā Aratohu* nei te kōrero mō ngā tino pūkenga o te kaiako tautāwhi me āta whakaako me tino tautoko hoki. He pūkenga hoki ēnei pūkenga mō ērā atu tūnga arataki, tūnga ngaio. Nō reira, mā te whakatipu i ēnei pūkenga ka piki ake ki te kōunga o te hunga arataki ngaio ki roto ki tētahi kura, whare kōhungahunga rānei.

Kei te mahi tahi Te Pouherenga me te hapori ngaio whānui kia whakaritea, ki roto ki te wā kei te heke mai he punaha pai te hanga mō te ako ōkawa me te whanake ngaiotanga hei tautoko i te mahi a te kaiako tautāwhi. E whakatenatena ana kia waihangatia he hapori ngaio kia tautoko tētahi i tētahi i waenganui i ngā kura auraki, kaupapa Māori me ngā mea kōhungahunga.

Ngā Ara Whakaakoranga Ngaiotanga

Ngā Aratohu hei Whakangungu, hei Arataki me ngā Kaiako Tautāwhi

Kei ngā hōtaka pea mō te whanake ngaiotanga o ngā kaiako tautāwhi ētahi o ēnei āhuatanga e whai ake nei (ehara i te mea ko ēnei anake)

- te tautake o te mahi tautāwhi
- ngā kōrerorero mātātaki, i takea mai i ngā taunakitanga tika kia ngaio te ako
- te mōhiotanga ki ngā *Paearu mō ngā Pouako kua Rēhitatia* (me pēhea hoki e whakamahia ai hei arataki i te ako whaiaro o te KTTW)
- ngā rautaki hei kohikohi taunakitanga o te ako o ngā KTTW me te āta tuhi mai i ngā whakahokinga kōrero
- te kohinga raraunga me te tātari atu hei mahinga mā ngā KTTW o roto o tā rātou ako ngaiotanga
- te mōhio ki ngā rautaki pērā i te tautoko i ngā matea ako matahuhua, Reo Pākehā mō ngā Reo Tuarua, reo Pākehā hei tautoko i te ako reo me te tautoko i te reo matatini me te pāngarau
- te whakawhanake i te kaiarataki
- te āta whakarongo atu
- me pēhea e whakahāngai ai i te ako ki a koe anō.



“Ko te kaiako tautāwhi...
me tika, arā, he kaiako ia
e mōhiotia whānuitia
mō ōna pūkenga...
arā, he tautōhito,
he ringa rehe.”



Te Wāhanga toru

NGĀ ĀPITIHINGA

ĀpitiHanga 1: *Kuputaka*

ĀpitiHanga 2: *Rārangi pukapuka*

ĀpitiHanga 3: *Ngā mahi whaako
o tautāwhi whai mātauranga*

*Ngā āhuetanga o te
whakangungu, tautāwhi here
me te whakangungu, tautāwhi
tino kounga*

Te Wāhanga toru

Āpitianga 1

“Me whai kia ngahau aku
tau mātāmua,
me pērā te whakaaro,
kia kore ai e taumaha.”

Kuputaka

Kupu āwhina me te arataki

Koinei ngā kupu e whakamahia ana e Te Pouherenga me te hunga ngaio i te wā tata nei hei whakaahua i ngā hōtaka tautoko mō ngā KTTW. I āiane kua whakakapia e te hōtaka whakangungu, tautāwhi.

Ākonga

He tangata e ako ana i ngā horopaki whānui, mai i te kura kōhungahunga ki te kura tuarua, ki tua atu.

Whakangungu me te tautāwhi

Tirohia *Ngā Aratohu*. Koinei te hōtaka tautoko ngaiotanga e whakaratohia ana mō ngā KTTW, ngā kaiako tāria ana te whakamana (TTW) me ērā atu e tauhou ana ki te mahi kaiako i Aotearoa.

Kaiako tautāwhi

He nui pea ngā kupu hei whakaahua i te kaiako tautāwhi, he kaiako tuakana, he pouako, he kaiako tautoko, he kaiwhakarite hōtaka whakangungu mō ngā KTTW. Kua whiwhi kē te kaiako tautāwhi i tana tohu kaiako nō konei ka meatia ōna tino pūkenga hei tautoko i ngā KTTW kia whiwhi hoki rātou i ā rātou ake tohu kaiako.

Kaiarataki ngaio

Kei te rāngai kura, ko te kaiarataki ngaio ko te tumuaki. Kei te kura kōhungahunga he nui pea ngā tūnga ka noho hei kaiarataki ngaio, ko te kaiako matua, kaiarataki tīma, te kaiwhakahaere mahi ngaio. Kei ngā pokohiwi o tēnei tangata te haepapa mō te mahi whakaako me ngā tūmomo ako i tōna wāhi mahi, kia kitea hoki e ia ina meatia ana ngā hōtaka whakangungu tino kounga, tautāwhi atawhai hoki.

Kaiako e tāiri tonu ana te whakamana (KTTW)

Ka tonu ngā kaiako i te rēhitatanga taurira ina puta te ihu i tētahi hōtaka whakangungu kaiakoi Aotearoa ina whakamanahia rānei tā rātou tohu nō tāwāhi. Kātahi ka whāia tētahi hōtaka whakangungu, tautāwhi e whai wāhi ai rātou ki te whakatutuki i *ngā Paearu mō ngā Pouako kua Rēhitatia*, mutu pai ana ka tonu i te tohu kaiako.

Ngā Paearu mō ngā Pouako kua Rēhitatia (2010)

He paerewa ēnei mā ngā kaiako kua whai tohu kaiako i Aotearoa nei 'e whakaatu ana i ā rātou mahi whakaako hōu, papai'. Me whakaatu e ngā KTTW me ngā kaiako TTW kua tutuki i a rātou *ngā Paearu mō ngā Pouako kua Rēhitatia* e whiwhi ai te Tohu Kaiako me te whakamanahia anō i ia toru tau. Kua whakakapi *ngā Paearu mō ngā Pouako kua Rēhitatia* i te *Satisfactory Teacher Dimensions*.

Tāria ana te whakamana

Ka tukua pea tētahi tohu e whakaae ana kia whakaako ētahi kaiako, ahakoa kāhore anō rātou kia whakaatu i tō rātou āhei ki te whakatutuki i ngā paearu katoa o *ngā Paearu mō ngā Pouako kua Rēhitatia* i te punaha mātauranga o Aotearoa, i tētahi wāhi whakaako rānei kua whakamanahia.

Whakamana tohu

Ko ngā kaiako kātahi anō ka aromatawaihia ki ngā paearu katoa o *ngā Paearu mō ngā Pouako kua Rēhitatia* me te tutuki pai i a rātou ka tohia pea ki tētahi tohu kaiako.

Te Wāhanga toru

Āpitianga 2

“Ko te hiahia ia, kia whai
koha ki ōna hoa kaiako...
kia ngaio te tū...
koirā te hiahia mō ngā
kaiako kei tō kura.”

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2. These reports may be published under slightly different titles.

Te Wāhanga toru

Āpitianga 3

Ka āhei ngā ripanga e whai ake nei te whakamahi kia matapakina ngā ngohe hei whakauru ki tētahi hōtaka whakangungu, tautāwhi tino kounga. Ka āwhina ngā ripanga nei i ngā kaiarataki ngaio, kaiako tautāwhi me ngā KTTW i a rātou e tātari ana i Ngā Aratohu. I whakawhanakehia e ngā kaiako o ngā kura tuatahi/ takawaenga nō roto i te kaupapa i ārahina e Te Whare Wānanga o Tamakimakaurau.³

3. Langdon, F., with Flint, A., Kromer, G., Ryde, A., & Karl, D. (2011). *Induction and mentoring pilot: Primary. Leading learning in induction and mentoring.*

Ngā mahi whaako o tautāwhi whai mātauranga

TĀUTĀWHI WHAI MĀTAURANGA

e āhukahuka ana i ngā pūkenga whānui, me te mōhiotanga kia mau i ngā kaitautāwhi mō tēnei mahi

e hono ana te mahi whakaako ki ngā taurira whakaako tika

he tirohanga whakawhanake tōna (kaua ko te āhua-1) ki te ako hei whakaako

meatia nei he rautaki whakatairanga e arotahi ana ki ngā pūkenga whakaaro, whakapūmahara me ngā taunakitanga hei kōkiri i te ako

kia āta kōrerorero te KTTW i ngā take ngaioatanga

ka āta whakamahere i āna mahi me te whakamahi i ngā tūāhua i tūpono noa ai hei āhuatanga whakaako

ka tūmanakohia kia whai wāhi ki te whakawhanake i ōna pūkenga whakaako

kia nui te tautoko e whanake pai ai te kaiako hou

Ngā Ara Whakaakoranga Ngaiotanga

Ngā Aratohu hei Whakangungu, hei Arataki me ngā Kaiako Tautāwhi

E whakarāpopoto ana te ripanga nei i ngā āhuatanga o te tautāwhi whai mātauranga, me tōna āhua i roto i te mahi whakaako.

NGĀ MAHI WHAKAAKO: HEI TAUIRA

- e hono ana ngā matapakanga rautaki ki ngā mātāpono o te mahi whakaako mauritau
 - e hāngai ana te mātaki whakaako ki ngā whāinga a ngā KTTW
 - e hāngai ana te whakahokinga kōrero ki ngā taunakitanga, hei tauira, raraunga angitu, te whakamahere a te KTTW me ngā raraunga mātaki
 - he ako tahi te mahi a te kaiarataki me te KTTW, ka puta noa ngā mākoī mō te mahi whakaako.
-
- e akiaki ana i ngā KTTW kia tika te kōwhiri me te whakamana i tōna rautaki whakaako
 - e taea ai e te KTTW ōna whakapono te tātari hei whakamārama i ngā rautaki whakaako kia whakapai ake i te ako kia pakari haere hoki ia.
-
- ka riro i a ia he tino mōhiotanga ki ngā ariā whakawhanake kaiako me te tūmanako ka whakapūmahara te KTTW ki te ako o te ākongā, koia nei te mea nui.
-
- tihaehae: e āhei ai te KTTW ki te whakaahua i ngā mahi, tātari me te matapaki i ngā taunakitanga, āta tirohia te māramatanga o te ākongā me ngā hua
 - waihanga tahi: hoahoa i te koni whakamua, whakaritea he whāinga hou me te mārama ki ngā aupiki me ngā auheke o te ako o ngā tamariki.
-
- whakawhanake mōhiotanga me te āhei ki te arataki kōrerorero
 - ka hui tahi te kaitautāwhi me te KTTW i ngā wā ka wātakahia kia kōrero tahi mō ngā mahi whakaako a te KTTW. Ka whakaae tuatahitia te kaupapataka me ngā whāinga kia arotahi ai ngā kōrerorero
 - kāhore ngā kōrerorero e whakawākia ana, ā, ka hāngai ki te taunakitanga.
-
- ka wātakatia ngā hui hei whakarite whāinga, wā mātaki, kōrerorero ngaio
 - kia mōhio mai te KTTW kāre tahi he pātai e kīia nei he ui makihoi
 - huaki noa te tatau kia whai wāhi te KTTW ki te kaiako tautāwhi ahakoa te wā.
-
- kia mōhio ki ngā rautaki āta whakaro hei āhukahuka i te pūkenga whakaako
 - ko te ako o te ākongā i te taha o te KTTW te take matua o te whakahoki kōrero me ngā kōrerorero
 - he wāhanga o te ako te hapa, te hauare, me te kaha kōkiri – ko te mahi whakaako te wāhi hei āta tiro tiro.
-
- kua e whakawāia suggest insert h not k ngā kōrerorero
 - ka whakamihia te angitu ina hāngai ana ki te ākongā
 - ka āta whakarongo atu ki te KTTW – tātaria ngā whakapono, ka iti iho nga kupu a te kaitautāwhi
 - he taonga te mōhiotanga o te KTTW
 - mā te mahi tahi me te whiriwhiri tahi ka akiaki i te whakaaro, he whānau tātou.

Ngā āhuatanga o te whakangungu, tautāwhi here me te whakangungu, tautāwhi tino kounga

WHAKANGUNGU TAUTĀWHI HERE	WHAKANGUNGU TINO KOUNGA ME TE TAUTĀWHI
<p>Tautoko kare ā-roto</p> <ul style="list-style-type: none"> • āta tiaki • kupu akiaki • tautoko, kupu āwhina, aratakinga • nō te katoa ngā haepapa. <p>Tautoko hangarau</p> <ul style="list-style-type: none"> • kupu āwhina / whakaaro āwhina • arotahi whanonga • mahi whakaako – mā te kaitautāwhi te akomanga e whakaako e wātea ai te KTTW ki te arotahi ki ngā rōpū iti • whakatika mō te wā poto • arotahi ki te mahi whakaako ngā take ā-mata • tukana/teina – mā te kaiarataki te KTTW e āwhina • kōrero atu te kaiarataki, whakarongo mai te KTTW • urupare • ‘pikitia whānui’ • whakaaro ko ‘au iti nei’ • kōrero ki te ākongā – he ākongā anō te kaiako. <p>Kaiako tautāwhi</p> <ul style="list-style-type: none"> • kua whiri noatia kāhore e tika ana hei āwhina i te KTTW • kāhore i tautokohia me te ako ngaio mō tana mahi • mahi takirua me tētahi kaiako kotahi. <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Kei te rīpanga⁴ i raro iho nei ētahi tauira e whakatuhia ana te whakangungu, tautāwhi here i roto i te mahi whakaako me te whakataurite atu ki ngā mea tino kounga. Heoi anō ko ētahi āhuatanga o te whakangungu tautāwhi here ka noho tonu hei mea mātuatua, ina hoki ko te tautoko i ngā kare ā-roto o ngā kaiako hou me te āta tiaki.</p> </div>	<p>Honoa te mahi whakaako ki ngā mea tino pai</p> <ul style="list-style-type: none"> • arotahi ki te ako • ū ki ngā whāinga – a te KTTW, a te Kaitautāwhi. <p>Mā te tika o te mahi whakaako ka tū pakari</p> <ul style="list-style-type: none"> • whakarite whāinga – whakawhanake whaiaro • ko te angitu o te ākongā te tūāpapa. <p>He tirohanga whanake (kaua ko te āhua-1) ki te ako hei whakaako</p> <ul style="list-style-type: none"> • arotahi tūroa • hōhonu te tiro mahi whakaako me ngā taunaki ako – e kitea ai te pūtake o ngā take ā-mata. <p>Whakawhanake mana kaiako hei whānau kotahi</p> <ul style="list-style-type: none"> • whai wāhi te reo o te kaiko • whakarite te hīkoi whakamua/mōna te haepapa • whai wāhi te huanga KTTW hei whakatau whakaaro • āta tirotiro/whakapūmahara ki āna mahi ake • hōhonu iho (māna anō ia e kuhu). <p>Whakawhanake mōhiotanga mā te āta tirotiro i āna mahi</p> <ul style="list-style-type: none"> • mahia kia mauritau te ako • tama tū – whakaritea te KTTW – meatia ngā rautaki. <p>Āta whakamahere ako, meatia ngā āhua i tūpono noa hei mea whakaako</p> <ul style="list-style-type: none"> • tino arotahi • kanohi hōmiromiro – āta whiriwhiri • arotahi ki te kaiarataki me te KTTW – kia āta whiriwhiri tērā ka mātakihia • tirohanga whānui ina mātaki ana. <p>Ka noho ngaio ina kōrerorero ana</p> <ul style="list-style-type: none"> • matapakanga ngaio – mātātaki whakaaro • āta whakarongo • tirotiro i ngā take hōhonu • pūkenga kōrerorero (tauutuutu) • me whakarongo te kaitautāwhi me tika te mahi. <p>Mā te taunakitanga te whakahoki kōrero me te aromatawai</p> <ul style="list-style-type: none"> • te taunakitanga te tūāpapa/tātari raraunga • tukuna te KTTW kia whakaaroaro kia kohia ngā taunakitanga hei tautoko i āna mahi. <p>Hanga o te kura te whakaratonga rānei</p> <ul style="list-style-type: none"> • he taonga te mahi tāutāwhi he mea mātuatua hoki.

4. Langdon et al (2011).