

Te Kura o Ngā Puna Waiora

Newtown School

Board of Trustees Hui Minutes



Rātū / Monday 1 Thema / December 2025, 6:00pm

Library

Board members: Naomi Taylor, Fatima Amin Sheikh, Trey Tanuvasa, Amro Gamal, Nadia Abu-Shahab, Jahnelle Wright, Rhys Muir (kaiako rep), Sian Smith (Ngāti Kotahitanga rep).

Also present: Ash Holwell (minutes), Danielle Te Waiti (Deputy Principal), Debbie Purves

Apologies: none

Karakia timatanga

Meeting opened 6:09pm

Conflict of Interest None

Apologies None

1. Whanaungatanga - Te Tiriti in action

Naomi: Welcome Jahnelle! First hui 😊

Whakawhanaungatanga from all in the room.

2. Leadership

Trey: I would like to open the floor for openness and optimism and seasons change, and for us to know that we can move with that change. In the beginning, as I became a co-chair with Naomi, acknowledging Nicki and Danielle, I have been reflecting, and sometimes within a storm there is a blessing.

I have a big passion for culture and I feel very privileged to be here.

“E tū manu, ae lē tū logologo.” O le manu (bird), e lelelele meaning the bird is flying or hovering for a place to tū or stand. Logologo means faufautua i mea lelei, reminding us to encourage each other on what's important, our vision, your vision, one body. Don't give up. Tau logologo also means fa'amalosi. Tau logologo e lē muka means indefatigable. Always persisting tirelessly through change, new seasons, and the challenges ahead as we rise together.

When I return home to Samoa and step off the plane, my fa'atuatua i le Atua (faith in God), Gagana (language), Aganu'u (traditional culture), Fa'aSamoa, and the people of Samoa embrace me like a warm *ie toga*, which symbolises grace, acceptance and sovereignty, carrying a sense of belonging and deep identity. Speaking Samoan is more than words; it is a *cultural heartbeat linking generations*, affirming who I am and where I come from. In Aotearoa, I'm optimistic our tangata whenua experience the same affirmation of culture and identity through their reo and whenua, because, as Professor Russell Bishop clearly teaches us, "Culture counts" and "Relationships are fundamental to learning." Te Kotahitanga reminds us of the importance of culturally responsive pedagogy and equitable practice within our schools. Just as language anchors my sense of home, may we continue to foster environments where Māori language, culture, and identity are honoured, so every learner is empowered to stand proud and secure in their heritage, confident, supported, and seen.

That day that Kim came (to workshop strategic planning and Te Tiriti) something moved in me - why can we not flip it? I see it as one waka. I believe this has come from Sheree and Alan - the many conversations that I have had with them. I believe this is the right season for this. I share in my heart and I believe we should support Sian and Naomi in co-chairing our board.

This has come from my heart, and comes with so many signs from so many people right now. I am all about change, and this has been on my heart for a long time. I am here to support the leadership, and we are all here for asking the questions we need because we support -

Amro: I appreciate your best intentions at all times, it doesn't matter how long. I like the idea, and I believe in Sian's leadership. I would like there to be a standard leadership process, to provide us with the options and the process in order to be clear. I would like to see if anyone would like to raise their hand for the leadership - and wouldn't want anyone else to be disadvantaged if they are also understanding that they might have something to offer to the leadership. I would like it to be going organically and there is no fear of putting one's hand up.

Expressed appreciation for Trey's leadership and the idea of two Tangata whenua leading, and Sian would lead well. Expressed desire for a strong and clear leadership appointment process, open to all viable members. It is important that all feel empowered to offer their service to leadership and a discussion without disadvantage for anybody.

Naomi: I understand the want for Māori leadership in these times, and in hope that these times don't come again. I understand the stick in the ground statement of this and that we are getting behind Māori leadership in these times. I also think there is a possibility of Tangata Whenua doing more work with this dual leadership, and I don't want that.

Commented on the desire for Māori leadership in current troubled and hopefully temporary climate, and a want for strong leadership, as well as the statement it makes . Flagged the possibility that Tangata whenua may end up with an inequitable workload in a model without a Tangata Tiriti co lead - something to avoid.

Nicki: Tautoko the sentiment and the care for tangata whenua that you display Trey and to the Maori caucus I want to state that we are in this with you, and we are in partnership - I think this is a strong strategic statement in the current climate of govt change, particularly around Te Tiriti.

Expressed tautoko for Trey's sentiment and care for Tangata whenua. Emphasized partnership with Māori caucus. Sian and Naomi taking co leadership would be a strong statement esp. around Te Tiriti.

Sian: Thank you for bringing this and considering this in such an insightful and genuine way. If we are holding this as Tangata Whenua, I feel this is an opportunity for you as Tangata Tiriti, it

could give you and opportunity to caucus and work out how you want to be as Tangata Tiriti – inside of leadership of the board

Thanked Trey for her insightful and genuine kōrero. She takes on the leadership humbly if it is to go to her. This could be an opportunity for a Tangata Tiriti caucus to strengthen its ways of working.

Fatima: Thank you Trey, this is new to me and I would like to take some time to process. Thankful to Trey. Expressed surprise and asked for time to process.

Rhys: It is a strong and powerful move, I also have a lot of knowledge of Sian and Naomi's integrity of character and are part of a strong caucus, and that you have a very strong vision for the kura.

Expressed support for Trey's decision and idea to shift leadership to Sian alongside Naomi. Spoke about Sian and Naomi's integrity, character, ngākau whakaiti, whakaaro nui that would mean the whole school will be served well.

Nadia: Tuatahi – I want to acknowledge you as you stepped into the leadership role with the best of intentions, and this is a spiritual statement from you and I want to acknowledge that. Leadership is the topic, and we always want to be working on the ways we want to be leading. Acknowledging that if this is fresh news, and we will need some time to reflect, and we do need to talk about our leadership model. It's important how these processes are stepped through. In this process you can offer what you think might be the best step, and then we can discuss it. I think we should talk about how we are going about this, my whakaaro might be that we might decide to do this. There aren't any cultural criteria on our leadership and we might just say that this is the best option for us at the moment. I have every confidence in your leadership Sian, and if we have chosen a co-governance model then we should take care around this in our honouring and understanding of that.

Acknowledged Trey's service and the spiritual and powerful nature of her statement. Acknowledged that Trey's decision was fresh news and time would be needed for people to process. Stated process is important – Trey can make recommendations and the board would need to decide what to do with that recommendation in mind. The board may, following the process, appoint Sian co chair – there are no barriers to doing so – expressed confidence in her potential leadership.

Trey: This is all coming from my passion that Tangata Whenua are leading, and for us to be there as Pou supporting them. My own experience is from non-Māori leading so much in this country, and I want that to be different. I have 110% trust in Naomi and Sian about being our leader. I have this visual image of us being on a waka, being led by Tangata Whenua, and we are holding onto them because it would be nice for us to trust them, to trust their ways. It is ok for us to ask, and it is ok for us to trust their process. I'm ready at this moment for me, and I understand there is a process. I will allow time for those who need time to think about what is going on.

Nadia: Do you think you are ready for the transition, or for stepping out of your role? There are two parts to this process. You can make your decision about your role, then I see the decision around the transition to who is next co-chair is a different process.

Nadia Asked: Is Trey ready for the transition to Māori leadership or to step out of role? Stated there are two parts : Trey makes a decision about her role. The decision about who co chairs next is a different transition process.

Trey: It's reminding me what's important - He Tangata, He Tangata, He Tangata - I would like to bless the leadership over to Sian because I would like to step down today. In a storm there is a blessing and this is the blessing. So I want to bless you, Sian and Naomi. My blessings to you, I am here for you, and regardless I love you - thank you Danielle and Nicki for accepting.

Sian: should it come to a position that we collectively want something different, then I am not held to what Trey wants and this position. I am here for what is best for us.

Stated that she would follow the decision of the board, whether it decided to appoint her or not.

Amro: stated that he liked the position and advocated that when we make decisions it important that we all are informed

I like this position and that Sian can hold the leadership until January. What I don't like is that I had to understand the position on the go, and how that impacts our integrity of our decision making. I am advocating for the process being open and clear in the future. I am advocating for the integrity of the process in that information can be shared as equally as possible, to set us up for making decisions

Stated approval for Trey's sentiments and support for Sian holding leadership until a reappointment process at the start of 2026. Expressed concern that members of the board were finding out in the evening and needing to respond in the moment - that this could potentially affect the integrity of the decision making process. Advocated that in future information be shared as equally as possible for a clear and open process of decision making.

Nicki: We committed to wananga when decision making in co governance and time has impacted this process.

Observed that previous board had committed to Wānanga when decision making in co governance and that the approaching end of the year had impacted the process.

Naomi: Suggestion for the Tangata Tiriti to wananga on what next for the co chair space because we are about partnership. Suggested Tangata Tiriti members wānanga about next steps for co chair space - we are about partnership.

Amro: It is good that we are ending the year on a smooth landing, in a good place and we can go forward.

Rhys: Tikanga of the previous board is one of no surprises, and maybe is one of the new boards, and I am someone who also believes that this is one way of caring for each other. Observed tikanga of previous board - 'no surprises'. Clearly everybody values this.

Trey: Thank you Amro for hearing the vision, thank you for accepting my resignation, and I know it is on the go - and I agree with you now to go away and think and reflect, and we can come back in the new year with fresh ideas and fresh vision. I acknowledge you Amro and Fatima have had to do this on the go tonight.

Acknowledged that Amro and Fatima had to learn this and react on the go. Thanked Amro for accepting the resignation and hearing the vision she expressed.

I am stepping down as Co-Chair

I am giving my blessing and support for Sian to take over as Co-Chair Role

Stated she was stepping down as Co-Chair and giving blessing and support for Sian to take over as Co-Chair.

Motion: Nominate Sian to Position as Co-Chair

Moved: Trey

Seconded: Nicki

All: In favour

Discussion is to be held to confirm the co-chair leadership model at the first meeting at the beginning of 2026.

3. Finance, Presentation of Draft Budget

Manisha: Overview of budget operations and reporting procedures from Education Services.

Nicki: Pointed to the work that has gone into the shrinking of various budgets, and acknowledging that the decisions we make at board level strategically influence the decisions being made.

All: Expressed appreciation for Manisha's work and explanation of the budget.

Motion: Pass Draft Budget

Moved: Nicki

Seconded: Sian

All: In favour

Nadia left meeting - 7:41pm

4. Achievement Reports

Danielle + Debbie presented a slide show outlining achievement
Sir Mason Durie's Whare Tapa Wha model is used to guide the report.

Began with definition of the school board's roles and responsibilities. The board is also accountable for student achievement and progress. Required to report twice annually to parents and the community, with annual reports giving details.

Discussion around:

- Partnerships with local businesses, with collective intentions to expand support for whānau in need.
- Patterns of attendance
- Ethnicity categories that are reported on:
 - Sian: expressed that 'Other' is a category that is a small group and if it is supposed to be anonymous, this size might impact the anonymity of people in that category.
 - Naomi: Latin America is a colonial term – I don't think we should be using this. Observed the name Latin America's colonial origins and expressed disapproval of the term.
 - Amro: Middle Eastern is east of Britain – we also shouldn't be using this. Expressed his own troubling encounters with having the term Middle Eastern applied to his family and its relationship with colonialism – stated his disapproval of the term.

Board decides to investigate reporting categories relating to ethnicity and/or origin used in reporting processes – aim to approve and align with kura values.

Danielle: (Taha Hinengaro) Strengths noted

- Structured Literacy completed by 10 kaiako
- Emphasising the learning of both Te Reo and English
- Stability of staff will impact our ability to steady our delivery in new curriculum
- The new current curriculum has been highly problematic. The segregation of annual achievement stages doesn't give students the ability to be welcomed with what they have – the curriculum has an expectation that all ākonga arrive with the same skill set.
- There was a process of taking things from one year level and transferring to other years which has a major flow on effect.
- lack of benchmarking

Curriculum hurdles – from presentation

- The shift from levels to year to year
- The significant changes to the curriculum later in the year after we had done professional learning
- Best fit of where to place tamariki is complex and new for kaiako

Discussion occurred around access to funding for extra support like in running a homework class, funding for curriculum roll out, how do we cater to children feeling pressure of learning when struggling, finding the balance as kaiako to cover curriculum while celebrating success of progress and people. Professional learning was also discussed and the need to not overload kaiako as being in front of children, in relationship, matters most

Achievement Data Takeaways

Reading Year 2 and 4 good movement overall. Close look at assisting 2026's Y4 + 6

Writing Year 2 noticeable movement. 2026 - school wide focus although also consider writing requires - Ideas, verbal, read, and say things - then write (for many in a second language)

Math Excellent movement in Year 6 - good PAT results for Years 4,5 and 6

Teachers are learning the new curriculum and processing information for Overall Teacher Judgements with scope and sequence has taken time. New curriculum has many indicators and states ākongā must have 'everything' to be Proficient

Emerging + Developing + Consolidating + Proficient + Exceeding - measure per Year

The heart of what we are is progress

(Slide 18) in to highlight that these people might not show up in the statistics, yet these tamaiti are making the same level of progress we expect

Jahnelle left meeting - 8:35PM

PAT results show Term One results Term four results and the National Norms. Kura sits pretty close to the National norms.

Congratulations from the whole board on the learning the Kaiako have been supporting tamariki with.

The whole board expressed congratulations on the learning that the Kaiako have been supporting tamariki with, high expectation, positive high standards, that the school kept the cultural and genuine development in face of the changes

Our Strategic plan states that success looks like

- Ākongā stand strong in their identity, language and culture, actively involved in

learning and able to sustain healthy relationships with others.

- Kaimahi have excellent teaching with high aspirations for every ākonga based on mana-enhancing relationships.
- Whānau me te hapori are actively involved in the life of our kura through ongoing relationships that foster ākonga success.

Nicki: Shared appreciation of the work that goes into the reporting and compiling all of the information for us to be able to see it.

Amro: Expressed thanks as a parent for all of the care and Thankful as parents:

Naomi: Please pass on our thanks to all of the Kaiako.

Naomi: Education and Training Bill (System Reform) Amendment Bill – put forward the idea to enter a submission by January 14th.

5. Kawa and Tikanga

Draft Kawa and Tikanga

Naomi: We want to share where we are at for further feedback
Sharing where they were at for further feedback.

Sian: We took things from our wananga, and we don't want to create stringent tikanga, as things change. The kawa doesn't change it, it's how we respond to the change.

Explained they Took ideas from wānanga in previous Hui – didn't want to make stringent tikanga, as it is changeable.

Naomi and Sian present draft tikanga and kawa.

All: Thanks and appreciation of the mahi and the magic of this work that has gone into this.

Slan: It is a koha to be able to do this. We would love for you to be able to jump in feedback - there is no rush, and in the new year we can pick this back up and agree on a final draft.

6. Leadership report

Leadership Report

Nicki tabled the Leadership Report.

51 people left school in 2025, and highlighting that within this statistic, only 5 have chosen to go elsewhere to another kura, and we have spoken to all of those families.

We have a transient flow, in particular with the Hospital - intention to do more work on this.

Motion: We accept the Attendance Management Plan

Moved: Nicki

Seconded: Amro

All: In favour

Motion: The Board of Newtown School approve the submission of a grant proposal to Grassroots Trust Central for the amount of \$9,121.33 to support technology education in the senior school. We commit to using the funds for the stated purpose.

Moved: Nicki

Seconded: Rhys

All: In favour

Motion: The Board of Newtown School approve the submission of a grant proposal to FourWinds for the amount of \$9,121.33 to support technology education in the senior school. We commit to using the funds for the stated purpose.

Moved: Nicki

Seconded: Trey

All: In Favour

Motion: We seek agreement in principle for an application of up to \$10,000 from Pelorus trust to purchase football goals.

Moved: Nicki

Seconded: Naomi

All: In Favour

Nicki: Outlined that she does have an external appraisal process, this is underway and the results will be shared once completed.

Policy

Sian: Three policies in the review schedule for this term. Our decision was to create a framework for analysing these three policies through a Te Tirit o Waitangi lens.

- Bullying and Harassment
- Restraint
- Physical Harassment

We have used guidance from Waitangi Tribunal around founding principals that have been interpreted over time:

- Tino Rangatiratanga
- Kawanatanga aka good government aka good governance
- Partnership and Reciprocity
- Active Protection
- Equity

Walked through the process of analysis undertaken, and

Nicki: Tautoko to the process around what these policies actually mean.

Amro: Spoke to his work in understanding the knowledge of what Te Tiriti is within the kura.

Trey: Reiterating that I want Te Tiriti to be embedded across our policies. Sian you have done a lot of work, and we are taking this very seriously, so we are taking our time. There will be another time in which we can reach out to different communities and whānau around their understanding of Te Tiriti - we do have the capacity to open the space for this in time.

Discussion around the cycle of policy renewal - this cycle is set by the Ministry, and we have worked on how we are going to go about this.

Sian: Spoke to specifics around the approach taken to particular parts of the policy review, and an outline of the founding principals used as the foundation for the review process.

Trey: Acknowledging that size of the task and the care involved.

Property

Nicki: Update we have signed a contract with Caras to oversee and undertake our painting for the next seven years.

Health & Safety

Nicki: SLT will have a discussion with Jahnelle around family harm notifications in relation to a new system outlined by Health NZ.

Assurances for final Board Meeting 1/12/25

- Assure the board that the school has been open for the specified number of half days, terms, and times. We have been open for the specified number of days, including two curriculum days and two discretionary days. We used the SMS to ascertain the correct open half days.
- Assure the board that if the school has opted in to the government donation scheme, parents and caregivers have been advised of this.
- Assure the board that the school will not ask for donations, except for overnight camps. We opted into the government donation scheme again. We do not ask caregivers for donations except for a partial contribution towards camp.
- Assure the board that all gifts can be properly accounted for, and that the nature and value of gifts is reasonable and appropriate. We monitor our purchase of gifts and keep this within a reasonable price range. We value the acknowledgement of occasions; celebrations, mourning, manuhiri. The interim audit recognised the place of hospitality and manaaki that we demonstrate through meaningful and reasonable gifts.

- Assure the board that the school has internal procedures that meet the requirements of the Protected Disclosures(Protection of Whistleblowers) Act 2022 (s 29) and this information is shared with staff members, contractors, board members, and volunteer workers.
 - Every year, the principal assures the board that a full risk management and safety assessment of the pool compound has been completed.
See School Swimming Pool on your SchoolDocs site for the assurances relevant to your swimming pool.
 - Every year, the principal assures the board that an internal audit of health and safety compliance and practices has been conducted by the school health and safety committee/delegated health and safety person.
 - Every term, the principal assures the board that identified hazards are being monitored/controlled (including risks to student safety and wellbeing) and that measures are being re-evaluated to check their adequacy.
 - We are confident in the monitoring and care for our swimming pool by EasySwim. We can confidently make the above assurances as we regularly communicate about compliance, hazards, and ongoing assessment. They seek advice from the Ministry of Health if and when necessary.
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Previous minutes

Motion: The board accepts previous minutes

Moved: Naomi

Seconded: Fatima

All: In favour

Date for next meeting

- January 26, 2026?
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Karakia Whakamutunga

Actions

| # | Action | Assigned | Status |
|-----|--|----------------------------|-------------|
| 216 | Relevant board members look over the induction role document provided by the previous board and will assess their roles before the next meeting. | Board members in new roles | Complete |
| 217 | Discuss with other community members/parents identified if they were available for co-option to the board, and discuss what they might be inspired to work on. | Naomi, Nicki, Nadia | Complete |
| 218 | Amend statement - distribute back to board for approval, before sending to Nicki + Danielle | Noami, Sian, Rhys | Complete |
| 219 | Ensure the various portfolios are covered. | Collective | In Progress |
| 220 | Invite Josephine to board hui | Noami, Sian | In Progress |
| 221 | Investigate reporting categories relating to ethnicity and/or origin used in reporting processes - aim to approve and align with kura values | | |
| 222 | Submit on Education and Training Bill (System Reform) Amendment Bill - 14 January 2025 | | |

A handwritten signature in black ink, appearing to read 'Naomi Taylor', written in a cursive style.

Signed:

Naomi Taylor, Presiding Member