

# Kaingakautia Ngā Kaiako



**NZEI · TE RIU ROA**  
NEW ZEALAND EDUCATIONAL INSTITUTE

## Kawenga Mahi

### Me pehea te whakangawari i te kawenga mahi?

Hoki atu, ngā auē a ngā kaiako ki te toimaha o ngā kawenga mahi. Me aha kia māmā ake ai ngā kawenga mahi? Te uho o ngā mahi kaiako ko te whakaniko i ngā akoranga o ngā akonga. No reira me tohu ngā matapaki kawenga mahi ki ngā mea e taea ai e ngā kaiako a rātau mahi engari kia tautoko tonu i ngā akoranga o ngā akonga. Tirohia he aha kai roto i nga mahi kaiako, tōhua ngā wāhi ka papanga i ngā paenga taumata kia taea te raupapa te tautoko. Matapakitia hoki era wāhi atu o ngā mahi kaiako ka taea te mahi rerekē te whakakore atu ranei. Anei te patai: he aha te tino kaupapa o te whakaako me te ako, he aha te mea kore?

### Te whakahaere kawenga mahi

E toru pea ngā huarahi whakahaere kawenga mahi nui rawa:

- te whakaiti i te rahi o te mahi
- kia maha ake ngā kaiako
- te rerekē o te whakahaere mahi

### Te whakaiti i te mahi te whakarahi i ngā kaiako.

Te nuinga o te wā, te whakahou, i te iti ake te rahi o ngā tamariki ka taea pai ake ngā mahi e ngā kaiako no te mea he iti te mahi mo te hoahoa kaupapa, aro matawai te kōrero pārongo ki ngā mātua. Te nuinga o ngā kaiako e tautoko ana i te whakaiti i ngā i akomanga engari kaore noaiaho e pēra te māmā o te whakatika. I te iti ngā akomanga kia nui ake ngā kaiako, kia nui ake ngā akomanga, kia nui ake te ātea me ngā rauemi.

He kaupapa te whakaiti kaiako, akoranga taupāpātanga a te NZEI engari na te mea kei te raruraru te ōhanga ka noho tera kaupapa mo te mahinga roa. Te pepa matapaki whakaputunga kaiako hei āwhina ki te tohu i ngā tikanga he aha ai, ana te timata ki te matapaki me pehea te whakatinana aua kaupapa. He kaupapa tonu te whakaiti i ngā akomanga, engari me tohu etahi atu huarahi whakahaere kawenga mahi mo te mahinga poto.

### Te mahi rerekē

He māmā ake pea te whakahaere kawenga mahi ma te tohu kia mahi rerekē. Ka hoki mai ano ki te patai uho ara me ahatia e ngā kaiako ngā mea whitake mo te akoranga me te akonga. Tena pea me whakaraupapa ngā mea mahi tuatahi me tohu ngā mahi ka taea te waiho.

Te whakanoho kaupapa, te aro matawai ngā kōrero pārongo ki ngā mātua enei whakaharatau katoa e kī ana ngā kaiako e whakataumaha ana i ngā mahi.

Ko enei ngā tino āhuratanga o tōna tūnga ngaio. Te kaupapa o te matapaki 'me pehea te mahi rerekē', he tino whitake mo tenei kaupapa.

Tenei pepa matapaki a te Whakakohinga a Motu hei whakaohoho i etahi o ngā kōrerorero i puta mō ngā painga hei tautoko e tohu akoranga whaihua.

## Te Rangahau

I ngā rangahau o muri tata tonu nei i kitea ngā haora toharite mahi o ngā kaiako o ngā kura tuatahi o Aotearoa tata tonu ki te 50 haora ia wiki. I ngā tirohanga o ngā kawenga mahi o ngā kaiako ka tōhua ngā wāhi mo te whakahaere kawenga mahi.

### Ngā whakaurunga:

- Te tere te auau o ngā tīni (e pa ana ki te marautanga)
- Kawenga mahi i ngā wā taumata (Hui Tāngaru, Pipiri, Whiringa a rangi)
- He wa whakangā mo ngā kaiako (me whakaae ngā kura katoa i mua kā whakaturetia)
- Te rahi o ngā mahi pepa
- Te rahi o te akomanga
- Te auau te roa o ngā hui
- Te whakawhiwhi te wa mo te whanaketanga ngaio
- Kia nui ake ngā kaiāwhina hei tautoko
- Kia nui ake te tautoko mai ngā kaimahi mo ngā kaiako tumuaki
- Kia nui ake te ICT āwhina

## Current Support for Managing Workload

I ngā tau tūtata ki muri he nui ngā tīni i te taumata a motu. Te tākune he āwhina ki te whakahaere kawenga mahi. I roto, te whakauru o te whakawātea akomanga(CRT) 2005.

Ano hoki he whakaitinga tāpua o ngā kaiako akoranga taupāpātanga i te tau tuatahi, te akomanga rumaki. I tua atu ka whakanui aketia mo ia kura he wā kaiārahi ngaio (ka taea te whakawātea kaiako o ngā tūnga kaiārahi).

Ka whakawāteatia he wā mo te whakahou i te wairua i te hinegaro mai ngā taumahatanga o ngā kawenga mahi. He wā ka utua. He wā ano mo te tautoko i ngā kaiako e hiahia ki te whakamutu i a rātau paetahi i te whare wananga, te whakapiki ake i a rātau tohu mātauranga. Ka utua i tenei wā.

## Whakamutunga

He tino kaupapa te whakahaere i ngā kawenga mahi a ngā kaiako. I te tautokotia rātau ka taea te kawē i ngā hōtaka akoranga kōunga mo ngā akonga katoa. Kia taea te whakahaere i ngā kawenga mahi me tautokotia mai i ngā āpiha whakahaere mātauranga me ngā whakaaro o ngā kura. Me whanake me whakamahi ngā whakahaerenga me whakaaro whānui me pehea te whakahaere kawenga mahi.

### Matapaki Ruma Kaiako

Roropāhorotia ngā tino take o ngā kawenga mahi.

1. He aha ngā mea e rima e whakataumaha ana i ngā mahi a ngā kaiako?
2. He aha ngā rautaki ka taea e koe te tohu hei āwhina i ngā mea kua tōhua i te patai tuatahi?
3. He aha ngā wero mo te whakamahi enei rautaki?
4. Matapakitia ngā wāhi hei tīni me pehea te mahi i etahi o ngā āria kia taea ai ngā kawenga mahi i te wā mahinga popoto?