Pasifika Strategic Framework

2015 - 2017

Developed by
External Pacific Advisory Committee 2014

Contents

The Framework:

The Otago Polytechnic Pasifika Strategic Framework has been developed to articulate Pasifika aspirations for tertiary education. The Framework represents a model based on community partnership, with the intention of building a tertiary system where Pasifika students are encouraged and supported to succeed.

The impetus to develop a Pasifika Strategic Framework for Otago Polytechnic came from the External Pacific Advisory Committee which is a group of local Pasifika community leaders formed in 2012, whose principal responsibility is to advise the Polytechnic's Chief Executive and Leadership Team on matters considered to be of importance in meeting the Polytechnic's objective to increase the participation and success of Pasifika learners. Advice may be by way of a recommendation, or by providing a range of views that reflect the community perspectives.

The framework is informed by Otago Polytechnic Strategic Directions 2014-2016 as published on our website http://www.op.ac.nz/assets/Governance-and-Management/Otago-Polytechnic-Strategic-Directions-2014-2016-V7-MB-5-Feb-2014.pdf and will align with and support the vision, mission, and future direction of Otago Polytechnic.

The framework can therefore be seen as a strategic foundation that incorporates the aims of Otago Polytechnic and the Pasifika community and provides practical steps towards incorporating a Pasifika framework into the aspirations and activities of Otago Polytechnic life for all staff and students.

The Framework offers:
- A way to conceptualise and express a vision for Pasifika tertiary education at Otago Polytechnic.

- A Pasifika perspective to inform Pasifika education initiatives and long-term strategies in order to bring a sense of cohesion to Pasifika focussed activities.

- A way to establish relationships and facilitate communication between Pasifika community expectations and needs, and Otago Polytechnic education provision.

- A framework for discussion and information sharing to align Pasifika community priorities, business opportunities and industry requirements, with Otago Polytechnic education provision.

It is hoped the framework will foster further activities and measures in support of Otago Polytechnic staff and all students with Pasifika affiliations.

The Framework consists of four priority areas. Each priority area is equally important because initiatives for Pasifika students in Otago Polytechnic and the wider tertiary sector have tended to be implemented in an ad-hoc way, some areas are more advanced than others. Priorities will change over time and the framework can be adapted to reflect this. The four priority areas for Otago Polytechnic are:

1. **Increased Pasifika learner participation in education**

2. **Increased Pasifika staff at Otago Polytechnic and increased staff capability to support Pasifika students.**

3. **Increased Pasifika Student Retention and Success rates**

4. **Building and enhancing relationships with our Pasifika communities.**

Priorities and Objectives:

1. **Increased Pasifika participation in education for students at Otago Polytechnic**

2. **Increased Pasifika staff at Otago Polytechnic and increased staff capability to support Pasifika students.**
3. **Increased Pasifika Student Retention and Success rates**

These three priority areas reflect the desire for increased recruitment, access, participation, retention, development and success of Pasifika students and staff at Otago Polytechnic.

Otago Polytechnic recognises the need to reflect Pasifika expectation of access to, and acquisition of, knowledge by providing an inclusive learning environment and promoting the development of quality programmes incorporating Pasifika content, perspectives and language options in curriculum as appropriate.

These priority areas also reflect the contributing role of strong accountable leadership and increased representation of Pasifika staff across Otago Polytechnic, which contributes to Pasifika advancement, locally and nationally.

Objectives:
1. To increase the number of Pasifika students enrolled and actively engaged in study activities at Otago Polytechnic
   a. Understand and use appropriate networks for reaching potential students by consulting with the Pacific Advisory and Support Committee and community groups.

2. To have a physical environment and organisational culture that is inclusive of Pasifika cultural values.
   a. Consult Pasifika students on their needs and involve them in development of the learning environment.

3. To provide a learning environment where Pasifika students feel safe, included, and is attractive to and supportive of them and facilitates their success.
   a. Develop our understanding of barriers to potential Pasifika learners' engagement in Polytechnic learning and develop strategies to overcome the barriers by consulting with the Pacific Advisory Committee and community groups
   b. Welcome family involvement in the learning process and at formal occasions
   c. Provide an integrated approach to Pasifika student support that recognises and meets the needs of the whole learner.

4. To provide an outstanding learning experience for Pasifika learners.

5. For Pasifika learners to succeed in their programmes, and pathway onto higher qualifications where appropriate.
   a. Develop partnerships to enable Pasifika students to pathway into higher levels of learning and employment, both to and from the Polytechnic.

6. To increase the number of Pasifika staff across the range of teams and levels, including leadership roles within Otago Polytechnic.

7. To have a working environment in which Pasifika staff are valued and their contributions recognised
   a. Provide all staff with opportunities for Pasifika focused professional development
   b. Provide good practice guidelines to staff to facilitate inclusive teaching and learning

Outcomes:
- Pasifika staff are highly valued members of staff.
- The numbers of Pasifika staff will at least reflect the proportion of Pasifika in the Otago region.
- Pasifika staff turnover rate is lower or equal to that for non Pasifika.
- Pasifika staff are at least as satisfied with the work environment and affirm Otago Polytechnic as a safe place to work as non-Pasifika.
- Increased rates of Pasifika students enrolling and participating at each level of qualification.
- Pasifika learner retention rates are at least equal to those of non-Pasifika, for all levels of qualification.
- Pasifika learner successful course completion rates are at least equal to those of non-Pasifika, for all levels of qualifications.
- Pasifika learner satisfaction rates are at least equal to those of non-Pasifika.

4. Building and enhancing relationships with our Pasifika community

Otago Polytechnic will engage with relevant Government bodies and Pasifika communities to be an advocate for Pasifika interest and celebrate Pasifika achievement.

Objectives:
1. Engaging with relevant Government bodies on Pasifika-related initiatives and strategies.
2. Engaging with Pasifika communities to exchange information and explore and promote opportunities for mutual benefit.
   a. Engage Pasifika communities in the mentoring and pastoral care of Pasifika learners. Consider formalised partnership with Pasifika church and community leaders
   b. Implement an event with a PI focus during Otago Careers Festival, and National Youth Week
3. Ensuring appropriate engagement with the Otago Polytechnic's Pasifika staff.
4. Regularly profiling and celebrating Pasifika achievement and development that occurs across the Polytechnic (i.e. promoting the achievements of both Pasifika staff and students).
5. Sharing good practice
6. Providing all staff with guidance on how to engage with Pasifika learners and their communities.
7. Exploring further scholarship funding opportunities for Pasifika students while continuing the current Otago Polytechnic Community Pacific Island Scholarships and Secondary School Recognition Awards.
8. Explore options for shared resources with the University of Otago Pacific Island Centre i.e. employ University of Otago students as peer tutors and vice versa.
9. Establish Pasifika Alumni.

Outcomes:
- Active and engaged Alumni
- Statistics gathered and analysed from the Secondary Schools Recognition award recipients in regard to the significance and uptake of scholarships from these awards
- Visible increase in Pasifika community event engagement by our staff and students
- Active Pasifika mentors and role models partnering with Schools
- External Pacific Advisory Committee and community satisfaction with our consultation, decision making and engagement processes.

Review:

The framework priorities, goals and timeframes will inform engagement and consultation with the External Pacific Advisory Committee which meets quarterly.

The framework will be reviewed every two years to ensure its continued relevance. It will be reviewed by the External Pacific Advisory Committee in June biannually in line with the achievement of goals and statistics, then presented with recommendations for change (if any) to Otago Polytechnic Leadership Team for signoff in December biannually.

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