

Office of Māori Development (2010) – Continuum of Developmental Prompts

BASIC	INTERMEDIATE	ADVANCED
<ul style="list-style-type: none"> Staff have a basic awareness of the University's MSF [<i>Goal 1 – Leadership</i>] 	<ul style="list-style-type: none"> Staff have a copy of both the University's MSF and their divisional MSF plan [<i>Goal 1 – Leadership</i>] 	<ul style="list-style-type: none"> The department has an MSF Plan and is actively working to implement it (this could include a departmental group appointed to drive its implementation) [<i>Goal 1 – Leadership</i>]
<ul style="list-style-type: none"> The department has identified iwi/Māori organisations/groups with whom it wishes to establish a relationship to achieve mutually beneficial goals [<i>Goal 2 – Partnerships</i>] 	<ul style="list-style-type: none"> The department has established relationship(s) with iwi/Māori organisations/groups which includes a mutual purpose, agreed goals and outcomes (outlined in a MoA) [<i>Goal 2 – Partnerships</i>] 	<ul style="list-style-type: none"> The department has long-established, formal relationship(s) with iwi/Māori organisations/groups and have achieved some mutually beneficial outcomes. The MoA outlines both short- and long-term goals [<i>Goal 2 – Partnerships</i>]
<ul style="list-style-type: none"> Staff participate in the <i>Introduction to Māori Research Consultation Workshop</i> offered through HEDC [<i>Goal 3 – Māori Research</i>] 	<ul style="list-style-type: none"> Staff engage in the University's Māori research consultation process through their own research and teaching requirements [<i>Goal 3 – Māori Research</i>] 	<ul style="list-style-type: none"> Staff are involved in departmental and/or programme policy development and implementation around research consultation with Māori and responsiveness to the Treaty of Waitangi [<i>Goal 3 – Māori Research</i>]
<ul style="list-style-type: none"> Staff are supported to and participate in the <i>Introduction to Te Reo Māori</i> course offered through HEDC/HR [<i>Goal 4 – Growth & Development; Goal 6 – Language & Culture</i>] Staff have an interest in te reo Māori and endeavour to pronounce Māori words correctly [<i>Goal 4 – Growth & Development; Goal 6 – Language & Culture</i>] 	<ul style="list-style-type: none"> Staff attend fortnightly <i>Café Reo</i> [<i>Goal 4 – Growth & Development; Goal 6 – Language & Culture</i>] Staff have a basic understanding of te reo Māori and uses basic words and phrases whenever possible [<i>Goal 4 – Growth & Development; Goal 6 – Language & Culture</i>] 	<ul style="list-style-type: none"> Staff are conversant in te reo Māori and uses it regularly and accurately [<i>Goal 4 – Growth & Development; Goal 6 – Language & Culture</i>] Staff are encouraged to enrol in (and do) Māori 110, or other Māori language papers through Te Tumu and/or other providers [<i>Goal 4 – Growth & Development; Goal 6 – Language & Culture</i>]
<ul style="list-style-type: none"> Staff participate in the <i>Introduction to Te Ao Māori/Tikanga Māori</i> course offered 	<ul style="list-style-type: none"> Staff demonstrate a good understanding of tikanga Māori, which is evident when 	<ul style="list-style-type: none"> Staff have an expert knowledge, understanding and awareness of tikanga

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<p>through HEDC/HR [Goal 4 – Growth & Development; Goal 6 – Language & Culture]</p> <ul style="list-style-type: none"> Staff have some awareness of tikanga Māori/Māori customs, values and beliefs [Goal 4 – Growth & Development; Goal 6 – Language & Culture] 	<p>required [Goal 4 – Growth & Development; Goal 6 – Language & Culture]</p>	<p>Māori and are an invaluable source of knowledge and experience for their colleagues [Goal 4 – Growth & Development; Goal 6 – Language & Culture]</p> <ul style="list-style-type: none"> Staff are encouraged to enrol (and do) in Māor 102, or other tikanga Māori papers through Te Tumu and/or other providers [Goal 4 – Growth & Development; Goal 6 – Language & Culture]
<ul style="list-style-type: none"> Staff participate in the <i>Introduction to Te Tiriti o Waitangi</i> course offered through HEDC/HR [Goal 4 – Growth & Development; Goal 6 – Language & Culture] 	<ul style="list-style-type: none"> Participation in the Advanced Session on Te Tiriti o Waitangi course offered through HEDC/HR [Goal 4 – Growth & Development; Goal 6 – Language & Culture] 	<ul style="list-style-type: none"> Staff incorporate the Articles and Principles of Te Tiriti o Waitangi into departmental practices [Goal 4 – Growth & Development; Goal 6 – Language & Culture] Staff are encouraged to enrol (and do) in Māor 204, or other Treaty-focused papers through Te Tumu and/or other providers [Goal 4 – Growth & Development; Goal 6 – Language & Culture]
<ul style="list-style-type: none"> Staff are aware of relevant staff networks on campus (e.g.: Awhi Mai, Awhi Atu or MASC) and support other staff who are active in these networks [Goal 4 – Growth & Development] 	<ul style="list-style-type: none"> Staff who are Māori, or who are in Māori-specific roles, attend – nd are supported to attend – relevant staff networks (e.g.: Awhi Mai, Awhi Atu or MASC) [Goal 4 – Growth & Development] 	<ul style="list-style-type: none"> Staff who are Māori, or who are in Māori-specific roles, are active members and regular attendees of relevant staff networks (e.g.: Awhi Mai, Awhi Atu or MASC) [Goal 4 – Growth & Development]
<ul style="list-style-type: none"> Staff attend – and are supported to attend – Māori pre-graduation ceremonies when students from their department graduate [Goal 4 – Growth & Development] 	<ul style="list-style-type: none"> Staff attend Māori pre-graduation ceremonies when students from their division graduate [Goal 4 – Growth & Development] 	<ul style="list-style-type: none"> Staff attend Māori pre-graduation ceremonies whenever possible to demonstrate their support for Māori graduands [Goal 4 – Growth & Development]
<ul style="list-style-type: none"> A stocktake is undertaken to identify papers and/or programmes which are 	<ul style="list-style-type: none"> After seeking appropriate advice & guidance, planning is undertaken to 	<ul style="list-style-type: none"> A proportion of papers and/or programmes within the department

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solely Māori-focused or include some Māori content ¹ [<i>Goal 5 – Quality Programmes</i>]	include Māori content into papers and/or programmes, where relevant [<i>Goal 5 – Quality Programmes</i>]	either include some relevant Māori content, or are in fact solely Māori-focused [<i>Goal 5 – Quality Programmes</i>] <ul style="list-style-type: none"> Papers and/or programmes with Māori content are taught by culturally competent staff who can accurately pronounce te reo Māori, have a sound understanding of Te Ao Māori, as well as expertise in the discipline being taught [<i>Goal 5 – Quality Programmes</i>]
<ul style="list-style-type: none"> There is bilingual signage for your department² [<i>Goal 6 – Language & Culture</i>] 	<ul style="list-style-type: none"> Staff pronounce the bilingual name for their department accurately [<i>Goal 6 – Language & Culture</i>] 	<ul style="list-style-type: none"> Staff include the bilingual name for their department in all departmental correspondence (including emails) and use it wherever possible [<i>Goal 6 – Language & Culture</i>]
<ul style="list-style-type: none"> Develop bilingual business documents³ [<i>Goal 6 – Language & Culture</i>] 	<ul style="list-style-type: none"> Staff can accurately pronounce the information (when read) on their bilingual business documents [<i>Goal 6 – Language & Culture</i>] 	<ul style="list-style-type: none"> Staff accurately pronounce the information (memorised) on their bilingual business documents and use it wherever possible [<i>Goal 6 – Language & Culture</i>]
<ul style="list-style-type: none"> Staff are aware of some basic Māori salutations and sign offs, which are used periodically in correspondence [<i>Goal 6 – Language & Culture</i>] 	<ul style="list-style-type: none"> Staff use basic Māori salutations and sign-offs in correspondence (e.g.: on the phone, voice message, emails, memos etc) whenever possible [<i>Goal 6 – Language & Culture</i>] 	<ul style="list-style-type: none"> Staff consistently use a range of Māori salutations and sign-offs in all their correspondence [<i>Goal 6 – Language & Culture</i>]

¹ **Example of Good Practice:** the School of Business has undertaken a stocktake of papers to identify Māori content and is currently investigating where and how Māori content fits within its programmes.

² Refer to the *Using Māori in the University* booklet for a list of schools, departments and sections that have a bilingual name:

<http://www.otago.ac.nz/maori/pdfs/usingmaoriweb.pdf>

³ Refer to the *Using Māori in the University* booklet available on the University of Otago website: <http://www.otago.ac.nz/maori/pdfs/usingmaoriweb.pdf>