

Kāhui Ako - Information for kaimahi and schools



Reinvesting underperforming investments into evidence-based initiatives is expected to have significantly better outcomes for learners. Investment in Learning Support aligns with the Minister of Education's priorities, and those of the education sector, to respond to learners with additional needs.

What does this mean for Kāhui Ako?

The learning support system is being strengthened, receiving up to \$130 million annually after Kāhui Ako Communities of Learning are disestablished with effect from 28 January 2026.

School boards will receive full-time teacher equivalent (FTTE) release time, travel allowance, and networking and induction allowances until the end of 2025.

School boards will consult with their employees about the changes and how it affects their role. The impact of change will be different in every school depending on the arrangements that the board has put in place for people. There will be support for Kāhui Ako to respond to the change.

What is the effect on collaboration?

Collaboration has always occurred in education and teachers and communities can continue to work together. This happens in a wide range of ways, including subject associations, professional networks, regional clusters, learning groups, and community partnerships. Many schools, early learning centres and other parts of the community will continue to work together for the benefit of their ākonga.

Kāhui Ako teachers

School boards will need to work through the impact of the changes for teachers they employ. Kāhui Ako roles will cease effective January 28 2026, and associated funding for those roles will no longer be available.

Most Kāhui Ako teachers are partially released from their substantive position to undertake these responsibilities for up to two years. As Kāhui Ako will be disestablished, we anticipate they will stop working in these roles from the start of the 2026 school year and in most cases will return to their usual teaching role.

Schools will consult with their employees who are affected by these changes. Generally, written notice of the end of the teacher's Kāhui Ako role would be provided by 27 November 2025. Teachers whose Kāhui Ako appointment extends beyond the start of the 2026 school year are entitled to have Kāhui Ako salary allowances protected for up to 12 months due to provisions in the teacher collective agreements.

Kāhui Ako Leaders

Most Kāhui Ako Leaders are partially released from their substantive position to undertake Kāhui Ako responsibilities for up to two years.

School boards will consult with their employees about the changes and how it affects their role.

The impact of change will be different in every school depending on the arrangements that the board has put in place for people.

Those who hold Kāhui Ako Leadership roles or the Recognition of Leadership Expertise allowance, usually principals, are entitled to three months' notice of the ending of their role/allowance from their employing board, unless their fixed term was due to finish earlier.

Written notice of the end of the Kāhui Ako Leader's role would be provided by 27 October 2025.

Where can I get more information?

[Te Whakarōputanga Kaitiaki Kura o Aotearoa – New Zealand School Boards Association](#) will support boards as employers through this change.

We have published additional information on our website.