



**Education Report:** Final Cabinet paper - Improved teacher training: Developing the workforce of the future, including leadership development pathways

<b>To:</b>	Hon Erica Stanford, Minister of Education		
<b>Date:</b>	20 June 2024	<b>Priority:</b>	High
<b>Security Level:</b>	In-Confidence	<b>METIS No:</b>	1330976
<b>Drafter:</b>	Ruth Cameron	<b>DDI:</b>	9(2)(a) [REDACTED]
<b>Deadline Date:</b>	26 June 2024		
<b>Key Contact:</b>	Jennifer Fraser	<b>DDI:</b>	9(2)(a) [REDACTED]
<b>Seen by the Communications Team:</b>	No	<b>Round Robin:</b>	No

**Purpose of Briefing**

This paper provides you with the final Cabinet paper on *Improved teacher training: Developing the workforce of the future, including leadership development pathways* for lodgement at the Cabinet Social Outcomes Committee (SOU) meeting on 26 June 2024.

**Recommended Actions**

a. **note** that, as a result of Ministerial and agency consultation, we have made some changes to the *Improved teacher training* paper as outlined at paragraphs 4 and 5.

**Noted**

b. **agree** to the proposed changes to the *Improved teacher training* paper as outlined at paragraphs 6 and 7.

**Agree / Disagree**

c. **agree** to lodge the Cabinet paper *Improved teacher training: Developing the workforce of the future, including leadership development pathways* by 10am this Thursday (20 June 2024) for the 26 June 2024 Social Outcomes Committee meeting.

**Agree / Disagree**

d. **note** the attached talking points to support discussion at the 26 June Social Outcomes Committee meeting.

**Noted**



e. **Note** officials are available to attend Social Outcomes Committee.

**Noted**

Proactive release:

f. **agree** that the Ministry of Education release this briefing **with any necessary redactions** following Cabinet decisions on the attached paper.

**Agree / Disagree**



Jennifer Fraser  
**General Manager Schools Policy**  
**Te Pou Kaupapahere / Policy**

20/06/2024

Hon Erica Stanford  
**Minister of Education**

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## Background

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1. On 12 June 2024 the draft Cabinet paper *Improved teacher training: Developing the workforce of the future, including leadership development pathways* was provided for your consideration and to support any consultation with your Ministerial colleagues.
2. After agency and Ministerial consultation, the Ministry now provides you the final Cabinet paper for lodgement, highlighting feedback received from agencies and seeking agreement to any necessary changes.

## Feedback from Agency Consultation

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3. DPMC, Treasury, NZQA, ERO and the TEC were consulted on the paper. Feedback was overall positive about the direction proposed.
4. The key feedback about the paper gathered through agency consultation was:
  - I. Ensuring the paper avoids pre-empting future Cabinet and Budget decisions especially given it is a noting paper.
  - II. Ensuring union engagement/implications for upcoming collective bargaining were flagged.
  - III. Balancing WIL model discussions against some of their barriers such as financial hardship from placements and ensuring the system retains a diversity of settings to deliver ITE to meet the needs of different learners.
  - IV. Being conscious of the Teaching Council's 2019 changes to the ITE programme requirements, only just delivering new graduates from 2023, and costs for the sector from going through these change processes.
  - V. Recognising that NZQA and the Teaching Council already have a good shared monitoring process even if the strength of this isn't reflected in the Teaching Council's legislative framework.
5. 9(2)(g)(i)  
[Redacted text]

## We have made changes to the Cabinet Paper in response to feedback

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6. Key changes have been made in response to discussions between the Ministry and your Office as follows:
  - I. New section and recommendations on the Teaching Council not being the right body to tackle the changes needed and a new two-stage reform approach to address this, with an initial "lift and shift" approach proposed for Council functions in ETAB2 followed by broader reforms in a subsequent Amendment Bill.
  - II. Removing reference to the Government Policy Statement and other short-term quality assurance focused changes for ETAB2 as these have been superseded by the above reform process. Quality assurance changes within the current legislative framework are still included in Stage One.

- III. Appendices with the New Zealand and English Teaching Standards added.
7. The following changes have been made in response to agency feedback:
    - I. Additional recommendation seeking agreement to undertake targeted sector consultation on the stage one reform proposal for inclusion in the Education and Training Act Amendment Bill.
    - II. Additional wording and a recommendation noting the fiscal implications of the work programme will be subject to Budget consideration.
    - III. Clarification about what is meant by WIL and retaining a diversity of programmes but focusing on growing school-based opportunities.
    - IV. Acknowledgement of the 2019 ITE programme changes but noting these don't go far enough to address the size of the issues.
    - V. Softening of the explanation of the NZQA/Teaching Council monitoring role to acknowledge it is a joint function.
  8. The Ministry has also made minor changes for accuracy and consistency across the Cabinet paper and consolidated sections to reduce unnecessary repetition.

## Next Steps

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9. Speaking points are provided at Annex 2 to support your discussion on the Improved teacher training paper at SOU on 26 June.
10. Following SOU, the paper will progress to the Cabinet meeting of 1 July.
11. Subject to Cabinet's approval, targeted consultation will need to commence rapidly to inform a Cabinet paper in September outlining proposed changes to roles and functions of the Teaching Council for inclusion in the next Education and Training Act Amendment Bill.
12. We recommend engaging with impacted parties including the Teaching Council as early as possible once Cabinet has considered your proposed actions to strengthen ITE.

## Annexes

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The following are annexed to this paper:

Annex 1: Cabinet paper *Improved teacher training: Developing the workforce of the future, including leadership development pathways (attached separately)*

Annex 2: Talking points

Withheld in full under section 9(2)(g)(i) of the Act

Proactively Released

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