

# Te Ara Whakamana mana enhancement



a culturally centred, strength-based model for  
wellbeing and positive behaviour change

“He aha te mea nui o te ao? He tangata, he tangata, he tangata”

“What is the most important thing? It is people!”

Meri Ngaroto



“Everything makes sense for  
me now.

I have a better understanding  
of what I can do to help”

Whānau Voice

## What is Te Ara Whakamana?

---

Te Ara Whakamana: Mana Enhancement is a circular model that uses colour, imagery, and the metaphor of the Māori Creation Story to explore the uniqueness of the individual, their Mana, and their world.

This Aotearoa/New Zealand designed tool employs a culturally centred framework for a strength-based conversation that explores who we are, our sources of strength and how we face life's challenges. The framework provides a structure and a cultural relevance to assist in self-regulation and reflection which creates opportunities to effectively manage challenging situations and crisis escalation at an early stage.

Te Ara Whakamana: Mana Enhancement is a Model of Practice that is culturally responsive, provides insight, and advances problem solving through the co-construction of plans for positive behaviour change that are shared. This engagement strengthens relationships, develops social and emotional literacy, reduces stress, and improves health and well-being outcomes for all involved.

# How Te Ara Whakamana works

Te Ara Whakamana helps explore the symbiotic relationship of mana and hauora/wellbeing in a way that deeply resonates with individuals and their whānau and supports healthy relationships with others.

As a culturally centred, strength-based wellbeing model for positive behaviour change, this approach weaves together relational neuroscience, trauma informed practice, and restorative practice into the Aotearoa/New Zealand context while at the same time raising staff and student understanding of Te Ao Māori.

Te Ara Whakamana aligns with research into Cognitive Behaviour Therapy, Narrative Therapy, Choice Theory, and Positive Psychology, along with MoE Curriculum frameworks Te Whāriki, Ka Hikitia, Tātaiako, the Pasifika Education Plan, He Pikorua RTL Practice Framework, and the six priorities laid out in the Learning Support Action plan, where tamariki Māori experience success as Māori.

A 2021 MoE evaluation into Te Ara Whakamana states,

**“It is clear from analysis of evidence gathered from participant schools that Te Ara Whakamana can significantly increase schools’ and therefore the education system’s ability to enhance wellbeing for students, teachers, schools and whānau, and communities”**

(Hammond, 2021, p.51). Te Ara Whakamana: Mana enhancement evaluation | Education Counts.

## Schools and practitioners have experienced the following outcomes

- Dramatic drop in behaviour support referrals
- Increase in achievement outcomes in numeracy and literacy for Māori and Pasifika students
- Increased school attendance and engagement
- Reduction in stand-downs, suspensions, exclusions, and expulsions
- Successful outcomes for neuro-diverse learners and their whānau
- Embedded cultural responsiveness and greater cultural capability
- Increased social and emotional literacy levels
- Improved self-regulation levels (students and staff)
- Authentic partnering with Whānau, Mana Whenua, and Iwi Māori
- Improved staff and student wellbeing
- Increased staff retention
- Safer environments



“Te Ara Whakamana means a positive future for our students”

Teacher Voice

# What People Say...

"I would go so far as to say that Te Ara Whakamana has been the most significant professional learning that I have undertaken in 30 years of education."

Simonne Goodall, Principal, Randwick School, Lower Hutt

"I 100% see this as something that every school in NZ needs to be doing to get the very best outcomes for all students. It's culturally responsive, it's child-centred, it's strength-based, all the things that we know make a difference, especially for Māori and Pacifica learners, but for all learners."

Maurice Rehu, Tumuaki, Irongate School, Flaxmere

"Te Ara Whakamana: Mana Enhancement has resulted in no significant student behaviour issues and a significantly improved focus on learning."

Jody Cook, CEO, Matapuna Training Centre, Turanganui a Kiwa/Gisborne

"For me as a teacher, it's about implementing a new strategy and a new Māori based framework that the children can relate to and feel a natural affinity to."

Teacher, Cobham School, Tūranganui a Kiwa/Gisborne

"It makes me feel important and valued because it's Māori and I'm proud to be Māori".

Student, Cobham School, Tūranganui a Kiwa/Gisborne

"Mana is about being you, what makes you yourself. So, you can enhance your Mana by being you - the best you hopefully".

Student, Arahoe School, New Lynn, Tamaki Makaurau/Auckland

"What is the most important thing in our school? MANA!"

Bronwyn Haitana, Tumuaki, & ākongā, Melville School, Kirikiriroa/Hamilton

## Te Ara Whakamana Training

### 2 day Individual Practitioner Training

This training is ideal for individuals such as; Principals, Senior Leadership, Educational and Clinical Psychologists, RTLB, school counsellors, Learning Support Coordinators, SENCOS, FASD support workers, social workers, youth mentors and teacher aides.

### School-Wide Training

Te Ara Whakamana: Mana Enhancement is delivered school-wide over a 12-18 month period. This approach brings together Mana Whenua, principals, senior management, teachers, teacher aides and support staff, board of trustee members, whānau, and all support services attached to your school to create an environment set up for success.

### Planning and Implementation

A comprehensive implementation plan is co-created to ensure a shared understanding of expectations of roles and responsibilities and a timeline is established to include ongoing coaching and mentoring sessions and school visits, along with whānau training opportunities to support your school/Kahui Ako/Community of Learning through your Te Ara Whakamana journey. The establishment of Mana teams in each school or organisation supports sustainable best practice which can extend into and across communities in tuakana/ teina roles. We support you through your data collection, monitoring, reporting and evaluation, including teacher-led inquiry, strategic and curriculum planning, school charter priorities, and theory of change.

### Staff Training

Staff are provided with the 2 full day practitioner training sessions (set 1 month apart) where, in the concept of Ako, they are able to engage in a deep learning experience, sharing and connecting at a school-wide level with all teaching staff, board of trustees, mana whenua, students, whanau/ families and school support staff. Staff are provided with online zoom support sessions to answer questions and find collective and creative solutions to challenges. School visits are arranged to view implementation of Te Ara Whakamana school wide and in classrooms and gather teacher, student, and where possible, whānau/family and community voice.

### Whānau Training

Whānau training days are offered approximately 6 months into the school training journey to allow whānau and families opportunities to participate and then apply Te Ara Whakamana in their homes and communities. These family friendly trainings provide further opportunities for schools to strengthen the important relationships they have with whānau and families through a shared common language and understanding of the kaupapa of Te Ara Whakamana.

# Building Sustainable Practice

## TAW Community of Practice

Schools join a community of practice which links them up with other Te Ara Whakamana schools, organisations and practitioners across the education sector. They also have access to a wealth of online resources, case studies and research to deepen their Te Ara Whakamana practice, and a space to share their journey and innovations.

A **Mana Camp** is held each year for senior managers and Mana team leaders to come together to share innovative experiences and find collective solutions to challenges.

All practitioners are invited to our **Hui ā Tau**, hosted by Te Ara Whakamana schools, where presenters share their journey's and showcase their successes, how they met challenges and the transformative outcomes experienced by staff, students, whānau/families, and their communities.

## Funding

### Ministry of Education PLD

Ako Solutionz are members of the Ministry of Education Professional Learning and Development (PLD) Provider Panel. This means that schools, kura, Kahui Ako, and Communities of Learning can use their approved regionally allocated PLD hours with Ako Solutionz for training in Te Ara Whakamana. We are available to assist you in applying for Regionally Allocated PLD and support you throughout the application process.

### Other Funding

We are able to assist with other funding applications such as community grants, health and wellbeing funding, and attendance and engagement funding. Schools are also able to self-fund. Contact us to discuss what may be the best options - we will work with you to find a solution for your school.



“As a framework and as a tool to support students, this has been transformative for us”

Tumuaki Voice



“I can use this to help my whānau be stronger”

Whānau Voice

## Contact Us

If you would like to book training or require more information about Te Ara Whakamana please contact us or visit our website

Email: [info@akosolutionz.com](mailto:info@akosolutionz.com)

Website: [www.tearawhakamana.com](http://www.tearawhakamana.com)