

# KAWA

*'The way we work around here'*

## **Manaakitanga: Leading with moral purpose**

Having a sense of moral purpose and a commitment to improved learning and social outcomes involves a commitment to the professional growth and support of other school leaders and teachers.

- Maintain the integrity of the NZPF voice, by remaining true to NZPF beliefs, missions and goals
- Be respectful in challenging our own and others' thinking
- Be prepared to participate in difficult conversations
- Be succinct, clear and concise in kōrero
- Listen actively

## **Pono: Having self-belief**

Pono is about valuing one's self. It includes self-esteem and self-care. It encompasses resilience, wellbeing, and a healthy lifestyle.

- Encourage and expect conflict/diversity of ideas
- Demonstrate integrity of action
- Be open, transparent, thoughtful and honest
- Give and receive credit when it is due
- Stretch thinking, be provocative

## **Ako: Being a learner**

Leaders who take their own learning seriously and keep their own passion for learning alive act as important role models. Keeping up to date with the evidence for professional leadership is a fundamental expectation.

- Complete work that is delegated or expected
- Be present, focussed and prepared for meetings
- Treat each other with respect
- Step outside your context and world view
- Pronounce Māori words/placenames correctly

## **Awhinatanga: Guiding and supporting**

Awhinatanga is about having empathy with groups and individuals, and appreciating the point of view of others.

- Process all angles and points of view; demonstrate empathy
- Support collective decisions
- Take time to consider sensitivities, context and intended outcomes