

Ministry of Education competency area	Janine Mackay – ACC 376
Te Tiriti o Waitangi	<p>As a facilitator for Te Whai Toi Tangata, Janine acknowledges and understands that everyone enters teaching and learning spaces with unique strengths, knowledge and taonga. In coming to know and understand people, Janine’s priority is to listen to their narrative, to learn from this and to look forward with a view of what is possible whilst walking alongside them. Janine’s facilitation is grounded in a personal and professional commitment to the principles of Te Tiriti o Waitangi and in working ‘with’ people as partners. She continually places the principles of Te Tiriti o Waitangi and New Zealand Curriculum front and centre in her kōrero with kura and schools. Janine uses sensitively provocative questions to encourage deep self-reflection and challenge current thinking with a view to design and implement a living and culturally inclusive local curriculum.</p>
Kaupapa Māori	<p>Janine embraces every opportunity to acknowledge and uphold tikanga Māori and to look for any opportunity to strengthen this understanding and grow her capability. She identifies with Pākehā kaupapa and Celtic ancestry with a strong sense of belonging to Aotearoa, New Zealand. Using restorative and relational practices, Janine endeavours to be culturally cognisant and respectful of everyone within her workspace, celebrating and upholding each person’s worldview, experience and knowledge.</p> <p>As a way of being, she uses appropriate Kaupapa Māori approaches and processes to safely and respectfully mihi herself into mana whenua space. She draws on Māori wisdom as her guide to respectfully align whakatauki, karakia and purpose with the people, the whenua and the mahi.</p> <p>Janine constantly seeks opportunities to strengthen and grow her personal and professional use of te reo Māori and understanding of te Ao Māori. Janine recently completed a Tikanga qualification – He Papa Tikanga Level 4, with Te Wānanga o Aotearoa.</p>
Critical Consciousness	<p>Janine is driven with a passion to challenge cultural bias and social injustice. This is evident in the way she supports the often marginalised voices in kura, school and community. She encourages change by supporting kura/schools and communities to notice, be curious about, and understand potential assumptions and biases they have, and which continue to have an impact on our education system. Through thoughtful provocations and questions, Janine encourages conversations that check assumptions and lead to a critical consciousness of potential inequity. She supports this process by using restorative practice approaches and relationship building frameworks. She engages regularly in reflective dialogue with others to recognise and honour her own critical consciousness.</p>

Whakawhāiti - *Inclusion*

Within all of her facilitation work, Janine prioritises the principle of whakawhāiti. She fosters this through;

- listening to narrative
- exploring connections to people, place and space
- enabling everyone to bring their sense of self, sense of identity and tūrangawaewae to the forefront
- encourage all voices to be shared, embraced and the richness celebrated

Janine's facilitation is founded on an appreciative affirmative stance of people and she acknowledges the importance of building relationships to surface and celebrate diversity, nurture trust and be inclusive of all.