

Ministry of Education competency area	Angeline McDonald - Induction Facilitator
<b>Te Tiriti o Waitangi</b>	<p>Angeline is of Māori descent, and sits comfortably and confidently in her space when facilitating workshops. She acknowledges that just like her, the participants bring with them their whakapapa, their unique whakaaro (thoughts) and pūkenga (skillset).</p> <ul style="list-style-type: none"> <li>• She knows that all participants have agency, voice and choice and the power to act, and she recognises and values diversity and enacts self-determination.</li> <li>• Angeline always extends invitations to mana whenua to attend workshops and she ensures that space is afforded to them to share within the kaupapa.</li> <li>• She acknowledges people's current perspectives and thinking about Te Tiriti o Waitangi and shares her view and role as a treaty partner by asking questions of them to prompt deeper thinking all the while maintaining the mana and integrity of all participants. This is paramount to Angeline.</li> <li>• Angeline confidently asserts her thinking into conversations regarding Te Tiriti o Waitangi and is happy to take the lead on challenging conversations.</li> <li>• Angeline is able to make clear connections to the NZ Curriculum, which highlights her understanding of Te Tiriti o Waitangi.</li> </ul>
<b>Kaupapa Māori</b>	<p>Angeline values, practices and celebrates te reo Māori, tikanga and kawa, appropriate to local contexts.</p> <ul style="list-style-type: none"> <li>• In her experience when working with fluent and proficient speakers of te reo Māori, she has shared that she is more proficient to deliver in te reo Pākehā but she is able to hear and understand what they are all sharing, both in spoken and written forms. Therefore, workshops are natural spaces where te reo Māori is used freely.</li> <li>• Whānau hui are an integral component of her mahi as part of the implementation for <i>Mana Potential</i> and <i>Restorative Practice</i>. Angeline believes it is important to have a seamless shared language and relationship between the kainga and kura.</li> <li>• When working in smaller communities, Angeline has had the opportunity to work collaboratively on marae, engaging and connecting to mana whenua. Most recent occasions have been in the Hokianga and Tokomaru Bay.</li> <li>• Angeline is a co-author of the <i>Mana Potential Framework</i> that is based on Kaupapa Māori approaches. Therefore, the concepts of mana and rangatiratanga permeate throughout my practice at all levels.</li> </ul>

	<ul style="list-style-type: none"> <li>• Angeline draws her thinking from an indigenous perspective and implements a Māori worldview in all of her facilitation practice.</li> </ul>
<p><b>Critical Consciousness</b></p>	<p>Angeline creates a safe space to facilitate and enables open and honest kōrero, particularly by using the concept of mana as guidance. She ensures all that is shared is mana enhancing for everyone present in the room.</p> <ul style="list-style-type: none"> <li>• Angeline asks thought provoking questions to promote greater and deeper understanding in order to disrupt and challenge their current thinking.</li> <li>• She regularly seeks guidance from her whānau and kaumatua to affirm her place, space and whakaaro as a mokopuna of Te Rarawa and Ngapuhi.</li> <li>• Angeline clearly articulates her knowledge and understanding of equity and equality and is able to encourage others to reflect on this.</li> </ul>
<p><b>Whakawhāiti - Inclusion</b></p>	<p>Angeline engages with key people prior to hosting workshops to build an awareness of her potential audience and the local community. Her workshops are then shaped and customised accordingly.</p> <ul style="list-style-type: none"> <li>• Diversity to Angeline is about empowering people by respecting and appreciating what makes them unique; their ethnicity, age, gender, religion, disability, socio-economic, etc. She is often working in large diverse communities in Auckland and in smaller rural communities where hapūtanga (Māori sub tribes) need also to be considered.</li> <li>• Angeline’s workshops are universally designed to ensure that all participants can “see themselves” in them. She co-constructs the planning with key people prior to delivery to ensure that diverse needs are well catered for and that my chosen activities are able to be accessed by all.</li> <li>• Angeline demonstrates effective engagement processes based on the principles of whanaungatanga, whakapapa and manaaki. Connections to and for people within groups is extremely important to her.</li> </ul>