Organisation Survey of Support for Te Reo Māori

Guide to usage

The following is a survey designed to identify where your organisation is at on its journey to support te reo Māori. This support is assessed against the five known (and proven) elements that support language revitalisation namely:

- Status – the position of te reo Māori within your organisation and the value accorded it
- Critical Awareness – the understanding within your organisation of the issues that encourage bilingual speakers to choose to speak te reo Māori
- Acquisition – how your organisation supports the learning of the language and improvement in proficiency
- Use – how your organisation creates opportunities for bilingual speakers to speak te reo Māori by association with meaningful relevant activities
- Corpus – the body of written and oral material that your organisation uses and creates

The survey is designed to support the Organisation Capability Maturity Model developed by Te Taura Whiri i te Reo Māori. Please identify which of the answers to the following statements best aligns to your organisation's **current status**. If there are any queries regarding this survey support is available (maherereo@tetaurawhiri.govt.nz).

Mana (Status) Our organisation has:

Documentation regarding the Treaty of Waitangi principles	No documented objective exists	Exist just as an idea, or Ad-hoc on-the-go	Documented Objective exists but not clear	Documented Objective exists but not communicated	Documented Objective exists, clear and socialised
Bilingual signage policy for facilities, departments/teams, job titles etc	No documented objective exists	Exist just as an idea, or Ad-hoc on-the-go	Documented Objective exists but not clear	Documented Objective exists but not communicated	Documented Objective exists, clear and socialised
Communication templates and standards for using reo in correspondence, such as greetings, opening & closing statements etc	No documented objective exists	Exist just as an idea, or Ad-hoc on-the-go	Documented Objective exists but not clear	Documented Objective exists but not communicated	Documented Objective exists, clear and socialised
External communications, such as corporate documents published in te reo (full or partial)	No documented objective exists	Exist just as an idea, or Ad-hoc on-the-go	Documented Objective exists but not clear	Documented Objective exists but not communicated	Documented Objective exists, clear and socialised

	No documented objective exists	Exist just as an idea, or Ad-hoc on-the-go	Documented Objective exists but not clear	Documented Objective exists but not communicated	Documented Objective exists, clear and socialised
An appropriate level of te reo Māori capability in all job descriptions	No documented objective exists	Exist just as an idea, or Ad-hoc on-the-go	Documented Objective exists but not clear	Documented Objective exists but not communicated	Documented Objective exists, clear and socialised
Internal policies for te reo Māori training	No documented objective exists	Exist just as an idea, or Ad-hoc on-the-go	Documented Objective exists but not clear	Documented Objective exists but not communicated	Documented Objective exists, clear and socialised

Mārama Pū (Critical Awareness) In our organisation:

	No documented objective exists	Exist just as an idea, or Ad-hoc on-the-go	Documented Objective exists but not clear	Documented Objective exists but not communicated	Documented Objective exists, clear and socialised
It is a job requirement for Senior Management and above to have a minimum level of te reo Māori capability	No documented objective exists	Exist just as an idea, or Ad-hoc on-the-go	Documented Objective exists but not clear	Documented Objective exists but not communicated	Documented Objective exists, clear and socialised
The Senior Leadership Team plays a key role in normalising te Reo Māori at work	No documented objective exists	Exist just as an idea, or Ad-hoc on-the-go	Documented Objective exists but not clear	Documented Objective exists but not communicated	Documented Objective exists, clear and socialised
Individual staff understand their role in normalising te Reo Māori at work	No documented objective exists	Exist just as an idea, or Ad-hoc on-the-go	Documented Objective exists but not clear	Documented Objective exists but not communicated	Documented Objective exists, clear and socialised
Managers proactively encourage staff to take up te reo Māori lessons	No documented objective exists	Exist just as an idea, or Ad-hoc on-the-go	Documented Objective exists but not clear	Documented Objective exists but not communicated	Documented Objective exists, clear and socialised
Individual performance development plans have targets for te reo Māori	No documented objective exists	Exist just as an idea, or Ad-hoc on-the-go	Documented Objective exists but not clear	Documented Objective exists but not communicated	Documented Objective exists, clear and socialised
We target services in response to client/stakeholder demographics and reo needs	No documented objective exists	Exist just as an idea, or Ad-hoc on-the-go	Documented Objective exists but not clear	Documented Objective exists but not communicated	Documented Objective exists, clear and socialised

Ako (Acquisition) Our organisation:

Systematically supports staff to learn te reo Māori ensuring they can maintain their lesson attendance	No documented objective exists	Exist just as an idea, or Ad-hoc on-the-go	Documented Objective exists but not clear	Documented Objective exists but not communicated	Documented Objective exists, clear and socialised
Systematically supports staff to prepare for Language Finder Exam (LFE) administered by Te Taura Whiri i te Reo Māori	No documented objective exists	Exist just as an idea, or Ad-hoc on-the-go	Documented Objective exists but not clear	Documented Objective exists but not communicated	Documented Objective exists, clear and socialised
Has established a tuakana-teina buddy system for te reo Māori learning	No documented objective exists	Exist just as an idea, or Ad-hoc on-the-go	Documented Objective exists but not clear	Documented Objective exists but not communicated	Documented Objective exists, clear and socialised
Has arranged support mechanisms for language and cultural mentoring	No documented objective exists	Exist just as an idea, or Ad-hoc on-the-go	Documented Objective exists but not clear	Documented Objective exists but not communicated	Documented Objective exists, clear and socialised
Has established regular reo lessons for staff during their work hours	No documented objective exists	Exist just as an idea, or Ad-hoc on-the-go	Documented Objective exists but not clear	Documented Objective exists but not communicated	Documented Objective exists, clear and socialised

Whakamahi (Use) In our organisation we:

Consistently use te reo Māori in official greetings and email correspondence	No training happens	Ad-hoc training happens based on specific request	Structured training materials are available but training happens only based on specific request	Training calendar is published and experts train stakeholders on process modelling topics based on training materials created	Training calendar, on demand training as well as online self-training materials available, established and communicated with stakeholders
Encourage more widespread use of te reo Māori beyond specific events	No training happens	Ad-hoc training happens based on specific request	Structured training materials are available but training happens only based on specific request	Training calendar is published and experts train stakeholders on process modelling topics based on training materials created	Training calendar, on demand training as well as online self-training materials available, established and communicated with stakeholders
Ensure everyone can give a mihi and pepeha	No training happens	Ad-hoc training happens based on specific request	Structured training materials are available but training happens	Training calendar is published and experts train stakeholders on	Training calendar, on demand training as well as online self-training

			only based on specific request	process modelling topics based on training materials created	materials available, established and communicated with stakeholders
Ensure everyone can give a karakia in an appropriate manner	No training happens	Ad-hoc training happens based on specific request	Structured training materials are available but training happens only based on specific request	Training calendar is published and experts train stakeholders on process modelling topics based on training materials created	Training calendar, on demand training as well as online self-training materials available, established and communicated with stakeholders
Ensure everyone can lead or support waiata in an appropriate manner	No training happens	Ad-hoc training happens based on specific request	Structured training materials are available but training happens only based on specific request	Training calendar is published and experts train stakeholders on process modelling topics based on training materials created	Training calendar, on demand training as well as online self-training materials available, established and communicated with stakeholders
Ensure everyone can greet people or start meetings in te reo Māori	No training happens	Ad-hoc training happens based on specific request	Structured training materials are available but training happens only based on specific request	Training calendar is published and experts train stakeholders on process modelling topics based on training materials created	Training calendar, on demand training as well as online self-training materials available, established and communicated with stakeholders

Puna kupu (Corpus) Our organisation also

Has developed resources (e.g. in-house booklets / intranet page) to support staff to deliver mihi, pepeha, waiata, karakia etc within a work context	No formalised materials/resources exist	Exist just as an idea, or Ad-hoc on-the-go	formalised materials/resources exists but not clear	formalised materials/resources exist but not communicated	formalised materials/resources exist, clear and socialised
Made dictionaries/books/word lists available for kupu Māori and whakataukī available for all staff members	No formalised materials/resources exist	Exist just as an idea, or Ad-hoc on-the-go	formalised materials/resources exists but not clear	formalised materials/resources exist but not communicated	formalised materials/resources exist, clear and socialised

Established an on-call translator for timely responses	No formalised materials/resources exist	Exist just as an idea, or Ad-hoc on-the-go	formalised materials/resources exists but not clear	formalised materials/resources exist but not communicated	formalised materials/resources exist, clear and socialised
Established full time translator position(s)	No formalised materials/resources exist	Exist just as an idea, or Ad-hoc on-the-go	formalised materials/resources exists but not clear	formalised materials/resources exist but not communicated	formalised materials/resources exist, clear and socialised

General Question

How can te reo Māori enhance the business of the organisation?

What can the organisation do to make te reo more visible and/or audible to your clients and the New Zealand Public?

How can your organisation help increase the ability and confidence of New Zealanders to choose to speak more te reo Māori?

What can the organisation do to increase the number of Māori aged 15 and over that use te reo Māori at least as much as English?