

Te Poipoi Kaiako | Mentor support programme

Programme outline Tirohanga whānui

**Supporting mentors and provisional teachers in Aotearoa New Zealand
Te taunaki i ngā Pou Tautoko me ngā kaiako tārewa i Aotearoa**

EDITION 4 – July 2026



In partnership with



Programme outline

Tirohanga whānui

Te Poipoi Kaiako | Mentor support programme is designed for teachers and kaiako in all settings, from early years to senior secondary schools and kura. It is fully funded by the Ministry of Education.

The programme offers a nationally consistent framework and resources that complement participants' professional growth cycle, including:



self-directed e-learning modules



webinars and regional workshops



written guidance and workbooks containing organisers and templates



1:1 support for Pou Tautoko and mentor teachers

There are two complementary strands:

For Mentors

Mentor teachers and Pou Tautoko

Te Poipoi Kaiako helps you to develop the skills and knowledge you need to successfully support provisional teachers (PTs) achieve full certification with the Teaching Council of Aotearoa New Zealand. These skills, strategies, and approaches to mentoring and coaching can be used throughout your career.

For Mentees

Pia, provisional teachers, and overseas trained teachers

Te Poipoi Kaiako supports you to build your teaching practice and navigate the process of achieving full certification with the Teaching Council of Aotearoa New Zealand by applying *Our Code Our Standards* | *Ngā Tikanga Matatika, Ngā Paerewa* (OCOS) to your teaching practice.

Join Te Poipoi Kaiako | Mentor support programme

Please simply fill in the form on our webpage to receive email updates on what is on offer:

[Express your interest >](#)

- core-ed.org/mentor-support

Access programme resources

The Education Learning Management System is the main gateway into bespoke, self-directed resources designed to support your journey through Te Poipoi Kaiako: e-learning modules, guidance, workbooks, workshop slides, and facilitation notes.

Use your Education Sector Logon to access the programme resources:

[Education Learning Management System >](#)

- training.education.govt.nz

Register for webinars and workshops

Please visit our webpage to register and take part in our upcoming webinars and workshops:

[Register for webinars >](#)

[Register for workshops >](#)

Programme components | Ngā wāhanga o te hōtaka

Self-directed e-learning modules

Modules cover topics and activities designed for both mentors and Pou Tautoko, as well as provisional teachers and Pia. They include videos, prompts, examples, and inquiry topics that support your learning and offer insight.

Webinars

In each of terms 2 and 4 of 2026 there will be 2 webinars for mentors and Pou Tautoko. Each webinar focuses on a specific mentoring topic. Participants have an opportunity to share concerns, challenges, suggestions, and ideas with their peers and programme facilitators.

Regional workshops

Our full-day workshops are designed to bring mentors and mentees together in a shared learning space. By learning alongside one another, participants develop a common language, shared understandings, and clarity about expectations. This collective approach strengthens professional relationships and ensures that both parties are working towards the same goals.

The workshops focus on key kaupapa that support the journey toward full registration and are closely aligned with the Standards for the Teaching Profession. Together, mentors and mentees explore what the Standards look like in practice, unpack evidence requirements, and build confidence in gathering and reflecting on professional growth.

During the day, there is also dedicated time for separate, targeted learning. Mentors engage in focused sessions to refine their mentoring practice, strengthen coaching skills, and deepen their understanding of effective professional conversations. At the same time, mentees participate in workshops that extend their understanding of professional practice, expectations for registration, and strategies for demonstrating impact in their teaching. This balanced structure ensures that both mentors and mentees are supported in ways that are purposeful, practical, and aligned to their roles.

There is no charge for kaiako and teachers to attend the workshops.

Refreshments, morning tea and lunch are provided. Travel and release costs are not funded.

The workshops are facilitated in English and te reo Māori and respond to the needs and concerns of attendees.

After each workshop, workshop slides and facilitation notes are available for you to adapt and use in your setting, whether or not you attended the workshop.

Online workshops

If you need to travel more than 2 hrs to attend a face to face workshop, you may prefer to enrol in an online workshop instead. The online workshops cover similar topics to the face-to-face workshops but are tailored for online delivery.



Guidance and workbooks

There are two guidance resources and workbooks: for mentors and Pou Tautoko, the other for mentees and Pia. The workbooks include templates, tables, questions, and prompts to organise important information, record evidence, and keep track of your discussions and actions. You can either print the workbook and use it as a hardcopy reference, or create an electronic copy using the suggested format.

The guidance resources cover the following kaupapa:



Whanaungatanga | Building relationships



Te mahi Pou Tautoko | Being a mentor



Te mōhio ki ngā ākonga kanorau | Understanding diverse learners



Te mōhio ki te hanga marau | Understanding curriculum design



Te waiora | Wellbeing



Ngā tauira me ngā rauemi | Models and resources



**Te tautoko i te PT i te OTT rānei ki te tono rēhitatanga
Supporting PT or OTT to apply for certification**

Each kaupapa includes background notes, strategies, tools, and techniques that contribute to meaningful professional learning and development.

1:1 support for Pou Tautoko and mentor teachers

Pou Tautoko and mentor teachers participating in Te Poipoi Kaiako | Mentor support programme are welcome to contact us at mentor.support@core-ed.ac.nz with requests for light-touch, 1:1 remote support with a facilitator.

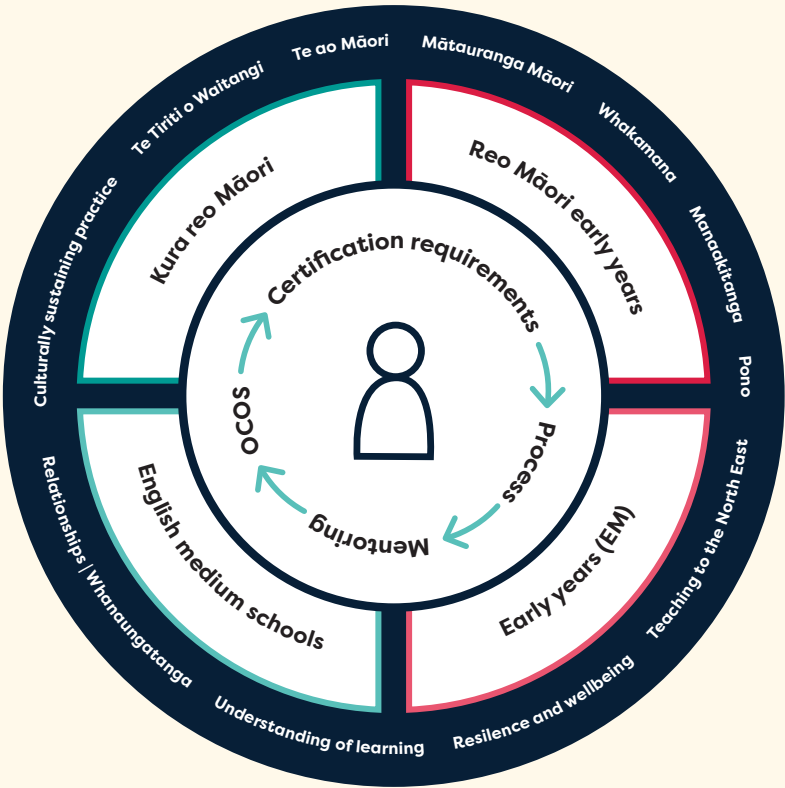
Please note we can only provide support for Pou Tautoko or mentor teachers. If you have a support request (other than questions about the programme itself) as a provisional teacher, Pia, overseas trained teacher, you should liaise with your Pou Tautoko, mentor teacher, setting management, or an appropriate agency.



Anga Pou Tautoko | Mentoring programme framework

Te Poipoi Kaiako is based on a framework incorporating the essential features of quality teaching in Aotearoa New Zealand which dovetails into your ongoing **Professional Growth Cycle**.

Figure 1: Mentoring programme framework



Programme pathway for Mentors and Pou Tautoko

Ngā pātai / Questions	Kei whea? / Where	
1. Certification and registration How do I support my mentee to understand the requirements for certification and registration?	→ Guidance for Mentors and Pou Tautoko: - Te Tono rēhitatanga tūturu Supporting applications for full practicing certification - Achieving Tiwhikete Whakaakoranga Tūturu Full Practising Certificate Mentor module: Understanding registration and certification. Mentee module: Understanding registration and certification Guidance for Mentees and Pia: Te whai tiwhikete Navigating certification Mentee workbook: - Roles, responsibilities, orientation, and induction - Modules, workshops, webinars and other PLD	      
2. Effective mentoring How do I know if I am being effective as a mentor?	→ Mentor module: - Being an effective mentor in early childhood settings - Being an effective mentor in kura reo Māori - Being an effective mentor in school settings Guidance for Mentors and Pou Tautoko: - Te mahi Pou Tautoko Being a mentor - Ngā tauira me ngā rauemi Models and resources Mentor workbook: Section 1: Being a Pou Tautoko or mentor	     
3. Effective mentoring Is there a list of the qualities of an effective mentor?	→ Guidance for Mentors and Pou Tautoko: Te mahi Pou Tautoko Being a mentor Mentor workbook: Section 3: Roles, responsibilities, orientation, and induction	 

4. Important conversations

How do I have important conversations with my mentor or mentee?

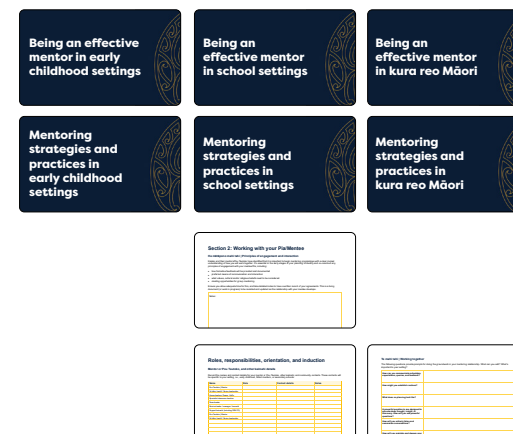
→ Mentor module:

- Being an effective mentor in early childhood settings
- Being an effective mentor in kura reo Māori
- Being an effective mentor in school settings
- Mentoring strategies & practices in early childhood settings
- Mentoring strategies & practices in kura reo Māori
- Mentoring strategies & practices in school settings

Mentor workbook: Section 2: Working with your Pia or mentee

Mentee workbook:

- Roles, responsibilities, orientation, and induction
- Working together



5. Sector-specific mentoring support

Where can I find sector-specific support as a mentor?

→ Mentor module:

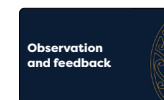
- Being an effective mentor in early childhood settings
- Being an effective mentor in kura reo Māori
- Being an effective mentor in school settings



6. Classroom observation and feedback

What makes an effective classroom observation and feedback?

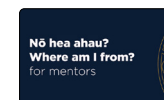
→ Mentor module: Observation and feedback



7. Effective mentoring

How do I explore who I am, what I bring to teaching and how this shapes me as a mentor?

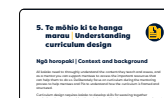
→ Mentors module: Nō hea ahau? Where am I from?



8. Learning design

Where can I get support for designing learning for my mentee?

→ Guidance for Mentors and Pou Tautoko: Te mōhio ki te hanga marau | Designing learning experiences

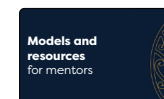


9. Cultural competence
What **models and resources** can I access to support how I speak with my **mentee** and develop their **cultural competence**?

→ **Mentor module:** Models and resources

Guidance for Mentees and Pia:

- Mātauranga Māori me te ako | Māori knowledge and reciprocal learning: Understanding Te Tiriti o Waitangi and cultural competency
- Ngā tauira me ngā rauemi | Models and resources



10. Cultural competence
What **models and resources** can I access to support how I speak with my mentee and develop their **cultural competence in kura reo Māori**?

→ **Mentor module:** Models and resources in kura reo Māori



11. Cultural competence
What **models and resources** can I access to support how I speak with my mentee and develop their **cultural competence in early years setting**?

→ **Mentor module:** Using models and resources in early learning settings



12. Overseas trained teacher
My mentee is an **OTT**. How can I best **support** them?

→ **Mentor module:**

- Teaching in New Zealand schools as an OTT
- Teaching in New Zealand early childhood settings as an OTT



13. Mentee diverse learners
I want to **support** my mentee with **pedagogy for diverse learners**. Where can I find support?

→ **Mentor module:** Understanding diverse learners

Guidance for Mentors and Pou Tautoko: Te mōhio ki ngā ākonga kanorau | Understanding diverse learners



14. Cultural competence
How can I support my mentee to develop her cultural competency?

- **Guidance for Mentors and Pou Tautoko:**
- Mātauranga Māori me te ako | Māori knowledge and reciprocal learning: Understanding Te Tiriti o Waitangi and cultural competency

Guidance for Mentees and Pia: Ngā tauira me ngā rauemi | Models and resources



15. Wellbeing
How can I support my mentee with their wellbeing?

- **Guidance for Mentors and Pou Tautoko:** Te waiora | Wellbeing
- Guidance for Mentees and Pia:** Te waiora | Wellbeing



16. Strong mentoring relationship
How do I build a stronger relationship with my mentee and help them build a relationship with others in our community?

- **Guidance for Mentors and Pou Tautoko:**
- Whanaungatanga | Building relationships:
 - Whanaungatanga - engaging in positive and collaborative relationships with our learners, their families and whānau, our colleagues and the wider community
 - Ngā rautaki me ngā taputapu | Strategies and tools

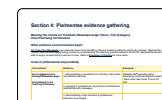


17. Certification and registration
What does quality curated evidence for certification look like?

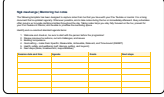
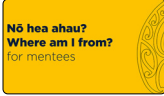
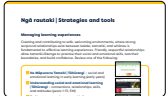
- **The Teaching Council:**
- Examples of Naturally Occurring Evidence
 - Professional Growth Cycle for Teachers: Quality Practice Statements
 - Quality Practice Template

Mentor workbook:

- Section 4: Pia and mentee evidence gathering
- Section 5: Mentor record keeping
- Section 6: Summary checklist



Programme pathway for Mentees and Pia

Ngā pātai / Questions	Kei whea? / Where
1. Certification and registration Where do I find what I need for certification and registration ?	→ Mentee Module: Understanding registration and certification Guidance for Mentees and Pia: Tono rēhitatanga Applying for certification  
2. Mentee expectations What is expected of me as a mentee ?	→ Guidance for Mentees and Pia: Te mahi Pia Being a mentee Mentee Workbook: - Working with your Pou Tautoko or mentor - Principles of engagement and interaction - Mentoring hui notes   
3. Mentee whakapapa How do I explore who I am, what I bring to teaching and how this shapes me as a kaiako?	→ Mentee module: Nō hea ahau? Where am I from? 
4. Mentee wellbeing Where can I get suggestions for supporting my wellbeing ?	→ Mentee module: Te waiora – Wellbeing - Supporting mentees with their wellbeing Guidance for Mentees and Pia: Te waiora Wellbeing  
5. Ākonga relationships How can I build strong relationships with my ākonga ?	→ Guidance for Mentees and Pia: - Whanaungatanga Building relationships - Te mōhio ki ngā ākonga kanorau Understanding diverse learners: Ngā rautaki me ngā taputapu Strategies and tools  
6. Mentee learning design Where can I get support for designing learning ?	→ Mentee module: Supporting mentees to design learning in early learning settings Guidance book for mentees: Te mōhio ki te hanga marau Understanding curriculum design  

7. Mentee learning design
Where can I get support for designing learning in kura reo Māori?

→ **Mentee module:** Te tautāwhi i te Pia ki te hanga wheako ki ngā kura reo Māori



8. Cultural competence
What models and resources can I access to support the development of my cultural competence?

→ **Guidance for Mentees and Pia:**

- Mātauranga Māori me te ako | Māori knowledge and reciprocal learning
- Ngā tauira me ngā rauemi | Models and resources

Mentee module: Understanding Te Tiriti o Waitangi and cultural competency



9. Diverse learners
Where can I get support for supporting diverse learners?

→ **Mentee module:** Understanding diverse learners

Guidance for Mentees and Pia: Te mōhio ki ngā ākonga kanorau | Understanding diverse learners



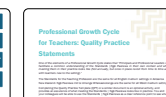
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What does quality curated evidence for certification look like?

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- Examples of Naturally Occurring Evidence
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- Quality Practice Template

Mentee workbook:

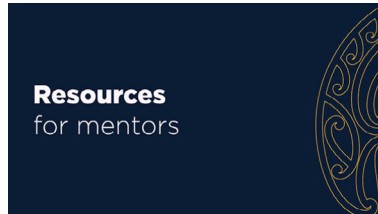
- Roles, responsibilities, orientation, and induction
- Record keeping
- Standards for the teaching profession
- Summary checklist for full certification



Self-directed resources for Mentors and Pou Tautoko

	All sectors	Early Childhood	Schools	Kura reo Māori
eLearning modules	Nō hea ahau? Where am I from? for mentors	Being an effective mentor in early childhood settings	Being an effective mentor in school settings	Being an effective mentor in kura reo Māori
	Understanding registration and certification for mentors	Using models and resources in early childhood settings	Supporting mentees to design effective learning experiences in school settings	Te tautāwhi i te Pia ki te hanga wheako ki ngā kura reo Māori
	Supporting mentees with their wellbeing for mentors	Supporting mentees to design learning in early childhood settings	Strategies, practices, and resources in school settings	Supporting Pia to design learning experiences in kura reo Māori
	Supporting OTTs with teaching in NZ for mentors	Mentoring strategies and practices in early childhood settings	Mentoring strategies and practices in school settings	Using models and resources in kura reo Māori
				Mentoring strategies and practices in kura reo Māori

Accompanying resources



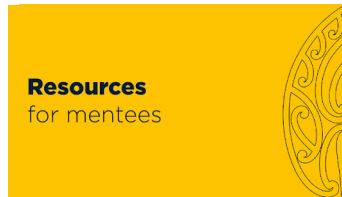
Contains:

- › **Programme outline** – overview and FAQs
- › **Workbook** – a downloadable organiser with templates to help you record evidence and keep track of important information, discussions, and activities
- › **Guidance** – information, tools, techniques, and strategies to contribute to your professional learning and development. Includes a glossary of terms, kupu Māori, and education acronyms.
- › **Slides and Facilitation notes** – after each workshop, we will make the workshop slides and facilitation notes available for you to adapt and use in your setting

Self-directed resources for Provisional Teachers and Pia

	All sectors	Early Childhood	Schools	Kura reo Māori
eLearning modules	Nō hea ahau? Where am I from? for mentees	Teaching in New Zealand early childhood settings as an Overseas Trained Teacher COMING SOON	Designing effective learning experiences in school settings	Te mōhio ki te hanga wheako ki ngā kura reo Māori
	Te waiora - Wellbeing for mentees		Teaching in New Zealand schools as an Overseas Trained Teacher COMING SOON	Designing learning experiences in kura reo Māori
	Understanding registration and certification for mentees			
	Understanding diverse learners for mentees COMING SOON			

Accompanying resources



Contains:

- › **Programme outline** – overview and FAQs
- › **Workbook** – a downloadable organiser with templates to help you record evidence and keep track of important information, discussions, and activities
- › **Guidance** – information, tools, techniques, and strategies to contribute to your professional learning and development. Includes a glossary of terms, kupu Māori, and education acronyms.
- › **Slides and Facilitation notes** – after each workshop, we will make the workshop slides and facilitation notes available for you to adapt and use in your setting

Frequently asked questions | Pātai auau

Q. Who is Te Poipoi Kaiako | Mentor support programme for?

Mentor teachers and Pou Tautoko, PTs, OTTs and Pia in kura, schools or early years settings across the motu.

There are two strands designed for kura, schools, and early years settings across the motu:

- › Mentors and Pou Tautoko
- › Mentees and Pia – provisional teachers and overseas trained teachers

Q. Does the programme align with Teaching Council | Matatū Aotearoa certification requirements?

Yes. The programme is designed to support provisionally certified kaiako to become fully certified by meeting the expectations laid out in **Our Code Our Standards (OCOS)**. Engaging in a two-year induction and mentoring programme is required to deliver teaching excellence for all tamariki and rangatahi in Aotearoa New Zealand.

Q. What does the programme include?

- › Guidance resources and workbooks
- › Self-directed e-learning modules which can be completed at any time
- › Facilitated webinars
- › Workshops in each of the twelve regions
- › Online workshops
- › One-to-one support for Pou Tautoko and mentor teachers, as required
- › Resources can be used to meet the professional development needs of mentors, Pou Tautoko, mentees, and Pia. They can also be used to complement other resources or courses – nothing is compulsory.

Q. How much does the programme cost?

The programme is fully funded by the Ministry of Education for all participants in state-funded and integrated settings.

Q. Can I seek funding for travel and resource costs?

No. These costs must be met by your setting.

Q. How will this programme benefit me as a new graduate?

Te Poipoi Kaiako | Mentor support programme will help you navigate the registration process, develop plans, set goals, and achieve your PLD objectives. The programme will assist and challenge you to become a fully certified teacher in Aotearoa New Zealand.

Q. Is this programme compulsory for mentors and mentees?

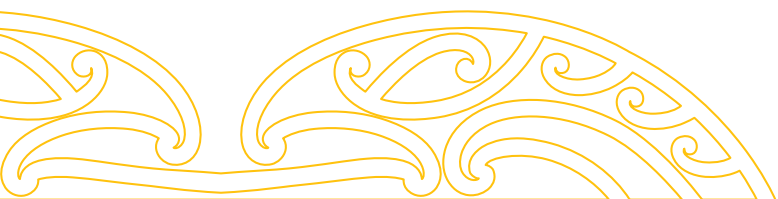
No. It is designed to offer best-practice mentoring that meets **OCOS** expectations. You can engage with the whole programme or select elements that are useful and relevant in your setting.

Q. Is the programme flexible or do I need to complete all parts of it?

The programme is flexible. You can complete parts of it that are most suitable and relevant to you. Or, you can complete all of it.

Q. Who should I contact for support?

mentor.support@core-ed.ac.nz





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**Te Tāhuhu o
te Mātauranga**
Ministry of Education