



The Incredible Years

Ngā Tau Mīharo Hui

Held at Te Manukanuka o Hoturoa Marae, Auckland

May 2012



*Parapara waerea a ururua,
Kia tupu whakaritorito te tupu o te harakeke
Clear away the overgrowth,
So that the flax will put forth many young shoots*

The Werry Centre held their fifth Incredible Years Parent programme hui for Māori group leaders at Te Manukanuka o Hoturoa Marae, Mangere, on 15th and 16th May 2012.

The hui provided opportunities for Māori group leaders to:

- network and reconnect with other group leaders
- share their experiences of delivering to Māori whānau
- consider the ways in which they weave together concepts and skills from Te Ao Māori and from Incredible Years
- reflect on the progress so far with the new resources developed for Māori
- consider their hopes and recommendations for the future of Ngā Tau Mīharo o Aotearoa

The following report provides an outline of the kōrero and presentations which occurred over the two days. Suggestions and recommendations for future development in Incredible Years Parent programmes are also outlined.

BACKGROUND

Over the past five years, Māori group leaders have had opportunities to consider The Incredible Years parent programme and how well it might fit for Māori whānau. Initial positive evaluations (Altena and Herewini 2005) and subsequent outcome data (Ministry of Education) has provided the impetus to continue this journey. Increasingly, the willingness of Māori group leaders to share their experiences of delivering successfully to Māori whānau has led to an acknowledgement of the ways in which the programme can be enhanced to ensure the needs of Māori tamariki and whānau are met. This acknowledgement has led to exciting new developments within the last 12 months.

Since the last hui in April 2011, The Werry Centre has made significant progress in developments for Māori. These developments have been in direct response to recommendations at previous hui and include the following –

- the development of a set of Māori resources for distribution to those working with Māori whānau
- the creation of The Incredible Years Māori Reference Group to oversee the development of these resources
- provision of further Māori cultural leaders hui in 2012 with a focus on skills development integrating Māori perspectives
- incorporation of a Consultation Day (requirement of Accreditation) as a part of the Māori Cultural Hui for 2012
- provision of additional choice in Accreditation assessments by offering “live” peer coach sessions and Accreditation reviews

- provision of two practice based hui (in Paihia and Rotorua) for Māori IY group leaders which explored the cultural fit of the programme for Māori
- development of a workbook for group leaders, *He Whiria, He Whatu*, to support skill development and self reflection during the Accreditation process

NGA TAU MIHARO HUI 2012

The format for this year's hui was designed specifically in response to recommendations at previous hui, allowing for inclusion of a consultation process for Accreditees, a focus on skills-based workshops and encouraging a sense of ownership of the overall process. It is hoped that in doing so, The Werry Centre continues to progress toward the overall goal of "Māori providing their own training and supervision needs for Māori".

This years hui was opened with a pōwhiri led by Kaumatua Rāwiri Wharemate (Werry Centre), followed by the whakawhānaungatanga process to welcome our 38 participants from around New Zealand

Day One:

WERRY CENTRE PRESENTATION

Tania Anstiss (Werry Centre Practice Advisor) presented an overview of Ngā Tau Mīharo ō Aotearoa, providing an update on progress over the past year. Highlights have been the positive feedback from both Māori and non-Māori facilitators regarding the value of the new resources, in addition to the strong endorsement by Carolyn Webster-Stratton for these programme enhancements. These resources were launched at the inaugural Incredible Years Conference in February and included an IY pyramid poster, a DVD, a brochure for group leaders. Subsequent to this initial launch, the Accreditation booklet for Māori Accreditees, *He Whiria, He Whatu*, has also been produced.

Tania outlined the next phase of programme enhancements including –

- a bilingual pyramid poster (Te Reo and English version of pyramid on flip sides)
- a three dimensional (foldable) bilingual pyramid (initially a scoping project)
- a compilation of online resources for group facilitators to download
- commencing the new Māori Accreditation pathway incorporating *He Whiria, He Whatu* workbook for Accreditees

MINISTRY OF EDUCATION PRESENTATION

An overview of Lesley Dunn's (2011) research evaluation of retention rates for Māori and non-Māori in Incredible Years was presented by Iwi Te Whau, Raewyn Hitaua and Muff Royal from Ministry of Education. This evaluation included interviews of Māori and non-Māori whānau, both with those who completed the programme and those who did not complete. Iwi, Muff and Raewyn were interviewers within their respective regions and the feedback they obtained provided invaluable insights into the experiences of whānau attending Incredible Years. Of particular interest was feedback from whānau regarding some of the reasons why they did not complete the programme. Some of the key findings for Māori highlighted barriers such as transport costs, ambivalence about the buddy system and the use of non-Māori facilitators. Hui participants agreed that further planned evaluations were needed to explore these issues more fully.

WORKSHOP: MAXIMISING THE BENEFITS OF INCREDIBLE YEARS

Matua Rawiri highlighted the importance of ensuring that the quality of our group delivery to whānau is maximised by –

- preparation of wairua
- planning and preparation between co-facilitators
- ensuring cultural safety
- focusing on our Incredible Years skills, passion and belief in whānau

Participants were divided into small groups to provide an opportunity to discuss ways in which they address these aspects to maximise benefits for whānau. The themes and ideas are summarised below -

Personal preparation of Wairua (*“getting your own house in order so you can help others”*)

- mental preparation such as karakia prior to the group
- ngā atua – ground water – clearance, or meditation
- āhurutanga – creating a safe space
- self-awareness – clear wairua, know ourselves, your wairua will guide you
- develop good relationships with co-facilitator and plan together
- kaitautoko
- ko te mahi whakarite – karakia and wai
- go to the wai – Madonna falls.
- karakia whare – go back and give it to our Tūpuna
- karakia himene waiata before we start work
- karakia whakamutanga
- karakia mo te whānau – for the week
- māngai – talk to my whānau

- consider what is your calling?, identify your passion.
- “walk the talk”
- be tolerant of diversity.
- believe in Incredible Years, open ourselves for learning, we are not the “experts”
- te whare tapa whā – striving for progress not perfection.
make it safe for parents to share
- step back, to look forward – enjoy it – the essence
- HAVE FUN! Include humour, kindness

Group Leaders preparing and planning together

- know yourself and each other – communicate and be collaborative!
- know your group – kōrero beforehand
- know the kaupapa
- celebrate the “healing moments” and parents’ insights

Ensuring cultural safety

- ensure the group is a safe space – āhurutanga
- protection – karakia
- utilise resources – Kaumatua/Kuia
- whakakahangia
- be prepared for the group and in your self
- pre-visits – get to know whānau
- manaakitanga
- whakakoha – rangatiratanga
- clarify rules/tikanga/kawa
- engagement and whakawhānaunga
- assured confidentiality and rights
- include waiata, karakia, whakatauki
- role clarification and boundaries
- good planning preparation/timeframes
- pūtea
- risk management
- he wahine ko te kai
- take a Koro – first session
- set ground rules and clarify agenda
- honour and respect each other

Participants were treated at the end of the first day to a stunning kapahaka performance from the local kura kaupapa (Mangere East).



Day Two:

Concurrent workshop streams were planned for Day two, with participants being offered a choice of participating in the Consultation Process or attending the Group Leader Skills Workshop. Due to the high level of interest in participating in both workshops, these were combined to allow maximum involvement of all participants.

CONSULTATION PROCESS

Facilitated by Tania Anstiss, Incredible Years Mentor, The Werry Centre

Two group leaders presented segments of their filmed parent group sessions to the group for peer review. This review process is a compulsory requirement of Accreditation and this hui provided the first opportunity for this process to occur within a kaupapa Māori context. These presentations stimulated much kōrero around ways to incorporate Māori concepts within parent group sessions, and acknowledgement of the skills and strengths demonstrated by these group leaders in their delivery.

GROUP LEADERS WORKSHOP

Facilitated by Marina Pouesi (Parent Group Leader, T-Taha Mobile Parenting) and Jackie West (Parent Group leader, Ministry of Education).

Marina Pouesi and Jackie West facilitated a whānaungatanga exercise based on the Te Whare Tapa Whā model, focused on self-identity and valuing the skills you have. Participants enjoyed the opportunity to share in small groups and to reflect on the strengths and skills they bring to their Incredible Years mahi.

VISIONS FOR THE FUTURE

The two days were brought to a close with a kōrero around participants' hopes and visions for Ngā Tau Mīharo o Aotearoa –

- advocate for facilitation of IY within organisations to be prioritised as a core evidence-based intervention to avoid the competing demands from casework
- recommend to decision-makers that cultural competency in both Māori and non-Māori group leaders becomes a compulsory requirement
- recommend to decision makers that IY become compulsory to education curriculum
- consider how IY can be integrated into Whānau Ora
- advocate for IY to become an ongoing intergenerational legacy for whānau rather than yet another programme which is discontinued
- discussion occurred in relation to the number of Māori whānau attending groups facilitated by non-Māori. The importance of ensuring that we are providing opportunities for non-Māori facilitators to have exposure to the cultural elements and experiences available to Māori were highlighted. This issue was also raised in the context of requests from non-Māori to attend these annual hui. The significance of these experiences would be to increase the cultural safety for Māori whānau attending their parent groups. It was agreed that while this is an important issue for future development, the most immediate priority should be given to growing a strong cohort of Māori accredited group leaders who can then support other Māori.

SUMMARY OF 2012 HUI

PROGRAMME ENHANCEMENTS FOR MĀORI

Hui participants indicated strong support for the enhancements developed so far and those planned for the near future. These were considered to be valuable resources for all group leaders, both Māori and non-Māori. The DVD was viewed as a useful tool for both recruiting and engaging whānau in the programme.

ACCREDITATION FOR MĀORI

The Werry Centre presentation of the new Māori Accreditation pathway was well received. Some participants had queries regarding *He Whiria, He Whatu* and whether this was increasing the workload for Māori working towards Accreditation. It was helpful for participants to receive clarification around the value and purpose of this booklet (a tool to facilitate and support the self-reflection process in weaving together Te Ao Māori with IY skills), including reassurance that it is not an additional requirement of Accreditation. This clarification, in addition to the modelling of the consultation process, helped demystify the Accreditation process and encouraged many participants to consider embarking on this journey. It is hoped that over time this pathway will enhance levels of Māori Accreditation by –

- explicitly acknowledging and valuing cultural knowledge in the Accreditation process,
- reducing barriers to Accreditation for Māori,
- increasing overall levels of interest in Accreditation
- increasing the likelihood of successful completion of Accreditation.

CONSULTATION PROCESS

The feedback provided to the group leaders during the consultation process, and the discussion which followed amongst all participants, was viewed as useful and inspiring. Feedback from the presenters suggested they found this a positive, although challenging, learning experience. For those involved in the peer review (but not presenting) the experience provided clarity around the consultation process and motivated many to consider Accreditation for the first time. The opportunity to experience this process in a marae setting was highly valued by participants. The recommendation was that this opportunity be repeated in future hui.

HUI PARTICIPANTS' RECOMMENDATIONS FOR THE FUTURE

- Continue to develop IY resources for Māori, including the 3D pyramid and bilingual poster
- To continue to work in liaison with Carolyn Webster-Stratton towards culturally appropriate NZ-based vignettes
- Continue to provide annual IY hui with inclusion of opportunities to present DVDs for those working towards Accreditation
- Promote and encourage the new Accreditation pathway for Māori and consider compulsory cultural component for non Māori
- To continue to drive for improved outcomes for Māori whānau through the quality and culturally appropriate delivery of IY
- Continue to actively support increased levels of Accreditation in Māori

SOME HIGHLIGHTS FROM PARTICIPANTS' FEEDBACK

- *"The entire hui has been the best I have ever attended. The content has been relevant to where I am as a facilitator."*
- *"... Being with our Māori whānau has helped me and strengthened me (I didn't know what gifts I had)."*
- *"I really enjoyed the Kaumatua kōrero re Kaitiakitanga as Tangata Whenua – to be 'Teachable as a facilitator' 'Change from within'."*
- *"I enjoyed the workshop – that asked the Pātai – where to for IY in the future. Important to have a shared vision – and dream for sustainability."*
- *"Love the way the cultural aspects were woven together. "*
- *"This is the best forum and environment for Group Leaders (Māori), as it allows us to learn and grow together as leaders and more importantly as Māori. This allows us to share and tautoko one another without any restrictions/barriers – and it feels safe!"*
- *"I felt encouraged in terms of my 'Māoriness'. Love the resources."*

FUTURE WERRY CENTRE DEVELOPMENTS

In response to discussions and recommendations from this hui, The Werry Centre plans to:

- Provide another Māori group leaders hui in 2013, incorporating a focus on skills development integrating Māori perspectives
- Provide another marae-based Consultation Day for Māori Accreditees in 2013
- Proceed with offering the Māori Accreditation Pathway commencing in June 2012. This pathway will mean that Māori group leaders can work towards their Accreditation alongside a cohort of other Māori group leaders in a culturally safe and validating environment. This pathway will incorporate –
 - a two-day Accreditation workshop supporting Māori Accreditees to develop their core Accreditation competencies within a culturally safe environment
 - a focus on supporting Accreditees to consider ways they can weave together these IY skills with tikanga in their group delivery. This is explicitly encouraged and facilitated through the use of the Accreditation booklet, *He Whiria, He Whatu*
 - a follow-up Accreditation workshop to continue the learning from workshop one
 - maintenance of cultural safety with the support of Werry centre Kaumatua and experienced accredited Māori parent group leaders
 - a marae-based Consultation Day
 - allocation of Peer Coaches to Māori Accreditees for follow-up supervision
 - mentor reviews of group leaders DVDs (an Accreditation requirement) which can include as needed (by arrangement) a Māori translator for sessions filmed in te reo, and live in-session reviews
 - attendance at annual Incredible Years hui

- In the spirit of inclusiveness of all Māori, and in response to the strong interest expressed by hui participants, The Werry Centre plans to explore ways to support Māori group leaders from across all sectors to participate in the Māori Accreditation Pathway. Numbers accepted into this pathway may need to be restricted due to limited Mentor availability.
- An evaluation of the new pathway is planned to begin in late 2012 in order to assess its effectiveness in meeting cultural and fidelity needs.
- An evaluation of the uptake and impact of the Māori resources (DVD, poster, brochure) is planned for 2012/13.
- It is anticipated that these evaluations will inform the inclusion of cultural aspects into the three-day basic training in the future. This will be in consultation with Incredible Years in Seattle to ensure that this does not detract from programme fidelity.
- The Werry Centre will continue to consult with cultural leaders and The Incredible Years Māori Reference Group to look at ways of assessing cultural competency. Ongoing development is envisaged in this area to ensure cultural needs are included in all future planning.
- As has been emphasised in previous hui reports, The Werry Centre remains committed to the long term goal of supporting Māori to ultimately provide their own supervision and training needs. We are continuing to work on building a “critical mass” of accredited Māori group leaders in order to bring this goal to fruition.

ACKNOWLEDGEMENTS

Thank you to all those who participated in this hui. The open and honest sharing of your experiences, and your clear commitment to ensuring the needs of whānau are met is an inspiration. Special thanks to Marina Pouesi and Jackie West for their workshop facilitation, and to both Lisa Herewini and Brad Rapira for their willingness to bravely share their mahi in front of the group. These presentations provided rich learning for us all. A warm thank you to Matua Rawiri for his guidance, wisdom and passion which as always, enriched our experiences throughout the two days. Thank you to everyone in The Werry Centre Incredible Years Parenting Team - Tania Anstiss (Incredible Years Practice Advisor), Janice Beazley (Māori Cultural Advisor), Anita Winn-Robertson (Parenting Team Administration Support) and Pauline Proud (Portfolio Manager, Parenting Team) – your input was invaluable in ensuring the success of this hui. Thank you also to the Principal and rangatahi from Māngere East Kura Kaupapa who organised such wonderful entertainment for us on the first day.

He aha te mea nui o te a o? He tangata, he tangata, he tangata

What is the most important thing? It is people, people, people.