



E Tū Tāngata Theory of Change: Education Sector

Antecedent Condition

In Aotearoa New Zealand we have a culture of criticism socially known as Tall Poppy Syndrome. In addition, large national data sets have documented alarming rates of mental health challenges and high rates of bullying in schools. E Tū Tāngata is a social change initiative attempting to address these challenges at a cultural level by promoting the inherent value of every individual, success through collaboration, and compassion, rather than fear or mistrust, for those outside of one's in-group.

Partner Profile

Schools (primary, intermediate, and secondary) and Kura across Aotearoa New Zealand who have the motivation and commitment from the leadership and key staff to invest in a critical reflection of the current school culture and climate, and engage with E Tū Tāngata across all school relationships (leadership staff, across staff, staff student, and across students).

Moderators

- Compatibility with existing school values and culture
- School leadership engagement with ETT, communication and implementation with staff
- Teacher engagement with ETT and with students
- Parental acceptance / resistance
- Student engagement with ETT acceptance / resistance

E Tū Tāngata Strategies

Direct teaching of the 3 ETT Mindsets / Strands

Communication & Training: Presentations, professional development, collaboration workshops

Customised and collaborative implementation strategy with school leadership

Staff ETT and wellbeing strategy development

ETT Resources (Kete): Videos, music, worksheets, activities, stories

Branding: Apparel, posters, social media

E Tū Tāngata Targets

Increased sense of acceptance - within self and from others

Increased awareness of and inclusion of others

Increased positive communication:
 - increase in positive language about self and others
 - willingness to give and receive compliments
 - decrease in negative self-talk

Increased positive peer interactions and peer support

Increased school engagement:
 - classroom participation
 - extracurricular participation

ETT accountability / encouragement

E Tū Tāngata Outcomes

Increased sense of belonging and connection to school

Increased positive risk taking

Increased growth-mindset and reduced fear of failure

Increased quality of relationships: across staff, between staff and students, and across students

Increased inclusive and prosocial behaviour and decreased bullying and school disciplinary actions

Critical awareness of tall poppy syndrome

Generalisation of ETT mindsets beyond school context