Copyright is owned by the Author of the thesis. Permission is given for a copy to be downloaded by an individual for the purpose of research and private study only. The thesis may not be reproduced elsewhere without the permission of the Author.

Practising Fiercely: Fulfilment through Stance, Supports and Stamina A participatory narrative inquiry of specialist teachers' practice in Aotearoa New Zealand

A thesis presented in partial fulfilment of the requirements for the degree of

Ph.D.

in

Education

at Massey University, Albany, Aotearoa New Zealand

Wendy Holley-Boen

October, 2017

Abstract

Teachers work within a range of personal and contextual factors that serve as enablers and barriers to their professional identity, practice and wellbeing. There is a need to explore their perspectives of the current education context, and their roles within it, to better understand the ways teachers experience and position themselves within and against the tensions posed by an increasingly complex world. This research is timely as it investigates an emerging group of professionals, specialist teachers in Aotearoa New Zealand, who integrate postgraduate study with new professional roles and the other facets of their lives. Using a participatory narrative inquiry, steeped in positive psychology and biculturally responsive practice, the present study identifies connections across identity, practice and wellbeing as knowing oneself and conceptualizing practice as relational; ecological and contextualized; challenging and requiring lifelong learning. Alongside the enablers of trust and agency, the research foregrounds the tensions of working in a system straddling special and inclusive education and other unintended barriers to professional practice. Enablers, tensions and mediating variables are unpacked with a focus on the way agentic professionals navigate their personal and professional lives. Findings from the present study informed the development of a framework for the fulfilment of teachers through fierce practice comprised of stance, supports and stamina. This framework has utility at the individual level, supporting the fulfilment of individual teachers. At the systems level, the framework may be of interest to tertiary teachers and institutions wishing to help teachers to develop and sustain meaningful and satisfying lives.

Acknowledgements

Ehara taku toa, he takitahi, he toa takitini

My success should not be bestowed onto me alone; as it was not individual success but the success of a collective

I am so grateful to the family and friends who have supported this study. To my supervisors, formal and informal, thank you for giving me time you did not have and wisdom that you did. Jill Bevan-Brown, thank you for your aroha, inimitable approach to supervision and for staying with me long into your own retirement. Jude MacArthur, you taught me so much about gathering and treasuring other people's stories. Michael Phillip, thank you for showing me how strengths-based approaches feel from the inside out. Tracy Riley, thank you for coming in to support the final leg of the journey. Mandia Mentis, every conversation stretches me – you have shaped this research and researcher more than you know. To Philippa Butler for Mondays, Alison Kearney for believing in me before you had proof, and Jayne and Graham Jackson for the magic that happened around your kitchen table.

Thank you to the women who shared their lives with me, who trusted me with their stories, and who taught me so much. This study is for every teacher who continues to fight the good fight: may you see yourself within these pages and be fortified by these narratives.

Thank you Grandma, for every single thing, and to James for being my person. Most of all, this study is for you, Ainsley. You do more for my stance and stamina than anyone in this world. Thank you for grounding me and inspiring me. Thank you for reminding me to keep going on most days, but on some days reminding me to stop. May you always live fiercely, sweet girl.

Table of Contents

Abstract	i
Acknowledgements	iii
List of Tables	xi
List of Figures	xiii
Chapter 1 – Introduction	1
Context of the present study	
My own positioning	
The present study	
Thesis structure	
Choice of language	
Chapter 2 – Literature Review	13
The Specialist Teaching programme – The shared context of the study	14
Education in Aotearoa New Zealand – Local and global considerations: A	vision of
four pillars	16
Learning to do	17
How we frame "good teaching"	17
Learning to be	21
Intensification and agency	21
Supporting the person within the professional	23
Learning to know	26
21st Century learning	26
Learning in online and blended spaces	28
Situated learning	30
Self-directed learning and lifelong learning	31
Evidence-based practice	34
Learning to live together	36
Bicultural and multicultural	36

Shifting from special to inclusive education	39
Communities of practice	42
Whānau support groups	45
Professional identity	46
Professional identity and ideas on 'self'	49
Seminal research on professional identity in teacher education	50
Considerations in scaffolding professional identity	52
Implications of professional identity development for teacher educators	54
Authentic practice	55
A case for authentic practice	58
Understandings of authentic practice	59
Constructivist approaches	61
Navigating barriers to authentic practice in the field	62
Implications of authentic practice development for teacher educators	63
Wellbeing	65
Historical understandings	66
Contemporary understandings of wellbeing and the influence of positive	
psychology	67
Teacher wellbeing and the links to learning	70
Implications of wellbeing development for teacher educators	72
Moving away from "wellbeing"	73
Research connecting professional identity, authentic practice and wellbeing	76
Chapter 3 – Methodology	
Context of the study	
Aotearoa New Zealand	
Specialist Teaching and my role within the programme	
My approach to research	
Methodology	
Situating the study – The significance for (re)emerging professionals	
Narrative inquiry interweaving biculturally responsive practices and positive	
psychology	85

Understanding meaning	85
Narrative inquiry	87
Participatory approaches to narrative inquiry	89
Biculturally responsive research – Whakawhanaungatanga	90
Positive psychology	92
Methods	94
Ethical procedures and informed consent	94
Finding participants	97
Data collection methods	99
Research interviews	103
Interviews as conversations	103
Focus groups	105
First focus whānau group session – October 2014	107
Second focus whānau group session – October 2015	112
Use of metaphor as a research method	113
Matters of trustworthiness	115
Analysis of interview and focus group data	118
Researcher's diary	123
Conclusion	124
Chapter 4 – Findings: Professional Identity, Authentic Practice and Wellbeing	125
Introduction to the findings	125
Q1 – How do participants make sense of the constructs of professional identity,	,
authentic practice and wellbeing?	126
Professional identity	127
Authentic practice	130
Wellbeing	131
Q2 – What do participants see as the connections between these ideas?	133
Know thyself	136
Know who they are (personal characteristics)	136
Know the difference they want to make (mission and contribution)	137
Know what they believe to be true, and that this is only ever true for them	139

Know their own needs, especially in terms of their wellbeing	141
Practice as relational (authentic practice as valuable only to the extent it lifts	
others)	143
Practice as ecological and contextualised	146
Practice as collective: Drawing on collective wisdom	150
Practice as challenging	152
Learning from the most difficult	152
Practice as lifelong learning	155
Rejecting the expert model (shifting to 'facilitator', 'connector')	156
Chapter 5 – Findings: Enablers, Tensions and Mediating Variables for Participant	s 161
Trust and agency	162
Balancing/integrating work, study and life	165
Tensions in the current education system, as it straddles inclusive and special	
education	167
Time	168
Attitudes and deficit discourses	169
The way funding is allocated and framed	170
Being framed as the gatekeeper	172
Being framed as the expert	174
Being framed as the 'magic bullet'	175
Unintended difficulties of ecological practice	177
Mediating variables	179
The need for a sense of agency	179
The need for a sense of belonging	182
Chapter 6 – Findings and Discussion: The Ways Participants Positioned Themselv	⁄es
Within and Against the Tensions of Their Roles	185
Fulfilment (WHY)	189
Fulfilment as relational	190
Fulfilment as ongoing and generative	193
The most difficult work as the most fulfilling	196
Practising fiercely (HOW)	199

Practising fiercely as relational wellbeing	199
Fighting the good fight	202
Stance (WHAT)	205
Focused inward: Who participants understood themselves to be	207
Stance as a deeper, more integrated, self-understanding	207
Stance as genuine	209
Focused outward: How participants enacted their self-understanding	; 210
Stance as connectedness	210
Stance as physical and dynamic	211
Supports (WHAT)	214
Participants' internal characteristics	216
Other people as supports	218
Supporting others	220
Cultures of support	221
Stamina (WHAT)	223
Stamina as intentional in their lives	225
Stamina as continual recalibrating of practice	228
Getting out of balance to get back into balance	228
The reality and discourse of 'busy-ness'	229
Learning from imbalance	232
'When I knew better, I did better'	236
Conclusion	241
Chapter 7 – Findings and Discussion of the Framework "Practising Fierce	ely: Fulfilment
through Stance, Supports and Stamina"	•
Revisiting the participants	
Understanding the framework of <i>Practising Fiercely: Fulfilment through</i>	
Supports and Stamina	
Unpacking the framework of <i>Practising Fiercely: Fulfilment through Sta</i>	
and Stamina	
Practising fiercely through stance, supports and stamina	
Practising fiercely	
· · · · · · · · · · · · · · · · · · ·	

Positioning	253
Intensification and tensions as opportunities	256
The 'expert model' as a major tension; three circles of evidence as an alternate	tive
	259
Working within the three circles of evidence as an alternate professional	
pathway	263
Legitimising craft knowledge through the second circle	266
Knowing and not knowing	270
Job crafting	271
Resilience through resistance	277
Conclusion	280
Chapter 8 – Conclusion	283
Contribution of the research	
Lessons from the methodology	
Benefits for participants	
Engage: Foregrounding spaces, places and faces of wellbeing	
Empower: Relationship with their teacher	
Experience: Belonging to a culturally authentic community of practice	
Enact: Being part of something that was making a difference	
The implications of the methodology for researchers	
Implications for postgraduate programmes wishing to support the stance, sta	mina
and supports of their students	298
Limitations and future research	299
References	303
Appendices	319
Appendix A: Glossary of Māori terms	319
Appendix B: Participant interview consent form	321
Appendix C: Focus group participant consent form	323
Appendix D: 2014 student information sheet	325
Appendix E: Interview schedules 2014 and 2015	329

List of Tables

Table 1.	Teachers, specialist teachers and their contexts
Table 2.	Review of the literature on professional identity, authentic practice and wellbeing
Table 3.	Sections of methodology chapter
Table 4.	Consideration and resolution of ethical issues
Table 5.	Research participants
Table 6.	Sources of interview and focus group data
Table 7.	Ketso® legend for participants (2014)
Table 8.	Key cultural values, their alignment with principles of trustworthiness, and their enactment in the research
Table 9.	Findings for Questions 1 and 2
Table 10.	Enablers, tensions and mediating variables
Table 11.	Practising Fiercely: Fulfilment through Stance, Supports and Stamina 188
Table 12.	Implications of a framework for Practising Fiercely: Fulfilment through
	Stance, Supports and Stamina

List of Figures

Figure 1.	Evidence-based practice as the integration of three circles of evidence 20
Figure 2.	The onion: A model of levels of change
Figure 3.	Depiction of methods and focus
Figure 4.	Ketso® diagram
Figure 5.	Participants engaging in one Ketso® activity
Figure 6.	Ketso® on Implications for the Specialist Teaching Programme
Figure 7.	Example of a teachers' ecology
Figure 8.	Practising Fiercely: Fulfilment through Stance, Supports and Stamina 187
Figure 9.	Lola's metaphor for fulfilment
Figure 10.	Mia's metaphor for fulfilment
Figure 11.	Practising fiercely
Figure 12.	Stance
Figure 13.	Supports
Figure 14	Stamina 223