

NZASA EXECUTIVE MEETING
Crowne Plaza, Christchurch
Sunday 19th May and Monday 20th May 2019

Present: Lesley McCardle, Stephen Beck, Kelvin Woodley, Paul Eason, Teresa Lomas, Annie Hughes, John Auld, Debbie Fitzgibbon, Pateriki Toi

Apologies: Koren Hopoi

1. MINUTES of 10th and 11th March 2019 as circulated are adopted as a true and correct record.
Annie/Stephen Confirmed

Matters Arising:

- Central North Split - Koren was to follow up. Stephen to check out where she is with this.
- ANZ Bank - need a visit to set up term deposits. Discussed ANZ Bank - unhappy with the service and the lack of features.
- Lesley to explore changing to ASB
- Motion to change banking from ANZ Bank to ASB as soon as practical.
Annie/Kelvin confirmed

Succession Planning

- Who will be on Exec at our next meeting at conference. Debbie will be standing down, Paul may be co-opted and Annie may be co-opted. Teresa - unknown.
- The best place to find Board members willing to stand on Exec is at conference at the regional sector meetings. Newsletter item.

2. FINANCIAL REPORT

Motion that the finance reports as tabled and discussed are adopted.

Steve Confirmed

3. CONFERENCE 2019

Refer Conference Outline -

- Theme: Together Towards Tomorrow - Challenge & Change
- Exec meeting 9.30am on the Wednesday
- Powhiri - Pateriki responsible for organisation. Koren has the stone. Ray is happy to be involved.
- Koren - is Sally keen to provide a workshop at the 3.20pm slot on the Wednesday. We could run with 3 workshops in this slot instead of 4.
- Wednesday night dinner - suggest by regions. Each region to organise their own
- Ezekiel Rahu - koha \$500 via bank account - Pateriki profile and photo
- Life and Recognition - Nominations are being called for
- Student Awards - Nominations are open. Nominations come from each region. Google nomination form available on drive. Discussion - no nomination received to date.
- Band - Kelvin to organise. Alex invited to participate.
- Edge - need that workshop 10am on Friday. Lesley

Working through the conference outline has shown the gaps and what information needs to be gathered. Everyone on Exec who has a follow up to be done needs to do this as soon as possible. The programme will need to be at the printers end of term 2.

Photos for the programme are needed. Call out to schools.

4. ADMINISTRATOR CONTRACT

Teresa to review the contract for Lesley for the next 3 year period. Discussion item for tomorrow (Monday)

5. CONFERENCE 2020

Crowne Plaza Auckland - 19 to 21 August 2020. Confirm contract.

Theme - Leadership

Google folder - Conference 2020. Start adding in ideas.

Focus on providers living around Auckland area.

6. SPORTS TOURNAMENT

All on track. Quenten is doing a great job with his team.

Part of entry fee is passed on to organising school to cover costs. Note to remember to actually do this.

Monday 20th May

7. VISITOR - STEPHEN WALTERS - PRINCIPAL RANGIORA NEW LIFE SCHOOL AND PPTA REP

Stephen reported on the NCEA review meeting which he attended last Tuesday. Notes will be made available to us to share with members. Next meeting in June. There is cross-party support for the review. Changes will be phased in over a three year period.

Some brief points:

- Revamp of all standards which will be written by technical writers so there is consistency
- Unit standards will remain
- Few students will be externally assessed and a 30% reduction of internal assessment
- Some assessment will be carried out by external providers
- Literacy and Numeracy will be separated out and will be achieved via external assessment which could be made available from Year 7. The format of this is still unknown
- NCEA Level 1 will remain for those who want to continue to use it. It will be optional and set at 60 credits.
- Vocational Entrancy a bit like University Entrance but designed for students to show readiness to enter the workforce or polytech. No more details on this at this time.

Commented [1]: Not sure about this. Actual increase in external assessments

Commented [2]: Increase in external assessment and...

Lesley to remind Stephen W to provide us a report for conference

LESLEY TO ATTACH DOCUMENTS TO NEWSLETTER

8. CONTRACTOR AGREEMENT

The Administrator contract has been updated for the next three years - thanks to Teresa for doing this.

Motion

The draft contract for the Administrator position as drafted by Teresa is adopted.

Annie/Kelvin cd

Lesley to have time to think about it before signing and returning to Stephen.

New Contract rate to be included if agreed on.

Jot down time spent.

Looked at actual tasks. Outcomes / review in the past has been between President and Administrator

9. VISITOR - SONJIA WILSON - NZSTA Regional Employment Advisor

Sonjia will be providing workshops and support at the conference. Discussed conference needs and in particular those of newly elected board members.

Workshop 1

Wed 3.20 - effective board - how to ask challenging questions - establishing healthy culture - employment - appraisals - conduct and competency issues. "Effective Board Culture"

**Thurs 11.15 -
Friday 10am**

Workshop 2

Q&A Session -

Social media / professional standards
Professional standards of a teacher
How to manage stand downs and exclusions
Well being of student v wellbeing of staff/school
Conduct process
Mandatory reporting

Workshop 3

Wellbeing - H&S - how to reduce board liability

Discussion - around the rights of a child to attend school - what happens after a stand down or exclusion?
Often the child ends up being back in school which is not always the idea environment for some of these children.

Principals can struggle on what information to provide to Board members. Sonjia recommends charts showing trends over time.

4.15pm Wed - Facilitated Rep Groups - Sonjia to be present.

10. CENTRAL NORTH

Subs paid to date show a good many schools in the lower North Island haven't renewed their fees. Discussions around splitting the zone - East Coast region and the top half of the Central North could be a possibility. Discussed increasing membership to urban/kura composite schools and the pros and cons around this.

1. Consult with Koren first around CN split
2. See who can assist in this process
3. Email and mail to the East Coast/Taranaki Principal and Board chairs

11. EXECUTIVE JOB DESCRIPTIONS

3 folders in drive under Job Description folder :

President
Regional Board Rep
Regional Principal Rep

Everyone to have a look and start jot down tasks as they come to mind. Stephen to share President JD folder with Grant Burns

12. SECTOR REPORTS

- **Education Act Sector Reference** group meeting has been cancelled again.
- **NELP Meeting** - Stephen attended meeting last week. The report is attached as Appendix 1 - report covers School Leaders Health and Wellbeing, Early Childhood Education, Curriculum Progress and Assessment, Tomorrow's School Review, Property, Contract Bargaining. Discussed the plans to upgrade classrooms in all schools by 2032 and what the quality of the upgrades would be acceptable. Kelvin Woodley has been invited to take part in the Principals contract negotiations.
- **Property Forum** - No South Island meeting yet this year
- **NZEI Principals SLG** - Notes to go in Drive later. Kelvin attended meeting this week. New employment legislation 30 days for new employee to sign a new agreement if they are not a union member. NZEI to send out new template employment letters together with a flow chart. Teaching Council is moving everything on line around re-registration. Principals can't re-register themselves.

At the moment this is done by paper but in the future is likely to be done via email with the board chair. Subject to Confirmation category - new terminology Category 2. Teacher criteria have not changed. Processing changes - decl of commitment around presentation of te reo in the classroom which has to be endorsed by the Principal. Limited Authority to Teach - 12 monthly renewal to continue. BETA testing is being carried out but need some teachers due for re-registration after July to be part of the testing process. A second email address can be added to a teacher due to the problem of email addresses lapsing. More flexible pathways into teaching in the future. Discussed SenCo and Learning Support facilitator roles. Responsibilities and liabilities of staff/principals around ORRs students e.g. runners. Changes to Education Act e.g. variability around school hours.

- **Data for Well Being Sector Group** - Te Rito - previously student information sharing - Data for wellbeing. Core data includes personal information e.g. addresses, birthdate, parents status, etc. This is a large sector group covering a wide range.
- **Payroll** - Kelvin. 11 Schools are trialling new online processes with Novopay. No roll out date has been released at this point.

13. **Strategic Plan** needs more time for review.

14. **LEADERSHIP COURSE**

Stephen visited camp in the holidays. The course is heavily reliant on a committed group of staff. The course takes place in the April holidays. Same staff attend leadership course as sports tournament. Discussion around moving leadership course into term time possibly after NCEA exams. Any proposal to come from the Leadership Course committee.

Notes:

*Best practice workshop providers \$200 for reimbursement expenses.

Next meeting: Wednesday 21st August 9.30am at Intercontinental Hotel
Book flights for Conference ASAP

*Brendon - registration to come off leadership

Appendix 1

NELP Sector Report - 14 May 2019

School leaders health and wellbeing

Threats and Violence Report was discussed as part of the 2018 School Leaders Health and Wellbeing Survey. There are two main issues – 1. Issues with children in our schools 2. Parents and what is happening outside of the school has an impact.

There was discussion about the 600 Learning Support Co-ordinator roles. The group had not had any update on the progress of this role. NZEI Te Riu Roa has given advice to the Ministry of Education but to date they have had no feedback.

Whetu Cormick (NZPF) has had discussion with Nikki Kay regarding the violence report and she believed that we need to take action. The Discrimination Report was also discussed and one of the actions being investigated is that a regulatory code is developed which would include such things as the principles of wellbeing, obligations and rights.

Wellbeing of teachers and leaders is under health and safety and it has reached the point where discrimination will no longer be tolerated.

A draft a letter, on behalf of NELP to Minister Martin to explain the groups concerns over the Learning Support Co-ordinator positions and cc Iona Holsted and Katrina Casey.

Early Childhood Education

Cathy Wilson (Montessori NZ) provided a brief regarding submissions that have been made to the Minister or Education. Indications are that there will be no increases to the ECE budget. She also stated that like other organisations/sectors there are more things that are being added to the sector however there is no additional funding to go with the extra work.

The Minister is waiting for the Tomorrow's Schools final report to be released before anything for ECE is looked at. Cathy believes that unless there is more resourcing then there will be no improvements and ECE is being downgraded. The Early Childhood Strategic Plan was not aspirational enough as far as addressing the needs of the sector.

There were further discussions regarding NZEI Te Riu Roa's current work on pay equity and ECE as well as ECE looking at how they currently operate and how they can work more efficiently. There are concerns that without significant funding, centres will close, particularly in the areas where centres are needed the most. There is also a lack of teachers, just as with Secondary and Primary sectors.

Curriculum, Progress and Assessment

NZEI Te Riu Roa provided concerns regarding what is currently happening within curriculum, progress and assessment. The current draft report has a heavy focus on data and assessment but not the curriculum. Teachers need time and space to teach and there needs to be a re-launch of the curriculum so we can move forward.

Whetu Cormick (NZPF) is also concerned on the direction of curriculum, progress and assessment. Te Rito has been introduced into schools and if used correctly, will show the 'rich learning' of students. At this stage, teacher, student and whanau have access to the data. NZPF has concerns that this data can be used for other reasons in the future.

Attendees agreed that support for schools should be made available so that the curriculum can be the focus rather than the emphasis on data. Inquiry and appraisals can show the same information as pure data and there are concerns that the data becomes a linear method to inform decision making. Data should be available when required but other methods/reporting should be used. The legacy of National Standards is still being felt in primary schools and needs to be addressed.

Tomorrow's Schools Review

Concerns expressed that there could be a danger if some hubs do well while others not as effective and these hubs may not address problems that exist currently. There was talk about competition still being present and how this will not change. The challenge is the support that will be provided during these changes.

Property

By 2032 the government plans to have quality classrooms for all schools. It doesn't mean that classrooms are a modern space for learning but they must meet the standards of a quality classroom. There is also some working looking into central funding for general maintenance for all schools.

Bargaining

There was some discussion in relation to the current state of collective agreement negotiations for NZEI Te Riu Roa and PPTA.

