

**NZASA EXECUTIVE MEETING
THORNDON HOTEL, WELLINGTON
29 May 2017**

Present: Grant Burns, Lesley McCardle, Steve Beck, Debbie Fitzgibbon, John Auld, Paul Eason, Koren Hopai, Kelvin Woodley, Annie Hughes

Apologies: Ringi Smith

Welcome to Koren Hopai who is the representative for Central North. Koren is acting principal at Onewhero Area School.

1. Minutes

The minutes of the previous meeting of 27th March 2017 as circulated are adopted as a true and correct record.

Grant/Annie cd

Matters Arising:

Funding – Kelvin – Update. The latest email to Kelvin doesn't address any of the issues regarding the staffing formula error or makes any effort to. Where to now? An e Email or letter is to be drafted by Kelvin Iona with c.c. to the Minister and Labour education spokesperson outlining the error in implementation. If nothing comes of this take it a step further. Kelvin to draft letter.

Incorporated Society – later in the agenda

Secondary Principals Council - Stephen Walters from Rangiora was nominated to the Secondary Principals Council. Lesley to be in touch with him about the provision of a report for our Executive meetings and the AGM.

President Allowance – The Minutes should reflect allowance as annual

Housing – Core houses maintained by school and non-core by MoE. Pressure being put on by MoE to sell some houses at the moment however it is a board decision.

2. Financial Report

Motion that the finance report as at 12th May as tabled is accepted.

Lesley/John cd

Discussions around format of the report going into the future.

3. Conference -16-18 August James Cook Hotel, Wellington

- **The Rock** – may be at Raglan to be confirmed.
- **Field Trips** – Ringi has confirmed Amesbury Primary School for a visit Wednesday morning. The school is 9kms from hotel. At the end of conference Wellington High School is an option. This is within walking distance. Own travel arrangement for Wellington High visit. Lesley to organise transport once we know numbers closer to the time.
- **Powhiri** – Quenton – who is supporting tangata whenua. Lesley to contact Quenton.
- **Nikki Kay** – Still not confirmed. If she can't ask for an Associate Minister. Grant following up.
- **Iona Holsted** – Grant to follow up.
- **Sponsors** - Lesley to contact Furnware/Distinction/ Follow up with Mikes Woodshop. Crest Cleaning/Spotless ? possible sponsors. SchoolTex / Eeny Meeny.
- **Brainwave Trust** – confirmed and information received.
- **NZSTA** – four workshops. Possible a COL workshop and the role of Boards, Vulnerable Childrens Act, Education Amendment Act, L3 master classes?
- **AGM** – Incorporated Society to be reflected in the Constitution
- **Sports** – poor turn out for the CN tournament and questions around where selected students go

once they are chosen as Area School reps.

- **NZSTA** – workshop provision under control. Briefs to come shortly.
- **Facilitated sector groups** – topics for discussion. Whiteboard available during the day or sticky notes.
- **Regional dinner Wednesday** – regions to organise. The Hotel or the Jasmine Chinese restaurants are good options but there are many choices available in Wellington.
- **Brendon Fergusson** – Steve to talk to him. Flights to be paid for by NZASA. Brendon to be invited to be part of the band. Attend dinner and play in the band. Steve to book his accommodation and flights and claim back.
- **Band** - under control. Lesley to talk to Alex about renting gear. Kelvin is liaison person.
- **Derek Wenmoth** – confirmed but no details yet. Lesley to follow up. “Take the e out of E Learning” as a suggestion.
- **David Galbraith** – Ringi has confirmed but no details yet.
- **Lorraine Kerr** – what changes are coming up.
- **Workshops B** – all in hand. Details of workshops are needed.
- **Connected Learning** – Charles Newton for keynote and Warren Hall for workshop
- **Workshops C** – all confirmed apart from Safeguarding Children (Grant)
- **Student Awards** - deadline end of Term 2.
- **Damian Edwards** - Grant
- **Nicola Ngarewa** – Kelvin
- **Wellington High** – numbers – own transport etc. This is still not confirmed.
- **Novopay visit** – Thursday afternoon? Lesley to look into this if there are administrators coming.
- **Gifts – RosyGlow Chocolates?** Lesley to organise for gifts.
- **Theme – STILL TO BE DECIDED!!!!**
- **Photos** – 6-10 photos one month out
- **Invite Colin Lindsay** to conference for award presentation. Steve to find out some information. Lesley to speak to Ross Brockbank in the first instance.
- **Conference 2018 – Christchurch** – equivalent dates. Chateau in the Park, Rydges, Lesley to check out venues
- **Lesley and Annie to put packs together Tuesday night**
- Wed 10.30 Exec meeting for all those who are not going on the field trip

4.0 National Sports Tournament – Whangarei ASB Stadium – 10 to 13 July

- 4.1 Convenor – Rawinia Delamere
- 4.2 Some information is available on the website
- 4.3 Standard sports are outlined in the sports policy
- 4.4 Following year 2018 – Christchurch
- 4.5 Entry fee of \$60 includes \$10 per student to go towards sports organiser

5.0 SECTOR REPORTS

5.1 NZEI Principals Council – Kelvin

Kelvin didn't get to the last meeting. – See Appendix 1 for Notes.

In the future – P babies enrolling and problems they will bring, teacher supply or lack of, lack of qualified te reo teachers, health and well-being survey – outcomes are available, funding especially around ORRS students which doesn't meet actual costs, IWS (intensive wrap around service) doesn't meet costs, support staff funding not meeting actual costs, COLs and how to fill the gap for teachers/principals absent from school, Education Council professional standards draft document has gone out and time to comment has passed

5.2 IES Review Group – Grant

See Appendix 2 for full Notes.

Last meeting was 6th April. Ministry pushing for Kahui Ako for name of COLs but sector not

buying in on this, regional cross-sector forum meetings are rolling out for school leaders with a lot of support being made available eg expert partners and change managers. Achievement goal of NCEA L2 has apparently now been met so the new goal is 80% of year 8 students to be at or above national standards in writing and numeracy. 97% of CoLs have writing at or above national standards as one of their achievement goals, 8% of CoLs have mathematics at or above national standards etc. Savings through bundled services for CoLs—already have AOG. Data flow for students from school to school through SMS difficult with different SMS providers. Evaluation group is looking at whether CoLs are working or not. They are working with ERO. ERO can produce a combined report on schools in a particular COL. Questions around who is guiding the leaders? NZEI have done a survey and have had a 93% response from Principals. A third of CoLs have been asked to amend their achievement challenges. Teachers are unsure what to do with their extra non-contacts however appreciate the extra pay.

5.4 Ministerial Advisory and Cross Sector Forum – Grant
See Appendix 3 for full notes.

Nikki Kay wants to digital fluency but is aware of how much screen time is okay. She's committed to CoLs, government acknowledging other issues going on in a students life e.g. home life, funding review continues with the replacement of the decile system.

The Decile review system is to be changed to other factors e.g. risk factors such as time spent being supported by benefit, mother's age e.g. younger the mother the higher the risk, CYFS notification, father in the justice system, number of addresses in past five years, father's average income in past five years to name but a few. Number of students carrying risk factors will increase or decrease the funding. Names of students will not be known however percentages of at risk students within a school will be known.

100,000 registered teachers in NZ with about 8,000 vacancies being advertised but not all of these are actual vacancies. There is a need to encourage students to go into teaching. Average age of teachers 58. Teacher training courses will increase.

5.5 NELP National Education Leadership Partnership – Grant
See Appendix 4 for full notes

Meeting was held on 5th May.

6.0 Visitors – NZSTA – Karen Raitt and Rob Gold

Education Amendment Act – resources on NSTA website which compliment MoE information. Changes will take place gradually through until Dec 2019 and through to then various roll out dates. The will be final year for the standard strategic plan. Discussion around CoLs – 50% of schools are not opting in. 1900 schools are in COLs however they are all at different stages of development. There could be employment issues facing principals and teaching working across schools. Discussion around smaller schools, transport, shared boards etc.

Conference – NZSTA to provide x 4 workshops two of which will focus on employment.

Presence requested at the Board discussion group 4.30pm Wednesday.

6.1 New Area School Principals

If anyone knows of new Principals within their regions let Grant know so we can be in touch with a support package.

Alistair Luke – Whangamata
Andy Ashworth – Murchison

Andrew ?– Waiau Area School
Coromandel Area School –
Taipa – Claire Papuni
Opononi – Pateriki Toi

6.2 **Area School Membership**

The criteria is in the Constitution. Charter Schools – are they eligible to be members of the Area Schools Association. Discussion around membership. Charter Schools are not covered under the area school contract so this could be an out as far as Charter Schools are concerned.

6.3 **Constitution**

The Constitution will need to be amended to enable us to file paperwork to become an Incorporated Society. Lesley to make changes for Grant to check and these will be sent out with other AGM paperwork six weeks prior to conference e.g. likely the end of this term.

Appendix 1

NZEI PC

Friday 27 October 2016

Plan for 2017

Better information dissemination of info to Principals regionally

Funding campaign

Career Pathways

Consultation

Progress reports

Importance of parents/school community

Election 2017

CoL's

The Principals' Council will plan work around these areas for development throughout 2017

U1 & U2 Principals' Project

Reference group established to research on the issues faced by these principals.

Survey has been sent to these principals. Please fill it in. Your information will contribute to the big picture of what the workload, issues and job truly is for these principals.

Vulnerable Children's Act

Assault on a child offence – not able to work with children

Male Assault against a female is not a specified offence

Child Protection Policies important info here:

There must be one in the school.

Must have one component- Reporting Child Abuse and Neglect.

Copies need to be available.

The school CP Policy must be published on the school website – this is mandatory.

Provisions for what you will do when you believe that there is child abuse- When you are sure that this is going on.

With teachers there is an obligation of Principals & BOT's to inform the Education Council about the allegations, where you know there is truth and evidence.

Phone Police and or CYF is essential too. Especially, with allegations of sexual abuse by a teacher /staff member from a student.

Teachers have a responsibility to report to their principal.

Failure to do inform this results in professional misconduct and censure by EDUCANZ.

Seriousness of alleged offending. The more cogent the allegation, the more urgent this requires attention.

Ask Police & CYF what they would like you to do at this time. Liaise with these agencies seeking direction.

Document: date /time and incident.

Consult with community about what they want to have in the policy. What do they want you to do about letting families know.

Health Survey

<http://www.principalhealth.org/surveys/69559/lang-en>

P2P - 21 October there is a link to register for this survey.

Register and you will be sent a link to complete the survey.

This is open to DP's & AP's as well as principals.

Appendix 2

Investigating in Educational Success (IES) Wellington 6 April 2017

Kahui Ako = COL

Regional cross sector forums on their way, with the expo only.

Resource pack for COL are available through cross sector forum website.

Change Managers (like expert partners) to assist COL for agreed number of days. Practical help for leaders.

Available alongside expert partners, administered by local offices.

Lots of info from the MOE - not all leaders aware of this.

Potential savings through bundled services - to save time money and services. ICT support, maintenance, etc combined. Optional. Combine relievers? *How we do combine our SMSs within COL?*

Smart tools. Translates national curriculum to local learning contexts and design. Also to help with graduate profile as students move through primary -int- sec. Examples of cross curricula planning. Spreading good practice. Able to manipulate data quickly. Built on feedback from 10 COL.

Angela Roberts is questioning 'where are the guidelines?' Who's aware of them?

Evaluation Group (Simon Williamson chair)

Selena and Jan Adams (ERO) new evaluation information

Working with ERO on evaluation theory. Looking at no duplication of efforts. More efficient, transparent.

Remember that it is the teachers who actually implement this. Good that MOE and ERO are talking with each other about evaluation.

How does Achievement Challenge actually manifest itself at class level?

ERO can create a combined report for all schools included. Qualitative summary based on most recent reports.

Evaluation process must be open. What are the principles? Me: Raising student achievement through Collaboration. Is evaluation for more than accountability? What are the questions that need to be addressed from the ground (student) level? Barriers between schools are being dismantled - need to grow collaborative culture with funders (MOE) and ERO. Collective Agreements need to be working in sync with policy development (and with each other across sectors).

Who is guiding the leaders?

How is the voice of teachers, boards, students being gathered. This needs to be done now for baseline data. How are the roles being used? Surveys and anecdotal evidence suggest that some leaders are feeling underutilised and unsure how to make an impact with the time assigned to them.

Lynda Stewart - NZEI - survey of involved principals (93).

Trusted collaboration takes time. 35 had pressure from MOE to amend achievement challenges.

Concern around lack of flexibility around leadership roles.

Often there was little involvement of teachers, support staff or boards. Everyone needs to be involved, including iwi, community. Don't rush it through. Must see impact on students.

What are the within school roles looking like? How do we know how time is being used effectively (without compromising their classroom practice).

A number of schools not joining due to concerns for children

What does 'good' look like? MOE using 'rapid cycle' evaluation for prompt answers (although still work to be done on what questions to ask!)

Appendix 3

Ministerial Advisory and Cross Sector Forum - Wellington 25/5/17 (Budget lockup)

Nikki Kaye (new minister):

- Wants digital fluency but need to be wary of the activity and time spent online.
- Seeking to embed changes of COL.
- COOLs to complement existing programmes. Meant to provide high quality opportunities in subject areas.
- Wants to involve industry in digital tech education.
- Health and wellbeing important. Acknowledges holistic issues in many at risk kids. Education sector key role - more funding for social investment. To coordinate better Justice, Health, Oranga Tamariki
- Funding review continues- decile replacement with students with Risk Factors
- Education Amendment Bill - COOLs are opportunities. New Entrants may start as cohorts from 4y 10m.
- Now 100,000 reg teachers. 8,000 total vacancies. About 1/3 in core STEM subjects, only 1/10 of those actual vacancies. Need to encourage our best students into teaching.
- BPS - better public service goal - 80% of Y8 students to be at or above National Standards in writing and Mathematics by 2021. 5900 students nationally currently below. Could be incorporated in COL learning challenges
- Feedback welcome from critical friends. All want the best for nz kids.

Ellen McGregor- Reid (Deputy Secretary)

- Education Amendment Act now law.
- Govt to issue 5 year statements of national education and learning priorities (NELPs). Charters to include these.
- Role of BOTs clarified. Planning and reporting to be streamlined.
- Stronger teacher competency steps.
- Increased involvement of parents and whanau!

Amy Adams - Minister for social investment

- Previously justice minister. Working to link social development with education and mental health. Govt using data on young offenders to target support before serious crime is committed. Truancy, family issues etc obvious issues. Must intervene in escalating patterns of behaviour.
- Four major risk factors - family benefit dependent. parent has had correctional sentence, low education of mother, CYF intervention - are predictive of educational failure, benefits, youth justice etc. 63% of high risk are Maori.

Budget included \$321m for incr social investment.

Dr Lance O'Sullivan

- In news for pro-vaccination stance
- Expelled from 2 schools. Talent spotted in 3rd school.. Told him about CRF gold card for linking vaccinations to benefits.

Pauline Cleaver (Deputy Secretary) - data for outcomes.

- Rate of students progress is most important. How does it link with achievement info?
- Progress is historically similar across deciles; achievement higher in high deciles. Data important for COL, parents, students to measure progress and attainment.
- COL curriculum design tool; Learning Progressions Framework (LPF) (Y9/10); Progress and Consistency Tool (PACT)

Craig Jones (Deputy Secretary)

- Student information sharing initiative (SIS). Still being discussed: What data? With whom? How to use it? SMS sharing?

Katrina Casey (Deputy Secretary)

- Look at whole of life outcomes across government services.
- Cols should link with other sectors, Marea etc.
- 20 CoL with 500-1000 students
- Achievement challenges -
 - o 97% - Writing at or above

- o 85% - Maths at or above
- o 69% - NCEA L2
- o 53% - Reading at or above

Budget announcements for education (to be allocated over 4 years):

- Increased operational funding of \$1.1b and roll growth building \$392m
- 6 new schools, 305 new classrooms
- Meeting increased roll demands \$852m
- Increase in Ops Grant 1.2% (\$60.5m)
- Employment based Initial teacher education \$5.2m
- In class support for students with high learning needs \$4.2m
- 'Incredible Years' for students with special needs \$4.2m
- Total Vote Education 2017/18 \$11.61b

Appendix 4

National Education Leaders Partnership (NELP) 2 May 2017 - PPTA Head Office, Wellington Grant Burns, President NZASA

The National Education Leaders Partnership (NELP) group came together in 2014 to develop a shared vision and set of principles from the sector's peak bodies about the review of school funding.

The group, made up of the organisations listed below, provided the Minister and Ministry in 2015 with a document setting out principles for the process of change and what we hoped would be the outcomes of the review, which at the time was just getting underway.

We met on 2 May and determined how we perceive the funding review is progressing in regards to the initial principles. This document is attached.

NELP has written to the Minister of Education (Hon. Nikki Kaye) to draw her attention to four critical points:

1. While many of the organisations involved in NELP have had representation on the funding advisory group and/or the specific technical groups, we do not believe that the role of representative sector peak bodies has been adequately recognised. The advisory group, which did have wide sector representation has clearly had an impact on the direction of the review, but it has been more about testing ideas developed by Ministry officials than about developing ideas themselves. Furthermore, the use of hand-picked individuals on technical groups giving critical advice carries some risk. Representative organisations have institutional knowledge and accountability to the sector which means that they are better able to identify opportunities and challenges, and communicate with the sector about any decisions that are made.
2. We are concerned that the assessment of adequacy of 'base funding' is limited as the importance of locally raised funds in the system is not well understood by the Ministry of Education. There seems to be an assumption that some schools reliance on locally raised funds for elements of curriculum delivery is the norm and should continue. We do not believe that this is consistent with the principles of the review.
3. While we can see some benefits to the new proposed measures for disadvantage we are concerned that it comes with some risks. In particular, the proposed use of administrative data raises the possibility of a creating a system which is more stigmatising of schools than decile, in that the census data largely revealed levels of relative poverty, while the administrative data reveals characteristics that could be considered to relate to 'morality'. We encourage you to consider how the administrative measures are generated and reported on, both to target well to the greatest need but also to avoid the unintended consequences of creating a school ranking system which could be used for public judgements on parents and families.
4. There appears to be a lack of coherence with regards to other significant changes in the sector. It is our understanding that the Learning Support Update will at some stage be aligned with the funding review, but at present we are unaware of how this fits. Furthermore, the development of Communities of Learning as the Ministry's preferred 'unit' for delivering initiatives and new resources to the sector could have significant implications for the review, but at present these two do not seem to have aligned.

Despite these concerns, we continue to believe that a comprehensive review of school funding is worthwhile, and are optimistic that eventually we will come out the other end with a better system than what exists now.

NELP has invited the minister to its next meeting to discuss her vision for the review of school funding, and respond to the issues we have raised.