

Federation Flyer 2015



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President's Message

Federation Flyer 18 – 18 June 2015



Tēnā koe

As we approach mid-year, I can visualise you all submerged in a sea of student reports and portfolios. Thinking of you as you reflect on your children's progress prompted me to reflect on what we are doing here at national office. In all of our work at NZPF, we are guided by our vision and mission 'To be the most respected and influential advocate for NZ school principals' and 'To provide a professional voice and support for principals as they lead NZ schools'.

We are a membership driven organisation so everything we do is generated by you. As your president, I am grateful for the feedback you give me and I thank the regional presidents for bringing your views to our annual Moot and for inviting me to speak at your regional conferences. Not only does this keep me grounded, but also helps me understand how education policies and changes to regulations and procedures impact on your schools and communities. It also gives me a clear idea about the kind of support you need in your increasingly complex leadership role. Armed with this knowledge I can confidently advocate for you and give voice to your concerns.

Some of the challenges that I am dealing with right now at national level include school resourcing, special education, principal support, principal PLD, our Māori Achievement Collaboratives, Pasifika education, the Vulnerable Children's Act and health and safety. I don't propose to give you all the detail on all of these topics but will highlight a few.

School Resourcing Review

If ever there was a topic that affects every single school in the country it is resourcing. Understandably, we all get nervous when reviews of funding are announced. Realistically, we know the outcome is unlikely to be windfalls of extra dollars wafting in the windows. Of greatest concern is the public purse suction system which might drag precious funding from our dwindling school coffers. We also worry about fairness and equity. For all its faults, the decile system was at least a genuine attempt at equity, which we respect.

Many of you have expressed your concerns about this review and in addition to representing you through the official channels, a group of sector heads, including NZPF, is also meeting separately to brain storm ideas for a system that might achieve equity, reduce bureaucracy, be sustainable and not be over-centralised or have unintended consequences for other parts of the system. It's a big ask and will take some creative thinking to achieve a satisfactory outcome.

Principal Support

This is one high profile issue on which we have had traction in Northland and as a result expect two more principal advisory positions to be appointed by the end of the year. As you are aware, we have submitted a proposal to the Secretary for Education, Peter Hughes, to consider applying the Northland model right across the country. Currently we are working on an evaluation model for the position with NZCER and once that is satisfactorily agreed, we are hopeful more positions will be created. In August, alongside your Vice President Iain Taylor, I will be investigating a principal support system operating in Australia. Hopefully it will help us refine our own system. Principal support is an issue which you have repeatedly raised with me in many contexts and I am optimistic that we will achieve further progress.

Māori Achievement Collaboratives (MACs)

We were all aware that some excellent Ministry documents, including *Ka Hikitia*, the *Māori Strategy* and *Tātaiako*, the *cultural competencies*, were languishing on principals' book shelves, whilst concerned principals puzzled over what it might look like for Māori to enjoy and achieve educational success as Māori. What they needed was to have the powerful messages in these documents unlocked.

The MACs are a unique initiative initiated by Te Akatea, NZPF and the Ministry and have been running for two years. They are geographically located communities of about ten schools each, whose principals have courageously volunteered to have their own cultural values and beliefs challenged by an appointed facilitator, who has deep knowledge of Māori tikanga and is trained in supporting others to confront their own beliefs and open up to an alternative world view.

An independent evaluation of the MACs shows that participating principals have made spectacular progress in changing their own hearts and minds and altering the cultural practices of their schools, making them truly bi-cultural. As word has spread more principals across the country are clamouring to participate in a programme that is for principals, by principals, is dynamic and co-constructed. The MACs have the potential to transform learning experiences for Māori in our schools and ultimately

transform society so it is an initiative that truly excites me.

I am lobbying hard to persuade the Secretary for Education to continue funding the MAC programme and to consider a proposal to also fund a national co-ordinator position so that this uniquely collaborative programme can expand.

Pacific Island Children's Achievement

In the wake of the MACs success the national executive set a target for this year to find a mechanism to support principals to implement the Pasifika Education Plan (PEP), which like the Ka Hikitia and Tātaiako documents is filled with excellent ideas. Still in its infancy, plans are developing and I will be meeting with Pasifika Ministry staff next week to progress this project. We expect to be bringing you some good examples of PEP implementation in the not too distant future.

Unique Teaching Opportunity

Sometimes it is difficult to attract the best teachers for a particular context. Whilst we all know that our most vulnerable children both need and deserve the very best teaching we can offer, great teachers are not always making themselves available or might already be in full time positions which they do not wish to relinquish. These are issues which principals have raised with me in my support role for the regions. Below you will see an advertisement for such a position at Aranui School in Christchurch. Note this is an incentivised position.

Vulnerable Children's Act

This is a new piece of legislation which has been challenging some of you, particularly in establishing who meets the criteria for 'core worker'. Essentially, anyone who has one-on-one time with a student, is considered a 'core worker'. This may include a sports coach or parent on camp. To be on the safe side, you are advised to treat all employees as 'core workers' and have them Police vetted. Read the Children's Action Plan [Q&A](#) for further clarification and click [here](#) for information on your requirements for checking relievers and new teachers.

Health & Safety

We continue to work with the Ministry to clarify the role of the principal in this legislation. Until the amendments emerge from select committee we cannot provide definitive advice. We do have an update however which you can access [here](#).

Another Long time serving Principal Retires

Our currently, longest serving principal, Jack Reid, retires from Goodwood School in Cambridge, at end of this term after 45 years' service. We extend our warmest congratulations to Jack on his extensive career and wish him all the very best for a happy, healthy and satisfying retirement.

Noho ora mai ra



Denise Torrey
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UPCOMING DATES

29-30 June	Executive Meeting, Wellington
30 June – 3 July	NZPF Conference, Wellington
2 July	Annual General Meeting, Wellington
5 August	Nominations for Executive close

NZPF CONFERENCE 2015



NZ PRINCIPALS' FEDERATION
CONFERENCE 2015

If you haven't already [registered](#) for the NZPF conference 2015 do so now. The [programme](#) for this conference is not to be missed and includes speakers who are currently ranked in the top five in the world.

NOMINATIONS FOR NZPF NATIONAL EXECUTIVE



The deadline for receipt of nominations for the NZPF National Executive is 4.00 pm 5 August. This year, as a result of Constitutional changes agreed at the 2014 AGM, the positions of President and Vice President will be elected for a one-year term and 12 executive positions will be elected for a two-year term.

The nominee is required to supply a 200 word (max) supporting profile statement and a photograph may also be included. A passport type photo in a jpg format is recommended. Please also include a return email address in case clarification is needed. Only financial members may nominate and/or be nominated and you will need your NZPF membership number. For a nomination form click [here](#)

Nominations are called for:

- President (one-year term)
- Vice President (one-year term)
- 12 Executive members (two-year term)

The 2015 ballot will proceed by electronic voting. The timeline is:

- **5 August** Nominations for Executive close
- **25 August** Electoral roll closes 16:00
- **1 September** Electronic voting process underway
- **24 September** Results declared by or on this date

Please note that to participate in the NZPF national executive election process you must be a financial member. If you recently received a subscription reminder please ensure that this is paid before the roll closes on **25 August**.

Julie Hepburn – NZPF Secretary

EXTRA ALLOWANCE FOR EXTRA ORDINARY TEACHING POSITION - ARANUI SCHOOL CHRISTCHURCH

Attention Principals – do you have the *right* person on your staff, to help the children at Aranui Primary School?

Aranui Primary School, in the east of Christchurch is seeking applications from teachers who would like to take up a fixed term position as a Y1/2 class teacher for terms 3 and 4, 2015.

We are looking for someone with innovative and collaborative teaching practice, and a passion and energy for working with children, particularly those with diverse needs. Experience and expertise in working with Pasifika learners and their whānau would be an advantage, as would skill in the use of IT.

The school is due to close in January 2017 when a new Year 1 to 13 school will open in the area. While this is an exciting opportunity for the Aranui community, it poses a variety of challenges, including uncertainty around employment for teachers, some of whom have already won jobs away from Aranui. In order to maintain a high level of education for learners at Aranui Primary School, the Board of Trustees will consider a recruitment and retention allowance for an appropriate candidate.

An accommodation allowance will also be considered for a strong teacher who is willing to move to Christchurch for the duration of the fixed term position.

A successful candidate would need to seek unpaid leave from their current employer.

VIRTUAL LEARNING NETWORK (VLN) PRIMARY SCHOOL



Expressions of Interest and enrolments are now invited from schools wishing to participate in the VLN Primary School in Semester Two. The VLN Primary is a collaboration of schools working together to improve educational opportunities for students through online learning. Find out more about the VLN Primary School at our [website](#). A wide range of language programmes are confirmed. In addition there will be extension maths, health, and Asia Aware Inquiry. More details on what is available and how to participate in our latest [newsletter](#).

NZPF SERVICE AWARDS – RETIRING PRINCIPALS



To mark the retirement of school principals, NZPF has developed a special Service Award. If your local principals' association is aware of any retiring principals in your region then have your president [email](#) with the principal's name(s). We will prepare a Service Award which will be emailed to your president for framing and presenting at your local principals' association function

NZPF AGM BUSINESS PAPERS

You recently received a special flyer giving notice of the NZPF AGM to be held:

Date: Thursday, 2 July 2015

Venue: Conference Room, Shed 6, Queen's Wharf, Wellington

Time: 4.00 pm

NZPF membership subscription fees will be set at the AGM and for the 2016 year it is proposed that the fees remain at the 2015 level. Below is the proposed motion:

'That the NZPF subscription fees for 2016 remain the same as 2015'

To read the Notice of Motion of this proposal click [here](#)

The Annual General Meeting papers will not be printed but are accessible and printable from our website

To read the Annual General Meeting papers click [here](#)

The NZPF Awards Ceremony will be held at the conclusion of the AGM. Judy Hanna and Paul Drummond will be awarded NZPF Life membership awards and Dr Ann Milne will receive the NZPF Service with Distinction award.

I encourage you to attend the AGM and pay tribute to your colleagues receiving honours.

NZ FLAG CONSIDERATION PROJECT



Flag Consideration Project

What does your school stand for?

Right now, the New Zealand Flag Consideration Panel is asking New Zealanders to discuss their identity. Your school will have its own, unique character as well. Here's your chance to conduct your own flag referenda and participate in the national Flag Consideration Project. The Panel have prepared all the materials you'll need, which you'll find at the website below.

The project is suitable for years 1-10 and will get students thinking about culture, diversity and other important social concepts. They'll be able to create their own alternative flag designs and vote for the one they think best captures New Zealand's identity. Then they will be able to vote to keep the existing flag or choose the alternative design.

Your school will be able to share the results of its referenda and suggest its preferred alternative design to the Panel.

The deadline for getting your results and ideas to the Panel is 16 July, so make sure you get started soon!

Download the Schools Resource at www.education.govt.nz/nzflag

If you have any questions please contact Ian Thompson, Senior Advisor, New Zealand Flag Consideration Project
phone: 04 498 4277 email: ian.thompson@flag.govt.nz

BUSINESS PARTNERSHIPS

One of the undertakings the NZPF gives its business partners is that **at the very least, they are given the opportunity by members to quote for a product, service or solution. PLEASE support our business partners as their assistance is very important to NZPF and to you as members.**

Gold



Silver



Bronze



Interested in becoming an NZPF Business Partner?

We welcome enquiries from businesses that are interested in engaging with schools. If you would like to know how a partnership with NZPF can add value to your business, while supporting New Zealand education, please email [Gavin Beere](mailto:Gavin.Beere@nzpf.ac.nz) (NZPF's Business Partner Convenor), for an information package and further details about NZPF.

National Office

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For a map showing the location of the National Office in Wellington [click here](#)

To update membership details [click here](#)