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President's Message

Federation Flyer 24 – 17 September 2015



Tēnā koe

It's almost the end of term three, and sometimes I wonder when the speed wobbles will slow down. Well, not yet! Besides, some of the really hard grind is starting to pay off. Just so that you don't feel overwhelmed by the volume of this week's newsletter, here are the contents:

- 1 The Minister's announcement to fund the MACs
- 2 NZPF Elections
- 3 Rural Matters
- 4 Property Issues
- 5 Principal Appraisal
- 6 Paid Union Meetings
- 7 School Resourcing
- 8 NZPF Conferences
- 9 Trans-Tasman Conference

Māori Achievement Collaboratives (MACs)

After the hard work of putting together the proposal to fund a full time national coordinator for our MACs programme, and after persistent lobbying of both the Minister and Ministry, last Friday the Minister announced that she would fund our proposal. It was a great result for Te Akatea, NZPF and Ministry staff who worked in partnership to shape the initiative two years ago. We can now look forward to continuing and growing the MAC programme which has been so successful in making a difference for Māori children in mainstream schools.

I acknowledge Peter Witana, Keri Milne-Ihimaera and Whetu Cormick who instigated the early thinking for this initiative. They led the executive to appreciate the full potential of the MACs which subsequently resulted in a culture change in schools where Māori can now truly aspire to succeed as Māori. What is particularly special about this initiative is that it was developed and driven by principals, for principals. As the details of the funding decision are worked out, they will be released in this newsletter.

NZPF Elections

If you haven't done so already, now is the time to vote for the NZPF 2016 Vice President and National Executive. My congratulations to Iain Taylor who has been elected President for 2016 unopposed. As the 2016 Immediate Past President, I look forward to supporting Iain and his new executive. Voting closes this **Sunday, 20 September at 12 noon**. See the notice below.

Rural Matters

This week we launch the first issue of [Rural Matters](#) an initiative that has emerged after feedback received from our rural colleagues. In New Zealand we have a significant number of rural schools and this initiative is in recognition of the considerable changes taking place that affect rural communities and schools, including fluctuating rural school rolls, staffing resources, travel, access to relievers and specialist services and lack of support. Through this new publication we hope to keep rural principals abreast of changes, assist rural principals, especially sole charge principals, in their management roles and provide useful tips and additional information that can be of help. We invite comments and ideas from rural principals to share, through this new publication, which will be produced twice a term. Please contact our National Executive member, [Karen Brisco](#) who is responsible for 'Rural Matters' content.

Property Issues

NZPF has been fielding a significant number of inquiries from principals about property issues.

The most reported issue is the widely held concern that property is dictating pedagogy. We want pedagogy to be the lead driver for all property decision making. Within both the national and regional Ministry property offices there is a void in experience and understanding of pedagogical importance.

Consequently, contentious issues arise including -

- The gap between the budget and QS estimates during design phase causing aspects of the design to be cut, on occasion resulting in a reduction to floor space and pedagogically strong features. This compromises the building's ability to be 'fit for purpose'.
- The QS estimates for 'pre plans' are not described as "rough order" estimates and are therefore difficult to achieve in regions (especially rural and high growth areas). This also leads to alterations and reductions and less satisfactory refurbishments.
- The absence of clear timeframes for roll growth, modernisation of buildings, reparation of water tightness issues and other MOE managed projects.
- The capacity, capability, turnover and retention of regional property staff.
- The absence of educational expertise within the MOE as projects progress through the system.
- Transparency about the criteria for prioritising Capital Upgrades.
- Transparency about the information held about each school, how that information is used and how and when it is communicated. This highlights the urgency for schools to receive training on Helios.
- The disjuncture between the funding model and the requirement to build/refurbish "fit for purpose" spaces.
- The MOE processes that either delay projects unduly or reduce the amount of money in a budget without clear explanations to schools as to why this has happened.
- The long term inequitable application of enrolment zones which has caused decline in some areas with the subsequent loss of property capacity.
- The impact that population shifts could and will have on school capacity and what processes will be developed to engage with the local stakeholder groups to co-construct outcomes.

We have written to the Secretary for Education, Peter Hughes to outline these concerns and suggested some possible ways forward. We will report any response to you as it comes to hand.

Principal Appraisal

Later this month we will be working alongside NZSTA, ERO, EDUCANZ personnel and some of your colleagues to co-construct clear information on how to manage the various components of Principal Appraisal. Some of you report the new requirements are overwhelming. In the meantime [click here](#) to access information prepared for us by ERO, in consultation with EDUCANZ. It includes information about Principal Practising Certificates, including the regulatory requirements and the process and information about the EDUCANZ and ERO Audit services agreement.

Paid Union Meetings (PUMs)

We encourage all principals to participate in the NZEI paid union meetings (PUMs) currently being held across the country. It's important that you have your say about the current agreement with the Ministry on the Communities of Learning concept. Many of you have reported that your primary concern with the original model of IES was the lack of leadership sharing. The NZEI negotiating team has managed to craft a type of collaborative leadership although negotiations still have some distance to go.

School Resourcing

This week NELP (National Educational Leaders Partnership), a group of sector leaders, to which NZPF belongs, wrote to the Minister of Education to seek her support for a process of engagement between NELP and the Ministry to work together on the school funding review. We are waiting to hear back. [Click here](#) to read the National Education Leaders Partnership School Resourcing proposal.

NZPF Conferences

After much deliberation based on membership feedback, NZPF has made some significant changes to the way in which future national conferences are organised. There are three main themes to the changes.

First is the conference location. In future, locations will be limited to four areas: Queenstown, Christchurch, Wellington and Auckland.

The second theme is the equitable distribution of any surpluses from national conferences. In the past, conference organisation has been contracted out to a region which has the infrastructure to support hosting a conference, and in turn that region has shared with NZPF any surplus that has accrued. That system denies the smaller regions an opportunity to share in any conference surplus. Feedback indicated that members want a fairer and more equitable sharing of conference surplus. In response NZPF has decided to bring the national conference organisation into the national office and in future, all conference surpluses will be shared equitably with the membership.

The third theme is the showcasing of the regions and regional principals having an opportunity to participate in the organisation of national conference. This ensures that the conference reflects a local flavour and representatives would contribute invaluable local knowledge to the conference discussions. It was decided that the hosting region's principals' association would be invited to appoint two principals from their membership base to participate on the conference organising committee. NZPF will cover all travel and accommodation costs and related expenses for the appointees to attend meetings. In addition, NZPF will extend a koha to the hosting region's principals' association for the benefit of their members.

We are pleased to announce that Jill Corkin from Snells Beach School has been appointed convener for the 2017/2018 conferences.

The first conference in 2017 is in Queenstown and we have already extended an invitation to the Otago Primary Principals' Association to nominate two of their members to join the conference committee.

Trans-Tasman Conference (NZPF/APPAA)

[Registration](#) for the joint NZPF and APPAA (Australian Primary Principals' Association) conference to be hosted in Auckland next year is now open. Note the conference dates are 31 May – 3 June, week five, term two 2016. See the section below for more details.

Noho ora mai ra



Denise Torrey

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UPCOMING DATES

20 September	Electronic voting for national executive closes
24 September	NZPF election results declared
16 - 17 October	Executive meeting, Wellington

NZPF ELECTION



You have just **three more days** to cast your vote for the NZPF 2016 Vice President and National Executive.

Voting closes at 12 noon Sunday 20 September **Election results will be available 24 September 2015**

If you are a financial member and have not yet voted, a reminder email was sent to you TODAY. Look for an email from **elections@electionz.com**. The email included instructions, a link to the profiles of all the candidates and your unique pin and password to enable you to log onto the voting page. **Please also check your Junk email folder. Note carefully, only log onto the voting page when you are ready to vote as the pin and password can only be used once.**

If you require assistance please call the free phone number 0800 666 035.

Meanwhile consider the words of Franklin D Roosevelt:

'Nobody will ever deprive the American people of the right to vote except the American people themselves and the only way they could do this is by not voting.'

TRANS-TASMAN PRINCIPALS' CONFERENCE 31 MAY – 3 JUNE 2016 SKY CITY AUCKLAND



Many of you have commented on the outstanding programme the Wellington NZPF conference provided, especially the theming of topics into different education lenses. Its time now to start thinking about the next NZPF conference which will be hosted jointly by our Australian colleagues (APPAA) and NZPF. It too promises to present an outstanding and relevant programme.

Trans-Tasman Principals' Conference 2016
31 MAY - 3 JUNE 2016, AUCKLAND, NEW ZEALAND

The theme of 'Knowledge in Our Hands' will bring together practitioner and expert stories from around New Zealand, Australia and the world. This special event, held every four years, is an opportunity to showcase New Zealand education in 2016 and will follow theme strands aligned with the values of the NZ Curriculum. [Early Bird Registrations](#) are open now. For full details of the conference programme, speakers and registration, go to www.transtasmanconference.co.nz

NZPF RURAL GRANTS



NZPF annually awards rural grants of \$1000 to rural principals' groups, to assist them to hold their own conference or seminars. Applications close on **1 November**. For further information and an **application form** click [here](#). Applications need to be made now to fund your conference in 2016.

RURAL MATTERS



This week we launch the inaugural issue of our new publication [Rural Matters](#), which will be produced twice a term. This publication is intended to support our rural principals and provide information and ideas specifically tailored to leadership in rural schools. We welcome feedback on this publication and input for future issues.

BANKING STAFFING UPDATE – 17 SEPTEMBER 2015

Relief Teacher/Additional Hours Budget Figures for 2016

Many schools, who used to survive largely on entitlement staffing, are now finding that their day to day release at 0.14 FTEs is creating overuse greater than the budgets they had set based on previous years. Others, where the reliever rate is their cheapest salary, have been charging day to day release to BG and have used up most, if not all of their budget already this year.

The Ministry of Education anticipated this difficulty when it made an administrative change from 0.07 per day to 0.14 for day relievers a couple of years back. They softened the landing by doubling the relief teacher entitlement in the Operations Grant at that time. (Look at the 2016 funding Entitlement Notice you received about 4 September. That figure is now twice what you got 3 years ago if you care to look back and had a similar roll - but many schools never adjusted their budgets at the time).

In the 0.14 FTE per day environment I suggest schools consider translating all of this entitlement straight into the 2016 budget for day to day release unchanged. If you don't use it all next year, well and good, but put it there so there is at least a little buffer to help get through the year and avoiding the pressure of trying to do too much of this release "in-house". There is evidence that principals and management are covering release to the detriment of other school programmes or trying to catch up on their management duties on evenings/weekends/holidays.

If you want to help the budget out, have a go at a heat light and water review instead! (See a powerpoint guide created thanks to Tony Grey, Principal, Te Kowhai School, Hamilton, who used the slides at a first time principals course recently). I have uploaded the HLW slides to my website www.bankingstaffing.co.nz if you are interested (look for the last link at the bottom of that webpage). The current HLW rates were set about 2010 and some schools have not sought an increase since then, so there could easily be \$5000 per year available if things have changed over the years at your place perhaps!

Gavin Price | NZPF Life Member | gavin.price@xtra.co.nz | www.bankingstaffing.co.nz | 027 607 6220 or 021 174 7974

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.

BUSINESS PARTNERS

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](#) (NZPF's Business Partner Convenor), for an information package and further details about NZPF.

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

To update membership details [click here](#)

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