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President's Message

Principal Matters 3 – 3 March 2016



Tēnā koe

In my first few weeks working out of the national office and generally organising things it was busy but in a very quiet way compared to running a school. What I could not have predicted was just how things would speed up especially with the media. It occurred to me that many of you would not know about this so a report on the past month's media is included in a notice below. I'm sure you, like me, will be surprised at the variety of topics we get asked to comment on!

Most of you are aware that NZPF offers a legal support scheme for members. The scheme is intended to advise and protect you and your career. It is called Principals' Advice and Support Limited (PASL). It offers free advice through a helpline legal service and in the event that you required legal support, you would be allocated a lawyer by PASL with the initial costs covered by the scheme.

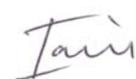
An [application form](#) to join PASL was sent out with your NZPF subscription notice. The question has arisen as to what happens when the principal is on sabbatical or on sick leave. In the case of the school paying for PASL membership it is the acting principal who would be covered. If the principal has personally purchased membership to the scheme, the principal is covered at all times and the acting principal would not be covered. **It is our advice to you that you pay the subscription yourself to ensure full coverage at all times.**

A number of you have raised concerns about the Progress and Consistency Tool (PaCT) recently. The tool is being promoted by Ministry staff and SAFs who are encouraging its adoption saying it is just like using e-astle. NZPF has always acknowledged that the tool could be useful and it does include some very fine features. Our objections are in the way that data generated by PaCT may be used. We have been given **NO** reassurance that PaCT data will not be used outside the school itself so consequently our position advising principals to have no engagement with PaCT still stands. This position was formed after considerable discussion and debate at our 2013 conference where principals voted almost unanimously to disengage with the development of PaCT. Major reasons included that the PaCT could be used to further legitimise national standards data which in our view always have been and continue to be a poor measure of assessment and thus a dangerous measure for assessing a school's performance. Already we find the media trying to compare schools on the basis of national standards data as if it was a complete and legitimate performance measure. Introducing widespread use of PaCT would simply make this worse.

There are many important notices included in this issue of *Principal Matters*. From auditing requirements to principal appraisal, notices of conferences and various other useful bits of information. These things are important to share with you.

What is also important, is sharing your great practice! We are going to introduce, in the next issue of *Principal Matters*, a special section just to showcase an example of good practice, a great idea or an outstanding achievement so please do [email](#) me examples either of your own or someone else's excellent practice or achievements. The section will be called '*In praise of principals*'.

Noho ora mai ra



Iain Taylor

[iaint@nzpf.ac.nz](mailto:iaint@nzpf.ac.nz)



The **Principals Federation** has used the closure to argue no more such schools should be created. ... Mr Seymour says the fact many children still fail in mainstream schools demolished the the **Principal Federation's** argument that charter schools were unnecessary because New Zealand teachers were among the best in the world.

#### [What equals a free education?](#)

From Bay of Plenty Times Published 20:56 20/02/2016 Also from [Bay of Plenty Times News](#)

This month we reported that parents in the wider Bay of Plenty region pay more than \$6 million a year towards their children's education, with **New Zealand Principals' Federation** national president **Iain Taylor** saying many schools had become reliant on school donations because funding levels were not covering basic operation costs.

#### [No need for Charter Schools says Principal with Charter School neighbour](#)

From Whale Oil Published 13:30 18/02/2016

Principal **Iain Taylor**, who is President of the **Principals' Federation**, says there is no need for Charter schools. ... The president of the **Principals Federation** says an international study that ranked New Zealand teachers among the best in the world shows there is no need for charter schools. ... **Iain Taylor**, who heads decile one Manurewa Intermediate in South Auckland, says a critical finding was that professionalism did not drop off in the socio-economically disadvantaged schools as was the case for most other countries.

#### [Top teachers decry charter school push](#)

From Waatea News Published 16:51 17/02/2016

The president of the **Principals Federation** says an international study that ranked New Zealand teachers among the best in the world shows there is no need for charter schools. ... **Iain Taylor**, who heads decile one Manurewa Intermediate in South Auckland, says a critical finding was that professionalism did not drop off in the socio-economically disadvantaged schools as was the case for most other countries.

#### [Northland schools get \\$4m a year from the community](#)

From Northern Advocate Published 16:00 16/02/2016

**New Zealand Principals' Federation** national president **Iain Taylor** said money from donations paid for swimming programmes, IT devices, school signage and beautification of grounds and buildings.

#### [New president for NZPF](#)

From School News Published 13:47 16/02/2016

The 2016 president for **New Zealand Principals' Federation** is **Iain Taylor**, principal of Manurewa Intermediate School in Auckland. ... Mr Taylor has been released from his school for the year to work from the **NZPF** office in Wellington.

#### [Police probe links between Friday kidnap and 2011 abduction in same street](#)

From Manawatu Standard Published 17:22 15/02/2016 Also from [Dominion Post Wellington Central](#)

**Iain Taylor**, New Zealand Principals' Federation president, said it was hard for schools to know if children went missing on their way to school, before roll call.

#### [Levin upset Wanganui in pennants, other matches go to favourites](#)

From Manawatu Standard Published 16:58 15/02/2016

Brad Wallis, Keith Johnson and **Phil Harding** were the others to get wins for Wanganui.

#### [Kiwi teachers top professionalism report - calls to scrap charter schools follow](#)

From TechDay Published 12:36 15/02/2016

"The OECD research finding is a strong commendation for our high quality public education system,' says **Iain Taylor**, president of the **New Zealand Principals' Federation (NZPF)**.

#### [NZ teachers top professionals in world - NZPF](#)

From Voxy Published 09:09 15/02/2016

'The OECD research finding is a strong commendation for our high quality public education system,' said **Iain Taylor**, President of the **New Zealand Principals' Federation (NZPF)** today.

#### [New Zealand Teachers Top Professionals in World](#)

From Liz Hawes, NZ Principals Federation Published 09:09 15/02/2016

'The OECD research finding is a strong commendation for our high quality public education system,' said **Iain Taylor**, President of the **New Zealand Principals' Federation (NZPF)** today.

#### [Parents prioritise school donations](#)

From Bay of Plenty Times Published 14:00 12/02/2016

**New Zealand Principals' Federation** national president **Iain Taylor** said money from donations paid for swimming programmes, IT devices, school signage and beautification of grounds and buildings.

#### [Safer Internet Day partners to tackle rising internet harms](#)

From Martin Cocker, NetSafe NZ Published 06:00 09/02/2016 Also from [Voxy](#)

## NZ Principals' Federation (NZPF)

### [Waimate Centennial School class sizes lowered to help students achieve](#)

From Timaru Herald Published 15:26 08/02/2016

**New Zealand Principals' Federation** president **Iain Taylor** does not believe this is an isolated example of class reductions for academic benefit.

### [Five-year-old left school unnoticed and caught a bus with a stranger](#)

From Stuff.co.nz Published 19:41 06/02/2016 Also from [Western Leader](#)

**New Zealand Principals' Federation** **Iain Taylor** said he believed most schools would have systems and procedures in place to protect students' safety.

### [School groups wary of national standards computer system](#)

From Radio New Zealand Published 09:57 03/02/2016 Also from [MSN](#)

The president of the **Principals Federation**, **Iain Taylor**, said that was not a good rate of uptake and distrust was stymying adoption of the tool. ... Mr Taylor said the **Principals Federation** opposed the tool.

## SCHOOLS INVITED TO APPLY FOR FONTERRA FUNDING



New Zealand schools needing help to get important projects underway this year are being invited to apply for a grant from the Fonterra Grass Roots Fund.

Applications for the next round of grants close on **31 March 2016** and Fonterra's Global Sponsorship Manager Kane Silcock is encouraging primary and secondary schools to submit their requests.

Grants range from \$500 to \$5000 and projects must fit into one of three categories to be considered for funding: **Bringing Communities Together**, **Caring For Our Environment** and **Making Our Communities Safer**.

To find out more about the projects that have been funded, see the full terms and conditions or to apply for a grant, head to [www.facebook.com/FonterraGrassRoots](http://www.facebook.com/FonterraGrassRoots).

## LOCAL ASSOCIATION EVENTS



From time to time your local association will be holding a conference or event. If you would like the NZPF President to attend and update you on the NZPF work, do not hesitate to [email Iain](#) and he will come and speak to your group.

## NZ PRINCIPAL MAGAZINE NOW ALSO ON-LINE



### [View or share NZ Principal Magazine online](#)

You and/or your team members can now easily access the NZ Principal Magazines online, as an e-magazine or as a PDF. Additionally you can search for a previous issue, an article by title or by the author of the article. All Magazines back to term 1 2012 are available in this format. To view or search click [here](#)

## BULLYING-FREE NZ WEEK – TOGETHER WE CAN PREVENT BULLYING IN AOTEAROA

New Zealand's first [Bullying-free NZ Week](#) will be held from **16-20 May**, in the lead up to [Pink Shirt Day 2016](#).

The week is an initiative of the Bullying Prevention Advisory Group (BPAG), a collaboration involving 17 organisations from the education, health, justice and social sectors, as well as internet safety and human rights advocacy groups.

The theme of the week is 'Together we can prevent bullying in Aotearoa', acknowledging schools need the support of whānau and communities to provide safe, positive learning environments for children and young people.

The week will begin on Monday 16 May with the launch of a new website featuring interactive, evidence-based tools and resources from the popular [Bullying Prevention and Response Guide](#), to help schools take effective action on bullying. Schools can also [sign up](#) for a free Bullying-free NZ activity pack with bullying prevention-themed activity ideas for schools to mark the week.

Bullying-free NZ Week concludes on Friday 20 May, with schools invited to celebrate Pink Shirt Day, the annual event encouraging schools' focus on creating environments where all students feel safe, valued and respected, regardless of age, sex, gender identity, sexual orientation, ability, or cultural background.

Sign your school up at [BullyingFree.NZ](#) for opportunities to preview and test the new website and order free Bullying-free NZ Week activity packs. To request Pink Shirt Day toolkits, register events or order resources click [here](#)

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



This year's NZPF conference will be hosted jointly by our Australian colleagues (APPA) and NZPF. It is a special event, held every four years, and provides an opportunity to showcase New Zealand education in 2016. It will follow theme strands aligned with the values of the NZ Curriculum.

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. [Early Bird Registration](#) closes on **31 March 2016**.

For full details of the conference programme, speakers and registration, go to [www.transtasmanconference.co.nz](http://www.transtasmanconference.co.nz)

## NZPF ANNUAL GENERAL MEETING



The Annual General Meeting (AGM) will be held in Auckland on 2 June 2016. Section 16.9 of the constitution requires that any member wishing to give notice of any motion for consideration at the AGM must forward written notice of the motion to the National Secretary not less than 60 clear days before the date of the meeting.

If you do have a motion to put to the AGM, now is the time to send it in.

## SOLE CHARGE AND RURAL PRINCIPALS' CONFERENCE



The 2016 conference for sole charge and rural principals will be held **18 - 20 May** at the Function Centre Havelock North. Principals who have previously attended the sole charge conference repeatedly tell us how valuable they found the experience. It is one of a kind and specially tailored to providing excellent advice for the lone principal who has to do everything by themselves and the rural teaching principals who similarly have very high demands.

To register and access the programme, click [here](#). For further information or if you have any other questions about the conference, contact [Janine Remnant](#)

## NEW ZEALAND PARENT TEACHER ASSOCIATION



**NZPTA will still be holding it's Conference and Annual General Meeting**  
**7.00 pm Friday 13 – 12.30 pm Sunday 15 May**  
**Surrey Hotel, Surrey Crescent, Auckland**

The programme has an emphasis on PTA/Parent Group matters – ideas, issues, networking, solutions etc – all for the benefit of your children – which is what we're all here for.

Remember – you don't have to call yourself a PTA to be members and/or to come along to the conference – Friends of the School, Parent Support Group, Home and School, Parent, Teacher and Friend Association (PTFA) – you are all parents getting involved with your children's education.

Besides the important PTA/Parent Group sessions we have a session on Special Needs.

The format will be 4 speakers:

- David Moreau – has audited the programmes available to parents and has determined the value of each – do they deliver what they say they will
- David Wales – from the Ministry of Education – Special Needs Update
- Trish Grant – Director of Advocacy IHC
- Lara Sarich – Gifted and Talented - these children have special needs too

Each speaker will have 20 minutes to address you, and then use the last 10 minutes to discuss how we can include these children in our PTA activities. Most of the information will come from attendees.

Think about joining us – send in your nomination and resume as soon as possible

Along with this we have ideas from the

- Pasifika Culture in PTA
- The Ministry's update on the bullying initiative being introduced the following week
- An introduction to Give Me Five

**Come along and be entertained – educated – befriended – solve your problems – share your issues**

## UNIVERSITY OF AUCKLAND – INFORMAS – ONLINE SCHOOL NUTRITION TOOL



**The University of Auckland would like to invite you to take part in a national study developed to assess and provide meaningful feedback on the healthiness of New Zealand school food environments.**

The study has been extended to all primary and secondary schools in New Zealand. It is part of The University of Auckland, and the International Network for Food and Obesity/non-communicable diseases (NCDs) Research, Monitoring and Action Support (INFORMAS) which aims to support public and private sector policies and actions to create healthy food environments and reduce obesity, NCDs and their related inequalities globally.

### **New online School-FERST tool supports healthy food in schools**

A new online tool will be launched next month enabling schools to self-review the healthiness of school food environments and support them in improving where needed. The new School Food Environment Review and Support Tool (**School-FERST**) was launched today to coincide with International School Meals Day.

The tool has been developed by the INFORMAS team from the University of Auckland and is designed to enable schools to assess and continue to contribute positively to their food environments by capturing important indicators such as school policy, food and beverages provided and sold and nutrition information amongst others. **School-FERST** will also highlight and best practice examples and provide detailed, individual feedback to schools on various aspects of their school food environments. Schools will also be able to see how they fare in comparison to schools in their decile, region, and across the country. To get involved with the School-FERST project, schools can email [Erica D'Souza](mailto:Erica.D'Souza@schoolferst.co.nz) or visit [www.schoolferst.co.nz](http://www.schoolferst.co.nz)

#### ASTHMA AND RESPIRATORY FOUNDATION – DANCE4ASTHMA



##### Registrations are now open for Dance4Asthma 2016!

Dance4Asthma is a fun health promotion activity which will take place in Term 2 of this year to raise awareness of asthma. Schools are invited to put together a dance video to the 2016 Dance4Asthma song and post it on YouTube. Dance4Asthma can involve one class or the whole school, and there are prizes up for grabs for winning schools. In New Zealand the statistics are alarming—one in seven children have asthma.

For more information visit our [website](#), call Vanessa Searing from the Asthma and Respiratory Foundation on 04 495 0097 or email [marketing@asthmafoundation.org.nz](mailto:marketing@asthmafoundation.org.nz) [Register](#) your school for Dance4Asthma now!

#### CHILD CYCLING SKILLS



There has been much public debate recently about the age at which children can safely cycle to school. Cycling is encouraged as very good exercise for children. However it is also important that children are not cycling on public roads before they fully appreciate the road rules and how to handle themselves on a bicycle competently.

Click [here](#) to access the study by Dr David Geddis to help you advise children and parents about the optimal age for children to cycle to school.

#### RESOURCES FOR STAYING SAFE ON-LINE

Many of you will have participated in the Netsafe sponsored *Safer Internet Day* on February 9 2016 and will want to retain resources that you can use in your schools. Click [here](#) for a resource about staying safe online and [here](#) for the resource entitled 'so you got naked online'. You can interpret this message in any way that suits the context of your organisation and its work. If that feels a bit too open ended, these digital citizenship resources (for [parents](#) and [schools](#)) could help.

#### SCHOOL AUDITS 2015 REMUNERATION OF BoT MEMBERS

This requirement was prompted by the new accounting standards for all NZ entities and then by the Auditor General's Office (who have to carry out audits in accordance with the standards). It is not intended to be onerous. You will need to disclose the time that the BoT members spend on BoT work and express that as a single aggregated FTE. This was supposed to have been implemented in schools from January 2015 but was overlooked by the Ministry who apologise for not letting us know earlier. For the 2015 annual financial statements, an estimated FTE will be acceptable, based on the number of BoT meetings and BoT committee meetings during the year, typical attendance and average hourly commitment per meeting.

#### ADVICE FOR PRINCIPALS EXPERIENCING PERFORMANCE ISSUES

The best advice NZPF can offer principals to protect their careers is to join the NZPF 'Principal Advice and Support Limited' (PASL) scheme which gives you free access to a helpline for advice and legal assistance should you require it.

Even if the performance matter the Board has raised seems insignificant, it is advisable to contact the PASL helpline.

If matters escalate there are legal obligations of employers. NZSTA is aware of these obligations.

- 1 If an employer (Board of Trustees) has performance concerns with an employee, best practice is that these concerns are clearly articulated **in writing at the earliest opportunity**. Any supporting documentation pertaining to the concerns should be included with the letter.
- 2 The employee must be given a **fair opportunity** to prepare a response to the concerns, and if necessary seek representation to assist in addressing them. We advise ringing PASL.
- 3 Depending on the nature of the concerns, **a minimum of 7 days** should be given to the employee to prepare a response. This can be done directly or through a representative.
- 4 Typically a response will be given at a meeting arranged for that purpose. Best practice is that the employer will advise who their representative is for this meeting. This gives the employee an opportunity to raise any conflict of interest concerns and determine who they should bring to the meeting. Once again check with PASL.

We are aware that boards and their representative have been known to escalate matters to suspend the principal. In small communities in particular, this creates the unintended consequence of implying guilt. In our view the only conditions under which premature escalation may be acceptable is when there is a clear risk to students, staff or to the school.

## PRINCIPAL APPRAISAL

Last year NZPF fielded concerns from principals about the challenges, inconsistencies and complexities of the principal appraisal system. ERO found similar concerns through their audit process for the Education Council. A working group was set up and personnel from the Education Council and NZSTA worked together to produce guideline documents that give consistent messages to principals, boards and appraisers.

It is agreed that appraisal is a natural harvest of current practice, linked to school strategic plans and the principles of the New Zealand Curriculum, with the intention of improving outcomes for students. This approach to appraisal can be undertaken through an inquiry model.

The guideline documents are now available on the Education Council and NZSTA websites. They have been tested on groups of principals and appraisers but could be further refined.

Please send any feedback to [Chris Thornley](#) or [Nicole Williams](#)

Here are the NZSTA links to the [Performance Agreement](#) template and [Performance Management](#) template  
Further information is available on the [Education Council's](#) website.

## KONICA MINOLTA BUSINESS SOLUTIONS NEW ZEALAND LIMITED



A MASSIVE thank you to Konica Minolta for our new **BizHub C364e photocopier** which brings increased efficiencies and a professional solution to the work that we undertake on your behalf here at National Office. Please ensure that if your school is looking to upgrade your photocopier that Konica Minolta is given the opportunity to quote for your replacement. Talk to your local Education Specialist or email [education@konicaminolta.co.nz](mailto:education@konicaminolta.co.nz)

## EDUCATION SERVICES LIMITED



We provide an accounting service to over 650 schools in the North Island. Recently we have experienced an increase in interest for our service – for a number of reasons – it may be that the new increased reporting requirements are a problem for your existing personnel, or you may want to incorporate our systems to decrease the likelihood of fraud or misappropriation, or it could be as simple as gaining some efficiencies by outsourcing your accounting functions.

Whatever the reason you may want a non-obligatory demonstration of what we can do for your school – we would love to hear from you.

Contact Pete on 06-7575489 or e= [pete@educationservices.co.nz](mailto:pete@educationservices.co.nz), or visit our website to learn more [www.educationservices.co.nz](http://www.educationservices.co.nz)

## 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 a 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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