

Federation Flyer 2015



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President's Message

Federation Flyer 4 – 26 February 2015



Tēnā koe

Schools across New Zealand are acutely aware that Pasifika children are one of our priority learner groups. Our Pasifika population is growing particularly in the Auckland region and it is important that we as a profession are able to respond in a culturally appropriate way to the Pasifika learners' needs so that we can best assist those children to succeed and become contributing and fulfilled citizens of the future.

To do this, we need to equip ourselves with the knowledge and understanding of how best to lead learning for the Pasifika children in our schools. For many in our profession the knowledge and understanding necessary to truly connect with and engage Pasifika children needs development.

This year your national executive has set a goal to help the profession apply the 'Pasifika Education Plan' (PEP) in schools. The PEP document is a high level strategy and it is not immediately obvious how to apply it to raise achievement for Pasifika children at the individual school level.

The executive has added a new principle and goal to its own charter document to reflect its focus on Pasifika. Click [here](#) for the NZPF charter document. A team within the executive, led by Iain Taylor from Manurewa Intermediate School and Enosa Auva'a will be working on providing resources for you which will help guide your thinking as you construct your own Pasifika plans for your own schools. The team will continue adding to these resources which will be housed on the NZPF website. Click [here](#) to access the resources.

Future NZPF Conference Organisation

You will have received a special Federation Flyer on Tuesday 24 February outlining the executive's thinking on conference planning for the future. The national executive has been reviewing conference for some months. We are now seeking your views which will be incorporated in the decision making. Thanks to those who have already responded with ideas and suggestions. I expect that final decisions will be made at the May executive meeting and will be announced in the Federation Flyer.

IES and The Joint Initiative

The MoE is continuing to promote the IES policy even though it is well known that NZEI members have resoundingly rejected it. PPTA, the secondary teachers' union, on the other hand have proceeded with the policy to the bargaining stage.

Meanwhile the MoE is also negotiating with NZEI on an entirely new approach called 'The Joint Initiative'. This involves a consultation process through which members views will be sought on how best to apply the \$359m tagged for the IES so that clusters of schools can get maximum benefit and children's achievement can be raised across the board. You will be invited to participate in this consultation phase and share effective practices. I would urge you to engage and have your say. In our view this is the consultation which should have occurred before the policy was ever developed.

Some of you will already have lodged an 'expression of interest' in forming a cluster of schools to take advantage of the IES funds, in the belief that collaborating to target specific challenges for your group of schools would be beneficial. If you are such a school, I would encourage you to delay formalising your cluster until the outcome of the Joint Initiative is announced. It may also be helpful when you meet with the Ministry officials about forming an IES cluster to also invite an NZEI representative along so that you are fully appraised of all your options. It could be the case that the Joint Initiative yields a better deal for you than an IES cluster.

EDUCANZ

Once the legislation to disestablish the former NZ Teachers' Council and establish the Education Council for Aotearoa NZ (EDUCANZ) was passed I addressed what this means for us in [Federation Flyer #3](#). Thank you for your positive feedback on this. Some principals have used the piece in the Flyer to inform their staff, parents and BoTs. I encourage all of you to keep your school communities informed about the implications of EDUCANZ.

National Library Strategy

In the wake of the National Library's announcement to digitise resources that it once provided in book form, NZPF issued a

media statement and also wrote to the National Library pointing out our concerns. Click [here](#) for the media release.

Since then representatives from NZPF, NZEI and PPTA have met with National Library staff. We raised all of our concerns on the new National Library strategy.

This Library's strategy is efficiency driven and has the priorities of reading for engagement, digital literacy and modern library learning environments. The staff listened to our concerns and we are awaiting their response.

Health and Safety legislation

The Ministry has set up a sector reference group to look at the complexity of the impending Health & Safety legislation. NZPF has a representative on the reference group. The Ministry will be sending out regular updates in the Pitopito korero bulletin. Please keep up with the developments.

Regional Presidents' Survey

Special thanks to those presidents of associations who have completed our recent survey. Trends are beginning to form and we will be able to respond to these at the Moot. If you have not yet completed the survey sent to Presidents on Tuesday, 17 February please set aside the five minutes it will take to complete.

Noho ora mai ra



Denise Torrey
denise@nzpf.ac.nz

UPCOMING DATES

01 March	Don Le Prou Award applications close
20 March	NZPF Moot for all presidents of regional principals' associations, Wellington
19 & 21 March	Executive Meeting, Wellington

EARLY BIRD REGISTRATION DATE - CLOSING 1 MARCH



NZ PRINCIPALS' FEDERATION
CONFERENCE 2015

Note carefully that you have only **THREE MORE DAYS** before the discounted Early Bird registration option closes for the NZPF conference in July in Wellington. Many principals are taking advantage of the opportunity to bring other senior staff to conference to expose them to further leadership learning experiences. The conference has attracted some big names in education including star international Professors Diane Ravitch, Alma Harris, Meg Maguire and Michael Fullan as well as NZ notables Hon Steve Maharey, Dr Angus MacFarlane and Phil O'Reilly. **Don't miss out on the Early Bird discount.** Register now by clicking [here](#).

DON LE PROU AWARD - CLOSING 1 MARCH



In honour of the late Don Le Prou, a founder of NZPF and former principal of Frankton School in Hamilton, the Don Le Prou study grants assist NZPF members from U1-3 schools every year to undertake professional development. Each grant is worth \$1000 towards your PD.

Click [here](#) for an application form – **closing date 1 March**

NZPF MOOT – FRIDAY 20 MARCH 2015 - JAMES COOK HOTEL GRAND CHANCELLOR, WELLINGTON



Invitations and copies of the programme for the Moot have now been sent out to all regional presidents. We are looking forward to meeting you in big numbers this year. Do complete the very brief survey which was emailed to you in the 'President to President' Flyer last week.

We value your feedback and it helps the national executive plan their work for the year.

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.

BANKING STAFFING UPDATE - 12 FEBRUARY 2015

1 Something for Primary/Contributing Schools to think about when completing the 2015 March Roll Count Return
Primary and Contributing schools, unlike Area Schools, do not have a Year One adjustment added to their confirmed March Actual Roll for staffing purposes.

One way for Primary and Contributing schools to minimise the effect of this is to realise that this year's Y1 March actual roll (**Table M3** of the March Return) is used by MOE in their initial July 2016 prediction of your Year 1 roll **and** in the prediction of enrolments from March to 10 October for the following year (2016). This means that just one extra year 1 pupil on the March 2nd roll count this year counts as up to two year one pupils in the 2016 July predictions (Actually 11/12ths is added to the March actual). It seems sensible therefore to ensure your community understands the significance of having all qualifying/pre-enrol New Entrant pupils actually enrolled and present on or before roll count date. I sometimes come across instances of parents delaying the start date for very sound reasons often, but without realising that their action can have a profound negative effect for the following year's year 1 staffing, and sometimes the overall staffing in MACS schools (Rolls under 176).

Is it worth the effort?

One more eligible year one translates in the July predictions to 2 year one pupils for staffing purposes for 2016, and at the 1:15 ratio, this means **0.13 more staffing** for the 26 pay periods in 2016, **worth about \$8900.00** at the MOE recovery rate of

\$67000. MOE has recently changed relief days and additional hours to 0.1368 FTTE usage per day - about the same fte value as the extra pupil will generate each pay period. A potential gain in 2016 of about 26 extra release days or 3.3 teachers CRT time (if using fixed term staffing for CRT) should not be ignored.

Of course it can also help **this year's March recalculation funding figure** too, as once again that one additional pupil appearing on table M3 counts as up to 2 pupils for **all** school types with year one pupils, as MOE adds 11/12s to this year's, 2nd March Year 1 actual roll then funds on the combined total.

2 Qualifying pupils on Roll Count Date Monday 2 March 2015 (All Schools)

Students who qualify for resourcing must be attending the school for tuition on the roll count date, and must also meet the eligibility criteria of being a domestic student. (See Circular 2012/01 for definitions) **but there are others who may be able to be counted** summarised below -

Those who are absent, temporarily overseas, suspended, enrolled at a regional health school, attending a health camp, enrolled at more than one school, attend an activity centre, are international exchange students, or attending Secondary Tertiary programmes **may** be able to be counted, but read Circular 2013/07 25 March 2013 first for a full definition to ensure that their circumstances and your supporting documentation/evidence fall within the audit rules.

There are plenty of "ifs" and "buts" to be aware of within these exceptions, so here is the "must read" link to the Circular 2013/07 if you have children in any of the exception categories before you include them in the roll count.

<http://www.minedu.govt.nz/NZEducation/EducationPolicies/Schools/PublicationsAndResources/Circulars/2013/Circular201307.aspx>

The same circular then lists 8 groups of students who **must not be included as they do not qualify for resourcing**.

Gavin Price NZPF Life Member 027 607 6220 gavin.price@xtra.co.nz www.bankingstaffing.co.nz

FEEDBACK ON NZPF CONFERENCE ORGANISATION

Special thanks to everyone who has responded to our call for feedback on the suggested way forward for future NZPF conferences. I very much appreciate your thoughts and ideas and assure you that every one of them will be incorporated into the next stage of our thinking.

Much of your feedback has been supportive of the ideas put forward in the special flyer sent out to you on Tuesday, and we shall take that on board too.

If you do have some ideas about how to move forward with conference but haven't emailed in yet, please do take a few minutes to jot down your thoughts and [email](#) them to me. They will be greatly appreciated by us all.

NZPF LEGAL ADVICE AND SUPPORT SCHEME

All schools have recently received their NZPF subscription notice, including information and an application form for the NZPF Principals' Advice and Support Scheme. The scheme is now jointly owned by NZPF and Anderson Lloyd Lawyers and is administered by Crombie Lockwood.

It is only necessary to complete the application form if you want to take a brand **new** contract for yourself or for the school. Those who already hold a current contract do not need to do anything.

If you are unsure whether there is a current contract for your protection, please email janine.race@crombielockwood.co.nz with your name, and your school name, and she will advise you before you put pen to paper.

About the Scheme

The NZPF scheme fits between the BOT's insurance coverage provided to principals as employees and the normal support provided by NZEI. In many cases the NZEI cannot necessarily support the principal in a dispute especially if other staff members are involved. The NZPF support provides legal advice and representation just for principals but does not include:

- negotiation of employment contracts (NZEI does this).
- legal advice and support when no initial advice or support has been sought from the scheme's helpline (ie getting out of a legal mess when legal advice was not asked for first).
- where you have deliberately breached the terms of a contract and have had disciplinary action taken against you (deliberate actions are never covered).
- where issues commenced prior to taking out the scheme.

Essentially the scheme is used when a principal is in trouble with their board over some issue. This could be a performance issue, a staff dispute, a complaint about a principal's management style or a complaint from a parent that has been mishandled. Past issues have also included problems highlighted in ERO reviews, and allegations of physical violence or dishonesty. Whether you have committed the alleged wrong doing or not you may need legal advice and support.

The contract can be taken out in the name of the school so that it protects any person who may at any time perform the role of principal or acting principal, or in the name of the principal so that only the one named person is supported. We recommend that all contracts should be for the school when the school is paying the cost.

To read some examples of the ways in which the scheme has protected principals, click [here](#)

FOOD SAFETY REGULATIONS PROPOSAL

The Ministry for Primary Industries has released a consultation document on a set of proposals to make changes to regulations under the Food Act 2014. Some of these proposals will affect education providers, particularly those schools selling food at Tuck shops or providing breakfast and/or lunch for children at school. Click [here](#) to access 'Information for Education Providers'.

You are invited to make a submission on the proposal. Click [here](#) for instructions on how to make a submission and email it to foodregulations@mpi.govt.nz. The deadline for receipt of submissions is 31 March 2015

DAVID STEWART MEMORIAL SCHOLARSHIP



Applications will soon be open for the David Stewart Memorial Scholarship, jointly funded by NZPF and NZEI. Check out the [website](#) for details.

Importantly the scholarship will be awarded to the postgraduate applicant who can demonstrate their intention to honour and advance Dr David Stewart's work, which followed the principles of the Te Ariki project. These principles include making sense of complexity, seeing education as an intellectual activity, developing reflective practitioners and building collaboration.

NZTA FIELD TRIP



Virtual trip taps into Anzac past to support students' sense of citizenship

When: March 24-26 2015

What: Virtual field trip to Pukeahu National War Memorial Park

This fourth and final Learnz trip gives students an advance look at the new park in Wellington, before the Gallipoli centenary is marked on Anzac Day. Students can put questions to civil engineers, environmental scientists, historians and designers responsible for this project, see how preparations are going for WW100 and learn about technology involved in the creation of the park. Teacher feedback from earlier Memorial Park trips:

"I have seen such a dramatic change in a number of my students who were disengaged at the start of the year, but are now interested students who have developed a sense of inquiry." – Rosebank School teacher, Marcia Karaitiana

"Students love the involvement. It's the audioconference that makes a difference to their buy-in – they love that feeling of connecting. In education so much is about connections with people and experiences." – Hira School teacher, Jane Pearson

Visit: education.nzta.govt.nz/field-trips

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

New Zealand Principals' Federation | Level 8, The Bayleys Building | Corner Brandon Street & Lambton Quay | P O Box 25380 | Wellington 6146

Tel: 04 471 2338 | Fax: 04 471 2339 | Email: office@nzpf.ac.nz

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

To update membership details [click here](#)