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**President's Message**

**Principal Matters 5 – 31 March 2016**



Tēnā koe

Last week we held our annual NZPF Moot. First, I want to thank all the presidents of the regional associations who came and participated, making the day so successful. Our topic was 'What is the purpose of Education?' We want to launch a much wider debate on this topic and thought that starting with our Moot would be a great way to get the discussion going. We had some distinguished speakers including Professor Andy Hargreaves from Boston College; our own MACs programme Te Pītau Mātauranga, Hoana Pearson; Cheryl Doig with a futures perspective; Grace Campbell-MacDonald from the NZ Treasury; Michelle Branney from the Wellington City Mission; and Simon Draper from AsiaNZ. We wanted to have as many divergent voices in the room as possible to give us plenty of ideas to think about and they certainly did that. So did all the presidents. Thank you for your contributions. We are right now summarising all your thoughts and ideas for the next phase of the debate.

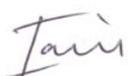
For me the purpose of education has always been simple. Everything starts and ends with students. It's all about giving every student the best day possible; that means providing the widest range of educational experiences we can and the greatest number of learning opportunities we can so that every student can achieve success at the highest levels they can. It's about finding the best pathway for each student so they can make their dreams come true! It's about developing respectful, generous, caring citizens of the future.

As school leaders we operate in different contexts, although some external factors are the same for all of us. We are immersed in a technological world that demands technological competencies; our students are growing up in a global community and live in a multi-cultural society that is rich in cultural diversity; our environment is filled with the challenges of global warming; New Zealand has one of the highest levels of social inequity in the OECD; there are a number of Government policies that, as a profession, we don't find all that helpful and sometimes find obstructive. Whilst these influencers apply to us all, there are other factors that are specific to our own schools.

We have an outstanding system of education in New Zealand. I believe there are a few reasons for that. First, we have a world class curriculum, co-constructed with our communities, so it reflects their aspirations too. We have a great bunch of professionals in our schools who are utterly driven to do all they can so that their students will be successful. As leaders we have sufficient autonomy to be responsive to our students' needs. We are innovative and as a profession have the capacity to solve many of the problems that walk through our school gates every day. We have always worked together in collaborative groups pooling our ideas to find solutions to the big challenges. And we do find answers. Immediately, our Māori Achievement Collaborations (MACs) come to mind. The MACs are a professional learning and development response conceptualised and designed by principals for principals to address the underachievement of Māori students in our schools. The answers are in our hands because we are the ones with the knowledge, the experience and the contexts.

We have always met challenges in the past and will continue to do so. Although we are under great pressure with our leadership roles becoming more complex, we can still do well by our students. We have to distinguish between what makes a real difference for our students and what doesn't. If it does, then go for it! If it doesn't, don't apply energy to it. You haven't got enough to satisfy both!

Noho ora mai ra



Iain Taylor

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## UPCOMING DATES

31 March	Trans-Tasman Principals' Conference early bird registrations close
29 – 30 May	NZPF Executive Meeting, Auckland
31 May – 3 June	NZPF Trans-Tasman Conference, Auckland

## NZPF FAX LINE



Please remind your Office Manager that the NZPF fax line has been discontinued. If you are ordering any [NZPF forms](#) or applying for NZPF grants or awards in the future please [email](#) the national office.

## BANKING STAFFING UPDATE – 10 MARCH 2016

### Revised Banking Staffing Planner for 27 pay periods in 2016

Please use this planner for 2016, which has been amended to include Pay period 27 in the “Time For Balancing Period”. It seems we have 5 pay periods this year to address last year’s under or over use. Click [here](#)

Gavin Price NZPF Life Member [gavin.price@xtra.co.nz](mailto:gavin.price@xtra.co.nz) [www.bankingstaffing.co.nz](http://www.bankingstaffing.co.nz) 027 607 6220

## 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](#)

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



**Early Bird registrations close today!** If you are coming to the Trans-Tasman conference this year then register TODAY to take advantage of the discounted registration! [Early Bird Registration](#) closes **31 March 2016.**

The conference theme of ‘Knowledge in Our Hands’ will bring together practitioner and expert stories from around New Zealand, Australia and the world.

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 date of the 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

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](#)

## VULNERABLE CHILDREN'S ACT

The Vulnerable Children Act (VCA) 2014 has proven challenging for many of you to implement. To help you navigate the sometimes complex legislative requirements the Ministry of Education has made a number of [resources](#) available for your use.

## HEALTH AND SAFETY

We are aware that the information we and the Ministry have already sent you on the new Health & Safety requirements is hard to get your head around because there is so much of it and it is very detailed. But be assured:

- Health and safety has been a focus for principals for many years now – and the vast majority of schools have done this extremely well.

- We should all already have robust health and safety policies in place – and if we do, there are no greater risks created as a result of the changed legislation.
- It is however a good opportunity for us all to revisit our policies and procedures and to that end the Ministry has over the last few months run seminars, dedicated a website with 16 fact sheets and this week following work with a sector working group put out a guide for schools that includes tools and checklists – and has been tested with 80 schools. You can also contact the advisers for each region or the Regional Director if you need other help.
- In terms of liability its useful to note that it has been possible for Principals and others to be prosecuted since 1992 with a resultant penalty of a fine of up to \$500k or 2 years in prison. There has not once been a prosecution of a principal.
- The Health and Safety at Work Act spells out a series of principles and responsibilities that then have to be applied to manage a particular risk and not specific rules that apply to every situation.
- Everyone has a duty, they are expected to exercise that duty so far as is reasonably practicable.
- Many risks identified are not new and schools will already have controls in place to manage these risks

**The Health and Safety regulator have a range of tools and resources to support all sectors. For schools specifically there are a set of myth busting questions:** <http://www.business.govt.nz/worksafe/hswa/mythbusting/schools>

**WorkSafe’s Chief Executive also released a statement last week around the need to “keep calm – keep safe” as a way to try and calm the hype. Schools are mentioned:** <http://www.business.govt.nz/worksafe/news/releases/2016/keep-calm-and-keep-safe>

These are the six things we would recommend everyone does:

- 1 Familiarise yourself with the key requirements in the Health and Safety At Work Act
- 2 Review your health and safety policies and practices
- 3 Identify health and safety risks in your school and take steps to prevent these causing harm
- 4 Make health and safety a part of your workplace culture
- 5 Visit <http://www.education.govt.nz/ministry-of-education/specific-initiatives/health-and-safety/> to see how we can support you
- 6 Have a look at <http://www.business.govt.nz/worksafe> for additional information

Finally, the Dominion Post ran an article on the 24 March about the fears of principals regarding the new Health and Safety legislation. WorkSafe’s response within the article might be of interest to you. The article can be found here: <http://www.stuff.co.nz/national/education/78238496/primary-schoolkids-banned-from-climbing-trees-because-of-liability-fears>

## EOTC GUIDELINES 2016 - BRINGING THE CURRICULUM ALIVE

The revised *EOTC Guidelines 2016 – Bringing the Curriculum Alive* are now available for download on the [TKI website](#). The focus for the review was to ensure the guidelines were compliant with:

- The Health and Safety at Work Act 2015
- The Vulnerable Children Act 2014
- The Health and Safety at Work (Adventure Activities) Regulations 2016.

These guidelines support the New Zealand Curriculum and Te Marautanga o Aotearoa and align with and complement the newly released [health and safety practical guide for boards of trustees and school leaders](#).

As you are aware, learning and safety are paramount in EOTC. These guidelines aim to assist you and your staff to provide quality educational experiences outside the classroom that maximise learning and safety and meet relevant statutory requirements and best practice guidelines.

This kete supports safe and effective curriculum-based teaching and learning that extends beyond the classroom walls. The tool kits contain a selection of sample forms and templates that reflect the current best practices and procedures for EOTC safety. The tool is intended to assist you to refine your systems for EOTC management and meet your legal requirements and accepted best practice responsibilities.

If you have any specific concerns, please contact your local Ministry senior advisor.

## ADIDAS SCHOOL FUN RUN



Adidas are seeking expressions of interest from New Zealand schools to get their students involved in a healthy fundraising opportunity. Adidas will provide incentive prizes for students and full support throughout the process. The School Fun Run fundraiser is ideal if you have a cross-country event coming up and is risk-free (Adidas will only take a percentage of funds raised).

You can find out more information on their [website](#) or by emailing [ben@schoolfunrun.co.nz](mailto:ben@schoolfunrun.co.nz)



The Leadership Reflector™ is a simple online self-managing appraisal system designed for New Zealand leaders in Education.

An innovative and incredibly flexible leadership and management tool, the Leadership Reflector™ has been developed for busy leaders seeking to optimise their ability to influence people, organisational culture and student outcomes. Providing a cutting-edge 21<sup>st</sup> century approach to leadership appraisal the Leadership Reflector™ is designed to honour Principals, Assistant, Associate and Deputy Principals as responsible, highly valued and trusted professional knowledge workers operating in a wickedly complex workplace environment.

Offering an alternative to expensive (and sometimes unintentionally meddlesome) external Leadership Appraisal, the Leadership Reflector™ allows you to obtain rich data on your leadership and management functions as and when you want.

We have versions available for:

Leadership Reflector™ for Principals

Leadership Reflector™ for Assistant, Associate & Deputy Principals

For more information about Leadership Reflector™ and InterLEAD, visit [www.interlead.co.nz](http://www.interlead.co.nz) or email Andrew at [a.ormsby@interlead.co.nz](mailto:a.ormsby@interlead.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 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.

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

To update membership details [click here](#)

THE MOST RESPECTED AND INFLUENTIAL ADVOCATE FOR NEW ZEALAND'S SCHOOL PRINCIPALS

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