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**President's Message**

**Principal Matters 7 – 12 May 2016**



Tēnā koe

Whilst you all return to school after what I hope has been a refreshing break, I return to the national office from the UK!

### NAHT Conference

This year, Birmingham was the location for the National Association of Head Teachers (NAHT) conference. I joined the delegates to hear the Education Secretary of State the Hon Nicky Morgan say that there will be no slowing down the UK government's drive towards converting all public schools into Academies by 2022. Academies are similar to charter schools in the US and to our version of charter school here in New Zealand. They don't have to follow the national curriculum, they can choose their own opening hours, they are publicly funded private schools and teachers do not have to be paid union negotiated rates of pay. They may be paid more or less than what teachers receive under their collective agreements.

There is no hard evidence across thousands of studies to show that charter schools will educate children better than a public school. The rationale for introducing Academy schools in the UK is the same as our own Minister uses for charter schools in NZ. They are to address the tail of underachievement which occurs mostly in low socio-economic areas. In the UK however Nicky Morgan is insistent that **every** school will be an Academy school, not just those with high numbers of underachievers. Needless to say there is considerable backlash to this intention especially from high performing schools that see no advantages to changing. Academy schools also form Multi-Academy Trusts (MATs). There might be as many as 10 different Academy schools making up a Multi-Academy Trust and these groupings are led by 'system leaders'. System leaders are funded to help build capacity and engage with schools most in need of support. The MATs are used for collaboration for PD and especially for sharing expertise.

In the UK it is possible for a principal to lead multiple schools and the Academy system facilitates that. It is also possible for a group of schools to be governed by a single board and it is argued by the government that this helps with efficiencies and sharing governance expertise across more schools. I leave it up to you to draw your own conclusions.

### Tom Brown

Tom was the Founding President of NZPF, and sadly has passed away after a brief illness. His funeral is at 1pm on Saturday 14<sup>th</sup> May, at St Pats Catholic Church on Wyndham Street in Auckland. I will be representing NZPF but will also be there as a friend and professional, having known Tom for 31 years. My first two years of teaching were at Greenmeadows Intermediate in Manurewa, when Tom was the principal and he continued to guide and mentor me throughout my career into leadership. Tom's family have asked me to speak which I consider an honour and a privilege. Tom was one of the GREATS. He was one of those visionaries that come along rarely in one's lifetime, and all who knew him were uplifted by his presence. Below is a quote from Geoff Lovegrove, also a former NZPF President.

*'Always great company, and a man with real dignity and character. NZPF commissioned Tom to write the history of the NZPF 'First Principals', and the way he went about that was just amazing, interviewing dozens of people, writing in his neat long hand every word, and then having it transcribed for publication.*

*This book was launched at the Invercargill conference in 2001 and it was a pleasure to acknowledge Tom's fine work at the time.*

*Tom was one of the "Founding Fathers" of the NZPF, and most certainly the "hand on the tiller" that set the direction of the Federation when it first started. He always saw it as a "Federation" and not an Association, in order that it might encompass all elements of school leadership across all sectors. His work in travelling and visiting other regions to encourage principals to be a part of this new organisation was legendary - all at his own cost and in his own time.*

*An amazing man and a hugely respected colleague'. Geoff Lovegrove, QSM*

There will be a feature on Tom and his work in the Term three *NZ Principal* magazine so look out for that.

Meanwhile take note of the notices below, of which we have many this week. They are not there just to fill in the space! We insert them in our Principals' Matters because the information is likely to be useful to you.

Enjoy your term, keep smiling and be positive!

Noho ora mai ra



Iain Taylor

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#### UPCOMING DATES

29 – 30 May	NZPF Executive Meeting, Auckland
31 May – 3 June	NZPF Trans-Tasman Conference, Auckland

#### NOTICE OF NZPF CONSTITUTIONAL CHANGE

Due to the constraints on venue availability for the 2017 NZPF conference to be held in Wellington, the national executive recommends that section 16.1 of the constitution, which defines the latest date that the Annual General Meeting can be held, is altered by a calendar month from September 30 to October 31.

The recommendation for section 16.1 reads:

'The Annual Meeting shall be held in conjunction with the Annual Conference and no later than 31 October in each year at a time and place fixed by the National Executive.

#### BANKING STAFFING UPDATE – MAY 2016

##### **Request For Banking Staffing Adjustment where staff left during or at the end of Term 1**

Banking staffing holiday pay is "capped", which in Term 1 means that MOE carries the FTTE cost of any holiday FTTEs generated. The system does not always manage to remove the holiday pay FTTE component.

Look at the final FTTE usage on the relevant Banking Staffing Report for anyone who left. Line it up with the SUE report for the same pay period and check the FTTE total matches just the "Sal" days multiplied by 0.07. (Yes, 0.07 still exists, but only when we are dealing with FTTE usage for teachers who are paid fortnightly – each day is 1/14<sup>th</sup> of 1 FTTE, or 0.07)

If your holiday pay calculation produces a result less than that shown on their final banking staffing report it is likely that you have been "charged" for the HP days as well.

Google "Request For Banking Staffing Adjustment Form", enter the FTTE figures required and send to Resourcing.

##### **Predicting FTTE usage to year end – A 5 minute shortcut!**

Whether you use the MOE modelling spreadsheet or my Banking Staffing Planner you may find life simpler if you start with a blank sheet and copy just the balance from pp 2 Banking Staffing Report into the pp 2 entitlement box, then fill in entitlement from pp 3 to pp 22 and finally anticipated usage from pp 3 to pp 22 in the usage boxes. If you don't need to use teachers' names on the MOE modelling spreadsheet, just label the first teacher box as "Usage" and enter total anticipated FTTE usage straight across the row.

## Heat Light and Water Reviews. (Not exactly Banking Staffing but...!)

Your entitlement was set in 2010 and may be insufficient now. Compare your allocation in 2015 with the end of year financial accounts for 2015 to find out.

Google "Heat Light and Water" for the form and visit the last item on [www.bankingstaffing.co.nz](http://www.bankingstaffing.co.nz) to access Tony Grey's 4 Powerpoint pages. These two locations will guide you as you seek a review or decide to seek reimbursement for a "One Off" cost which has occurred since 2010.

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

## PRINCIPALS' ADVICE & SUPPORT LIMITED (PASL) – ACTING PRINCIPALS

An acting principal can take out a subscription to the PASL scheme as follows:  
Annual cost - \$390 (This applies to those who seek a short term contract for 3 terms)  
Two terms - \$275  
One term (minimum) - \$159  
The application form can be found on the [NZPF website](http://www.nzpf.org.nz).

## 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](mailto:president@nzpf.org.nz) 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



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

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

For full details of the conference programme, speakers and registration, go to

[www.transtasmanconference.co.nz](http://www.transtasmanconference.co.nz)

## SOLE CHARGE AND RURAL PRINCIPALS' CONFERENCE



**MASSEY UNIVERSITY**  
TE KUNENGA KI PŪREHURŌA  
UNIVERSITY OF NEW ZEALAND

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](mailto:janine@massey.ac.nz)

## VULNERABLE CHILDREN ACT 2014

A reminder that by 1 July schools must have their child protection policies in place; all new non-core workers must be safety checked before being employed or engaged as a children's worker and the Workforce Restriction applies for all existing core workers unless an exemption has been granted. [Read more...](#)

## FOOD ACT 2014

The new food safety law, the Food Act 2014, came into effect on 1 March 2016 and takes a new approach to managing food safety, which is likely to have an impact on most schools and kura.

### **When does the new legislation affect schools?**

**2017** – New schools or kura opening from **Term 1 2017** are required to comply with the legislation upon opening. Supporting guidance for schools will be available from the beginning of Term 4 2016.

**2018** – Existing schools and kura must apply to be registered with their local councils by **31 March 2018**. Supporting guidance for schools will be available from the beginning of Term 4 2016.

## CHOKING GAME

The Ministry of Education wants to remind schools of the serious risks to young people who engage in the "Choking Game" and to remain vigilant.

Experimentation with asphyxiation is also sometimes termed the 'blackout game', the 'pass out game', the 'scarf game' or

the 'monkey space' game. The sensations young people experience ('floaty feeling' or 'pass out sensation') is the beginning of brain cells dying and that can cause death or permanent brain damage.

Information about the choking game (and other dangerous games that seem to catch on) is often spread rapidly via text or social media sites. This, along with potential bullying behavior, can be a form of coercion to try the game and some young people may find it hard to say no.

If you become aware of the game happening in your school, parents should be informed. **Page 58 & 59** of the [Preventing and Responding to Suicide – Resource Kit for Schools](#) provides information about the game and the serious risks, the signs children who are engaging in the behavior may show, and ways to talk to them about the dangers.

#### EDUCATION INFRASTRUCTURE SERVICE GROUP IS CONTACTING PRINCIPALS

Reminder: From the 9<sup>th</sup> of May, the MOE's Education Infrastructure Service group is contacting principals to ask about your property, transport and ICT matters.

#### NEW DISABILITY STRATEGY FOR NEW ZEALAND

Do you want to share your thoughts on how disabled people and their whānau can live a good life? [Join the conversation](#) to help build a new disability strategy for New Zealand.

#### TEACHNZ STUDY AWARDS AND SABBATICALS

Applications open for the [2017 TeachNZ study awards and sabbaticals for area, primary and secondary principals and teachers](#). Learn more about the opportunities available and apply now.

#### FALSE ALARM CALLOUTS AND PENALTIES

The New Zealand Fire Service (NZFS) responds to a surprising number of false alarms at schools which draws resources away from real emergencies and may see students becoming complacent when alarms activate.

Common causes are:

- Accidental behavior, such as burning toast/chemistry experiments
- Malicious activations
- Poorly located sensors
- Poorly maintained systems

If schools have more than two false alarms within 12 months of each other, they may be charged a \$1,150 (incl GST) penalty, which will generally be waived if they act to resolve the cause ([see NZFS False Alarms Policy](#)).

#### TE AKATEA NZ MAORI PRINCIPALS' ASSOCIATION NATIONAL CONFERENCE

Te Akata NZ Māori Principals' Association national conference, 4-5 August. [View the conference programme here](#).

#### APPRAISAL OF PRINCIPALS PLD PROGRAMME – FACILITATED BY PRINCIPALS FOR PRINCIPALS

The Education Council are offering a PLD programme which covers:

- Requirements of the Education Council and collective agreement for principals' own appraisal/performance review
- Expectations of the audit and moderation process undertaken by the Education Review Office on behalf of the Education Council.

Intended to be offered one time only in locations around the country, the content emphasises manageable and valuable performance review/appraisal:

- Where a 'natural harvest of evidence' from a principal's practice and inquiry focused on improved outcomes for students can demonstrate the Practising Teacher Criteria, Professional Standards with Tātaiako
- That is learner centered for principals, teachers and students, while providing accountability assurance.

The PLD programme costs \$320, spans a three month period, and includes:

- Two workshops (9:00am - 3:30pm and 4:00pm - 8:00 pm), professional learning groups and resource materials.
- The opportunity to bring your board of trustees Chair (or a representative) to a two hour session (4:30pm - 6:30pm) in the evening workshop.

To register or find out more, please [click here](#).

#### 2016 SCHOOL TRUSTEE ELECTIONS

This year the common triennial elections date is Friday 3 June 2016. National preparations are well underway and for many boards, their local organisation has begun. It is recommended that you appoint a trustee election organiser – someone that can promote the elections in your community.

Returning officers need to be appointed 37 days prior to your election date (Wednesday 27 April if using the common

election date). Once appointed, please remind your returning office to register at [www.trustee-election.co.nz](http://www.trustee-election.co.nz) to access key information, forms and resources.

Funding for the Triennial Elections will be available and attached to the schools' Operations Grant instalments; 70 percent is paid through the April instalment, while the remaining 30 percent is paid only if your school has a voting election. Further information about election funding, including rates, is available [here](#).

Support is available for boards and returning officers through the following domains:

<http://www.trustee-election.co.nz/>

NZSTA Election Helpdesk - 0800 353 284

Email [electionsadvise@nzsta.org.nz](mailto:electionsadvise@nzsta.org.nz)

Te Runanga Nui o nga Kura Kaupapa Māori (TRN) also provide support to kura affiliated to the Runanga.

For further information contact them at: [www.runanga.co.nz](http://www.runanga.co.nz) or 0800 RUNANGA

## GROWING GREAT LEADERS (GGL™) IN THE HAWKES BAY?

Are your middle, senior and aspiring leaders getting the support they deserve? Are you nurturing the leadership development of your leadership team? The Centre of Educational Leadership is offering its Growing Great Leaders course in Napier for the first time this year starting on June 23<sup>rd</sup>.

The course runs over three days (one day each in June, July and August) and covers six modules of evidence-based, practical leadership skills that you can put into practice immediately. Learn without the burden of assignments and with the support of other leaders. The Centre recommends that three leaders learn together and offers a discount for those enrolling as a group of three from one larger school or from three small schools. This means you have colleagues to share your learning and you can support each other.

The course offers an online forum to share experiences between sessions and you can access to resources you value from the course for up to three months after course completion. [Click here for more information and to enrol.](#)

## SCHOLASTIC RELEASES MAJOR REVIEW OF PRIME MATHEMATICS BY LESTER FLOCKTON



Scholastic have released the second major review of PRIME Mathematics by highly regarded education specialist, Lester Flockton. PRIME Maths is a genuine alternative to the Numeracy

Project and has been adopted by schools across the country looking for a solution for students not achieving their maths potential.

Flockton has set out very clear messages to New Zealand teachers in his review and challenged them to take another look at the maths achievement of their students. PRIME has greatly impressed teachers who have taken it up because of its strong foundations and coverage, the clarity of the guided pathway it sets out for learners, and its support for teachers looking to help their classes succeed.

This month Scholastic is taking the PRIME message throughout New Zealand, visiting schools in regions across the country. The PRIME Roadshow will demonstrate that there is a better way to teach our kids about maths. Teachers will get to hear real-world examples of how PRIME has made a tangible difference in maths achievement, and learn how to implement PRIME in their school as an alternative to the Numeracy Project.

Lester Flockton's review can be read online [here](#).

## ROAD SAFETY WEEK 2016 – 16-22 MAY 2016



Road Safety Week is an annual event coordinated by Brake (the road safety charity) but run by schools, community groups and companies across the country. There are lots of ways to get involved and communicate key road safety messages to your staff, students, parents and local community. This year Brake

is calling on everyone to be a #roadsafetyhero.

Find out more and register for a free e-action pack at [www.roadsafetyweek.org.nz](http://www.roadsafetyweek.org.nz)

## BULLYING-FREE NZ WEEK - 16-20 MAY 2016



New Zealand's first Bullying-free NZ Week is coming up in May, ending with Pink Shirt Day on Friday 20 May. Schools can [request or download a free activity pack](#) which includes a range of bullying prevention-themed ideas. There are classroom-focused activities for all age groups as well as staff

activities to support joint planning and a whole school approach. Schools are also being encouraged to take this opportunity to review existing bullying prevention policies and plans. There are useful tools and templates to support this process [here](#).

To recognise schools' support for the first Bullying-free NZ week, there are two awards of \$500 each on offer (one for Years 0-8 and one for Years 9-13). Any school that shares their students' work created during the week will be considered for these awards.

For more information please visit [www.bullyingfree.nz](http://www.bullyingfree.nz) or email [info@bullyingfree.nz](mailto:info@bullyingfree.nz) to be sent the activity pack.

## FREE GUIDE: SCHOOL MAINTENANCE PAINTING AND APPEARANCES



As a school principal, you'll recognise the importance of first impressions. Instant appeal is everything. It convinces families your school delivers the excellence they seek, and reinforces everything they've heard of, read or known about your school.

Your painting supplier can help take your school's looks and presentation to the next level. So it's vital to choose the right one. Download our free 16 page guide to discover how to select the best supplier for your school's needs.

This comprehensive guide discusses the process to follow when looking for a new painting supplier or assessing an existing one, what questions to ask, what to look out for, and how to get the most out of your business partnership.



Visit [www.programmed.co.nz/painting-equide](http://www.programmed.co.nz/painting-equide) to download your copy today.  
0800 620 911 | [programmed.co.nz](http://programmed.co.nz)

### BUSINESS PARTNERS

NZPF assures its business partners that, as members, you will contact them to have a conversation if you are purchasing products, services or solutions for your schools that a business partner supplies. PLEASE support our business partners as their assistance to NZPF means better membership services to you.

#### 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](#)

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

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