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President's Message

Principal Matters 9 – 9 June 2016



Tēnā koe

You need to reflect after a big conference like our Trans-Tasman last week and before I share some of my own thoughts, I want to say a big thank you to Jill Corkin the conference convener and Clare Chambers from The Conference Company. Your attention to organisational detail was superb which meant the conference flowed seamlessly. Many great ideas emerged and I know everyone who was able to attend will want to harvest those good ideas and think about how they might apply them back in their own schools.

'Knowledge in our Hands' was an inspired choice of theme and a timely reminder that educational expertise, knowledge, experience and wisdom all lie within us. We are the leaders of our profession and the ones best equipped to address twenty-first century educational challenges. We understand the power of collaboration, or as Professor Andy Hargreaves calls it, 'collective autonomy', which is free from bureaucratic and market driven interference. It is the process of sharing all the good ideas and then selecting and adapting them for our own learners. We know and understand the context of our communities, and we know what works best for our kids.

We can become overwhelmed and distracted from our core work of leading the teaching and learning in our schools because there are too many new policies, frameworks, structures and amendments coming at us that don't appear to add value to kids' learning. This leads to frustration. We cannot afford to shift focus away from our children even for a second. And our children cannot afford for us to lose our passion or divert our energies into things that are not going to make a positive difference to children's learning and future lives.

In my role as your President, I constantly remind politicians and bureaucrats that they can have confidence in our profession, to make the right decisions and provide a high class of quality education for every Kiwi kid through our world class curriculum. International studies show we are amongst the top teaching professionals in the world and we want to do even better so that every parent from every community can be assured that their local school is as great as every other public school in the country. We can do this!

Before long we will be posting all the presentations from the conference key notes on our website and our communications staff will be writing a conference report which will also be posted on our website before being published in the Term three *NZ Principal* magazine. So if you were unable to attend conference you will at least be able to read about some of the high points.

In this newsletter we have included a section on highlights from the recent NZPF executive meeting. I would be interested in your feedback on the inclusion of this section so that we know whether it is useful to you.

Noho ora mai ra

Iain Taylor

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UPCOMING DATES

July 6 – 8

NZEI Rural and Teaching Principals' Conference

August 4 – 5

Te Akatea (NZ Māori Principals' Association) Conference

EDUCATION & SCIENCE SELECT COMMITTEE SUBMISSION ON EDUCATION LEGISLATION AMENDMENT BILL

NZPF has written a submission on the amendment to the Education Legislation Bill which would allow 'trainee teachers', that is, those who are **in training** but have not completed their training, to teach, unsupervised, in schools. We urge you to use [our submission](#) to construct your own and send it to the Education & Science Select Committee.

The deadline for submissions is midday 10 June 2016. You can make your submission by [emailing](#) it to Dr Jian Yang, Chairperson of the select committee and sending 10 hard copies to the Education and Science Committee Secretariat, Level 10 Bowen House, Parliament, Wellington 6160

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 1/14th 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 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 www.bankingstaffing.co.nz 027 607 6220

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](#)

NEW NZPF WEBSITE



NZPF has recently launched a new-look website (still at www.nzpf.ac.nz). This will be being updated over the coming weeks, but if you spot anything out of place please email patrick.purcell@nzpf.ac.nz.

UPDATED NZPF KAWA



Recently we reviewed our Kawa ('the way we work around here') and the principles that form it. Our new, updated kawa can be found [here](#) or you can view a Wordle of it's contents [here](#).

HIGHLIGHTS FROM RECENT NZPF EXECUTIVE MEETING May 29 – 30 2016

1. The meeting acknowledged the passing of founding NZPF president Tom Brown with a minute's silence
2. Noted the Government's Budget announcements of new funding for at risk children identified by particular criteria and substantial new funding for Charter schools
3. Using feedback from the March Moot and research to frame a view on CoLs which will be separately sent to you
4. Noted that PLD provision will reside with Education Council in future
5. Discussion on ESOL provision especially for Auckland and whether some ESOL training should be included in ITE
6. NZPF Kawa (norms and beliefs) now revised and finalised
7. Noted that the MAC programme expanding
8. Discussion on rural schools accessing PLD through conference attendance and how NZPF can further support them

9. Discussion on the Education Council call for submissions on their plan and the impossibly short time frame to respond
10. Discussion on the Select Committee request for submission on supplementary changes to the Education Legislation Act and the impossibly short time frame to respond. See our submission in the section above entitled Education & Science Select Committee Submission on Education Legislation Amendment Bill on the employment by the BoT of 'trainee teachers'. We urge you to use this submission to make your own by the close of submission date tomorrow (Friday 10 June).

QUEEN'S BIRTHDAY HONOURS

We warmly congratulate Dame Karen Sewell on her outstanding 50 years of service to education and well-deserved Queen's Birthday Honour as Dame Companion of the NZ Order of Merit. We also congratulate former NZPF executive member Jackie Duncan on her Queen's Service Medal.

PRIMARY PRINCIPALS' COLLECTIVE AGREEMENT SETTLEMENT REACHED

A Notice from NZEI:

Your bargaining team has reached a settlement with the Ministry of Education.

While it does not deliver a flat rate increase to the U-grades, it does give all members an increase of 2% to your base rates as well as allowances and it sets up on-going work for members to be involved in shaping the future direction of quality teaching and leadership.

This means that members will have opportunities to address the key issues around increased workloads, recruitment and retention, health and wellbeing of principals including support and PLD.

We did not achieve the right to publicly speak out and inform parents on matters relating to education in our collective agreement, but the [Secretary for Education has written to NZEI Te Riu Roa](#) saying that, while the Education Council is independent in law and practice, the Ministry understands that it is not the intention of the Council to re-draft the Code of Professional Responsibility in any way to prevent the profession participating in public debate on education.

Specifically the settlement delivers:

- A 2% increase to U-grades on 2 May 2016, and a further 2% from the 2 May 2017
- The increase will be backdated to the 2 May 2016
- A 24 month term effective from 17 May 2016 to 16 May 2018
- A 2% increase to staffing component, decile payments, career payments, with a further increase to these on 2 May 2017
- The leadership in literacy and numeracy will increase by a flat rate of \$160 for each year
- Additional payments for principals required to teach level 1 Maori Immersion with more than three years continuous service (\$2000) and more than six years continuous service (\$4000)
- A clause on health, safety and wellbeing that requires the employer to take all reasonable steps as necessary to remove or minimize the identified risk
- An increase to the sabbatical awards from 100 to 105
- Changes to sick leave clauses; easier to understand and be applied
- Promotion of refreshment leave during the term of the agreement
- Payment of education council practicing certificate fees
- Technical changes

The full [terms of settlement](#) and the [terms of reference](#) are available to read.

CHILD PROTECTION POLICY WORKSHOPS - JUNE

Child Matters are running 15 workshops for education leaders and teachers this month. Details of dates, times and locations are available on the [Child Matters' website](#).

The *Putting a Child Protection Policy into Practice* workshops will:

- Support you to implement your child protection policy, as required by the Vulnerable Children Act 2014.
- Explain the importance of effective child protection policies, procedures, and safety checking for your school.
- Support you and your staff to recognize vulnerability, know what to do if you suspect child abuse or neglect and understand how your child protection policy can support you.

HEALTH AND SAFETY

The Ministry of Education have received queries asking for clarification about health and safety legislation specifically for:

- Sports – roles, responsibilities, SportNZ and college sport
- Notifiable events – what is and what is not
- Gateway and students on work experiences – roles and responsibilities
- International students – roles and responsibilities

At the next Sector Reference Group on June 13 the Ministry will discuss these with WorkSafe NZ. Following this, they will update their [question and answer page](#) to reflect the discussions.

You can email questions any time to healthandsafety.info@education.govt.nz and view or download the [Health and Safety Practical Guide for Boards of Trustees and School Leaders](#).

MEASLES OUTBREAK UPDATE

The Ministry of Health has advised that as of 1 June 2016 there has been 51 confirmed measles cases reported. The majority of those cases are young people aged between 10 and 19 years of age.

Northland, Waikato, Nelson-Marlborough, Manuwatu and Horowhenua remain the only regions currently affected by the outbreak. Local DHBs in these areas are working with schools which require support. Schools in affected areas are encouraged to confirm the immunization status of staff and students. Anyone who is unsure if they are fully immunized can be vaccinated against measles for free by their GP.

If you or your school community are unsure about your immunity please ring 0800 466 863 or Healthline on 0800 611 116.

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...](#)

TERMS AND HOLIDAYS FOR 2018-2020 (STATE & STATE INTEGRATED SCHOOLS)

The terms and holidays for state and state integrated schools for 2018-2020 have now been confirmed and are available to view [here](#).

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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