



# PRINCIPAL MATTERS

NGĀ TUMUAKI O AOTEAROA

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

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## Issue 23, 30 August 2019

### President's Message



He aroha whakatō, he aroha ka puta mai.

If kindness is sown, then kindness is what you shall receive.

Kia ora e te whānau

### Te Hurihanganui

As some of you may be aware, I have recently worked alongside a group of Mātanga (experts) from across the education sector to co-design Te Hurihanganui.

The Hurihanganui seeks to transform the education experiences of ākonga Māori and their whānau by addressing inequity and racism across the education system. It builds on the success of work like Te Kotahitanga, Kaupapa Māori education and a range of evidence and knowledge about what works for ākonga Māori.

The Wellbeing Budget (2019) has invested \$42 million over 3 years to test and evaluate Te Hurihanganui. The Government expects that this will involve ākonga, whānau, hapū, iwi and

community groups as well as (at least 40) education providers (early learning and schooling) located in 6 communities nationwide. It will also involve an iterative evaluation programme that will inform ongoing improvements across those communities and across the system. In this way, Te Hurihanganui will identify, support, strengthen and normalise good practice for ākonga Māori and their whānau because good practice will lead to good outcomes.

The Ministry of Education is responsible for delivering Te Hurihanganui and is currently preparing for implementation. As part of these preparations, the Ministry has been holding wānanga across the organisation to develop a good shared understanding of Te Hurihanganui. As with the co-design process, the Ministry has worked with the Mātanga to deliver these wānanga. This week, I was able to attend a wānanga to share this kaupapa with kaimahi from the Christchurch office.

The transformative potential of Te Hurihanganui requires a deep understanding of and commitment to the challenge that lies ahead. These wānanga are a critical first step for the Ministry implementing Te Hurihanganui as it pulls the words off the page and makes it 'real' so that all parts of the Ministry can work together in this kaupapa. I look forward to seeing the next steps of this work unfold.

For more information please follow the links below:

<https://www.education.govt.nz/our-work/publications/budget-2019/restarting-te-kotahitanga-te-hurihanganui/>

<https://www.educationcounts.govt.nz/topics/bes/using-evidence-for-a-step-up>

Further details about the implementation will be available in the coming months.

### Principal Leadership Advisory

Many of you will be aware that in 2014/15 NZPF undertook extensive research, including a visit to a Schools' Principals Advisory Service in New South Wales. We put together a comprehensive proposal to the Ministry of Education to

establish a new service of principal advisors throughout Aotearoa New Zealand.

That service has now been in operation for over three years and includes 38 Advisors serving 718 principals. All Beginning Principals (BPs) are given two years or eight terms of support and experienced principals can also be supported for two terms. Beyond the immediate support are Professional Learning Groups which principals are encouraged to join for on-going PLD and networking.

All Leadership Advisors are principals or recently retired principals. They are well received by the principals they support because they bring professional knowledge, are non-judgmental and trusted. Most of all they can empathise with the demands of the profession, including the wellbeing needs of principals.

You can access a Leadership Advisor [here](#).

## Teaching Council and Appraisal

The principals' pay negotiations have now ended with ratification of the final offer. That is not however the end of the collective bargaining process. One of the conditions of settlement was an Accord and that includes removing teacher performance appraisal as an accountability instrument, in recognition that the process is burdensome. This will have implications for renewal of practicing certificates, for example. What is sought is professional trust and freeing teachers to focus on their development as teachers.

In future, renewal of a practicing certificate will be based on an endorsement by the professional leader. That means providing an annual summary report, which is required by ERO, and includes observation of the appraisee by an appraiser who is familiar with the teacher's day to day work. There will be no requirement to undertake inquiry, maintain PLD reports or for teachers to keep a portfolio of evidence.

You can read the full Teaching Council requirements for appraisal [here](#).

Have a great week and I will be back next week with more news and updates for you.

Ngā manaakitanga

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## NZPF Notices



## APPA-NZPF Trans-Tasman Conference 2020

Next year's conference will be held in Melbourne from 15 - 18 September 2020.

Watch [this video](#) to find out more!



## Convener - Calling for Expressions of Interest

NZPF hosts an annual conference for school leaders. For the past three years, NZPF has organized the conference under the leadership of a convener. The Convener we have employed for this role has now resigned. We are now seeking expressions of interest to appoint a new **Conference Convener for the NZPF 2021 conference**, which will be held in Christchurch. For further information please contact our [NZPF National Office](#).

Next year, we will join our Australian colleagues in Melbourne for the Trans-Tasman conference. That conference is organized by a joint organizing committee of both Australian and NZPF conference organizers.



## MACs - Calling for Expressions of Interest

The NZPF and Te Akatea are pleased to announce expansion of the Maori Achievement Collaboratives (MACS) principal professional learning and development kaupapa. We are calling for expressions of interest to **participate from the beginning of 2020**. We hope to provide this kaupapa in regions not currently catered for, including Wellington and Southland/Otago.

Please go to [www.mac.ac.nz](http://www.mac.ac.nz) and complete the expression of interest form. If you would like further information contact [hoana@mac.ac.nz](mailto:hoana@mac.ac.nz) phone 021 0664152

## NZ Principal Magazine also Online

You and/or your team members can 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](#).

## Useful Information



**Want to build a student-driven waste minimisation culture in your school?**

**Your Sustainable School\* can help!**

\*YSS is a fully-funded programme for primary and intermediate schools in the Wellington Region  
Contact Kim: [kim@sustaintrust.org.nz](mailto:kim@sustaintrust.org.nz)

SUSTAINABILITY TRUST

## Make your school sustainable with Your Sustainable School Programme

Are the Principal of a primary or intermediate school in the Wellington Region? Could your school benefit from a FREE programme that helps reduce the amount of waste sent to landfill?

Your Sustainable School (YSS) can help.

YSS is a curriculum-based education programme designed to reduce the amount of waste your school produces by 60%.

### How it works:

- We run curriculum linked sessions with students
- We provide free resources and free bin installations
- We work with your school to tailor the programme to suit your kaupapa.

### Why YSS:

- It's free and requires very little time commitment from your school or staff
- 80% of schools that have completed YSS have reduced their waste services bills

- Kids care about pollution and climate change

Funding for this programme is only available through to the first two terms of 2020.

For more information head to: [Sustainability Trust - YSS](#)



## NZCLW 2019 - Get Involved!

New Zealand Chinese Language Week runs from 22-28 September 2019.

Show your support for NZCLW by organising an event or involving students in activities in the classroom.

Displaying NZCLW 2019 posters around your school is a great way to show your support for New Zealand Chinese Language Week. This year [the posters](#) feature thirteen common phrases, translated from Mandarin to English.

[Click here](#) for ideas and resources that can be used in school.



## PRIME MINISTER'S SCIENCE PRIZES

AOTEAROA NEW ZEALAND

## Prime Minister's Science Prizes - Now Open

Nominations for the Prime Minister's Science Prizes are now open. There are five prizes in total with a combined value of 1 million dollars. Two of the categories which are most relevant to your schools are the **Science Teacher Prize** and **Future Scientist Prize**. Click [here](#) for more information about these prizes.

If you would like to apply or know of anyone that would be suitable to apply, then go to [www.pmscienceprizes.org.nz](http://www.pmscienceprizes.org.nz) to find out more.

Applications close on 10 October.

## 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 partners as their assistance to NZPF means better membership services to you.

Gold Partners



Silver Partners



Bronze Partners

