



PRINCIPAL MATTERS

NGĀ TUMUAKI O AOTEAROA

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

Level 8 The Bayleys Building,
36 Brandon Street
Wellington NZ 6011

PO Box 25380
Wellington 6140
nina.netherclift@nzpf.ac.nz



Issue 23, 5 August 2022

President's Message



Tangaroa kiriuka.

Unflinching Tangaroa – God and symbol of ferocity and courage.

The Commonwealth Games, this week, have evoked a roller coaster of emotions. We have seen athletes smash records and achieve 'personal bests' both individually and in teams. These have been the most inclusive games ever, and one has to wonder why the para-athletes have not been included in the mainstream programme before now. Let's hope this will be the format for all future games.

Watching the cycling team pursuit, made me think of schooling in the time of covid. You have led your teams brilliantly. You have pulled together, heads down, determined to keep teaching routines on track, despite the covid headwinds that continue to create drag and disruption. Well done all of you!



Welcome relief for budgets in a pandemic:

Since the start of Term 1, NZPF has been advocating for increases in staffing and reliever budgets as COVID continued to erode them. In a *Principal Matters* poll on June 17, the question was asked "How much of your annual reliever budget have you used so far this year?" The snapshot result showed 18% of respondents had used 100% of their annual reliever budget, 19% of respondents had used between 75% and 100% of their annual reliever budget entitlement and 80% were over budget at the half way point in the year.

At the time, several principals wrote to me saying their relieving costs would be much higher, but they could not find relievers. These principals have had to take on, in some cases, a full-time teaching load. Their own job, as principal, was beginning after 3:00pm.

There is no compensation for these principals who are regularly losing release time, while doing what is essentially two full-time jobs. In schools lucky enough to find relievers, principals have been watching budgets rapidly deplete because of COVID on top of the normal winter illnesses.

The relentless advocacy by NZPF and other PEAK Body groups for additional relief budget allocations paid dividends this week.

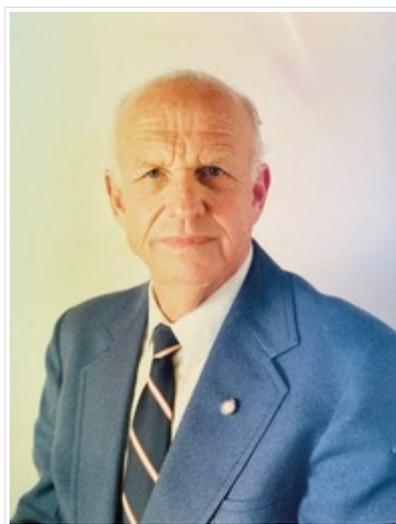
The MoE Bulletin yesterday, announced that additional relief teacher funding has been guaranteed for Terms 3 and 4. Furthermore, the redesigned system will see funds being paid to schools and kura, where schools' relief teacher costs have exceeded the relief teacher funding provided in 2022 Operations Grants. It is a game changer. In essence, the black hole called 'the reliever budget' has now been plugged. The system to apply for funding has also been simplified, all of which is welcome news for the sector.

Much done, but more to do:

While many of the issues related to relief teacher funding have been resolved, the ARTF funding package does not address the loss of release time for teaching principals where relievers cannot be found. It is one thing to cover for a colleague for a day, a week, or even a month. It is quite another to have to cover for teachers every week, for weeks on end, because there are few or no alternatives. In our collective agreement, teaching principals' release time is a condition of employment. Currently there is no mechanism for principals to be reimbursed for release time they give up to cover classes for sick colleagues – 'yet'.

We need the MoE to provide teaching principals with a choice of release time compensation or financial compensation for lost release time.

We are in a pandemic. Covid logistics management continues to be characterised by uncertainty, change, compromise and challenge. We want to lead our schools, to focus on engaging students in learning, to aim high and achieve as we have watched our Commonwealth Games athletes do. Inclusive thinking that creates equitable opportunities has been achieved at the games. We need some inclusive thinking to be applied to create a 'New Normal' that sees all principals supported.



Ian Payne

It is with sadness that I let members know that Ian Payne, Life Member of NZPF, passed away on Monday 11th July. Ian Payne' contribution to NZPF was significant because he was instrumental in setting up NZPF in 1982. In 1981 he visited New York as part of an ASB-APPA Travelling Fellowship. There he met with members of the New York Principals' Federation. He came back to New Zealand determined to support Tom Brown and other colleagues to establish a national organization for all principals of Aotearoa and in August, 1982, NZPF was launched. An experienced teacher, principal, leader and colleague, Ian's work through his career made a difference for many students, staff and colleagues. We extend our sympathy and condolences to Ian's family and friends. Larger than life until the end, he will be missed.

Wondering of the Week:

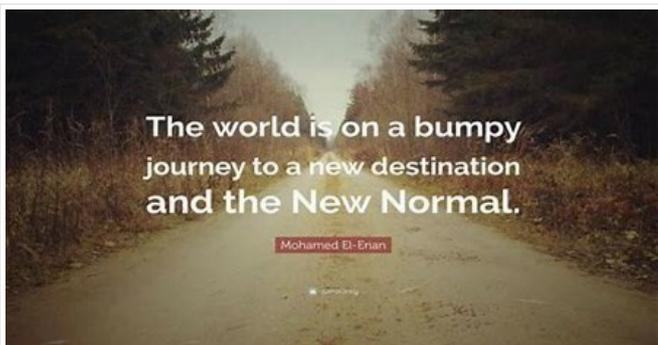
How often have you covered classes for teachers who have been unwell during Term 2 and at the start of Term 3?

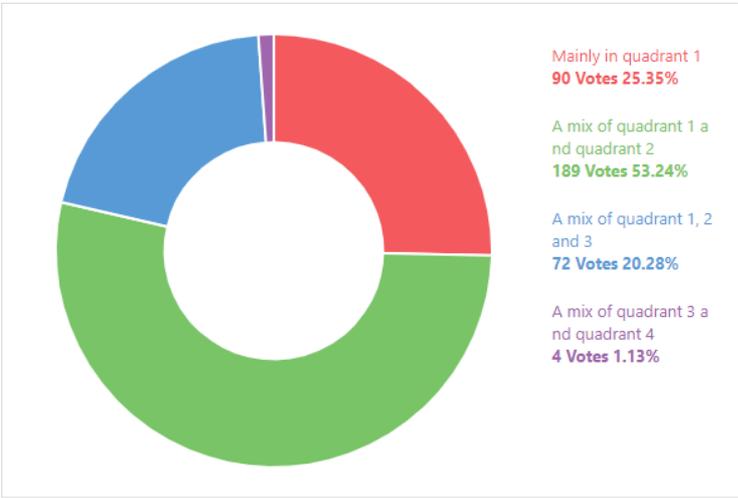
- Not at all – we have had enough teachers / relievers to cover classes.
- Between one and five days. (Up to 10%)
- Between six and fourteen days. (Between 10 & 20%)
- More than fourteen days over the term. (More than 20%)

[Vote](#)

[Results of last Week's poll:](#)

Which quadrant have you been working in this week?





Ngā manaakitanga
 Cherie Taylor-Patel
cherie.taylor-patel@nzpf.ac.nz



NZPF Conference - Christchurch

The overarching theme of this year’s conference is Aotearoa ki te whai ao! - Aotearoa and Beyond. We will be celebrating, sharing and learning from leaders, artists, pioneers, scholars and everyday people who have a connection to Aotearoa, have taken their talent to the world, and who push boundaries to achieve the very best for us and our country!

The conference will be held at the new Te Pae, Christchurch Convention and Exhibition Centre, on 14 - 16 September.

For further details and to register for the conference, please visit the [website](#).

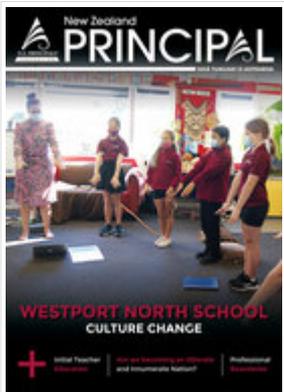


NZPF Election 2022 - Nominations Close Today

Nominations are open for NZPF President and Vice President for 2023.

Click [here](#) to download a nomination form.

Nominations close at 5pm on 5 August and the electoral roll closes on 25 August. Your subscription payment must be received by this date in order to be eligible for voting.



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



Bricks4Kids - Hands-on STEAM Education

Bricks4Kidz New Zealand provides experience-based education programmes to introduce children to the principles of science, technology, engineering, the arts, and mathematics (STEAM) using LEGO® Bricks.

We are offering [within school workshops](#), working in a partnership with your school we develop a program to fit your local curriculum needs. Bricks4Kidz continues to develop programs with the everchanging New Zealand Curriculum and are looking forward to 2023 where we are aligning programs to compliment the NZ Histories Curriculum.

Bricks4Kidz programmes strive to provide the following benefits:

- Inspire growth mindset through design and critical thinking
- Reinforce science, technology, engineering, art, and maths concepts
- Shape innovative and creative thinkers for the future
- Build self-confidence, presentation, and communication skills
- Develop information processing and problem-solving skills
- Foster teamwork and collaboration
- Spark imagination and creativity
- Provide a safe, enriching environment to create and play

For more information:

Website: <https://www.bricks4kidz.co.nz/educators/>

Laura Wellington

Education Manager

0212454399

laura@bricks4kidz.co.nz



PB4L Conference 2022 - Register now!

This [conference](#) will be held on 26-27 August at Michael Fowler Centre, Wellington.

NZ Best Practice Workshops include:

- School-wide Tier 1 & 2
- Restorative Practice
- Huakina Mai
- Incredible Years Teacher & Parent
- Te Mana Tikitiki
- Check and Connect
- PB4L Leadership
- PB4L Data

Click [here](#) to register and for further information.

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

