



# PRINCIPAL MATTERS

NGĀ TUMUAKI O AOTEAROA

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

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## Issue 28, 9 September 2022

### President's Message

*Ka āpiti ope a Mōkau.*

*Broken pieces are joined together and groups are reunited.*

Mālō e lelei. Welcome to Uike Kātoanga'i 'o e lea faka-Tonga | Tonga Language Week 2022.

I recall Jason Swan, who was principal of Otahuhu Primary School at the time, speaking at our 2021 conference about 'language weeks'. He quipped: 'It should be Pacific Island countries' language week every week.' I am sure all our Tongan colleagues and young people would agree. We have made slow progress to embrace all the Pacific languages spoken in our country. Let's hope that we can accelerate progress in the future. Meanwhile, celebrating the Tongan language this week, will hopefully bring greater awareness that we are a multi-cultural and multi-language country.

What a pleasure it has been to meet with principals in Tairāwhiti, Tauranga, Auckland and Wellington this week. Nothing beats face-to-face conversations where you can be energized and reinvigorated by the energy in the room. Many of you said how much you are looking forward to the NZPF conference in Christchurch next week. We have ordered fine weather, but after this week, I think we all need to come prepared for sun, showers, rain or snow!

#### NZPF 'PGC Webinar' coming:

On the 21st September Dr Lyn Bird will be hosting a webinar focused on 'Professional Growth Cycles'. During the seminar, links will be made between the work that has been done by the Teaching Council of Aotearoa on the 'Professional Growth Cycle' and the work of the late Dr David Stewart. Principals on the panel will talk about their experiences of developing group

protocols and processes to support professional learning with fellow principals.

We hope this will be a catalyst for conversations with your colleagues about how you can establish appraisal goals and processes that are robust, rigorous, rich and rewarding for all participants. [Please follow the link to register.](#)

#### And about PLGs ...

A pilot 'Professional Learning Group' initiative has been set up through the 'First Time Principals' Programme' for Year 3 – 6 principals. Run differently in different areas, the common feature of each PLG is that they have a trained facilitator to coordinate meeting details and provide the PLD focus that is right for each group.

When creating a PLG, decisions to work through include:

- How big the group is (5-7 is the recommended number)
- Where you meet
- How often
- For how long
- How geographically spread the group is
- How you will structure meeting time
- What constitutes evidence of learning / how it will be presented and to whom

Initial feedback about the PLG pilot has been very positive. It is an initiative that could be scaled up, so please complete the 'Wondering of the Week' poll, so your feedback can inform our next steps.

#### New Youth Initiatives announced:

This week, the government announced a raft of initiatives to support at-risk youth. While these are welcomed, *how* schools will link up with the various organizations is not clear. We face the same issue when advocating for 'whatever support is needed' for excluded students being redirected into schools. If schools and MOE personnel do not know what support organizations are available to support at-risk youth, the opportunity to find the right solution for each student

becomes hit-and-miss.

What we need is dedicated 'community navigators' working within each regional office so our most at-risk students – those not reengaged, those who have been excluded and/or those who have become involved in youth crime – get the support to get them on the road to success.

Programmes being upscaled across the country include:

Expanding the Youth Guarantee programme: The Youth Guarantee is a fees-free programme for 16–24-year-olds with low or no qualifications. **Ministry of Education**

Extending the Ākonga fund for a further 12 months: The Ākonga fund supports ākonga (aged 12 to 21 years) who have been adversely affected by the impact of COVID-19 to stay engaged or re-engage in their education journey. **Ministry of Youth Development**

Supporting targeted He Poutama Rangatahi Programmes - Whakawatea te ara Poutama: Whakawatea te ara Poutama is a targeted HPR programme that supports young people already at risk of or engaging in organised crime. **Ministry of Social Development**

Providing access to Intensive Mentoring for up to up to 25 additional 10–14-year-olds and their families: The target group is 10-14-years at risk of entering the youth justice system. This will include co-offenders of current clients, siblings and those identified at risk of escalation. **Oranga Tamariki**

Specific Auckland / Waikato initiatives include -

Extending Kotahi te Whakaaro to West Auckland: Kotahi te Whakaaro is an initiative that brings together government, non-government and iwi daily to review cases of young people involved with Police. **South Auckland Social Wellbeing Board**

Scaling up the Family Functional Therapy programme: Family Functional Therapy is evidence-based family/whānau counselling focused on those aged 10 to 18. The extension will benefit up to 132 more tamariki, rangatahi and whānau in Tāmaki Makaurau and the Waikato. **Oranga Tamariki**

Extending Youth Inclusion Programmes, establishing a further three YIP programmes across Tamaki Makaurau: Youth Inclusion programmes (YIP) aim to reduce offending and the likelihood of young people aged 10 to 17 entering the youth justice system. **Oranga Tamariki**

Including the school alert system in the Waitematā One-System Response to Family Harm: This initiative will include 48 schools in the alert system in which agencies triage and have a single point of referral to support families following a family harm incident. **Police and Ministry of Education**

Collective Bargaining:

We are now just days away from the start of the 2022 collective bargaining round. PPCB and NZEI teams have their initial bargaining meetings with the MOE negotiators next week. We wish the teams well and hope the outcome will be in the best interests of all principals.

Tips for the Times

**“UNPROCESSED DIFFICULT EXPERIENCES  
LEAD TO NEGATIVE THOUGHT PATTERNS”**

**Step 1: Identify the experience AND  
your perception (thoughts & emotions  
about it)**

**Step 2: Ask yourself these 3 questions:**

- 1. What is it you want to take from the experience?**
- 2. What do you want to leave there?**
- 3. What needs did this highlight in me that I will work to give attention to?**

I hope it's been a good week for you all, and that those of you heading to conference next week have everything organized so you can step away from school and enjoy reconnecting with colleagues and friends in Otautahi. Mā te wā.

Ngā mihi nui

Wondering of the Week:

How would you describe your current reliever situation?

We have enough relievers at present.

We can usually find relievers as we need them.

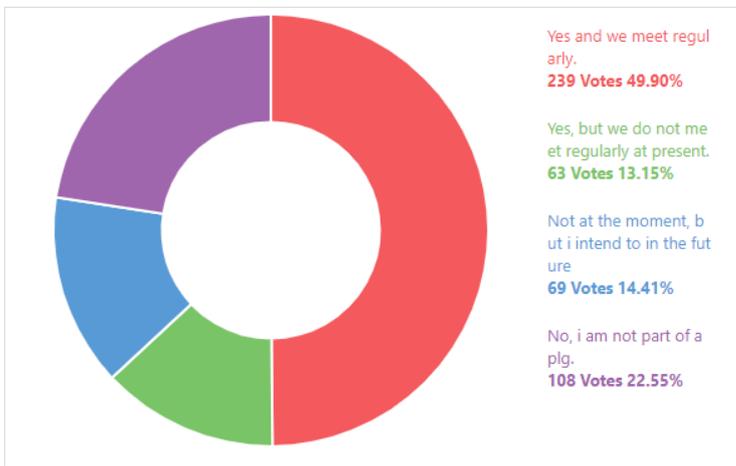
We can find some relievers but are still short staffed.

We cannot find enough relievers at present.

**Vote**

Results of last Week's poll:

Are you currently a member of a 'Professional Learning Group' that meets regularly, either face-to-face, online or a mix of both?



Ngā manaakitanga

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## NZPF Notices

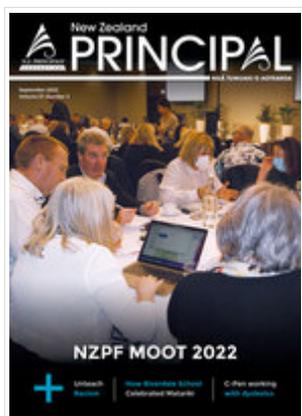


### NZPF Conference - Next Week!

We are looking forward to seeing everyone at the conference next week.

Event-specific messages with important details will be emailed to delegates who have already registered, so please keep an eye out for these. You will also be sent a link to download the conference app which can be used during the conference.

If you have not already registered, it's not too late - please go to the [website](#).

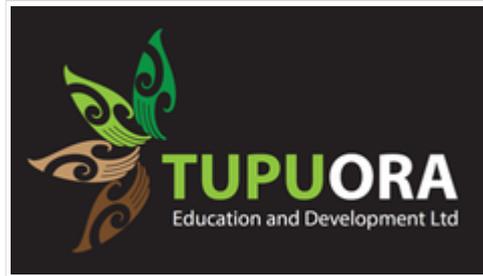


### NZ Principal Magazine also Online

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



### Te Ahu o te Reo Māori

TupuOra invites you to participate in their Te Ahu o te Reo Māori free, 10-week, te reo Māori course for schools and whānau.

A guiding principle of the course is to create a culture and environment of inspiration and to grow te reo Māori and tikanga Māori capabilities. By participating in the programme, you will benefit from the knowledge and expertise of key te reo Māori champions and educators.

Term 4 registrations are now open for Te Tai Tokerau (Northland), Te Moana a Toi (Bay of Plenty), Tainui, Taranaki, Whanganui and Manawatū.

To register, go to [tupuora.co.nz/teahuotereo](http://tupuora.co.nz/teahuotereo).

## 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.

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