



PRINCIPAL MATTERS

NGĀ TUMUAKI O AOTEAROA

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

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Issue 30, 23 September 2022

President's Message

Kua takoto te manuka

The leaves of the manuka tree have been laid down

If you attended conference last week, no doubt you arrived at school this week with an over-flowing inbox, a bunch of urgent messages, and all the mahi you didn't do last week, awaiting your attention. Yes, professional learning comes at a cost.

That said, learning is a 'social construct'. When we learn together, make meaning together and develop shared understanding, learning is deeper and stronger – the sum is greater than all the parts. That is why conference is so important. It creates those formal and informal opportunities to learn with, through and from others throughout the week – with some conversations continuing well after conference is done.

This week you received the results of the NZPF President election. I congratulate Leanne Otene as the incoming NZPF president for 2023. I am sure Leanne will continue to serve you, the members, in all the different areas of advocacy that the Federation is engaged in.

My year, as president of NZPF, has presented an array of learning opportunities, personally and professionally. Much of the work has been supporting you through COVID logistics, advocating for resource and support and alleviating intense pressure points. It has also been about looking ahead, anticipating what will be needed to support Leadership Reform, the 'Curriculum Refresh', Principal and BOT Chair relationships and other system changes.

A lot has been achieved and there is work in progress, work in planning stages and work yet to begin. While NZPF has a change of leadership for 2023, what will not change is our

unwavering support for you, our members.

EQI / Staffing for 2022:

On Thursday, the Ministry of Education released EQI Operations Grant funding notices. Across the country 89% of schools received an increase in operational grants funding for 2023.

Because EQI is based on student roll numbers, if you know you have students coming back to school that are not there now, please talk to your Educator Advisor in the first instance about getting your EQI funding reassessed.

This week, schools also received staffing allocation notices for 2023. Lobbying to stabilize staffing for 2023 began in Term 1. We know more teachers have been retained in the system in 2021 and 2022 because of unstable roll numbers. It is, however, extremely disappointing that across the system, there will be 350 less teachers employed in 2023, at a time when we need more staffing to address the learning needs of our ākonga.

NZPF has consistently stated that staffing for 2023 needed to be stabilized to begin to address

1. Student reengagement,
2. Lost learning time and
3. The need for bespoke learning programmes for students needing social, emotional and behavioural support.

The PGC – PL Network Webinar:

This week NZPF hosted a well-attended ZOOM hui with over 1000 principals registering for this event.

Changes to the principal appraisal system will be mandatory from 2023. This webinar was created to provide information about the Professional Growth Cycle, Professional Learning

Networks and what to consider when setting up a PGC / PL network with colleagues.

Currently around 60% of principals are part of a professional learning network. Some groups use external providers as facilitators; others prefer to self-manage. The challenge for the sector is how to systemically develop leaders' mentoring, coaching and professional supervision skillsets, so appraisal systems we are part of are effective in building our individual and collective expertise as leaders of learning.

The webinar was recorded, so please follow the link if you wish to use this resource

https://us06web.zoom.us/rec/share/JhC-skrxRDWfKSdhs_aYCpZkdRHAw6wAFGAR_qwl0vEPyoZpiy3SiyWbhV4z-7Np.SQrnXYEEDgYaKIUx?startTime=1663714749000

Passcode: E&3X.&k3

Conference Updates:

Conference 2022:

Aotearoa and Beyond! Each speaker at conference had key messages for delegates to consider, reflect upon and share.

Presentations will be put up on the NZPF website next week for you to access. If you go to Conference 2022, they can be downloaded from there.

<https://www.nzpfconference.com/>

Conference 2023 Queenstown:

The dates for the Queenstown Conference are 11- 13 September 2023. Because of venue capacity, there will be a limit of 550 delegates. Make sure you register early. To assist principals in U1-3 schools, NZPF offers Don Le Prou Scholarships. [Click here for an application form](#). The process is deliberately simple to save you time. Applications close March 1, 2023.

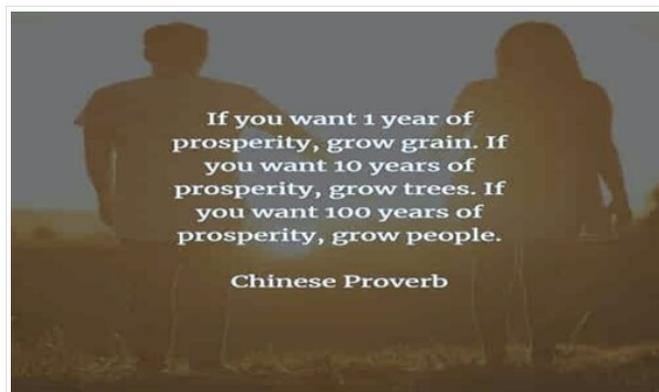
NZPF also offers Tauri Morgan Scholarships that regional groups and clusters can apply for. Like the Don Le Prou Scholarship applications, the process is not difficult. These are designed to support groups of principals to undertake the professional learning of their choice.

The Trans-Tasman Conference 2024:

Due to COVID, the 2020 Trans-Tasman Conference did not proceed in Melbourne. Early in 2021, NZPF made the decision not to reschedule the Trans-Tasman Conference because of the uncertainty of COVID and hosted its own conference in Rotorua instead.

NZPF will host the next Trans-Tasman conference in New Zealand. It will be held at the Te Pae Events Centre,

Christchurch, September 18 – 20 2024.



Staffing Shortages:

This week, the Teaching Council have sent a survey to principals, to test our support for unregistered relievers and LATs to be given registration to help with the staffing shortage. Some principals will have welcomed this, knowing of quality teachers and LATs that they could employ. Other principals will not have supported this, because there are some unregistered teachers and LATs they would not want to see in the teaching workforce.

If you have not seen, or completed the survey, please see the notices below.

As a result of lobby since Term 1, a series of strategies were announced at the end of last week to help address the chronic shortage of teachers in some regions and some sectors. They include -

1. Two different types of career changer scholarships being offered.
2. Fully funding the [Teacher Education Refresh programme](#) to be fees-free until June 2023 to support teachers who have been out of the profession for five years or more to return to the field.
3. Continuing the Beginning Teacher Vacancy Scheme (BTVS) to connect beginning teachers to positions in schools with high need, which includes returning teachers who have recently completed the Teacher Education Refresh modules.
4. Extending the contract for the Teach First NZ employment-based trainee teacher programme, that will deliver 75 new teachers each year.
5. Extending the [Overseas Finders Fee \(OFF\)](#) so that all ELS, schools and kura who successfully recruit an overseas teacher may be eligible for of \$3,450 (inclusive GST) to help offset overseas teacher recruitment costs.
6. Making the [Overseas Relocation Grant \(ORG\)](#) available to more overseas trained and returning New Zealand teachers to offset relocation costs. The maximum payment has also increased to \$10,000 (GST inclusive).

More systems support and MOE 'Navigators' have also been employed to help with overseas teacher recruitment. These

recent announcements cover the short-term initiatives which is hoped will increase the supply of teachers. Early next year, plans are in place to engage with the sector to develop a medium and long-term strategy to stabilize teacher supply in Aotearoa New Zealand.

This represents another significant piece of work done by the MOE Workforce Team, as a result of advocacy by NZPF and other PEAK group leaders. Now, we need these initiatives to work, so all schools are well staffed going forward.

Wondering of the Week:

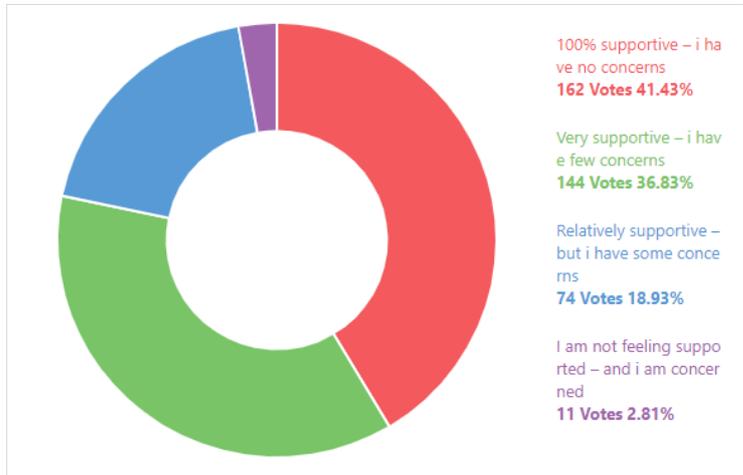
Having received your 2023 Staffing Entitlement notice, what do you predict will be the impact in your school in 2023?

- My staffing entitlement will have a significant positive impact in 2023.
- My staffing entitlement will impact positively in 2023.
- My staffing entitlement will impact negatively in 2023.
- My staffing entitlement will have a significant negative impact in 2023.

Vote

Results of last Week's poll:

When considering your new Board at the beginning of a new three year term, how supportive of you are they at this time?



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

**BANKING STAFFING UPDATE 22 September 2022
Provisional Roll Review Discussion, Primary & Contributing Schools**

Do you qualify for a review?
You need to submit clear evidence to your local Ministry Management Office by 18 the November 2022 that the MOE provisional resourcing roll for 2023 is at variance with your 1 March prediction by at least 5%

How?
1 Calculate the MOE Provisional 1 March prediction by subtracting the Y1 Adj roll from the total provisional roll. Multiply the result by 1.05 to determine the 5% threshold needed to qualify.

2 Establish your 1 March 2023 prediction by subtracting known leavers from the actual current school roll, then add documented pre enrolments from your submission date to 1 March 2023.

3 If your prediction meets or exceeds the threshold in (1) above, complete the Provisional Roll Review Form using the Provisional Roll Review link link on the 20 Sept Education Bulletin link.

As well as the MOE suggestion “For example, provide us with evidence of actual enrolments for next year.” I suggest you also include evidence of actual enrolments arriving this year as well as those arriving up to 1 March 2022.

(Be strategic when deciding when to submit your review request, considering such things as peak roll from now to 20th November which might be influenced by roll growth and covid 19 effects.)

4 If a formal cohort entry school you may also like to download and complete a roll review application even if the 5% threshold cannot be established and you can see that the table M1 and J1 roll numbers have been used to establish the provisional roll without regard for pupils who were enrolled mid-term after 1 March or 1 July with birthdays up to 1 March and July 1 respectively not included. The links below might help with this process.
<http://www.bankingstaffing.co.nz/wp-content/uploads/Provisional-Roll-Review-Form-suggested-cohort-guide.docx>

5 MACS schools (Rolls less than 176) who find their provisional roll for 2023 is at or just under a multiple of 25 miss out on 0.6 or more staffing. Endeavour to justify being staffed on a multiple of 25 plus 1 by using (1) to (3) above. (“MACS” means “Maximum Average Class Size” and is set at 25, meaning 25 pupils = 1 teacher and 26 pupils = 2 teachers! Given that just 1 extra child counted could provide the tipping point needed for the extra teacher I suggest you submit a review request even if the 5% threshold is out of reach as I believe that the 5% rule is there to prevent frivolous applications for reviews by larger schools that would yield very little extra staffing and can be addressed by other means next year.

6 Use the Moe staffing calculator to determine the likely staffing increase that a successful review might achieve.

7 Finally, if your review fails or only partly addresses the FTTE staffing deficit you see on the provisional staffing notice, realise that if your March actual roll next year exceeds the provisional roll sufficiently you will receive an increase in FTTE entitlement after pp 26 backdated to pp 23 2023. (Hard to achieve, given that there is now no Y1 adjustment for staffing in the March Confirmation Process although it is used for your Recalculation Funding purposes and for Area Schools Staffing Confirmation and Funding.

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<http://www.nzpf.ac.nz/banking-staffing-updates.html>



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



Choosing furniture for your classroom refurbishment or new build project goes beyond just selecting chairs and desks.

It's important to start with a plan and trusted partners by your side. Furnware can take the hassle away with innovative school furniture, resources backed by research, and a full-service model if you require it.

Check out our recent case study with **St Paul's Collegiate School**, one of New Zealand's leading independent secondary schools in Hamilton. Furnware had the unique opportunity to

plan the fit-out and furniture for their new, ground-breaking innovative learning hub – the Lander Centre.

"Furnware listened to what we said and were very adaptive. They suggested things we wouldn't have thought of from a design perspective because we're not experts in that area. They were very helpful."

Jeremy Coley - Deputy Headmaster Academic | St Paul's Collegiate School

[Read the full case study](#)

Girls Got Game
Schools Holiday Camp
Have-A-Go
FREE Girls only Basketball Sessions!

REGISTER HERE!

October 4th and 5th 2023
Year 3-5: 9am-10:30am
Year 6-8: 10:30am-12pm

52 Oxford St, Ashburton

basketballmidcanterbury
secreta@gmail.com

Prizes and Giveaways!

BBMC BASKETBALL

Girls Got Game

Basketball Mid Canterbury are excited to be sharing our FREE Girls Got Game Holiday Camp with you and your students.

Girls Got Game is a programme targeting primary aged girls who want to try basketball for the first time, or come along and have fun, make new friends and learn some new basketball skills!

<https://membership.mygameday.app/regofrm.cgi?formID=103118&programID=61832>



Teaching Council consultation on temporary changes to the requirements for issuing Tūrangā Whakaako Whai-herenga | Limited Authority to Teach (LAT)

The Teaching Council has received a number of queries from **tuimuaki** | principals asking them to consider changes to how they issue LATs as a way of supporting schools and kura who are struggling to find relieving teachers. They are therefore proposing some temporary policy changes for issuing LATs as one solution for the current teacher shortage.

The Council would appreciate your feedback on these proposals, which you can do by completing a short survey

(link below). The survey will be open until Monday 3 October. If you do need a time extension contact Jo Scott jo.scott@teachingcouncil.nz before the survey closes.

<https://teachingcouncil.typeform.com/to/XTgQuNMc>

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

