



PRINCIPAL MATTERS

NGĀ TUMUAKI O AOTEAROA

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

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President's Message



*Tini whetū e iti pōkēao.
A multitude of stars, a small dark cloud.*

With just days to go, we end the year as we began it, under the cloud of COVID. Despite this, principals, senior leaders, teachers, staff and whānau have continued to support student learning, at home, at school, in hybrid learning contexts, with and without staff. Thank you for the flexible mindset you have developed to be responsive to the ever-changing work environment you operate within. We have a sector of 'stars' who can do anything!

And some good news for 2023 ... Curriculum TODs approved

A media release was issued this week to announce that Minister Tinetti has agreed to the provision of two Teacher Only Days (TODs) in 2023 and two days in 2024. These are for primary and secondary schools to focus on implementation of *The New Zealand Curriculum* refresh, the re-design of Te Marautanga o Aotearoa and the NCEA Change Programme. The first day in 2023 is set to occur between 24 April and 5 May. It is hoped that schools will use this opportunity to collaborate locally.

The MOE will be establishing a sector representative group to work alongside the Ministry regarding the timing and nature of the other TOD days.

It is good to have certainty around TODs for the start of 2023. More could come through the Collective Bargaining process.

Because union negotiations are now rolling into 2023, any news about TODs will be too late to help with strategic planning and annual planning. This year, NZPF has strongly advocated for at least four curriculum TODs per year to be automatic, not just for 2023, but for each year of the 'Curriculum Refresh'. We have also consistently stated they should not be dependent on Collective Bargaining.

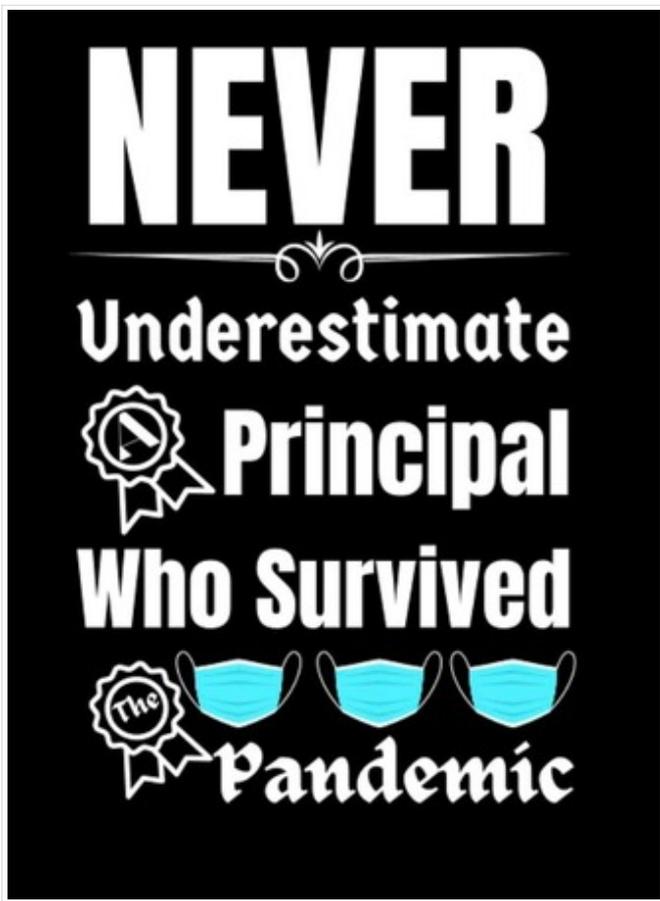
For now, we will take the win and keep advocating for the support needed to do this work well.

Strategic Planning considerations

The MOE Workforce Strategy Group has been discussing proposed changes to Strategic Planning requirements. The work is to ensure school strategic plans have the 'NELPs' (National Education Learning Priorities) embedded, a focus on implementation of the Local Histories Curriculum and on Local Goals. The intent of the work is to keep things simple and provide guidance with flexibility in how plans are developed.

During those meetings, an important question was raised – *Should we be incorporating COVID Contingencies as part of our planning going forward?*

We know how COVID has continued to disrupt all facets of school life over the last three years. Every week of this year school life has been impacted by COVID. It makes sense that as part of schools' strategic planning processes that COVID contingencies be considered and factored in. In this way, principals will be ready to lead proactively to minimize the future impact of this pandemic that is still with us.



MOE Restructure – change and opportunity

While change has been a constant this year, the MOE has also been organizing a significant internal change management process. Last week, MOE staff were notified that a restructure was imminent, as the process of implementing the new Te Mahau layer of our education system is bedded in. Jobs have been disestablished and new jobs created with the intent of the restructure being to provide more responsive support and service to the sector.

From March 31, 2023, there will be four layers in our Education System - National Office (based in Wellington), Te Mahau (Three Regional Layers (Tai Tokerau and Auckland, Waikato to just north of Wellington, Wellington and the South Island), thirteen Regional Offices (Auckland being split into three) and the Local Level made up of 2,500 schools.

As the restructure progresses it will be important that new 'kawa' or 'ways of working' are established. We need the MOE to work with the sector. We need the sector to be part of design and decision-making processes. We need to ensure there are multiple opportunities for school leaders with expertise to be seconded into the system at all levels, to be part of building systems capability and capacity.

If something good has come from three years of COVID disruption let it be the opportunity to redefine relationships and ways of working that are culturally sustainable, inclusive, co-constructed and positively focused on support of all ākongā.

Wondering of the Week:

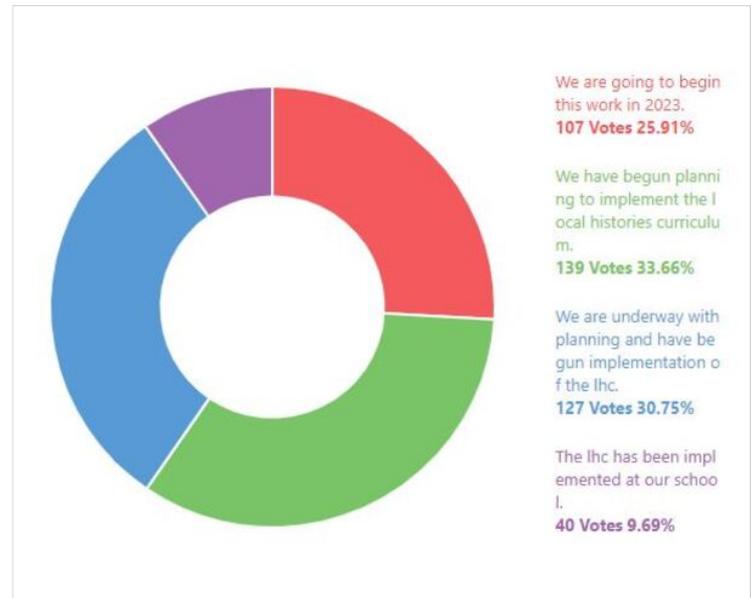
To what extent was your week a series of disruptions, and 'doing what was needed in the minute' to support others?

- About 75% to 100% of the week.
- About 50% to 75% of the week.
- About 25% to 50% of the week.
- About 0% to 25% of the week.

Vote

Results of last Week's poll:

Where are you up to with the planning and implementing the 'Local Histories Curriculum' in your school?



Ngā manaakitanga

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NZPF 2023 Conference - Early Bird Registrations

The NZPF 2023 Conference website is now open for earlybird registrations. The conference will be held in Queenstown from 11-13 September 2023.

Visit the [website](#) to register now. Earlybird registration closes on 31 May 2023.



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](#).



EDUCATION REVIEW OFFICE
Te Tari Arotake Mātauranga

Working Together: How Teacher Aides Can Have the Most Impact

There are around 25,000 TAs employed across Aotearoa New Zealand. In partnership with NZEI, ERO has released a report on how TAs can make a difference to learners.

In addition to [the report and summary](#), there is a suite of useful good practice guides for the sector. This new research is intended to support school leaders and teacher aides to work together in a way that helps learners thrive.

In the new year ERO will be running webinars for the sector including:

- Two webinars for teacher aides:
 - Thursday 9 March from 12pm to 1pm
 - Thursday 9 March from 6pm to 7pm
- A webinar for teachers and leaders on Wednesday 8 March from 6 to 7pm



MINISTRY OF EDUCATION
TE TĀHUHU O TE MĀTAURANGA

Overseas Teacher Recruitment

The following outlines what support is available for anyone looking to recruit an overseas teacher.

The [Teach in Aotearoa New Zealand](#) website explains all the steps.

Dedicated personal support

There is support to help you recruit an overseas teacher. Contact our [navigators](#) to find out more about recruiting an overseas trained teacher and to answer your questions.

Please email: teacher.supply@education.govt.nz or freephone 0800 165 225 (overseas teachers can call +64 4 463 8466)

Financial support for overseas teacher recruitment

Schools, kura and early learning services who successfully recruit an overseas teacher can apply for the [Overseas Finders Fee](#) of \$3,450 to help meet recruitment costs.

Overseas and returning New Zealand teachers can apply for the [Overseas Relocation Grant](#) of up to \$10,000 towards the cost of relocating to New Zealand.

NZQA is offering [zero fees International Qualifications Assessments \(IQA\)](#) to eligible overseas and returning New Zealand teachers.

In addition, processing times for overseas teachers' assessments have significantly reduced with extra staff at the New Zealand Qualifications Authority (NZQA), Teaching Council (TC) and Education Payroll Limited (EPL).

Forthcoming changes to the median wage

Immigration NZ (INZ) has announced [the median wage will be increasing to \\$29.66 an hour](#) as of 27 February 2023 (from \$27.76/hr). This affects the Accredited Employer Worker Visa and resident visa categories where the migrant must meet the median wage threshold at the time they apply for a visa.

If you have any questions about overseas teacher recruitment for 2023, please contact our navigators: teacher.supply@education.govt.nz or the INZ Employer helpline 0508 967 569.

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

