



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



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President's Message



Kia ora e te whānau

Last week the NZPF Executive met for its final meeting of 2020. Top of the agenda was the request from members to consider a principals' industrial arm.

As the largest principal peak body in New Zealand, NZPF serves only principals. This singular focus means that we can be nimble and energetic around the issues that matter to principals.

Our advocacy on *Accord* priorities for principals is an example of the energy NZPF has brought to its work this year. The consequence of principals exercising their voice so vigorously on the NZPF road trip was the establishment of the 10 *Accord* priorities for principal workload and wellbeing. We followed up by pressuring the parties to the *Accord* to action those priorities. Sixteen months later the parties have now set their priorities in line with your expectations and reported this to you, but we continue to wait for any positive action.

NZPF will continue to raise these *Accord* issues because you have asked us to do that. Our barrier to making faster progress is that, unlike our secondary principal colleagues, who are members of SPANZ, we do not have an industrial arm.

Our constitution mandates us to examine the developing needs of NZPF members and to represent and promote their interests.

To this end the NZPF Executive agrees with the call from principals for industrial representation that is by principals, for principals. They confirmed their support to continue work on establishing a principals' union arm.

If a union arm is achieved, it will enable NZPF to be better joined up in the professional and industrial spheres. The NZPF executive believes that principals will be significantly advantaged by having their own professional peak body able to participate in collective bargaining and able to engage in ongoing industrial advocacy as a matter of right.

We believe it is time to seize this opportunity of significant change for principals.

The job of principalship is increasing in its complexity and demands. Principals are witnessing a tsunami of needs in their schools and an ever-increasing erosion of their working conditions. We must call time on the incremental creep of these pressures, draw a line and say, "Enough is Enough". NZPF is committed to working for improved conditions for principals and we are not prepared to accept the status quo.

We can do so much better.

The young people and staff in our schools deserve principals who are fresh, energetic, and passionate about their work. Principals deserve to be fairly remunerated and to have relativities protected so that there is an incentive to progress to principalship. Principals are calling for industrial representation that supports their unique role as the 'employer's designate'. Timely information and support that enables principals to discharge their responsibilities professionally, is a fundamental right.

Principals should not have to put themselves last because they are too busy looking out for the staff they lead.

I want to thank the representatives of NZEI who have met with representatives of NZPF over the past weeks. We met to discuss the needs of principals and to establish whether there was a satisfactory way forward within the status quo. The

conversations were robust and the NZEI representatives offered to include an NZPF voice within NZEI's Collective Bargaining team.

At its final meeting of the year, however, the NZPF executive resolved to continue working towards having a place at the bargaining table as a separate entity with its own industrial team and remit from its members. This will require an ongoing, constructive and healthy relationship with NZEI. We are committed to that.

Such a committed relationship exists between SPANZ and PPTA. The terms and conditions of the Secondary Principals' Collective is significantly advantaged by the collaboration between SPANZ and PPTA in working out together their collective ask of the Ministry of Education within each Collective Bargaining round.

It is time that primary principals had such rigor in their Collective Bargaining too!

As the year concludes we are now beginning the process of examining our Constitution with a view to adding a principals' union arm for those members who choose it. Members will be required to ratify such a change. We expect this might be achieved early in 2021.

We look forward to sharing further details of *NZPF Industrial* once we have examined the necessary constitutional changes. We will then seek further feedback from you on this exciting new endeavour.

As the year draws to a close, I look forward to sharing with you, next Friday, one final message. I aim to review the work of NZPF over the year and celebrate our achievements in building a stronger, more focused and muscular community of principals.

My very best wishes to you and your teams as you wrap up this extraordinary year!

Ngā manaakitanga

Perry Rush

perry@nzpf.ac.nz

NZPF Notices



2021 NZPF Moot

This is to give early notice to all regional and large cluster presidents, that the NZPF Moot will be held on **Friday 26 March 2021**, so that you can diary the date now and secure cheaper travel.

The Moot will be one day only and the focus will be on feedback from regional membership. What we look forward to is a robust debate on prominent issues that you raise.



TE AKATEA



MAC - Kaihoe Mātauranga (facilitator) Rotorua, Whakatane, Tauranga

Ka hikitia! Ka hikitia! Hiki hikitia! Tēnei te ara, ko te ara o ngā mātua tupuna he ara oranga, poipoia ngā mokopuna ngā rangatira mo apopo, ka tihei, tihei mauri ora!

Te Akatea Māori Principals Association seek a Māori Achievement Collaborative (MACs) facilitator to work in the region of Waiariki (Rotorua, Whakatane, Tauranga).

This is a one year fixed-term position commencing on 28 January 2021 until 27 January 2022.

[Click here](#) for more details or for further information, contact Damon Ritai – Te Taurapa Mātauranga (Deputy National MAC Coordinator). Email: damon@mac.ac.nz or phone 027 555 3318. Applications close at 5pm on 8 December.



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



Back to Face to Face Learning

With 2021 just around the corner, check out these learning opportunities in Term 1, from Learning Network NZ:

- [Being an Effective Teacher of Writing](#) (28 Jan)
- [New Year, New Start, New Class](#) (4 Feb)
- [Co-Teaching & Collaboration](#) (8 Mar)
- [Joining the Dots between Teaching & Learning Activities & School Design](#) (15 Mar)
- [Complex Behaviour - Simple interventions](#) (26 Mar)
- [Wellbeing Matters - Auckland](#) (29 Mar) [Queenstown](#) (31 Mar)

Book now and pay in 2021.



NZ Fire Awareness Intervention Programme – Research Project

Researchers from the School of Psychology, Victoria University of Wellington, have been asked by Fire and Emergency New Zealand to conduct some research around the reach, uptake and barriers to engagement with their Fire Awareness Intervention Programme (FAIP).

They are interested in talking to principals who have students who have used, misused, or played with fire. They would like to find out what you know about the FAIP and whether you have or have not made referrals to the programme.

Participation in the research simply involves taking part in an interview with a member of the research team, who are independent of Fire and Emergency New Zealand.

Click [here](#) to download the information sheet. If you would like to participate, please email FAIPresearch@vuw.ac.nz or phone/text 021 256 1991 OR 021 025 91112 with your expression of interest.

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



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