



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



*He manga wai koia kia kore e whitikia.
It is a big river indeed that cannot be crossed.*

Kia ora e te whānau

What a difference a day makes.

Last week, we were at phase 2 of the Omicron outbreak and applying the guidelines to our school planning accordingly. Within a day, we moved to phase 3 with an entirely new set of logistics to follow. Meanwhile, anxiety levels were rising in communities as were daily cases of COVID. Leading is easy when things are going well. The test of leadership is how we cope when things are not normal. Being thrust into a constantly changing COVID 'learning pit' tests every facet of our leadership skills. Kia kaha to us all.

With each new Omicron phase has come a new layer of bureaucratic compliance. This means more paper work, anxiety and frustration. To protect your wellbeing, Peak Body leaders, including myself, have requested that the Ministry urgently removes the less relevant tasks or gives smaller schools additional administrative support.

The Omicron wave has not yet peaked. Our immediate challenge is how to ride it out without getting swamped. To all those principals who have checked in on colleagues and shared some advice or plans, thank you.



Quality leadership: quality teaching

In any number of education forums this week the focus of dialogue has been centred on quality teaching and learning.

The Teaching Council of Aotearoa:

For two years the Teaching Council of Aotearoa has been developing a 'replacement' for principal appraisal. It is called 'professional growth cycle'. You and your Board Chair agree on an area of professional growth (PD) specifically for you, which relates to the Standards. You then undertake the PD within a network of colleagues, who give you feedback and direction. One of those colleagues will then endorse your practising certificate. This process will be undertaken annually.

Rather than being a summative, evidence laden process, it has been designed for the individual's professional learning, which principals design and develop. Information about how this is to be implemented will be available in the next few weeks.

Initial Teacher Education (ITE):

NZPF has long criticised ITE programmes. We claim they are not preparing graduates who are ready to teach in our schools.

After being reviewed in 2020, new programme guidelines for ITE were developed and implemented in 2021. ITE programmes have to meet NZQA, QUAC and Teaching Council (TC) quality assurance standards. The TC is now designing a national monitoring programme to evaluate the changes that were made. NZPF will be requesting principals' involvement in the development of the national monitoring programme.

Ngai Tahu Iwi:

The Curriculum Refresh is of great interest to Ngai Tahu education leaders, especially in relation to abandonment of streaming in schools. I recently discussed this and other issues affecting Maori education, with Piripi Prendergast of the Ngai Tahu Trust. Our conversation included equity and how to address it through system change; teaching pedagogy and how to be inclusive and effective without streaming; and iwi aspirations.

Educational leaders of Ngai Tahu iwi have a vision. They are quite clear about what they want to achieve for their people by 2040. They recognize it is school leaders and teachers who can help them achieve their goal of equitable outcomes for all tamariki.

The Education Review Office:

In a recent meeting with ERO's CEO, Nick Pole, I discussed the ERO PLD programme for principals, the impact of COVID on schools, relationships with parents, the digital divide and how ERO proposes to support quality teaching and learning, post-covid.

During 2021, ERO ran intensive PLD for principals, to prepare them to join established ERO school review teams. The PLD was delivered by ERO facilitators and principals generally worked with a school ERO review team for three weeks. Principals found the PLD exceptionally good. They learned more about school evaluation and capacity building from both the practitioner's view and a systems' lens.

We discussed what it would take to expand the PLD programme so that principals could be seconded into ERO for longer periods of time. This way, ERO review teams would benefit from principals' practice experience and knowledge while principals would benefit from building their knowledge of the system.

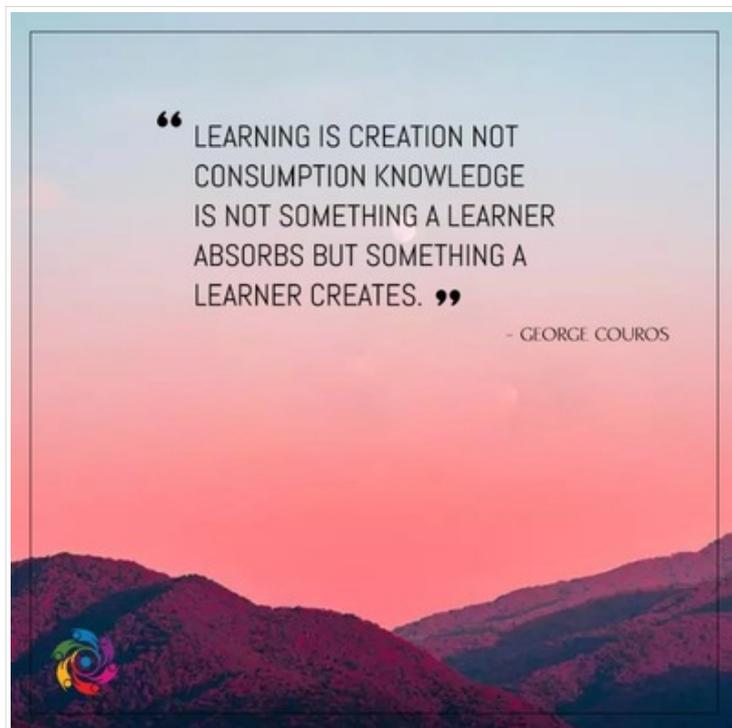


Systemic Silos ...

The conversations I've had this week were all great. I was humbled by the selflessness of people working on their various projects, each doing their best to make a positive difference to improve our education system.

The flaw in all of this is that they work in silos. There are no strong, systemic connections between one organisation and another; between one pocket of work and another; between one level of the system and another. This makes integration, alignment and transparency hard to achieve and communicate clearly.

Within the new Ministry structure (Te Matua) we, as leaders of learning, need to be the boundary spanners that build the bridges across the silos.



PPCB and NZEI – Stronger Together

Last week, NZEI appointed a new General Secretary. We extend our warmest congratulations to Stephanie Mills on her appointment. It comes as we enter our third year of COVID. Principals have been stretched to their limits. They have earned reward and thus deserve the strongest representation possible at the collective bargaining table.

In 2021, members expressed concerns about collective bargaining outcomes and so the Primary Principals' Collective

Bargaining Union (PPCB) was born. The link to join PPCB is now live and we encourage you to take two minutes to follow [the link](#) and join up.

PPCB's intention is to strengthen the bargaining process by joining forces with NZEI, just as PPTA does with SPANZ. It is a given that both unions want the very best outcomes from the 2022 bargaining round.

Both unions have canvassed members to develop claims that now need to be shared and sharpened in preparation for bargaining. Our PPCB Head of Union, Denise Torry, has extended an invitation to meet with the new NZEI General Secretary, NZEI President and Head of Negotiations.

As we have seen over 25 years with our secondary unions PPTA and SPANZ, our chances of success in collective bargaining will improve when NZEI and PPCB work together.

Good times coming

If you thought the NZPF Rotorua Conference in 2021 was spectacular then it's time to get planning for Conference 2022. The date is 14 – 16 September 2022. Conference will be held at the newly completed Te Pai Conference Centre in Christchurch.

If cost is a problem and you fit the criteria, NZPF offers a number of awards/grants for principals and regional associations each year. Some are exclusive to U1-3 schools only and others are open to a wider group. Check out the NZPF awards offerings [HERE](#).

Because you have all been consumed with staying afloat through waves of COVID, we have extended the deadlines this year for Don Le Prou awards and the Tauri Morgan Memorial awards. Follow the link [HERE](#) to the application form(s).

You will recognise it is very different from most forms you are filling out at present because this one is exclusively for your benefit!



Take care, keep calm and let us hope that by the end of March we will find ourselves in less turbulent times.

Wondering of the Week:

[In your career to date, to what extent have you had opportunity to access quality professional development, suited to your leadership learning needs?](#)

I have had excellent access to quality leadership PLD that has been right for me, at each stage of my career.

I have had good access to leadership PLD, most of which has been useful learning, at each stage of my career.

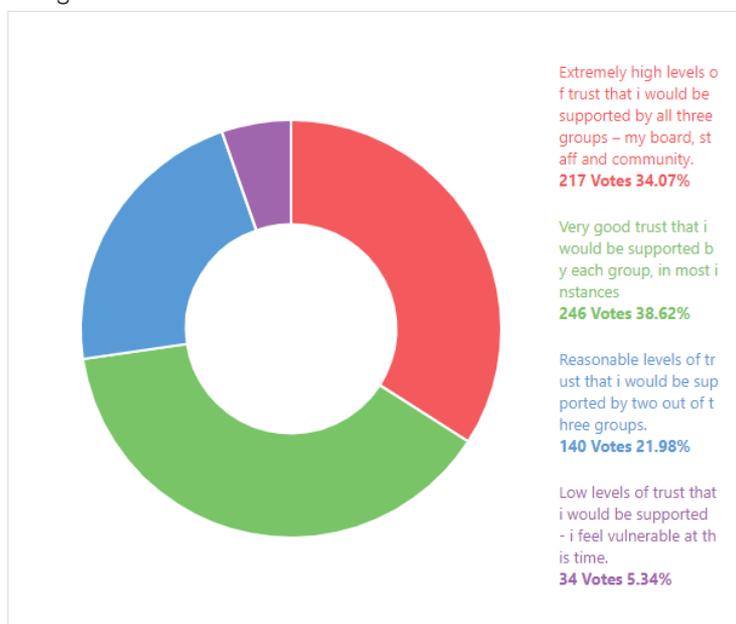
I have had some leadership PLD, but it has not always been adequate at each stage of my career.

I have had limited access to leadership PLD and have not had adequate PLD support, at each stage of my career.

Vote

Results of last week's poll:

How would you assess the level of trust you have, that your Board, staff and/or community would support you, if you were being bullied?



Ngā manaakitanga

Cherie Taylor-Patel

cherie.taylor-patel@nzpf.ac.nz



NZPF Awards -NOTE: Rural Teaching Principals Conference cancelled!

Due to COVID distractions, the closing date for applications for NZPF awards has been extended to 15 March. The following awards are available to NZPF members:

- Don Le Prou Award
- Tauri Morgan Memorial Award
- PLD Grants for Principals' Associations

Click [here](#) for further details.

If you have applied for support to attend the Rural Teaching Principals Conference, we regret to say it has been postponed till 2023.

We will transfer your application to the NZPF Conference, Christchurch, September 14 - 16 2022.

If you wish to apply for support to attend a completely different conference, please contact the NZPF national office [HERE](#).



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](#).



Primary Principal Collective Bargaining (PPCB)

The Primary Principal Collective Bargaining Union (PPCB) is a member-driven organization, established in 2021, to strengthen and support collective bargaining for primary school principals.

Members identified a set of priorities through an initial survey in 2021. A second survey prioritized the claims that were most important. The PPCB team has continued to work on the claims, to ensure they are robust and well researched. In addition, negotiators have completed mediator training in preparation for the 2022 Collective Bargaining round.

A new salary model has been developed based upon principals' experience, as well as schools' roll size. The PPCB team is looking forward to connecting with principals and sharing the work that has been done under the headings

- Manaaki Respect Principals
- Whakahohe Re-energise Principals
- Whakaahua Redesign Principals
- Momoha Reward Principals
- Puritanga Retain Principals

As an NZPF member, you have the option to join PPCB, and make them your 'Collective Bargaining' union representative.

Please click on [this link](#) to visit the PPCB website, to read the draft claims and to activate your membership for 2022.

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

