

**MINUTES OF NZASA
KINGSGATE HOTEL, 19TH AND 20TH MARCH 2015**

PRESENT: Ringi Smith, Jen Rodgers, Trent Allison, Kelvin Woodley, John Pyle, Annie Hughes, Lesley McCardle

APOLOGIES: Alex McCreddie, Rhys Ellison, Grant Burns (Ringi 20th only)

MINUTES of previous meeting of 19th November as circulated and discussed are adopted as a true and correct record. Karyn/Trent cd

Minutes to go on website after Exec looked at them.

FINANCE

That the finance report for 11th March as circulated and discussed is adopted. John Ringi/John cd

ANNUAL ACCOUNTS

The annual accounts were circulated in advance of this meeting. The process was quick this year - the usual range of questions from the auditors.

Send annual accounts out to members.

Motion

That the annual accounts as presented are adopted.

Ringi/Trent cd

Loni wishes to apply for funding for the national sport tournament venue hire and St Johns Ambulance. The total cost of these two items is \$6373.94. If funding is not received the costs to the students will be significantly increased.

Motion

That NZAS apply to Lion Foundation for venue hire an St Johns for the NZ Area Schools National Tournament.

Kelvin/Annie cd

Meetings:

Lorraine Kerr NZSTA 2pm

- Principal Appraisal - NZSTA have published material on the NZSTA website following on from the ERO findings. There are templates available for use.
- Conference - confirmed
- Code of Conduct - concerns raised about the rejection of the recommended code of conduct by the unions making it difficult for schools to move forward. Requested that the NZSTA work with the unions to find a common ground before putting the code up on their website

Taskforce on Regulations affecting school performance (TRASP) report shows that the Education Act is out of date and the Act should be more student focussed. There are about 40 recommendations in the report. The report is on-line at the moment on the Ministry website.

Funding Review - apparently there is an announcement coming out about the resourcing review very shortly.

Discussed inequity of non-contacts in an Area School between secondary and primary school teachers. There is also inequity around unit allocation in Area Schools between primary and secondary teachers. This causes grief in many schools causing staff division. Higher duties allowance - the fact you can only give three units if a manager is away is cause for concern. Higher duties allowance is not covered by the Ministry which has cost some of our schools thousands of dollars.

Health and Safety Act is under reform. Some difficulty around ascertaining who is leading this. There could be major implications for Boards.

Peter Hughes 3.00pm

- Conference (opening slot?) - Peter can now do opening slot for conference
- IES and the Joint Initiative. IES - about 100 expressions of interest covering about 500 schools NZ wide. The Minister has approved 10 communities of schools to date. The first task for these schools is working on their achievement challenge. Up to 80 communities could possibly be approved this year.
- Joint initiative with NZEI is focussing on achievement, learner pathway starting in ECE, roles to support initiative, focus on collaboration, support staff career pathways.
- Ministry has gone through some change in the last two years to be focussed on the education sector, there are now 10 regions throughout NZ to ensure every school has access to a local MoE office - this change will take some time yet of perhaps up to two years.
- MoE website is under another revamp at the moment with the outcome being more focussed on the user
- National Library - Peter doesn't think communication has been good from National Library however Peter is going to follow this up. Graham Stoop is the person more involved with this. The provision of books to rural schools is hugely relied upon. Watch this space as this may change yet.
- Property (Kelvin). The question was posed about how many times do our buildings need to be reviewed - the reviews are coming thick and fast from a variety of groups. Change in this respect is in the pipeline but will take time. Kim Shannon would be a good person to get along to the next meeting as she is in charge of infrastructure services.
- Area Schools Collective - higher duties allowance limited to 3 MUs - balance has to be funded by school. Area School teachers disadvantaged with the differentiation of non contacts between primary and secondary teachers. Peter agrees with our reasoning. This round of bargaining are looking more for working conditions improvements rather than monetary gain.
- General discussion with Peter around Principal/teacher staff.

Minister Parata 4.30 pm

Jen to lead this discussion with the Minister.

Discussion Points:

- New Resourcing Model - brief statement around this. It will happen but at this stage it is still in the pipeline. It will be the usual shuffle of existing funding.
- Area Schools Collective - staffing in particular. The Minister stated she is not able to engage in conversations around the collective but understood the frustration of area schools especially around non contacts and higher duties allowance payment. She advised Peter would be the best person to follow up with on these issues.
- IES - repeated what Peter had told us. A new roll out due soon.
- Northland Schools - a review of Northland schools is shortly to be underway. What this involves is unclear but it seems Northland is struggling - 19 new Principals etc.

REPORTS

NZEI Principals Council - Karyn

Joint initiative discussions of what a good collaborative model between schools could look like as opposed to IES. The discussions were positive.

SPC and Cross Sector Forum - attached to these minutes

Procurement meeting for IES - meeting was to appoint the Board who in turn will appoint Lead Principals. The meeting only lasted one hour instead of the day as planned. There has been a hold on appointing board members with the Board chair appointment possibly being finalised this week.

PLD team focus on teaching as inquiry and building that in each school however the PLD team are waiting for further direction from the Minister before moving forward.

Resourcing - Kelvin interested in attending these meetings. Alex possibly has contact for the contact person.

RERG - Ringi - the meetings no longer seem worthwhile. They don't pay for Ringi's attendance and cover the same material and meet the same people as are covered off by NZASA Executive.

SMS Reference Group - Jen is attending a sector meeting which is a new sector group looking at SMS systems.

Property - Jen. Property forums are held twice a year two in the north and one in the south. There are some questions the sector group would appreciate some input into. Discussions around heating schools - there seems to be differing advice around the use of heat pumps. MLE (modern learning environment) are not necessarily going hand in hand with pedagogical practice. Wayne Tacon is attending this meeting at 10am.

Property - Wayne Tacon and Mathew Scott

Wayne has confirmed conference slot plus an additional person to be around to answer questions during the day (Thursday).

Health and Safety change coming through - part of this is about asbestos. Asbestos in good condition is ok but once it becomes crumbly it becomes a problem. The money to pay for removal at the moment rests on the school and whether this changes is not clear. Information around asbestos would be useful as not all forms of asbestos are dangerous but there are no clear messages around this at the moment. Discussion around the stream of "experts" coming through our schools to look at all manner of issues e.g.

boilers/heating, MLE, leaky buildings, H&S etc without any outcome. School Property Advisor should visit schools every year. Mat's email is mathew.scott@minedu.govt.nz

Wayne spoke to us about population trends with the only region really with growth being Auckland while other regions are in decline. This is coupled with a lower birth rate mainly with NZE. NZ wide statistics are mainly showing a decline in most areas however trend to move to urban areas are showing a rise in statistics in such place as Auckland, Wellington, Hamilton, Tauranga.

Facilities Maintenance Contract - some research around this is taking place to see whether a national maintenance system would be more financially viable. Schools use local people who can get to a job quicker but may not necessarily be cost effective or have the right skill base. The model being looked at would work well in urban areas.

wayne.tacon@minedu.govt.nz

Visitor -Carolyn Stuart - N4L

POND - on-line portal for resources and collaboration. www.pond.co.nz

POND has a strong search engine e.g. the search facility is faster than the moe website search facility.

The search is three-way - normal google results with the additional feature of being able to use video straight from POND with no add ons, creates catalogue items for individual teachers, content can be transferred if a user changes schools. Middle column is data based with certain entities being available to look at eg TKI, NZQA, MoE, ETv (sub based), Bio-Technology Learning Hub, the third column is POND

catalogue which are resources teachers have put up. Catalogue items which are more popular or have more information appear at the top of the list.

Registering a provider e.g. NZASA as a sharing tool.

The POND demonstration was enlightening and it is highly recommended not just for individual schools but formation of groups.

N4L -Open network - up to the schools how they use it. Filtering and firewall services are provided as part of the package. The filtering rules are rigid but choices can be made by individual schools with the additional feature of group management. Uncapped data. Discussion around using the fibre for the wider community. If this happened all the filtering rules applicable to the local school would be applicable to the community if they used the fibre.

Carolyn Stuart email - carolyn.stuart@n4l.co.nz

Visitors - Leone Purvis and Cathy Magianus

Attestation - dates of attestation are random. The process whereby users have to look and download the report doesn't work. We recommended it go back to automated messages around attestations.

Leave - this is the biggest outstanding issue with the outcome being accurate leave balances for all employees. Leave management and guideline training will be rolled out shortly. Leave to be addressed covers sick leave for teachers and sick and annual leave for non-teaching staff. Leave bookings that haven't been put into Novopay will be asked to put those into Novopay. There will be a leave management report available. This will be piloted first around June/July and then there will be a staged rollout. Once this is done payslips will look different in that they will show correct balances. Employees will need to know about this. There may be some minor issues with disagreement around balances.

There is a tool kit available allowing easy export of Novopay data. This is not a Novopay product hence there is a charge. Apparently there are some issues around it.

Education Payroll Limited are happy to have a slot at conference. Lesley to liaise with Leone around that.

We brought up the possibility of being able to log half a day sick leave.

CONFERENCE

Waiata - to go on website and in conference programme. One waiata after each keynote.

Lesley to contact Pateriki about speaking at mihi whakatau

Stands - in the programme- Property and NZSTA

Lesley to get back to Brent CLASS and Learn Key

Torque IP - Stefan - go ahead for five minute lot and workshop. Question sponsorship

Workshops - confirm with hotel we need four slots

ASB - confirm bags - Lesley

Regional dinners - co-ordinators to book restaurant early due to Wellington on a Plate

Funding - application has been made by Alex to go to leadership

John applying to the Red Meat NZ? for funding for sports venue hire and St Johns

Awards -

Award nomination accepted. Newsletter item calling for award nominations.

Next meeting: 16th and 17th June

MOE Cross Sector Forum

MOE Priorities for next term, 3 years

1) Maintain momentum of IES/ COS

Note 11 COS so far, 20 more by the end of the month, 40 more for the year. 500 schools have expressed interest. Voluntary but inevitable.

2) Special Education. Declutter and streamline resources to better meet needs.

3) Define expert teaching practitioner.

Three aspects -

1) to target PLD and PLD effectiveness.

2) To keep up with opportunity that technology provides. An aside, the conditions for modern learning, effective curriculum (check), effective high speed network (check), right equipment for learners (on going, but think even in the poorest school community the digital power students have even on their phones), MOE expectations and interfaces (on going) and lastly teacher expertise in moving towards the opportunities that technologies offer for teaching and learning.

3) and this is my cynical view, teacher performance and performance pay as a hidden agenda. Even if it is not MOE agenda as represented by the rhetoric, it is a known model and desire of treasury, also continuous and unavoidable agenda item. So to me this is a so what item. Bogeyman shouldn't stop innovation and moving forward.

4) Systematic review of funding

5) Systematic review of resourcing

These priorities will be transparent and public as part of the new way. MOE mantra Constant Continuous Improvement.

EDUCANZ - Minister defined as her a reduction in her powers as opposed to current situation. Two roles left for minister, Make appointments (transparently) and ask for reports (though this is not binding) encouraging applications, closes in March. Check PPTA position for another view.

ERO

Finished with the 'what' you are doing and more interested in the how. ERO has a wealth of 'what' and is trying to disseminate this information through their National reports. They are trying to make these more accessible.

ERO feels they have expertise they would like to share with COS, especially around qualitative and quantitative measurement.

National Data

85% NCEA level 2 target. We will reach this target. Students

that miss are individuals approximately 10 per school. Kids who are most at risk we fail as they have left the system already.

Nat standards Year 5 - 10. This is where the decline in achievement is. High risk kids reach year 10 they have given 5 years to make good then leave, especially in Maori and Pacifica.

Students who are 30 days late in year 8 has a 5% chance of reaching level 2.

It is about individuals. Losing one child and not feeling that failure has a compounding effect, in that they will be a huge cost to the system, courts, prison and welfare.

Over summer, drops in attainment more prevalent in priority learners.

It is up to us to take responsibility.

Special Education

Special Education been 15 years since inclusiveness put in. Everyone including MOE agrees that it is not working very well. Works for complex high needs kids but not the others. Most kids are in the moderate needs area and are not served. Bucket of money gets divided up by number of issues (which is increasing) currently numbering 50. Onus at the moment is on the parent to ask for the support they need. Other inefficiencies are transition to school, and transition for secondary. Focus groups underway. Must be able to do it better.

THOUGHTS

Is the push for modern pedagogies and digital literacies at odds with many rural parents conservative view of education.

School network and over and under subscription of schools where there are too many school for the population drives competition and this will thwart any community approach that the ministry desires. Good example is Otago vs Southland Secondaries, Otago , too many schools, increased competition cannibalising each others schools, each school does their own thing, as opposed to Southland, where network of schools has been rationalised and they were and are able to work together eg Te Kakano in 2013. Further, in Nelson where they have too many primaries and parents choice is getting silly. In one neighbourhood I know there are 14 families, only two go to the local school. How does make community in this neighbourhood. MOE needs to get off their hands. Ministers need to be kept away from the issue eg Wanganui Collegiate scenario.

Michael Fullan - Collaborating between schools, more information to follow.

Secondary Principals Council

26th February, 2015

Police Vetting

This is pushed by the police who have had a 11% reduction in funding in real terms over the last 10 years. Talk about \$5 - 7 cost per vet. Huge issue for schools. We are supposed to vet any person with the possibility of having sole charge of children, including coaches, cleaners, teachers and support staff, contractors, outside providers and the list goes on. Real issue as what else will the police start charging for, education programmes. Distasteful to most. Note in Australia, cost is \$50 to \$70 .

Support Staff

New scale. Watch for level 9 admin class B will end up top of scale B, level 10 goes to scale C and has room to keep growing.

STA

Principal Appointment and Appraisal. STA is endorsing 40 personnel available through their local STA rep for Principal Appraisal and Appointment. Also they are pushing a HR self audit tool.

National Library as outlined by me, came up again. PPTA producing a letter along the lines of mine.

Educaanz. Real problem, Can see that a lot of central government business pushed onto this body through "Leading the Profession", this means teachers will be paying for a lot of what is a government function. Looking at putting cost back to government through next pay claim for teacher registration.

Next Award Negotiation. It is obvious that Teachers and Principals real wage has fallen by 3 - 4 % against cost of living. Mr English has indicated that he is only up for 1 -2%. So it will be a long campaign, probably with action, starts in May.

Stuart McNaughton. Chief Science Officer for MOE. Introduction and explanation of role. Low expenditure on science especially science in education. Part of role is to clarify the evidence so Ministry is working from knowledge and not conflicting statements from an ideological basis. Four areas he is concentrating on Science and Math. Math is getting stronger at number through numeracy project but less good at algebraic thinking. PISA has gone backwards in Science and Math but NCEA results in math and science has gone up.

IES

Issue is how NZEI will save face with their members. 11 COS is exciting. STA working with BOT to make traction. A large number of primary schools are interested, but not really concentrated.

Property Wayne Tacon, looking for a better forum. Feedback is around getting more of a national picture, having some national saving eg one architect formulate a half dozen plans for Nelson block. Or address leaky roofs as a national issue.

School reorganisation

Hard to do at the time, easy afterwards. Economies of scale, potential for improved education. MOE is sensible but

Politics seems to stop reorganisation. Increases distances. Money saved goes away from the community, eg one less caretaker...etc. Principals are main opposition. Ministry won't take lead.

Cross sector on resourcing starting, we will need someone on here.

N4L Caroline,

90% connected by end of 2015. A year ahead of schedule. You do not need filtering or firewall as it is part of the network. New filtering service coming online, it will be available from March.

Pond - get going on it. Needs a lead teacher. Or three.

Student access underway. Login is the issue. Teacher can make a bucket, this can be shared but read only.

Teacher will have their credential and activities moving along. Bulletin boards open, for allowing conversation.

A lot of sharing practice starting, hard to search to find what you need.

Could use COS as a group in Pond. Bring in experts from other geographical areas.

Colin Moore Principal and BOT disputes

20 cases last year, seems to be focused more on smaller schools. Always a bad situation, both for board and principal. Often both parties end up falling on their sword.

Example Bay of Islands Elwin Edwards. First thing to note is that as soon as a judiciary is involved all information becomes public.

Look for early warning signs as these things can be solved at the lowest level most easily. As they escalate there are less opportunities to solve this. This is in the contract. Now in law.