



President's Comment 36

11th November 2010

Dear Colleagues

ERO Meeting With School Staff without the Principal Present!

At our last SPANZ Executive Meeting with Dr Graham Stoop, I raised the issue that occasionally during an ERO visit, the team meet with staff without the Principal and senior management team being present.

Our concerns is that this practice, albeit infrequent, is unnecessarily divisive, could breach the principles of natural justice (i.e. if criticism is raised in relation to the Principal they are not afforded an opportunity to defend themselves in that forum) and gives disaffected teacher(s) a platform to grandstand and ferment discontent.

I have attached to this President's Comment Graham's response to this issue which is well reasoned but does not fully allay our concerns. He did stress, which is some comfort that the meeting can only go ahead with the consent of the Principal.

Hints From Executive Officers

I attended a national conference of school Executive Officers last week. Given that we are all preparing our 2011 budgets, a number of experienced EO's had the following advice for Principals:

- The biggest contributor to operating deficits is staffing. Try to keep within your staffing entitlement. Remember staff employed outside your staffing entitlement will still be entitled to any increases negotiated in collective agreements.
- Before you lease more equipment, factor in existing lease costs.
- Substantial savings can be made in getting competitive quotes for power, gas, phone and copiers rather than simply rolling over existing contracts.
- Parents are less likely to default on school donations/contributions if they are on automatic payments.
- A lot of photocopying is unnecessary. It is too easy for students and teachers to click the print icon. Greater accountability should be required in this area.

Previous Comments

Comment 35

Leaders' Forum Meeting, Secondary Teachers' Collective Agreement

Comment 34

Canterbury Colleagues, Secondary Teachers' Industrial Action, The Common Sense Guide to Choosing a Secondary School.

Comment 33

SPANZ Conference 2011, School Charters & Annual Plans, SPANZ Sponsorship

Comment 32

Operational Funding Calculator Released for Schools, SPANZ Union - Collective Negotiations, SPANZ to Join National Advisory Group, New Guidelines on Initial Teacher Education.

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Review of RTLB Services

SPANZ has been invited to have a representative on a reference group which will oversee changes to the RTLB Service. Previous feedback from Principals is that there is considerable variability in the quality of service from clusters. A number of Principals believe having a dedicated or captured RTLB in a secondary school works best, while others are happy to share the RTLB with other schools.

In large clusters, the RTLB is thinly spread, giving rise to the unfortunate criticism of Rush Through, Look Busy. The new look service is intended to strengthen governance and management, while also delivering a more efficient service. Vice President Paul Daley is the SPANZ nominee for the advisory group and would welcome feedback about your concerns and how the secondary service could be improved. Paul's email address is principal@sanctamaria.school.nz

Opening Statements From Staff You Would Rather Not Hear!!

- *I didn't know going to a student's 18th birthday party would cause such a fuss!*
- *The mother swore at me first so I let her have it!*
- *Those photos on the dating website were supposed to be private.*
- *I thought sharing my own experiences of overcoming drug problems with students would help them!*
- *He was trying to escape from my classroom so I put him in a headlock!*
- *No I didn't take a roll call, I just assumed they were all on the boat when we left the island!*
- *Come to think of it the students were very happy on the first night of camp. I thought it was Coca Cola they were drinking!*

Kind regards



Patrick Walsh
President