



Michael Williams
President

Dear Colleagues,

It's that time of year again when staffing is in the front of everyone's mind and the challenges facing us this year are far worse than they have been in previous years.

Many of us have been working in the background for well over a year to try and get traction around the problems we saw coming. The disappointing part is that despite our warnings and our suggestions, very little has happened to date. It is for that reason that SPANZ Executive decided that we needed to get the secondary teacher staffing situation on the National Agenda.

Teaming up with the Secondary Principals Council to do the survey we released on Wednesday along with a media blitz has hopefully put the problems front and centre for the public and the politicians. There are no easy solutions at this late stage but what we need to see is the government being far more proactive around the immediate problem of getting teachers in our classes next year, the medium term problem of getting more graduates into initial teacher education so that we will have teachers in 2019 / 2020 and ultimately some strategic planning around workforce. It is the negligence of successive governments who have totally ignored basic principles of workforce planning that have caused the current situation. Maybe this crisis will finally get some action on this long term problem.

The survey has shown us there are two critical areas that need to be addressed; teacher salary and teacher workload. Unless we address these issues, the situation is not going to improve.

The system is at a critical stage. We have used up all of the leeway, all of the fat in the system has gone, we have no contingencies left. As an Executive we will be doing everything in our power to keep this situation at the forefront of the public and the politicians' minds over the next three weeks and try and get some commitment to realistic solutions.

A colleague of mine (who has moved to another region) was always 'our conscience' at meetings reminding us

'it's about the teaching and the learning' as she pulled us away from 'the myriad of problems we always seem to discuss'. Rest assured Sue, your voice still echoes in my ears. So my teaching and learning tip – NZCER has developed an excellent resource "Teaching and School Practices Survey Tool" – see the attached flyer.

I have used the survey; it is great to provide some baseline data on Teaching Practice but more importantly we have had great mileage out of follow up discussions about the questions and individual reflections on practice. It's only available until the end of the Term so click the link now: www.tpsurveys.org.nz

Finally I would like to acknowledge the huge amount of work that your Executive is involved in on your behalf. Every week we would have Executive members in Wellington representing your views on various Ministry Advisory Panels.

To help us better represent your views we need your feedback, so please feel free to forward through to the secretariat your concerns, your worries and the problems that you are facing in your roles as Principals'. We can't promise to solve them but we can certainly promise to bring them up at the highest levels in Wellington and keep on the officials' case until we get better outcomes for Principals'.

NEW PRINCIPALS' ADVISORY SERVICE

The first time Principals' programme has transitioned to a new provider and a new service. Evaluation Associates now has this contract and has a nationwide programme with mentor teachers around the country.

They have regional advisory groups to help ensure they are responsive to local needs; there is also a National Advisory Group. One way we can help is by getting your feedback on how the system is working. I would be very interested in any feedback you have, positive things that are working well or areas that could be improved.

If you can feed your experiences through the Executive, I will take those to the National Advisory Group. It is important that your voice is heard and we ensure that this service adequately meets the needs of Secondary Principals.

THINKING ABOUT UNIVERSITY?

Copies of the 'Thinking about University?' book were sent out to all Secondary Principals' last week.

Please check with your staff if you have not received, or alternatively contact Universities New Zealand for your copy:

<http://www.universitiesnz.ac.nz/contact>



'WATER ONLY' SCHOOLS

The New Zealand Dental Association cares about the health of Kiwi kids.

This is why we are so keen on encouraging all schools in New Zealand



to adopt a water only policy. Children do not need to be consuming sugary drinks at school – it negatively affects their health, including their teeth.

The World Health Organization recommends that adults have a maximum of 6 teaspoons of sugar per person per day and young children only 3 teaspoons per day. Shockingly, if a child has one can of soft drink they are consuming 3 days' worth of sugar in one go!

Energy drinks are particularly unsuitable for children as not only are they packed full of sugar, but also caffeine and other stimulants.

We believe it is an opportunity for principals to show leadership by adopting a water only policy at your school.

The Water-only policy template is available at:

<https://education.govt.nz/school/student-support/student-wellbeing/health-and-wellbeing-programmes/why-promote-healthy-lifestyles/>

NATIONAL RTLB SERVICE SATISFACTION SURVEY 2017

Please complete the national RTLB service satisfaction survey for 2017 about your level of satisfaction with RTLB service provision in our cluster based on your experience.

The survey is very short, so will not take much of your time. The results will be collated nationally by the Ministry of Education and fed back to individual clusters.

It is important that you check the rating scales to ensure you have selected the intended level of satisfaction. We are unable to alter responses once they have been submitted. Please click on this link to open the survey:

<https://www.surveymonkey.com/r/HH3DNFC>

The survey will close on Wednesday 13 September 2017 at 5pm.

NZQA FACT SHEETS & MYTH BUSTERS ARE BETTER

NZQA have taken the old ones down and put six new ones on the Website. There are nine good Myth Busters (refer to the link below) and NZQA are working on an update of the Myth about Resubmissions.

<http://www.nzqa.govt.nz/providers-partners/assessment-and-moderation/managing-national-assessment-in-schools/ncea-the-myths/>

EOTC - A COMPREHENSIVE NATIONAL STUDY

This research aims to examine the state of EOTC across all New Zealand schools. We are asking EOTC coordinators and school leaders to participate in this research. The study is being conducted by a multi-university team led by Ara Institute of Canterbury, funded by EONZ and the Ministry of Education. Phase one is a national EOTC questionnaire. In the next few weeks, you will receive an email from: EOTCresearch@ara.ac.nz with a link to that survey. Have your say!

SCHOOLS CLOUD TRANSFORMATION PROJECT

Attached is a Ministry provided PowerPoint regarding the Cloud Transformation Project. The Ministry's future intention is to move all schools into a public cloud to promote efficiency, collaboration and data driven decisions.

The Ministry of Education's Cloud Transformation Project is now in phase two where it is working with a number of IT business partner's and other integrators to implement a cloud-first strategy for you and your school.

Key aspects of this have been tested with a few pilot schools, but the next stage will test a wider diversity of schools - geographically, socio-economically and with regard to roll size.

LEADERSHIP STRATEGY

The Education Council has been working on a high level leadership strategy for most of this year. Francis Nelson has been appointed to a part time role as the convener for the Centre of Leadership Excellence at the Education Council. This work is critically important for Principals' so it is important that we get engaged with what is happening on this front. I strongly encourage you to have a look at the resources on the Education Council website – the link is here: <https://educationcouncil.govt.nz/>

The good starting point would be the five key think pieces on leadership that have been written. Your Executive is involved and we do meet with Francis on a regular basis, later this year the draft Leadership Strategy will be published but I would encourage you to take the time to read it and discuss it internally in your leadership teams and also externally at your Principals' Meetings. It is a wonderful opportunity for us to set the blue print for leadership development in the future.

DECILE SYSTEM

As you are aware the Minister has announced that the decile system is going, with a new system to be put in place. Personally I think it is a great idea. The decile system has done a lot of damage to communities and to schools and will be great to have that stigma removed. There is however a lot of work that needs doing to get it replaced. The Ministry is well advanced with its thinking; Auckland Principals earlier in the year saw a very good presentation around the indicators that are most likely to be used and their accuracy. There will invariably be some political 'interference' to fine tune those indicators, however the biggest challenges will be behind the scenes as we dismantle a lot of the other machinery across multiple government agencies that use deciles. We will have to be careful that we don't inadvertently create the new decile ranking.

Two obvious areas that will need to be sorted fairly quickly are Principals' pay with payments for decile one and two and decile three and four Principals a critical component of the remuneration for those Principals' so our Union will need to address this problem to find a suitable solution.

There are also potential problems in Ministry of Health and Ministry of Social Development where Nurses and Social Workers are provided into low decile schools. There will need to be a different mechanism for triggering access to those resources.

All manageable problems, but they do need to be thought through properly so that we don't hand to the media and real estate agents a convenient replacement for the decile system. Your Executive will be working with the Ministry around resolving these problems.

COMMUNITIES OF LEARNING

One of the Ministry Advisory Groups I sit on is the IES Advisory Group and the IES Evaluation Sub Group Advisory. The majority of this work is around the Communities of Learning.

I would be very interested in hearing from Principals about their experiences in Communities of Learning,

things that are working well and the frustrations you are having. So please send an email through to the office, any comments you have, I will find them invaluable as I sit around the table in Wellington.

In my next report, I will explore Communities of Learning in more depth.

SPANZ LEGAL

We have received a number of calls in recent weeks around 'next steps' and 'who to call' when you have an issue. There are a number of places to try but we recommend contacting the SPANZ office in the first instance: **office@spanz.school.nz**

We have great legal support through Harrison Stone who have many successful years experience working with education law. If you would like further information around SPANZ Legal membership please get in touch.

SPANZ CONFERENCE

Our 2018 Principal Conference Programme is almost complete. An update of this will be going out shortly with registration forms.

In the meantime don't forget to book your flights and accommodation. To access our discounted rate please follow the link for bookings*: <https://www.rydges.com/private-page/spanz-2018/>

**Subject to availability at time of booking, open till 15th January 2018.*

Nga mihi
Michael Williams
SPANZ President

UNION RATIFICATION

Last month the SPANZ Union sought ratification for a proposed variation to the Secondary Principals' Collective Agreement. The purpose of this variation was to expand the remuneration provisions of the Collective Agreement relating to Communities of Learning. 99% of SPANZ members who voted, supported ratifying this variation.

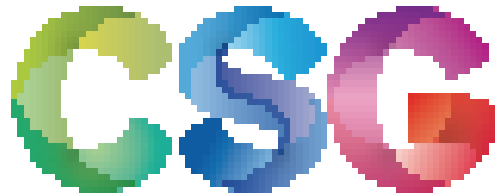
The variation was signed on 25 August 2017 and the variation is active from this date. A copy of the variation can be found attached. The SPANZ Union would like to acknowledge the PPTA who undertook the negotiation of this variation on our behalf.

Scott Haines
President of SPANZ Union

PLATINUM



KONICA MINOLTA



More than you expect.

GOLD

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SILVER

furnware



schooltex
EST. 1996

BRONZE



EDWARDS
SOUND / LIGHTING / AUDIO-VISUAL

MATES & DATES

An ACC initiative.

ASB

equico
Funding Technology



UNIFORM GROUP
CREATING IDENTITY