

**MINUTES OF THE NASDAP EXECUTIVE MEETING
HELD AT RONGOTAI COLLEGE
ON FRIDAY 28TH MARCH 2003**

AGENDA:

1. Welcome to Stephen and Sheryll and apologies
2. Election of Officers
3. Minutes of previous meeting
4. Matters arising from minutes
5. Reimbursement process
6. G3 equivalent and the Principal Nominees allowance
7. Acting Principal
8. NZQA results.
9. Rising Fees.
10. NZQA.
11. SPAC.
12. National Conferences.
13. Next steps for NASDAP
14. Term 1 Newsletter (deadline 3 April)
15. Next Meeting

MINUTES OF PREVIOUS MEETING:

Confirmed by Allan Webb, seconded by Roy Fletcher

MATTERS ARISING:

- Shona Smith has emailed indicating she will put together a folder of key points/contacts/ideas for those organising National Conference. Christchurch organisers could add to this from their experience and it can then go to Central North Island who are doing 2005 conference in Rotorua/Taupo.
- Tauhara College using Kevin Knight workshop with staff in week 10

- Still need to confirm date of conference for 2003 and for 2004 so that AGM of NASDAP can be scheduled.
- A vote of thanks from the Executive was given to Gina Garrett for the work she has done in the last two months. This has been really appreciated.
- Confirmation of Executive for 2003-2004 from elections held in December 2002. (see above)

ELECTION OF OFFICES:

Discussion about roles of President, Vice President, Past President and then how secretary and treasurer attached to these.

After a vote these positions confirmed for 2003 – 2004:

President/Secretary: Carol Craymer

Vice President/Treasurer: Annette Taylor

Past President: Jenny Thomas

Cheque Signatories: Annette Taylor

Carol Craymer

Jenny Thomas

Newsletter will continue to be done by Allan Webb through Education Webb Ltd

Finances currently at \$42,000+ most held in term deposits. Annette will organise statement for next meeting.

NEXT STEPS OVER 2003-2004:

1. Promote the use of the website www.nasdap.org.nz
 - This will enable professional dialogue/chat with support and ideas
 - Give visibility of DPs and APs
 - Have professional reading available
2. Regional reps of associations need to be given to Allan to go on the web site.
 - A letterhead for NASDAP to be developed also.
3. Need to lift professional reputation and status of DPs and APs and also be professional as a group.

- Need to become more political and lobby groups including Ministry, PPTA and NZQA.
- Need to circulate payment and allowance and structures in different schools (see information in this newsletter)
- Need to lobby and have input into discussion on teacher training providers, NZQA qualifications and processes and get representations on appropriate educational bodies.
- Need to push profile of management in teaching profession.
- Discussion on relativity of DPs and APs salaries to principals and the need for transparencies on this, both, within schools and between schools.
- Need to have a professional attitude when we don't have this doing a disservice to profession. Annette to follow through further on this issue.

PORTFOLIOS ALLOCATED TO MEMBERS:

1. Salaries conditions relativity – Roy
2. Teacher Training – Lynlee
3. NCEA and NZQA – Carol
4. Representation on appropriate educational bodies, lobby and network – Jenny
5. SPAC, newsletter, website – Allan

MEETINGS FOR 2003:

23 May 2003

5 August 2003 – Prior to National Conference and AGM

GENERAL BUSINESS:

1. G 3 Equivalent:
 - There is a group of disaffected staff with low morale because of this. At a time of teacher shortage can't afford this.
 - Major problem is for those who entered teaching with highest specific qualification in their field - now this is regarded as not good enough. Needed to be a grand-parenting clause.

- At the same time there are people entering teaching who from Day 1 have been attested at step 12. They have no actual teaching experience.
- Impact on DPs and APs because of staff morale and teacher shortage.
- Stephen to draft letter to be sent to Ministry will circulate to rest of Executive before sending .

2. Acting Principal:

- Discussion on lack of action with this. Role of principal has changed significantly which means (1)they are often away and (2) their job at school needs maintaining on a daily basis. When this happens DP is doing 2 jobs even if this is only for a day. At present allowance is not paid until 21 days and then it is only in relation to base salary of principal and does not include supplementary nor allowances.
- Allan to draft letter(s) to circulate to executive before sending to PPTA, Ministry, SPAC and BOT.
- Discussion on encouraging Boards to recognise additional workload and as good employers look after DPs when this happens and pay the difference. However, recognised that BOTs shouldn't have to do this unless they are funded by Ministry to do so.

3. Units:

- PPTA need to continue recognising the units as a powerful salary increase tool. In most schools at least half the staff have at least one unit. The more these can continue to significantly rise, the more the proportional increase for those in middle management and senior management.
- Brief discussion on primary teachers claims where NZEI gained an attractive superannuation condition as part of settlement. Secondary teachers did not get this.

4. NZQA:

- Dissatisfaction about lateness and the format of NZQA Level one results sent to schools in late January. It appears NZQA are contacting schools about what is wanted. Sheryll to follow this through.
- Lively and at times heated discussion about NCEA and what role NASDAP as an organisation could or should be playing.
- Often it is the DPs and APs who are overseeing or doing Principals Nominee role.

- DPs and APs have role in subject associations and are experienced practitioners.
- Discussion needed on:
 - Need for Level One (or Two)
 - Moderation services
 - Spin doctoring talk and need for reality check on what is really happening.
 - Student results are needed in time for re-enrolment days as it may be difficult to make good predictions (in the absence of good external exemplars). Some external achievement standards may be pivotal for some higher level courses.
 - Discussion on achievement standards descriptors and what they encompass.
 - Interface between achievement standard and unit standards and the credits of each of these. Real variability at present.
 - Role of school relationship managers.

Carol will write a discussion paper about this. Need for others on Executive to

respond to this.

- Consensus opinion was NCEA and achievement standards are here. The need is for

the system to be the best it can for the students and teachers and give a nationally and

internationally accepted qualification of high standing. This will also stop some educational providers touting for students by offering foreign qualifications.

5. National Conference:

Lynlee to contact Christchurch organisers of 2003 Conference to see when information will be sent to schools. (Note in this newsletter)

6. General:

- Next newsletter going out first week Term 2. Material to Allan by 11 April. Invoices will be included in the newsletter. Subscriptions remain at

\$80 per annum per school. Schools to indicate names of those in Senior Management team so we can maintain our database of members as per the constitution.

- A vote of thanks was given to Jenny Thomas, President since 1999 and Bruce Smith, Treasurer since 1999 for the work they had done for NASDAP over that time.

Meeting closed at 3.45pm .