

CORRESPONDENCE INWARDS:

- E-Mail correspondence from James Clarke re: uplifting scholarship funds.
- Derek Olphert – concerning the new layout for the Newsletter
- Christmas Cards to the organisation
- Jenny Thomas – resignation
- PPTA Quality Teaching Leading the Way Conference – Judie Alison – drawing this to membership attention

CORRESPONDENCE OUTWARDS:

- Letter to Allan Webb- newsletter
- AP/DP Associations in Australia to establish links with NASDAP

GENERAL BUSINESS:

Welcome to everyone for 2006.

1. Website

- Annette has talked about upgrading our web site with Hothouse in Nelson. Asked for several different companies to give quotes, but this was the only company that responded. Full quoted cost \$4000 plus \$150 per year for hosting.

Motion: That we proceed with Hothouse to put together our new and improved web site.

Moved: Sheryll Seconded: Julia Carried
Annette to action.

2. Diary Distribution in 2006 and beyond

Annette has been working with Canterbury Diaries. Canterbury Diaries will post these out to schools for \$1,660 plus GST. Have accepted the quote, but have indicated to them that we will be reviewing our contract with them when this contract expires later in the year.

3. Suggestions for Speakers for the next three meetings

Annette to approach the following people in the order they appear here.

- Camilla Highfield – Career Pathways
- Steve Maharey
- Bill English
- Karen Sewell
- Data – evidenced based analysis- Julia to check on a possible speaker

4. Scholarship Promotion for 2007

- Prof O'Neill happy to be involved again this year.
- Sheryll will update the package with an explanation of how to uplift scholarship funds and altered detail as per our discussions at the last meeting. Information package will go into the next newsletter.
- Members to push for applications. Sheryll to advertise in the April Gazette.
- Applications close on June 30. Applications to be sent to Lynlee.
- Application Package to be prepared by Sheryll and forwarded to scholarship committee members (Lynlee and Julia) for approval.

5. AGM for 2006 – when and where?

The AGM will be held in Taupo on Thursday 22 June. Lynette, Geoff and Ali will be present, so quorum obligations are met. Annette will attend for the day to chair the AGM.

6. NZ Curriculum Project – Sheryll Ofner

- Sheryll distributed sheets for committee of the review of the NZ Curriculum Project. Update on the NZ Curriculum Project, meeting February 2006. (See copy later in the newsletter for further explanation.)
- Focus on effective teaching – teachers are encouraged to access the Curriculum Project on line.
- Sheryll asking for some feedback on the overviews. One page overview, plus achievement objectives. There are still too many achievement objectives. Appears to be a contradictory message here.
- Purpose of the review was to address the crowded curriculum and that does not appear to be what has happened at all.
- At the moment there is no consistency between learning areas. Need to decide whether we want the expanded or contracted version of the standards. Sheryll to take back a statement from this group that we need to see more consistency across the learning areas.
- Problem that our brightest and best kids are becoming very cynical about standards based assessment.
- Reminder that this is not an individual learning area review; it is an overview of the curriculum.
- Big thrust for consistency, but this is not what has actually happened. This is especially noticeable in Technology, which is very differently written.

7. Conference Handbook

Penny tabled a copy for each committee member of the conference handbook, newly put together by the Canterbury Conference Committee.

Motion: That an official thanks be given to the Canterbury Region for this work

Moved: Roy Seconded: Annette Carried

8. ERO Seminars Roadshow.

To catch schools up with what ERO are doing. Their new focus for 2006 is on the collection and use of assessment information. What data are you collecting and what are you doing with it? What constitutes good practice?

Reviewing Ops Funding. Are our schools economically viable? ERO are being asked to do this by the Ministry. Some schools have non-cash resources because they have trusts that they own.

Most schools financial management is sound. Most schools are in the black, but is this a favourable place to be given the business that we are in? 27 case studies available.

Handout of the specific questions that ERO is asking all schools that they are visiting Terms 1 and 2 this year was distributed to all committee members.

See write up in Newsletter for further detail.

9. Other

- Database of members has been updated by Annette. Annette will forward this to committee members next week. Notification of the newsletter will be through e-mail. Then will be able to print individual copies. There was some discussion concerning the desirability of the hardcopy versus electronic copy of the newsletter. At present there will be a PDF file electronically sent, with a hyper-link to the website and members will be able to print it off. Digital immigrant versus digital native argument - it is time that DP/AP catch up with this media. This is a trial year and hardcopy decisions will be made at a later date. After the first new look newsletter committee will have further discussions on this matter
- Sheryll to write something for the newsletter re: the PPTA Curriculum Conference
- Excellence in School Leadership Awards as outlined in Eduvac for AP/ DP or Principal For more information see:
www.education.auckland.ac.nz/facs/uaslc
- Text Bullying. Some discussion about the implications of the recent student suicide being linked to text bullying and school positions on cell phones at school.
- Electronic Registers Working Party trialling issues in an attempt to get consistency across the country. Absences marked in half days as per the act. Works well in the Primary system, where students are with one teacher all day. If mark them present morning and afternoon then they are deemed present. Audit people are only interested in half day issues. The granting of the use of electronic registers is not standardized at this point. Pilot in Cashmere using Palms, electronic attendance. Does still rely on teachers entering the data.
- District Truancy Scheme – Meetings being conducted at the moment. All based on the 1951 Act. Proposing one size fits all. DTS – 14 councils. Very bureaucratic. Based on some very flawed premises. Loss of focus, loss of accuracy, increased bureaucracy. Advice of those who have already attended meetings is that if you have the chance you should go to the meetings. AP/DPs need to hear what they are saying. It's a cost cutting exercise and it is scary. Meetings mostly next week. Submissions 21 April.
- Some good things that are happening in individual regions. Lester Levy and Neil Cranston (Queensland) – whole day with Auckland AP/DP. Data base of speakers with some feedback to be made available to membership. Annette to action
- Cross pollination of regional conferences. Let's see if we can get AP/DP to conferences in other regions where whole teams are not allowed out of their schools on the same day. Otago DP/AP Cromwell, late August. Canterbury Hanmer 2-4 August. See later in Newsletter for further regional conference dates.
- Annette to make a formal thank-you to Allan for all his help with NASDAP.
- Some discussion on an appropriate way to farewell individuals that leave the Executive committee. Suggestion that they be invited to do an exit interview.
- Tim Tucker taking over the convener's role for the organisation of the Nelson Conference for 2007.

GUEST SPEAKERS

Trevor Bleakley, Bronwyn Cross – Issues Pertinent to APs and DPs.

Annette introduced the speakers to the meeting and then outlined the hopes of Executive for how the meeting might progress. She suggested that this might be an opportunity for NASDAP to report to PPTA about issues that this membership is concerned about.

Bronwyn raised the issue that PPTA could not talk about industrial matters if there were non-members at the table. She suggested that PPTA was quite happy to talk about general issues, but that members would not be happy about them talking industrial matters with non-members. Executive accepted that there was an issue here and stressed that we were looking for a discussion on ways we could all move forward, not on having a confrontation. It was the sentiment of the group that this meeting should be seen as an opportunity for canvassing issues around people in senior positions in secondary schools rather than as an industrial issues discussion.

The difficulty expressed by a number of AP/DP PPTA members was that at present SPAC is not being an effective vehicle for AP/DP industrial concerns. Trevor made it clear that the only way to get traction with issues is to submit a paper through SPAC to PPTA Executive. He stressed that issues are only likely to be made policy if they are in the interest of all of the membership.

Trevor indicated that at present PPTA has the capacity to contact all Principals who are members through e-mail, but does not have the same capacity for all the members who are DP/APs. NASDAP Executive has the ability to contact all members of NASDAP, but do not know who is/is not a PPTA member. This is something that needs attention. A data base of individual interest groups (e.g. Beginning Teachers, Maori teachers, AP/DP s) within the bigger group (PPTA membership) could be very useful to the organisation as a whole. It could also be valuable to have particular interest groups set up on the web site to facilitate a professional and industrial dialogue.

Individual members of SPAC raised the issue that they do not feel empowered by the process presently in place of calling meetings for SPAC. SPAC only gets to meet when PPTA says it is okay to meet. Meetings in the past have been meetings about things that are bothering AP/DP, but nothing concrete is getting done. This is a source of frustration to both PPTA and AP/DPs. This discussion was an attempt to find the way forward and alleviate that frustration for all concerned.

Executive indicated that they consider that AP/DPs are not by definition typical branch members. Principals have a separate agreement, and therefore do not need to negotiate their concerns through the branch system. Perhaps it is time to align ourselves with the Principals contract rather than with the teachers' contract. DP/APs often have to do the Principal's job and so perhaps it is time to move to having a closer relationship with them. Trevor indicated that he was not keen on that line of thought. His advice was that the best way to serve the interests of AP/DPs is for AP/DPs to align themselves with other teacher members, and to work through the 'Paper' system. Executive gave Trevor and Bronwyn a guarantee that we will submit more papers than PPTA can handle, if we feel that our view is then being taken into

account, but did also indicate that there is a real discontent among AP/DPs with PPTA's perceived lack of understanding (and subsequent lack of action in support) of the uniqueness of the AP/DP position.

Specific Issues Raised with PPTA

1. Acting Principal Allowance

- Change the number of days from 14 to 3 cumulative days. This makes a lot of sense to PPTA. SPAC will write a paper on the Acting Principal Allowance. Trevor to forward to Roy, as chairman of SPAC, a template to follow to submit a paper on this.
- Annette to write to SPANZ (Graeme Young) to request figures on the number of days Principals are out of the school in a year.
- Executive asked to document the number of days their principals are out of their schools to get an initial picture of the extent of the issue.

2. Increased Workload for APs/DPs without Recognition

There was some discussion on the changing nature of the role of DP/APs over the last few years.

- SPAC's definition of senior managers – school wide curriculum, pastoral and administrative responsibilities. PPTA has accepted that definition. Executive stressed the need for DP/APs to be defined in the next CEA as an entity, pointing out that when you have no legal role definition, the issue becomes very confused. We need to try to improve the clarity of roles for all positions. Everyone in a school knows who the senior managers in that school are. Need to define the role more succinctly. Currently we do not appear to exist. PPTA indicated a willingness to consider this possibility, but stressed that the Ministry's unwillingness to follow this line of action.
- Increase in jobs that AP/DP are expected to do. For example, administering MMAs that they are not eligible to apply for, performance management of increased number of staff, increased paper compliances. Need for SMAs (Senior Management Units) Trevor pointed out that there is so much decentralization that PPTA cannot control the allocation of management units and/or middle management units. Ministry saw a need for middle management and therefore beamed the limited money available at middle management. A lot of schools are finding it very difficult to fill the middle and senior manager positions. Trevor indicated that if we could provide information that shows that there is an upcoming crisis in recruiting senior managers that would definitely be helpful. How many Commissioners are running schools now because they cannot get the AP/DPs into the jobs, because the conditions of work are unattractive?
- PPTA are not part of the claim process. SPAC has to come up with the issues.
- Paid Union meetings later in the year.
- SPAC paper on requirement for more ancillary support for the school. Roy to action. Staff interest issue. The number of compliance issues that AP/DPs have to deal with is becoming seriously unmanageable. Ancillary help is needed. When this issue comes up at Branch meetings AP/DPs need to argue strongly for it. Most teachers would support tagged ancillary help – operations grant is not part of the contractual obligations. Also could go to the Workload Working party. Not strictly speaking a contract for teachers issue, but there is a symbiotic relationship. AP/DPs are spending 20% of their time

on administrative tasks, and have become some of the most highly paid secretaries in the country.

- Executive and PPTA identified a real tension and suspicion of Senior Management that used not to exist, but does now.

3. Goodwill versus Contract – managing the growing tension

- “Where’s the payback for me, because this is in my contract. I lost my non-contact yesterday, and now I want it tomorrow and you have to cover me.” This is the kind of scenario that many AP/DP are now facing on a daily basis. A lot of extra work for the DP/AP sorting out day relief. What we are finding is that we are shifting the workload from those who don’t have the goodwill to those who do, so there is a real dilemma. Want to be loyal to our contractual obligations, but increasingly as a group we are filling the gaps.

Bronwyn closed the discussion with an outline of some of the things that PPTA is working on at the moment for our information. These included:

- Work streams still continuing. Part-timers still struggling on. Good progress on sick leave. Really focusing on the SRG.
- PM committed to Ministerial recommendations.
- Three new work streams – Qualifications, Work Environment and the Curriculum Staffing Group. Looking at inter-contract arrangements so they are all ready to go in the next round of negotiations
- Against that the minister has some ideas of his own, some of which PPTA see as quite a worry – e.g. specialist schools. Working class – skills, Middle-class – languages. Picked up ideas from England.
- PPTA getting quite nervous about what is happening on the ‘post 16’ front. Concerned about a campaign by Polytechnics. There is some funding work going on in the Ministry. It would absolutely devastate some secondary schools if they had to compete with Polytechnics for secondary funding. .

The committee felt that we ended up having a very useful discussion with some definite indications of ways to move forward from here. Roy, as SPAC convener, will action the suggestions of the group with regards papers to PPTA Executive.

Meeting closed at 3.00pm.

Next Meeting: Friday 19 May, 2006. Wellington Airport