

MINUTES of NASDAP EXECUTIVE MEETING

FRIDAY 29 FEBRUARY, 2008

Level 2 of the Wellington Airport Conference Centre

Present

Annette Taylor (President), Roy Fletcher, Sheryll Offner, Gerri Shorter, Lynette Parish, Betty Wakelin, Phil Carmine, Phil Keenan, Geoff O'Halloran, Penny Prestidge, Joyce Whyman.

Annette began the meeting by welcoming Gerri Shorter from St Cuthbert's College in Auckland who has replaced Julia Scott as the second representative from the region.

Annette also congratulated Sheryll Ofner who has been appointed Principal of Selwyn College in Auckland. Sheryll leaves NASDAP at the end of Term 2 to take up this new appointment.

MINUTES OF THE OCTOBER 2007 MEETING

Minutes of previous meeting accepted as being read.

Moved by Annette and seconded by Geoff. Passed unanimously.

Matters arising from the previous minutes

Scholarship 2008

Does the process need to be more streamlined for potential candidates? Should we ask same questions but make it easier to complete the application? The problem is not just secondary but also in similar scholarships across PPTA, for Principals study leave, Aspiring Principals etc. Aspiring Principals do have a lot of primary applicants but they have a different career path to secondary. Application seems daunting but it doesn't need to be. At present the application is a letter to the executive and must be about student achievement. Should this criterion include leadership? This was discussed and it was felt that they could be concurrent.

Are our requirements significantly more difficult from other scholarships? The criteria include a presentation at conference but this has not had the publicity and has not happened as yet. It should happen at the next biennial conference. There would be two presentations or workshops at each biennial National Conference and the information and details of the work should be available well before that conference so that the decision of workshop or presentation can be made. All agreed this should happen.

Should the application include a question about any other study being done at the time? Perhaps combining with another study is a good idea as it will give more time and enable better or more exhaustive studies to be completed.

Should executive members be able to apply? Executive eligibility was originally a concern in that it was felt that self-interest could have been seen as an issue. However, in canvassing members, most regions felt that Executive should be eligible. A motion was placed on the table:

That the NASDAP scholarship is open to all Deputy and Assistant Principals from any secondary school providing their schools have paid their annual subscription. This includes executive members provided the selection panel does not include any applicants.

Moved by Phil Keenan. Seconded Joyce. Passed unanimously

Scholarship terms of reference - executive to look at web site and send comments to Annette should they think that there needs to be changes.

Replacement of Sheryll Ofner on Executive

The Auckland regional meeting is set for 7 March 2008 and this will be addressed. Nominations to be collected and if necessary an election is held. Annette reminded Sheryll and Gerri that only schools that have paid the current subscription and returned their registration forms were eligible to vote.

Sheryll is currently Vice-President of NASDAP and with her promotion, she needs to be replaced. Penny Prestidge was nominated by Lynette and seconded by Annette. Penny accepted the nomination and as no

other nominations were received, Penny was appointed to the position of Vice-President, effective from Monday 5 May 2008.

A replacement for Sheryll on the Leader's Forum is needed. Sheryll nominated Annette and Phil Keenan seconded this nomination. Annette accepted the nomination and as no other nominations were received, Annette was appointed to sit on Leaders Forum to represent NASDAP, effective from Monday 5 May 2008.

Other Administrative Matters

Geoff and Penny are to be the new cheque signatories.

Executive contact details are being updated.

The *Newsletter* deadline was discussed. News and photos can be put on website by individual executive members, provided they email the web provider direct, and photographs are in jpeg format.

Reimbursements

Executive members are encouraged to use the Travel Card as often as possible as this ensures that bookings can be made instantly and no Executive member is out of pocket. Annette indicated that in order to have a Travel Card, there needed to be a certain level of expenditure and if the card is not used, we will lose the facility.

Treasurer's Report

Total funds \$32,275.87. Approximately 40% of schools have paid their subscriptions for 2008.

Annette moved that the Treasurer's Report be accepted. Roy Fletcher seconded this motion. Passed unanimously.

Correspondence Inwards

- Christmas wishes from Jenny Thomas, NZ Teachers Council
- Information package from VBase, Christchurch based Conference Organisers
- Response from Chris Collins to the letter Annette sent about the importance of settling the collective contract
- Copy of NZ Curriculum Document
- NZQA Annual Report

Correspondence Outwards

- Speaker for the May meeting is the new head of ERO, Dr Graham Stoop.
- Bali Haque

In light of Bali presenting to NASDAP at the October Meeting, questions from the floor arose, namely "Can you withdraw students from internals if they have not worked?" Refer to SecQual S2007/042. Generally it is up to school policy and how schools define "adequate opportunity." If students have been given an "adequate opportunity" to complete an internal assessment, a "not achieved" grade should be recorded. However, students can elect to opt out themselves.

Some members felt that if the reporting of "not achieved" for internal assessments was driven by a desire to give the internals more creditability, then it was pointless suggesting that it should be determined by individual school policy and that a hard and fast rule should be made.

Some members felt that using the first of July return for school statistics is not a good measure. There is a ruling from NZQA that "any assessment that has been completed by a student and marked cannot be withdrawn."

Schools may have to keep student work for some standards for two years and this could create problems. Storage is difficult but could be very difficult for some schools. This is to cover the possibility of a NZQA random sample. NZQA needs to understand that there are ramifications for schools in this request.

Moderation continues to be difficult in some areas. For example the timing of the moderation eg. French oral assessments being moderated early in the year when in fact they are actually done in schools later in that year. Comment was made about the letters schools received about moderation history that should be of concern to senior managers. At times it appears the whole exercise may just be a statistical exercise.

One member reported that the default rate on externals is up to 25% (which equates to approximately ten tons of scripts.)

There appears to be issues with students transferring from one school to another and the lack of information given from their former school to the new one. Students who change their names between schools make it even more difficult but of course the national identification student number (NSI) would help. Schools can ask other schools for information on transferring students but it doesn't come automatically - some felt that this could be because of privacy issues?

Executive members report that the curriculum road show tends to be dominated by Primary Schools. Some reported that people are leaving within the first hour of the presentation. It appears that some schools have planned their own curriculum day; but also that different regions are coordinating the same day for several schools.

GUEST SPEAKER

Anne Tolley - National Party Spokesperson for Education

Anne has been in the job three weeks. Both her parents are teachers, as are her brother and sisters. She entered politics in 1999 as a list MP and was National's Early Childhood spokesperson for three years. Now she is an electorate MP with a wide variety of schools in electorate. She has a passion for education and feels the future of the country is in the schools and educators hands. Several National MP's have associate roles in education to assist her.

National has a policy on National Standards particularly at Primary level to help determine where a child should be at a particular age in reading, writing and maths. Assessments used to determine where children are in relation to the National Standard and parents are to be involved at an early stage. Trades training policy - pilot school based apprenticeship following what happens in Australia. They intend to select some schools and label them Trade Academies. They also want to give schools flexibility to deal with these ideas both within and/or outside schools. Resourcing issues include dealing with the teacher supply crisis. Business should be involved in the Trades Training process. Some indication of willingness to be involved in this already. Youth Guarantee policy - free access to training outside of school for 16 and 17 year olds. If they are not in training or work they will not get Youth Benefit. National want to continue with interest free student loans but also want to introduce an added incentive to pay the loan back quickly. Policy development continues. Their main priority will be to deal with underachievers. There are a lot of factors involved, not just education, one of which is Youth Justice. They also want to work to free Senior Managers from some of the bureaucracy so they can concentrate on teaching and learning.

Anne wanted to hear from us about issues and how they can assist to improve education.

Roy - Recruitment of suitably qualified teachers in rural schools. We don't just need more teachers, we need good teachers. How are National going to help in terms of recruitment and retention?

Anne - We need to look at successful models and schools and see if this can be extended to others where it is not working as well.

Roy - There are two problems, recruiting teachers and then retaining them. Getting them to take on positions of responsibility is also an issue. Technology teachers are particularly difficult to recruit. We have no applicants for a position and we have yet to find a HoD of Science. Pay parity with primary and pre-school teachers is a problem in that dealing with teenagers is a lot harder than dealing with small children. A lot of secondary teachers have transferable qualifications and experience and are leaving to take up other careers for a variety of reasons. Secondary teachers are more employable outside of teaching. Re-introducing the country service bar would help with staffing country schools. Teachers who stay teaching in NZ get should get some help with their student debt or after being supported as students are bonded for a number of years. This would help solve the acute labour shortage by providing and incentive to stay in New Zealand.

Many teachers feel that in each of our schools if we took fewer than 20 children out, our jobs would be considerably easier. Hardest kids are capable but unmotivated underachievers who are predominantly boys.

Lynette - National Standards - there are some problems with these in that they can be compared with expecting everyone to complete a hundred meters in 17 seconds which won't happen with some no matter how hard we all try.

Anne - The standards are set we can tell who is achieving and who is not so we can meet their needs.

Phil - National standards are often used negatively by the media and reflect poorly on schools.

Anne - agreed there should be more of the positive success's of schools that put us in good light.

Lynette - Dealing with truants means more of those underachievers are in schools and so make the statistics look worse.

Penny - Why is truancy a school problem when it is actually a family problem?

Anne - A lot of these problems are problem families and that makes it very difficult for schools to deal with.

Gerri - In the US, schools can be punished if students do not reach certain standards how would National help the schools to deal with this?

Anne - We will have to put in extra resources. Using outside providers to support teachers or schools to be more effective.

Joyce - Dealing with the disruptive students is the key to raising all student achievement as when they are removed the teacher can teach and the other students learn.

Annette - Schools are often being blamed for social issues. She asked "Which of your schools has a social worker?" There was only one and that is paid for by the Board of Trustees.

Anne - Does this need to be expanded? Feeling of the executive was that it would make a great difference.

Roy - Positive male Maori role models are desperately needed in schools.

Sheryll - The present ERO personnel in general are not the sort of people that schools have respect for because very few of them have been Senior Managers and so are not qualified to comment. This may be a salary problem because most of us, if not all of us, would have to take a pay cut if we wanted to do the job.

Geoff - National Student Number. Why don't all students have a student number as it would save us a lot of problems when students change their names etc? It may be argued that this oversteps the privacy of the individual but as adults we all have IRD numbers etc.

Protection of teachers in schools is needed in terms of very difficult parents, other people arriving on site, etc.

Phil - Alternative education centres are over subscribed and a lot more of them need to be funded and resourced. Would solve a lot of school problems because 5% of the students cause 95% of the problems so taking one out would make it better for the teachers and better for the students. Geographical remoteness particularly for rural schools makes alternative education difficult.

Anne - Whakatane High runs a programme for kids who are in danger of being excluded. Higher teacher student ratio and funding from contestable funding but not permanent and the program works well.

Roy - We need to question our slavish adherence to a policy of mainstreaming. We insist on mainstreaming students with physical and behavioural issues without providing schools with adequate resources to cater for them. Having to spend \$100,000 on a lift in the faint chance that you might one day have a student in a wheelchair is ridiculous.

Zoning - Some felt that taking away zoning would mean that schools will choose, not parents. Although the point was made that in rural areas, zones can be drawn where students had to travel considerably further than their "in-zone" school, than they would to their nearest school.

Anne - A shared board of trustees between clusters of schools is this a good idea? Executive had varying opinions as it depends on geography and the quality of the people available. National wants to know what we think of managing schools and where they can help. Should the schools control all PD money rather than the Ministry of Education?

Lynette - Trade Training makes her shudder. Shades of yesteryear as students are now making the same career choices as thirty years ago. "Why do I waste time on a resource that gives future focus when they are still going to be plumbers or farmers?" "Are kids still focused on the old jobs rather the 'new citizens' of New Zealand?"

Anne - IT is just a tool. So farmers, electricians etc need to know how to use these skills.

Roy - Disparity in salaries means that the future focus career salary might only be half of what a fencing contractor gets. It's hard to ride the knowledge wave when it is not even a ripple up your street.

Geoff - Zoning. We might have places for 60 out of zone students but we have 300 wanting the positions. Without zoning we could pick the best students to the detriment of the other schools. Schools will make the choice not parents.

Roy - Zones in the country are based on Primary Schools which do not reflect geographical closeness of

Secondary Schools and so some students have to travel further distances away from their nearest school because of them.

Penny - School roles are predicted and yet the ministry has not planned in terms of the need for an increase in teacher numbers. Why? Perhaps everybody has been to school and so they are all 'experts'.

Phil - What is National going to do about Datacom and the payroll problems?

There was some discussion about this.

Annette thanked Anne and we appreciated her coming and listening to our views.

GENERAL BUSINESS

Email from Stuart Boag about ENZ (Education New Zealand - International Education) and what they can offer secondary schools email. For any regions that wish to contact Stuart, email him at sboag@educationnz.org.nz

Possible future speaker for Executive meetings were discussed. Annette indicated that Dr Graham Stoop (ERO) was going to be the next guest speaker. It was agreed that Pat Walsh for legal aspects of stand-downs, suspensions, exclusions etc, as well as other legal matters that schools may well face. Annette is to contact him to determine his availability.

The latest STA News (Jan/Feb 2008) has an article about teacher quality and it makes interesting reading.

Phil C. - If schools go for a more flat SM structure, are schools smaller in sizes excluding members from NASDAP? Annette explained that all AP's and DP'S in schools who have paid their subscriptions (one subscription per school) are members but only those named AP'/DP's can vote in an election where there needs to be an Executive replacement.

There was a proposal that a constitutional change be made that says that the number of voters from schools be aligned with the membership fees cut off points. Looking at this there was comment that the 'middle' group from 500 to 1499 students was too big and should it be cut in half?

Phil K. - Can the constitution be changed at a Regional Conference even if nominated as the NSDAP AGM?
Annette to investigate this legality.

REGIONAL FEEDBACK

Northland

Last speaker was Rosemary Hipkins of NZCER but nothing else planned at present. Geographically it is very difficult. They are to organise a day for the 30-40 members and try to meet at least twice a year.

Auckland

They meet once a term. Breakfast meeting last term had guest speaker Chris Carter and they are planning another meeting next week. Their president is resigning so an election will need to be held.

Central North Island

In November they had a School Links programme meeting with Andrew Balfour and Ian Munro from the Ministry of Education. Early exemptions discussed and also the use of Section 71. A number of very young Year nines are either academically superior or problem children. Should there be a rule that thirteen is the number required to go to college - either chronological or reading age?

Senior managers becoming further overloaded with all the extras e.g. Truancy service, activity centres etc.

Taranaki

Trying to get to one meeting per term rotating through major centres. Dinner with 45 at the end of 2007. The conference coming up - Boutique conference in August and the information is available on the NASDAP website.

Hawke's Bay

They have a meeting coming up in March and the speaker does health audit of schools. Conference planning for 2009 continues. They would appreciate hints from other areas about good speakers etc.

Greater Wellington

In November we had a dinner with Ian Munro talking about IT safety and security. This term we have as guest speaker Adrienne Alton-Lee who will speak about Best Evidence Synthesis. A group from Wellington has started planning for the national conference in 2011.

Top of the South

We are planning a meeting next term at a venue outside of Nelson for a weekend with an emphasis on networking. Geographical problems continue to cause difficulties with their area extending from Greymouth to Blenheim and to Nelson but they have an excellent email network.

Canterbury

End of year meeting 2007 was the Armed Defenders Squad talking about having a school Lockdown Policy. They are exploring having supervision groups for AP's and DP's and this is generating a lot of interest. April 11 they will have a networking meeting in the evening. On May 30 they are planning a professional development meeting for AP's and DP's who don't want to be Principals. Also on the plans is a meeting on 6 to 8 August in Hamner with Michael Pohl, Gilbert Enoka and possibly Stuart Middleton. In Canterbury there are potentially some difficulties arising from the amalgamation of the University with the Teachers' College.

Annette to check with the Ministry of Education on how many secondary teacher trainees are being trained this year and in what subjects.

Otago and Southland

They had a meeting in Term 4 and are in the process of planning for another in Term 1.

Lester Flockton is a good speaker on the New Curriculum. Annette to investigate and see if information from his presentation at conference is available.

Other discussion

Betty - Is anyone else having reservations about teachers training remotely using email etc?

Discussion ensued and it appears that schools may be being more forceful and not accepting trainees they deem to be unsuitable for their schools.

Lynette - Has anyone had any successful early exemptions? Some success in Auckland but very difficult as the students concerned have to have a truancy history and the school has to have records of a lot of positive attempts to sort out the problem.

Phil K. - Professional development - any suggestions on what other schools are doing for school-wide professional development would be gratefully received.

Geoff - PPTA and STA have sent out a booklet describing the rules and processes needed to make the new contract details work. The best method is to look at teaching contact time first rather than non-contact time. Also be aware that full time staff can be expected to complete up to 2 hours and 48 minutes on form times, assemblies, duties etc.

Geoff - The new Senior Management Allowance will be actioned in July but how much is it and how many per school are there? Annette to check with Rob Willets in PPTA and to email response to Executive and inform members via *Newsletter* of answer.

Meeting closed at 2.50pm

Next Meeting is scheduled for 23 May 2008.