

**MINUTES OF NASDAP EXECUTIVE MEETING
FRIDAY 8 AUGUST 2008**

PRESENT

Annette Taylor, Geoff O'Halloran, Lynette Parish, Roy Fletcher, Sarah Stenson, Phil Keenan, Noreen Melvin, Betty Wakelin

WELCOME

Noreen Melvin from Southland Girls' High School a new representative for Otago/Southland

APOLOGIES

Penny Prestidge, Phil Carmine, Gerri Shorter

MINUTES OF PREVIOUS MEETING

Moved by Annette and seconded by Betty that the minutes were taken as read.
Carried

MATTERS ARISING FROM MINUTES OF PREVIOUS MEETING

The AGM will now be held in New Plymouth at their regional conference on the 21 August 2008 at 1.15 pm.

Scholarship applications for 2009 have closed and there were only 2 applications received. It was suggested that the lack of applicants reflected the lack of time available to Assistant and Deputy Principals, due to pressure of work. 20 people had expressed an email interest in finding out information.

The closure date had been changed to include a holiday so applications could have been worked on; and this also bought the Scholarship in line with other applications. We had made comparisons with other similar scholarships and we do compare well but there are still very few applications. It was suggested that the Scholarship become bi-annual and the regulations will be checked to see if this is possible.

It seems to have been advertised enough but do we need to do more perhaps including asking our regions why they haven't applied. People are probably not reading the newsletter or checking the website.

It was suggested that a flyer be inserted into Term 1 and 2 newsletters each year, specifically about the Scholarship.

The executive members contact details were updated.

TREASURER'S REPORT

Annette presented the Treasurer's Report. Annette moved that the financial report be accepted and seconded by Phil Keenan.

Carried

Invoices for unpaid fees will be sent personally to Deputy Principals at those schools.

A flyer is to be sent out explaining what NASDAP does to encourage particularly new DPs and APs to have their school pay the subscription. Phil applauded Annette's work in promoting NASDAP. Should a NASDAP representative speak at TRCC courses for new APs and DPs? This was thought to be a good idea and Annette will write to TRCC offering NASDAP's services.

Approval requested for regional conference applications for seeding funding.

CORRESPONDENCE

Inwards

Maruki Books Ltd – Business Publishing and Distribution /Systems

For Teachers, Autumn issue 08

Mission On – Issue 1 2008

Toi Te Taiai - the Bioethics Council

ERO – Statement of Intent for 2008

Letter from Graeme Marshall – from MOE, confirming his availability for 31 October meeting.

Letter from Robin Duff – sent to you in mail

Outwards

Letter of thanks to Joyce Whyman – retiring NASDAP Executive member

Letter of thanks to Frances Salt and Jenny Clark - ERO

Letter to Robin Duff PPTA – sent to you in mail.

Letter to Linda Miller – Co-convenor of the Southland Deputy and Assistant Principals' Association.

GENERAL BUSINESS

Joyce Whyman's visit to Southland -

This first discussion followed on from Joyce Whyman's visit to Southland [as a result of a request made by the Southland AP's and DP's] and their discussion on the leadership issues and PPTA contract issues and how that has impacted on them.

Discussion then moved onto the issue that there is more work being put on schools and in particular DPs and APs. The allocation of the Senior Management Allowance is causing problems in some schools. An email from Phil Carmine was tabled and discussed. The Higher Duties/Acting Up allowance were discussed and a great deal of frustration voiced. Also the lack of relativity with Principals' full salary, including the Supplementary Allowance, led to a lot of frustration.

There was discussion about entrenchment with Principals' Contract for those members of the Senior Management/Leadership Team who are 2IC. Send any other information on this to Geoff/Phil.

How do we encourage DP's to train to be Principals and encourage DP's to stay in the profession? There are problems with the 2IC Acting up Allowance not kicking in soon enough when DPs are covering for Principals as well as the lack of relativity of senior managers salaries with Principals' salary packages and the ongoing erosion of this.

The Executive then discussed the Professional Leadership Strategy which had had a meeting the day before and was attended by Lynette and Sarah on our behalf. MOE has recognised there is a problem with the recruitment of Principals and also of Deputy and Assistant Principals. They are starting to work on it and it will be interesting to see what comes out of this. An obvious problem with the existing Aspiring Principals' Courses is that they are pilots only with one year's funding. This should be changed to an Aspiring Leaders course for Deputy and Assistant Principals as well as the Principals themselves and have permanent funding. Having a full time leadership centre at one of the universities would be a great idea also. Executive members have a paper on this and more on this later.

Executive feels that leading learning is what is now asked of all of us as leaders and that we cannot argue for a change for APs and DPs based on doing work that we should use more systems for to put to those in more suitable roles i.e. caretakers. The question for us as leaders to do that and or look for or ask for the resourcing for that to happen.

The Senior Positions Advisory Committee (SPAC) of PPTA is meeting on the 29 August so e-mails need to be sent off to SPAC representatives Geoff O'Halloran or Phil Keenan (or your local SPAC representative) to give them more information in support of what we are trying to achieve. "A Day in the life of a DP" is a good idea so that we can show the PPTA Officers just how difficult it is out there.

For your information, SPAC Representatives are:

Upper, Central & Lower Northland, Auckland: Kevin Dean
Auckland / Counties-Manukau: James Clarke
Waikato / King Country / Bay of Plenty: Marion Fogarty
WBOP, Bay of Plenty: Robyn Pettigrew
Central North Island: Marian Fogerty
East Coast, Hawke's Bay: Gary Yeatman
Taranaki, Manawatu-Wanganui: Phil Keenan
Wellington, Hutt Valley, Wairarapa, Horowhenua: Geoff O'Halloran
West Coast, Nelson, Marlborough: Alister Williams
Canterbury / Aoraki: Penny Prestidge
Otago / Southland : John Douglas

There were three main parts to the SPAC discussion. Firstly we need to refocus on the paper from SPAC presented to the PPTA Executive before the last pay round which dealt with the "Acting Up" allowance. It is absurd that the allowance doesn't start until the Principal has been away 21 consecutive days so we proposed that it kicks in after three consecutive days and then after ten days in any twelve month period it is automatic for each and every day. We also think the Acting up Allowance should be the whole of the Principal's salary package including the Supplementary Allowance. Secondly, as mentioned before, we need the Day in the Life of a Deputy or Assistant Principal scenarios to impress PPTA of the seriousness of the situation. Thirdly there has to be a way to reward or compensate Deputy and Assistant Principals so their parity with Principals is restored and maintained as well as re creating to a reasonable level the gap between Senior Leaders in the schools and middle managers. If you have any ideas please contact your SPAC representative.

Some students taking early exemption from schools without MOE permission have had their employers threatened with a \$1,000 fine. Schools now not suspending or standing down students are giving the MOE a false impression that all is well or getting better in schools. We agreed this was misleading and that some discussions need to take place about this issue.

Annette is to request from Graeme Marshall what we want him to talk about Schools Plus at our next meeting in October.

Payroll -

Geoff O'Halloran is the NASDAP representative on the MOE Payroll Reference Group and issued various papers on the progress made. These include a sheet given to all representatives of contact numbers and emails for a variety of people involved with the current payroll supplier and also the press statement about Talent2 who will be the new supplier in a few years time. See your NASDAP representative if you want to know more. The Digital Information Transfer trial is in progress and more schools will be participating from September.

Accreditation -

There has been considerable overlap in the questions that NZQA ask for accreditation and those that ERO and the AUDIT Office ask. Our comments have got through and a letter from NZQA S2008/020 details changes that have been made to stop us having to answer the same questions twice to two different bodies.

ERO -

At a recent DAPA regional meeting in Wellington a discussion was held with two ERO representatives where they were asked if ERO ever considered looking at the impact MOE policies, or change in policy, had on schools and would they consider this, look at it nationally and write a national report on the subject. They responded that they had not looked at this and if we wanted it considered then it would have to come from a national group who could write to the Minister or ERO. Annette agreed to draft such a letter and circulate it to Executive members.

Challenging Students -

Geoff put forward a paper on a Process for Accepting Challenging Students. We are all aware of those students who arrive in schools with a great deal of "baggage" and also if we do not have all the information about them how difficult it is not to "set them up for failure". There are four categories: schooling, family, legal matters and health. All schools should request all the information they need and it should also all be on ENROL from all the previous schools the student has attended. Each exiting school should fill in ENROL fully. CYPS don't always give full information about the student which makes it very difficult. The Executive were asked "Are there any other items required to be added to the paper?" and some changes made. Annette will write a letter to be sent to MOE re all schools using the ENROL database fully and the fields within ENROL having the information we need. Training also needs to be given to people using ENROL.

PPTA 2008 Staffing Report -

Geoff mentioned the PPTA Secondary Staffing Report is available on the PPTA website and is worth reading for the nation wide statistics. The address is www.ppta.org.nz/cms/imagelibrary/102801.pdf

Stand downs and Suspensions – did you know that our figures are at an eight year all time low - ?

Geoff voiced concern that schools that do not suspend or stand down students, e.g. use Section 25 or some other technique to deal with those students, are creating a problem for us all as the Minister and the MOE, who depend so heavily on statistics, will look at the lower figures and feel there is even less need to adequately supply alternative education opportunities etc for our more difficult students.

Website Portal Issue -

The Auckland region is thinking of bringing in overseas speakers to share with all the regions using the website and have all the papers on the website/portal/hyperlink. Website was established for this reason. Executive members can email our contact at Hothouse Communications [based in Nelson] to discuss pathways of communicating important information.

Educational Leadership Hui -

Launch of Kiwi Leadership for Principals – to consider the strategy to get leadership right nationally. A quote from Adrienne Alton-Lee “When leaders protect teachers against interference by officials, learning goes up”. Prescriptive PD has been shown to lower student achievement. How teacher designed inter-active homework had a positive effect on students. There is a BEST evidence synthesis paper on leadership from Adrienne soon to come out.

Annette is to write to Karen Sewell and ask for NASDAP to be involved in development of senior and middle leadership in secondary schools. Professional standards need to be clear and consistent.

Lynette and Sarah felt that NASDAP should make some recommendations to the Leadership Hui planners, and table the following on National Professional Leadership to go forward to 2010

Focus Areas:

- 1 *Leadership Roles and Responsibilities*
- 2 *Professional Learning for Educational Leadership*
- 3 *Professional Working Conditions for School Leaders*
- 4 *System Capacity and Coherence*
- 5 *Evaluation, Research and Development*

NASDAP'S RECOMMENDATIONS FOR PROFESSIONAL LEADERSHIP STRATEGY

What needs to change/be actioned to achieve this	Why is the change/action necessary	How can the change/action be brought about	Things that also need to be taken into account	Risks and opportunities
Strong, effective teams leading learning in all schools.	<p>Leading learning is very complex ¹</p> <p>Disparities exist.</p> <p>Degrees of compliance.</p> <p>Systems that hinder leadership.</p> <p>Managing more than leading time constraints.</p> <p>Personal perceptions of AP/DP role.</p>	<p>National Leadership Centre;</p> <p>1st time Leadership courses that is coherent and ongoing.</p> <p>Teacher supply and pay-rates.</p> <p>Distributive leadership.</p> <p>Regular access to relevant x-sector research.</p> <p>Sharing of communication with BOT's and Principals on leadership practice.</p>	<p>National Curriculum Leadership</p> <p>Reduce the number of initiatives.</p> <p>Ministerial support compared with MOE inertia.</p> <p>Consult current leaders.</p> <p>Enact best leadership Synthesis.</p>	<p>Ensure enough money is available to do this correctly.</p> <p>Opportunity to re-align the systems.</p> <p>Higher trust to fit distributive leadership model.</p> <p>Principals feeling threatened.</p>

¹ For example, leading learning for new teachers, for Maori students, for students with special learning and behavioural needs, for boys, for gifted and talented students" and tasks such as these cannot be completed by one person alone.

Regional reports -

Northland

Not a lot happening as geographical diversity makes it difficult. However, many senior managers from this area often attend the Auckland meetings and Roy indicated that this was certainly the thinking for the Term 3 and 4 meetings.

Auckland

Had very successful seminar in June looking at Netsafe and issues with IT Technology. Another seminar planned for 22 August on Crisis Management and session on Managing Stress.

Central North Island

Successful conference at Wairakei with great speakers and a wonderful atmosphere.

Taranaki/Wanganui

Focus has been on the up-coming Conference that is scheduled for 20-22 August 2008.

Wellington

Meeting last term, Anne Tolley National Spokesperson on Education and two women from ERO. In 3 weeks the Minister speaking and Bali Haque from NZQA.

Top of the South

Geographical diversity makes it very difficult. Annette e-mails PPTA news items to members and other regular contact is made in relation to items of interest.

Canterbury / Aoraki

In Penny's absence, Annette reported that many of the senior managers from this area and Top of the South will have attended the three-day mini conference held in Hamner. This was from 6-8 August inclusive/

Otago / Southland

Southland has regular meetings. In term 3, the region is suggesting people go to Otago Conference. The region is investigating running leadership issues as a group. As Noreen is knew to NASDAP Executive, she will investigate ways of ensuring she keeps in contact with the Otago Regional Group and represents their views.

In conclusion -

A vote of thanks to Annette from the committee was made.

Meeting closed at 2.55 pm.

Next Meeting is Friday 31 October 2008.