

**MINUTES OF THE NASDAP EXECUTIVE COMMITTEE MEETING
HELD ON FRIDAY, 31 OCTOBER 2008 at the CONFERENCE ROOM, AIRPORT, WELLINGTON**

PRESENT : Betty Wakelin, Noreen Melvin, Sarah Stenson, Phil Carmine, Penny Prestidge (Chair from 10.15 a.m.), Annette Taylor (Chair up till 10.15 a.m.), Roy Fletcher, Gerry Shorter, Geoff O'Halloran, Sandra White (Minute Secretary)

APOLOGIES : Phil Keenan, Lynette Parish, Annette Taylor (from 10.15 a.m. on)

MINUTES OF LAST MEETING

The minutes of the meeting held on Friday, 8th August 2008 were confirmed as read.

MATTERS ARISING FROM THE PREVIOUS MINUTES

The winner of the 2009 NASDAP Scholarship is Tim Tucker. In future years, depending on the quality of applications there may not be a scholarship awarded. The criteria for applications needs to be clearly stated when first advertised. A discussion was held as to why there are so few applications and it was suggested that the Scholarship is publicised more widely. Those who have good ideas on the Scholarship could present them at the next meeting. Provided the terms and our criteria stay the same the Ministry allows the Executive to make some changes.

Constitutional changes were passed at the AGM and changes were made to the number of people who can register for NASDAP. The registration form will be changed for next year.

Elections : Elections come up every two years, should there be an existing member wishing to stand down or a person in your region wishes to be considered for the role.

It was **MOVED** that from 2009 all seats will be eligible for election in Regions 1, 3, 5, 7 and 9.

Annette Taylor/Phil Carmine

CARRIED

In these regions members need to know that there could be an election should there need to be one. Should there be anyone who would like to put their name forward, nominations need to be put forward by 31 December meeting. Annette Taylor will organise the elections. Only those schools who have paid their subs are eligible to vote. Registration forms to be put on the website by Annette Taylor.

TREASURER'S REPORT

There are over \$8,000 worth of fees outstanding at present from 66 schools (16.5%). Although nothing has changed, this amount has increased over previous years. Could each delegate telephone the schools in their area and encourage them to pay their subscription. If there are any queries or corrections to the list handed out, please send them to Annette Taylor. It was also suggested that the front page only of the newsletter be sent to those schools which hadn't paid their subscription with an account on the 2nd page. The account should be sent to the DP of the school as if they had been sent to the Executive Officer, he/she may not have realised the necessity to pay it. We could also organise on-line payments through the website. It was also suggested that \$120 extra could be added to the Conference fee for those schools.

CORRESPONDENCE

All correspondence had been forwarded to committee members.

Chris Saunders ??? Consulting – we don't advertise in our newsletter. Phil Carmine to contact them regarding advertising for the Conference.

Two speakers could be brought in for (the conference or your next meeting?)

GENERAL BUSINESS

SPAC update notes were sent out.

Penny Prestidge gave an overview of what had happened in an interview. Gerry Shorter advised that it is legal to record a telephone or other conversation as long as **one** participant in the conversation knows it is being recorded. It is **not** legal for a person to record two other peoples' conversation without them knowing.

Jumbo Days

It costs \$250 for people to attend these. PPTA have been given a sum of money to cover non-members by the Ministry. Ask your members if they have had information about the costs associated with non-members and contact Geoff O'Halloran or Penny Prestidge. There should be a training day for Senior Management Teams. PPTA are responding to members concerns about further opportunities for assessment. NZQA have refused to define.

Changes in the Employment Relations Act – Implications

We have to have 10 minutes for morning tea, 30 minutes for lunch and 10 minutes for afternoon tea. You need your staffs' agreement to combine two of the three. The employer has to provide opportunities for these breaks. If you cannot come to an agreement with your staff then you have to abide by the Employment Relations Act. You can have 2 hours of work, a 10 minute break, 2 hours work, 30 minute break, two hours and 10 minutes as per the Factory Act. Directives are coming out from PPTA which are not always legally correct. Ask your members about the 2008 Amendment Act. There is funding in the Operations Grant for Principals and Assistant Principals for two-day courses for November 2009. These courses are highly recommended.

Leaders' Forum

There will be curriculum support for curriculum areas for the new curriculum. There will be tiers of information coming out. Teachers at all levels need that support. All principals should have the "Schools Plus" document. National will support "Schools Plus" but may be in a different way.

Annette Taylor left at 10.15 and Penny Prestidge took the chair.

The changes in the curriculum are major and teachers are being asked to make those changes in a very short timeframe.

Graeme Marshall, Ministry of Education re Schools Plus

Penny welcomed Graeme who handed out three briefing papers. Electronic versions are available from Graeme.

Schools Plus is a cross-government initiative. Ministry of Education led it but cannot deliver all the outcomes. A lot of young people need more than what education can do for them. Ministry reports monthly to Ministers. Some data comes from the Census, Department of Labour, Workforce Survey and other sources – Ministry of Social Welfare for example.

Schools Plus has two goals – one is to retain and improve achievement rates. It has not changed the school leaving age of 16. The obligations are not finalised yet. Government says that by 2011 education and training will be provided up to the age of 17 and by 2014 to the age of 18 so it is a phased implementation. Eventually all young people up to the age of 18 will need to be in some sort of training. Other countries have tried various methods. We will establish an educational training age. Students can move out of school.

There is relatively low participation for up to 18 year olds. All countries compare their performance with each other. We used to be the poorest (educational provider?) in the OECD. Now we are not.

There is high average achievement at age 15 but low retention rates at age 17. Too many students are leaving school early or with no qualifications.

According to slide 7 of the larger report there could be change in unemployment in the short term. Schools Plus aim is about improving results and qualifications for students. In spite of employment being driven down there is still significant youth inactivity. Ministry are interested in the up to 18 group to have an eye on that too.

NEET group is those who are not in education, employment or training. This is the group of greatest concern ?? *employment with no study (likely and probable)*. (Note from Sandy : The italicised bit I'm not sure I've got it correct – it doesn't make sense to me but may to you?)

Government wants to reduce that to a minimum or expunge it. None of this information should be treated as hard fact – it is the best information we have.

Slides 11-14 are claims of employment pictures for people in this age group. Where are they?

30,000 students are the first target for retention within learning in some form. Employers tell us the young people are not ready for work. Nationally there are things happening which would (not) have been happening in my teaching time. The system is no longer designed to achieve a proportion of success. Pasifika and Maori students achieving U.E. rates have effectively doubled. U.E. is harder to get now than in my time. Schools are doing a better job now than they used to do. Tools are there to do it now more than in the past. The system is now susceptible to development and change which is not how it used to be. Graeme suggested that you look at his papers as “the big picture”.

Page 21 shows that the improvement is across all deciles. Teachers are coming to terms with NCEA and NQF and are doing it better. Ministry always knew that when you make change students think they are guinea pigs. Teachers should be patted on the back for these kinds of achievement. It is not easy to get lifts in achievement rates.

Slide 22 shows how retention is still a challenge especially for Pasifika students.

Roy queried whether Maori and Pacific Island students are achieving higher results. Graeme replied that they are achieving better at Levels 1 and 2. Why? They are coming from a lower base and they are using the ability of the system to build qualifications over time. By Year 13 they have Level 2 but other ethnic groups have higher levels at Year 13. Retention is still a challenge.

Page 23 – columns round similar numbers. 11% are Year 11. This reflects the actual situation – we still have to do more.

Roy asked if we are doing so well, how come we feel we are being beaten up?
Graeme replied “Guilt”.

Graeme’s 2nd paper

A survey has been made of staff and students throughout NZ – young people’s experiences. They wanted improved careers, guidance and advice. There is plenty of information but not enough guidance and advice. They wanted increased flexibility of time and learning environments. Our system is inflexible.

Tauhora Area School and Hauraki Plains Schools do different timetables. The best timetables are systematically designed to take some of the problems out. Timetables are more designed for staff, not the students. Most (Mass?) students would leave the education system without having had any teacher they felt liked them.

Education cannot deliver all of these outcomes.

Parental encouragement was discussed and Wainuiomata High School and Massey High School had improved the level of parental encouragement. Schools could look at different ways of trying/doing things within the budget they had.

Virtual Learning

Schools haven’t been given any more time or money. There are choices.

Phil asked why should 400 boards make a decision when the Ministry could make a decision with funding?

Graeme – Staffing is calculated in certain ways. You choose how you use the staffing. You can use virtual learning for some groups. You will contribute how you can. You might support learning for some students. You have to look at other ways of serving the students.

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25-30% increase in staffing next year.

Penny stated "There has been ongoing professional development and that is why teachers have improved over the last few years."

Graeme – Teaching has always been hard.

Phil "Since NCEA staff numbers have dropped off. I am concerned about who is coming in to fill those slots. We need to make teaching more attractive for teachers."

Legislation on Standdowns and Suspensions Paper

Standdowns were trending upwards from 2000 – 2006. Standdown numbers have decreased slightly since 2006. The Ministry does support schools in doing safety programmes. The number of suspensions for all behaviours has decreased but the number of drug suspensions have increased.

Exclusions in education are like an accidental death in a hospital. There are some problems for the Ministry in getting another school for an expelled student. Suspensions are a big deal and the school needs to do its own thinking about what the school could have done.

Sarah – If you are looking at cutting down your standdowns/suspensions we have to work together with Ministry and School to create that mindset change because we have ?? it makes it difficult. She suggested some assistance with a forum.

Graeme said there is a role for local authorities.

Section 71 Opinion is one of those four provisions to deal with discouraged students. Some students can be given partial exemption with working at a job part-time and working part-time at school. If the Bill goes through a window will be closed.

The issue with Section 71 is it is part of a ?? and it is time-bound. You need to meet three tests of behaviour, 15 ½ months age criteria and educational issues.

Roy suggested the Ministry should be collecting requirements of early exemptions.

Penny thanked Graeme for giving of his time to talk to the Committee.

Clint Hawke, Deputy Principal of Taita College was welcomed to the meeting.

He discussed the NASDAP Conference Committee's financial needs with regard to securing a conference venue for 2011. His organising committee needed a deposit to secure the Michael Fowler as a venue. He presented a paper with a time series of payment options and stated that his committee had no money to pay for the \$31,000. If someone else fronts up with the money for the same date they had booked, then they would have

to pay \$3,000 or lose the venue. He asked for a loan of up to \$10,000 or an unsecured loan guarantee. Expected break even revenue is for 320 participants.

It was suggested that provincial conferences should save a proportion of the profit to come to the NASDAP funds to assist with other conferences. It should be the NASDAP Executive Committee's function to assist with conferences and it was also suggested that NASDAP keep a proportion of profit from its own conference. It was queried whether venues should be restricted to main centres where a larger number of participants would be assured. The possibility of a loan was mooted. There was also the Principal's Professional Development Fund – could this be tapped into? Penny Prestidge is to ask her area if they would be interested in loaning Clint's Committee some money.

It was **MOVED** that NASDAP Executive continues to support the National Bi-ennial Conference

Geoff O'Halloran/Roy Fletcher **CARRIED**

It becomes a Conference cost and therefore not NASDAP money.

It was **MOVED** that NASDAP sets up a seeding fund for National Conferences to remove the risk from regional areas.

Sarah Stenson/ Betty Wakelin **CARRIED**

It was **MOVED** that a full set of accounts be provided by the organising committee of the Conference to NASDAP from 2009 onwards as soon as possible after the conclusion of the conference.

Phil / Geoff O'Halloran **CARRIED**

Executive Committee members to go back to their regions to discuss the 50/50 split to reduce risks from the National Conference as the costs are going up there is an increasing need for the NASDAP Executive to provide a substantial loan to the regions to confirm bookings. The Executive needs to build up a fund which we think should come from the profits shared from conferences. Geoff O'Halloran to tell Wellington that we are willing to support them and are investigating further options. Could committee members e-mail their regions response.

Dates for 2009 NASDAP Executive Meetings

Term 1	6 March	in Wellington	
Term 2	22 May	in Wellington	
Term 3	25 August	in Hastings	Tuesday afternoon meeting
Term 4	30 October	in Wellington	

Annette was thanked in her absence for her gifts.

It was decided to write a letter to the Ministry regarding the advantage of bulk purchase and it should be continued.

A letter of thanks from Otago Conference – it was excellent.

Penny made comments about the conference they had had. Feedback was positive. She invited all other committee members to attend next time.

SPAC – Number of units available at senior management need to be the same value as ordinary Management Units.

Suggestions for improvements in Management Unit Allowances for senior management to come back to the next meeting. Suggested that all committee members attend conference next year and bring these issues up. Our challenge is to canvas our regions for creative ideas about how to better the lot of DP's and AP's.

Suggestions for Speakers for 2009

- Steve Bovaird, Lynfield College, who has offered to come and speak to us. STA gave out a report on it.
- Ministry of Education – after new government
- NZQA speaker later in the year
- New Curriculum from the Ministry after the change of government

The meeting closed at 2.53 p.m.

Signed : Chairperson/Acting Chairperson

Date