



NASDAP

Newsletter

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OFFICIAL NEWSLETTER OF THE NATIONAL ASSOCIATION
OF SECONDARY DEPUTY AND ASSISTANT PRINCIPALS

NASDAP

Newsletter 1 / 2006

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PRESIDENT'S REPORT



Tena koutou, tena koutou, tena koutou katoa.

Welcome to the first *Newsletter* for 2006. I trust that you have all had a successful start to 2006. While I have heard mixed reactions from staff, students, parents and caregivers about the

7 February start date, there is no disputing the fact that the longer holiday was appreciated by many!

However, if your school is anything like mine, the late start certainly meant that many beginning of year tasks such as school photographs, Athletic and Swimming Sports happened very quickly and very close together! I know that Assistant and Deputy Principals are even busier!

Executive meet on 17 March in Wellington and our invited guest speakers were Trevor Bleakley and Bronwyn Cross from PPTA. A number of issues have arisen over the last 12 months that are pertinent to Assistant and Deputy Principals and NASDAP felt that this meeting was essential so that your views could be heard by PPTA.

Trevor and Bronwyn reiterated that there is a forum for Assistant and Deputy Principals to express their concerns directly to PPTA; it is SPAC – Senior Positions Advisory Council. Roy Fletcher [NASDAP member for Northland] is the convenor of this forum, although PPTA establish the meeting dates and the number of meetings able to be held each year.

The discussion was frank but fruitful. While we must ensure that SPAC is the vehicle that we use to ensure that National Executive are kept informed of the issues that you are facing, we expressed our desire to see SPAC meeting more regularly. There will be an opinion piece in this *Newsletter* from Roy

about SPAC and NASDAP will endeavour to source a list of names of SPAC representatives. We encourage you to contact your SPAC representative directly over any burning AP/DP issues.

I encourage you to apply for the 2007 NASADP Scholarship. It is deemed to be a prestigious award from the Minister of Education worth \$12,000 in total; \$6,000 grant from NASDAP and \$6,000 relief costs for your school while you are undertaking your professional development on full pay.

Information about the scholarship is in this newsletter and the closing date for applications for 2007 is 30 June 2006. James Clark of Rosehill College in Auckland was the inaugural winner in 2006 and we look forward to hearing of the outcomes of his research later this year.

NASDAP Executive trust that you enjoy the "new look" *Newsletter*. Any feedback is appreciated; please contact us as we want to ensure that we represent you effectively and efficiently. Other developments that we have determined for 2006 include redeveloping the website over the next three to six months. We will keep you informed of its progress and look forward to the launch.

Enjoy the last weeks of this first term. If you travel, travel safely.

Arohanui

Annette M Taylor

EXECUTIVE NEWS

NASDAP Executive 2006



Upper, Central and Lower Northland

Roy Fletcher,
Otamatea High School
ohsdp@ihug.co.nz



Auckland (south of Mahurangi to Counties/Manukau)

Sheryll Ofner,
Howick College (Vice President)
ofner@xtra.co.nz



Waikato, King Country, Thames Valley

Julia Scott,
TEAM Solutions
jm.scott@ace.ac.nz



Waikato, King Country, Thames Valley

Lynette Parish,
Matamata College
ph@matamatacollege.school.nz



Western Bay of Plenty, Bay of Plenty

Ali Painter,
Rotorua Lakes High School
paintera@rotorualakes.school.nz



East Coast, Hawkes Bay

Phil Carmine,
Hastings Girls High School
phil@hastingsgirls.com

Taranaki, Manawatu and Wanganui

Phil Keenan,
Stratford High School
kp@stratfordhigh.school.nz



Wellington, Hutt Valley and Wairarapa

Geoff O'Halloran,
TawaCollege
GOHalloran@tawacol.school.nz



West Coast, Nelson and Marlborough

Annette Taylor,
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Canterbury and Aoraki

Penny Prestidge,
Avonside Girls High School
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Co-opted as Secretary

Lynlee Smith,
Geraldine High School
ap@geraldinehs.school.nz



Otago and Southland

Joyce Whyman,
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MINUTES OF THE NASDAP EXECUTIVE MEETING

Term I Meeting – 17 March 2006 9.00am

Wellington Airport Conference Centre

PRESENT:

Phil Carmine, Roy Fletcher, Sheryll Ofner, Geoff O'Halloran, Ali Painter, Lynette Parish, Penny Prestidge, Julia Scott, Lynlee Smith, Annette Taylor, Joyce Whyman

APOLOGIES: Phil Keenan

MINUTES OF PREVIOUS MEETING:

Motion: That the minutes of the previous meeting be accepted as read.

Moved: Lynlee Seconded: Annette Carried

MATTERS ARISING:

A. 2006 Scholarship Winner – Reimbursement of \$3000 before Term 2.

Motion: That a cheque for \$3000 be forwarded to James Clarke at the conclusion of this meeting.

Moved: Annette Seconded: Roy Carried

Sheryll will take responsibility for putting something into the scholarship information package to explain how the successful candidate can uplift scholarship funds. She will also make the changes to the explanation of the scholarship that were agreed at the last meeting.

B. Newsletter – new format for 2006 – Allan has withdrawn completely from the work associated with the Newsletter. Derek Olphert is the new *Newsletter* coordinator – e-mail: derekolphert@maxnet.co.nz Deadline for term one newsletter is 22 March 2006. No MAC files. Everything in rich-text format (.rtf). Feedback from a number of areas that suggests that there is still a desire to get hardcopy newsletter amongst the membership. Will reassess the situation at the end of the year.

C. Roles done by Allan Webb – reallocation of these. Allan produced the *Newsletter*, mailed out newsletters, updated data base, managed the web site and received applications for the scholarship. Annette has taken over the majority of Allan's roles. Sheryll will be responsible for organizing the mailing out of the newsletter. Lynlee to receive applications for the scholarship in 2006 for 2007.

TREASURER'S REPORT:

Annette tabled the Treasurer's Report for Term 1, 2006. Current total funds, as at Monday 13 March, \$35,749.44

Motion: That the treasurer's report be accepted

Moved: Annette Seconded: Julia Carried

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 of the review of the NZ Curriculum and updated the committee on the NZ Curriculum Project meeting February 2006. (See copy later in the newsletter for further explanation.)

Teachers are encouraged to access the Curriculum Project on line.

Sheryll asking for feedback from committee members on the achievement objectives. The committee felt that there are still too many achievement objectives. There appears to be a contradictory message here, since the purpose of the review is to address the crowded curriculum and the number of achievement objectives still seems to be huge.

At the moment there is no consistency between learning areas in the format of the achievement objectives. Sheryll to take back a statement from this group that we need to see more consistency across the learning areas.

Language also needs to be accessible – Technology achievement objectives for example are not user friendly

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.



Bronwyn Cross and Trevor Bleakley from PPTA speaking to Executive

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. There currently is a path for DP/AP members to register their professional interest and become part of an email communication system with PPTA - go to My membership > Professional interests > School admin and management and tick Senior manager (DP/AP).

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 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 National Office personnel are not part of the claims development process, except insofar as they facilitate extensive membership debate on the issues members have identified as important. 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 clerical 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 is carefully watching developments about post-16 education. 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

It is time for all Deputy and Assistant Principals currently employed in secondary and area schools to consider applying for this year's NASDAP Scholarship!

Here are the details:

THE NASDAP SCHOLARSHIP

Purpose

The NASDAP Scholarship is to enable one Deputy or Assistant Principal to undertake study and/or a programme of visits to other secondary education institutions in New Zealand and/or overseas to provide an opportunity for educational leadership development focussed on raising achievement in the secondary sector.

Eligibility

The NASDAP Scholarship is open to all Deputy and Assistant Principals currently employed in secondary and area schools throughout New Zealand, who have demonstrated strong interest and success in the practice of educational leadership and who are likely to benefit from the learning and experience, in their own practice, for their school and for the wider secondary education community. Their school must be a current financial member of NASDAP. The only exception in terms of eligibility is Deputy and Assistant Principals who are serving members of the NASDAP Executive.

Tenure

One scholarship of \$6,000 is available annually to assist the recipient to meet the expenses incurred in travel, accommodation and any course fees for the programme organised. The scholar will be responsible for other costs of subsistence, additional travel, medical insurance, etc. Travel associated with the scholarship is to be undertaken by 31st December of the year after the scholarship is awarded.

The Ministry of Education supports this scholarship as a Prestigious Award. As such, the Ministry of Education will fund the employment of a relief teacher up to a total of \$6,000, provided the scholarship is awarded to a staff member of a state or state integrated secondary school and subject to the board of trustees granting leave with pay to the scholar. The recipient will need to apply to:

The Secretary
Teachers Study Awards
WIN Network Ltd
773 Moonshine Road
R.D.1
Porirua

enclosing a copy of the award letter and a letter of approval from the employing board. The school is then advised of the relief charge arrangements and a letter confirming the details is sent to the recipient.

Applicants from private schools are eligible for recognition as a recipient of a Prestigious Award but the Ministry of Education will not grant leave with pay

in these circumstances.

Application

Applications must include:

- A formal letter of application which provides the specific focus of the proposed programme of study and /or visitation, the expected outcomes and how the success of these outcomes will be assessed *plus* an outline of the proposed programme of study and /or visitation.
- An essay of approximately 500 words which clearly and convincingly argues how the scholarship will benefit the applicant personally, their institution and the wider secondary education community in equal measure. It should be without appendices.
- A curriculum vitae
- The names and contact details of two referees, who will be asked to provide evidence of the applicant's demonstrated interest in and success as an educational leader and comment on their suitability for such an award.
- A letter of confirmation from their Board of Trustees that leave will be granted for the period of the scholarship.

Applications must be made in writing and should arrive with the Secretary of NASDAP, PO Box 28 Geraldine, no later than **4pm, 15 June** annually.

Referees

It is the responsibility of applicants to ensure that references from two referees reach the Secretary of NASDAP, PO Box 28 Geraldine, by **30 June**. The reference should state:

- The name of the applicant
- The name, position and contact details of the referee
- How long and in what capacity the referee has known the applicant
- Evidence of the applicant's demonstrated interest in and success as an educational leader
- A statement regarding the applicant's suitability

for such an award, including whether or not the applicant is likely to benefit from the learning and experience, in their own practice, for their institution and for the wider secondary education community.

The Selection Panel

The Selection Panel will be made up of two members of the NASDAP Executive, plus one academic staff member from the Education Faculty of a New Zealand University. The Executive of NASDAP will approve these appointments.

Notice of the Successful Applicant

It is anticipated that the successful scholar will be announced by the end of September for travel by 31st December of the following year.

Requirements of the NASDAP Scholarship Winner

The NASDAP Scholarship winner will be expected to write a formal report of their learning and experience suitable for publication in the NASDAP journal. In addition, the scholarship winner will be required to present their learning and experience to their secondary colleagues at either a regional or national conference organised by members of NASDAP.

The scholarship is awarded on the understanding that the proposed study and travel programme submitted in the application does not differ substantially from that ultimately undertaken by the applicant. If not, approval for the revised programme must be sought in writing in advance from the selection committee.

The recipient must repay the scholarship in full if, for any reason, the approved study and travel programme is not completed or in the event that the funding received is not utilised in the course of the approved study and travel programme.

Before taking up the NASDAP Scholarship, the recipient will be expected to agree in writing to fulfil the above requirements.

GENERAL NEWS

A NATIONAL VOICE FOR APS AND DPS

NASDAP (*National Association of Secondary Deputy & Assistant Principals*) and **SPAC** (*Senior Positions Advisory Council*)

At the last NASDAP Executive Meeting Annette Taylor the President, asked me to write a piece for the newsletter on SPAC. I thought it would be useful to write about how I saw the roles of being a NASDAP Executive member and a member of SPAC as complementary.

I, like several others, have for many years been a member of both the NASDAP Executive and SPAC (SPAC is a PPTA sponsored advisory committee). While there is overlap I perceive my role on the NASDAP Executive as being primarily focused on 'professional' issues and SPAC is primarily focused on representing PPTA members' views on 'industrial' issues. Obviously, the distinction between 'professional' and 'industrial' issues is somewhat arbitrary, but what is important is that each group has a different constituency and therefore can only claim to represent its own membership.

Historically, NASDAP is the older organization and it has undertaken an important role in sponsoring and supporting the AP/DP national conference. SPAC, had its inaugural meeting in Wellington on Tuesday 22nd May 1996. My understanding is that the first convenor was Allan Webb, the then President of NASDAP. Some of you may also recall that 1996 was a watershed year for APs and DPs because their salary scales were being removed from the contract and being replaced by a unit structure. At the time, many were pleased that PPTA was acknowledging the specific concerns of APs and DPs in terms of pay, workload and conditions.

A difference between NASDAP and SPAC is that the NASDAP Executive, while still accountable to its members, is reasonably autonomous. It develops its own agendas, plans its own meetings and so on. SPAC, on the other hand has a responsibility to those in senior positions in schools, but ultimately it is accountable to the PPTA membership. This can be an advantage. Issues can be supported by a much larger group and therefore can gain more traction. It can also be a disadvantage. AP/DP issues could be minority concerns and therefore they may get cast aside in favour of broader, majority concerns. While this is democracy in action it can be very frustrating for minority groups.

All of this begs the question - where do APs and DPs go when they do not feel their concerns are being addressed? In my view, it is important that APs and DPs, who are PPTA members, express concerns

that they may have. The appropriate place to express issues surrounding the STCA are at Branch meetings. After all, PPTA is the nominated bargaining agent for PPTA members and it seems sensible to support them in doing that work.

Nevertheless, SPAC is an appropriate forum to express concerns that relate to APs or DPs. For instance, a paper prepared by Kate Gainsford and Geoff O'Halloran, both SPAC members, examined the roles of senior managers in schools. Some of the recommendations of this paper were that PPTA advocate for further research into senior manager workload and that SPAC be consulted as part of the process of the development of proposals for direct benefits for senior managers in the next STCA claim. As a result of SPAC's input PPTA's policy has now changed. I think it is *highly appropriate* that senior managers have a forum to express views on aspects of the STCA that specifically apply to them.

At the last SPAC meeting the committee also looked at the ACER workload report. It identified areas that could be improved. Some of them were:

At the system level – things such as the level of compliance and the amount of paperwork.

At the school level – actual workload, student behaviour management

At the individual teacher level – unrealistic expectations.

In conclusion, I have been a DP for over a decade and in that time I have seen more and more organizations recognize that APs and DPs have a unique and valuable perspective to offer on a wide variety of subjects that impinge on secondary education. Much of that is due to how NASDAP and SPAC have, in their own ways, raised the profile of APs and DPs. As I said in the beginning, the two organizations are complementary even though there is probably considerable overlap in their issues and concerns. I believe that in the immediate future the ever increasing senior manager's workload, sabbaticals, the qualifying period for the 'acting' as principal allowance and a career path for senior managers are all issues that need to be examined.

Roy Fletcher
SPAC Convenor
NASDAP Executive Member
DP Otamatea High School



Lynlee Smith (Secretary), Sheryll Ofner (Vice-President), and Annette Taylor (President/Treasurer)

UPDATE ON THE NEW ZEALAND CURRICULUM PROJECT

The following notes were taken at a meeting of the NZCP Overarching Reference Group in February 2006:

- The Ministry of Education is working to have the draft of the *New Zealand Curriculum* released on 7 June 2006. It will replace the New Zealand Curriculum Framework.
- The release of this draft will be followed by a consultation period of 6 months.
- I encourage Deputy and Assistant Principals to ensure that all staff in their schools read and discuss the draft and send their feedback to the Ministry. In the interests of the learning of our future students, we need to ensure we get it right!

Where are things at currently?

- The work on 7 of the 8 Learning Areas (English, Mathematics, Science, Social Science, the Arts, Physical Education and Health and Languages) is nearing completion
- The Technology achievement objectives are still undergoing development
- Each curriculum area has been asked to produce a paper on the implications of the draft achievement objectives for achievement standards
- The draft curriculum has already been through many iterations

Critiques of the Working Drafts

- Individual critiques by experts like Julia Aitken have been commissioned
- The critiques have called for plenty of guidance around structuring school curricula
- In general, Principals are comfortable with the direction in the working papers
- Teachers have expressed more concerns
- A cross-curriculum meeting has been held and teachers from all curriculum areas gave the MoE feedback and advice about the draft curriculum.

School Ownership of the Curriculum

- Three clusters of 5-10 schools, with a range of socio-economic backgrounds, are exploring the implementation of the Key Competencies
- Eileen Piggot-Irvine is applying the action research model to generate 4 stories from 25 schools currently exploring the Key Competencies
- Two clusters of primary/secondary schools are looking at the transition between primary and secondary school.
- One cluster of junior schools in South Auckland is looking at the transition between pre-school and primary.

Focus on Effective Teaching

- Teachers are encouraged to access the *Curriculum Project Online*
- A background paper has been contracted to

elaborate on the Key Competencies

- Pedagogy: A Toolkit is being trialed in 3 schools. Critical information is emerging that will be shared online. The goal is to make the resource usable for teachers in the classroom.

Other

- NZCER have published a new journal *Curriculum Matters* which includes papers from the curriculum project.

Sheryll Ofner

Feedback from the NASDAP Executive to the Ministry of Education of the current draft of *The New Zealand Curriculum*

At the meeting of the NASDAP Executive on Friday 17th March, aspects of the present *draft New Zealand Curriculum* were presented for discussion. The following points relating to the achievement objectives were agreed on by Executive members. They will be communicated to the Ministry of Education for their consideration when putting together the final draft that will be released for consultation nationally on 7th June:

- It is vital that there is a manageable number of Achievement Objectives at each level. At present, there still seem to be too many. The Curriculum Stocktake called for the problem of the 'crowded curriculum' to be addressed. Surely that means that there needs to be a serious reduction in the number of achievement objectives.
- There needs to be consistency between learning areas in terms of the format and style of the achievement objectives.
- The language used in the achievement objectives needs to be accessible to all teachers and therefore, much less technical. The current Technology achievement objectives for example, are not at all user friendly.
- Finally, Executive pondered on whether there had been sufficient national debate around the essential question of whether it is educationally valid to divide student learning into eight progressive achievement levels.

Sheryll Ofner
Vice-President, NASDAP

EXCELLENCE IN SCHOOL LEADERSHIP AWARDS

Did you see the article in Eduvac [page 5] on 13 March 2006?

These national awards recognise school leaders in New Zealand who have made an outstanding contribution to the improvement of teaching and learning in their schools.

There are two awards and the one pertaining to Assistant and Deputy Principals is entitled Microsoft Excellence in Senior Leadership National award. This category recognised the contribution of a deputy principal, assistant principal or a person in a similar professional position.

Information and nomination material are available at: www.education.auckland.as.nz/facs/uaslc

Please visit this website and nominate someone that you know deserves this award.

Annette M Taylor
President

DISTRICT TRUANCY SERVICE [DTS] REVIEW

Are you aware that there is currently a review being undertaken on the District Truancy Service?

This review proposes a major reform of the service. In a nutshell, the review proposes that "If attendance management services are to have an economy of scale function that deals with public good issues they need to have sufficiently large geographic areas to generate the economy of scale."

The three options being considered for the delivery of Attendance Management Services:

1. Regional [Local Authority] Council Districts
 - New Zealand would be divided into 14 regions
2. Ministry Regions and Districts
 - New Zealand would be divided into 4 regions
3. Service areas negotiated with the provider and the Ministry of Education
 - Provider determines their own geographic service areas.

From our interpretation of the proposed reforms and analysis of the above options, unless the status quo remains, there will be a significant reduction in the effectiveness and efficiency of truancy control!

The reforms are being discussed at a number of meetings throughout the country between 20 March and 3 April, which is before this newsletter is published. However, there is an opportunity for comment by you as *submissions close on 21 April 2006*. Please get hold of this document if you have not already seen it and make a submission!

A PROFESSIONAL DEVELOPMENT OPPORTUNITY IN AUCKLAND

Auckland Secondary DPs & APs Association would like to invite interested DPs and APs from around the country to attend a PD day on **7th June 2006** led by **Professor Neil Cranston** from the **University of Queensland**.

He has been involved in extensive research into the **role of DPs and APs in the secondary sector** as well as **what makes an effective senior management team**.

If you live outside of Auckland and are interested in attending, please email me:

sheryll.ofner@howick.school.nz

Auckland DPs and APs who belong to ASDAPA will receive information about this day through the mail.

NASDAP BIENNIAL CONFERENCE 22-24 August 2007 RUTHERFORD HOTEL NELSON

View our website [which is being updated regularly] – <http://www.confer.co.nz/nasdap2007>

BOOK REVIEWS

I heard through NZEALS [New Zealand Educational and Leadership Society] of two good educational books.

They are:

ETHICS FOR EDUCATIONAL LEADERS by Weldon Becker, (Published by Pearson Books 2004), and *THEORIES OF EDUCATIONAL LEADERSHIP AND MANAGEMENT* by Tony Bush [3rd Edition] (Published by Sage Publications 2003).

I have delved into both books and I agree with the recommendations. I suggest that if you have the funds and time you source them as they provide food for thought.

Annette Taylor
President

CENTRAL NORTH ISLAND NEWS

Term 4 2005 saw us enjoying a beautiful day at Mills Reef Winery in Tauranga and listening to a range of speakers organised by Bruce Farthing and Robyn Pettigrew from Otumoetai College.

Margaret Bendall took us through the steps of the Curriculum Review and then branched off to talk about Learning Communities.

Gael Donaghy was next and her topic of "Difficult Conversations" was very relevant to the typical school day of Deputy and Assistant Principals.

To finish off, Jenny Thomas from the Teachers' Council looked at all of the aspects of the Teachers' Council and specifically issues to do with APs and DPs such as the status of relievers.

This was a great opportunity to meet new appointees to positions in our area and to network with 'old' colleagues.

"Relationships – The Key"

This is the theme of this year's Central North Island Conference to be held from June 21-23 at Wairakei Resort, Taupo.

Thursday's programme features Margaret Thorsborne, who specialises in Restorative Practice as a way of dealing with unacceptable behaviours in schools. A variety of other keynote speakers, and workshops covering relationships with students, staff and the education community will be provided over the three days as well as networking opportunities.

Lynette Parish

OTAGO DEPUTY AND ASSISTANT PRINCIPALS ASSOCIATION

The Association is busy planning its programme for the year. Meetings are planned for Term 2 and Term 4

A two-day conference will be held at the Golden Gate Hotel in Cromwell on Thursday 31 August and Friday 1 September.

Members from other regions are welcome to join us for the conference

Joyce Whyman

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