

NASDAP NEWSLETTER TERM 3 2001

REPORT FROM THE PRESIDENT OF NASDAP

Dear Colleagues

A week back from the Auckland conference and I am still trying to reflect on and work through what I heard, learnt, discovered and re-discovered. It was great to have such a large number of DPs and APs all together for 2 ½ days.

Thank you to the organising committee chaired by Shona Smith and thanks to all of you who participated and shared ideas and thoughts with others.

The theme of the Conference was Education Matters and with 59 workshops there was certainly a lot of discussion about education; that there were 420 DPs and APs who could make it to Auckland showed a significant commitment to the profession. Yes, education *matters*.

For those who were not able to attend the conference (or the naughty ones who sneaked out the back door when the AGM was announced!!) the minutes of the AGM are included in this newsletter.

Our recently launched NASDAP website www.nasdap.org.nz should provide a good location for professional chat to occur and a base for education matters. You can help make it a useful current site. Please contribute and participate as often as you can.

There was some interest in establishing support networks for DPs and APs and at the conference about 20 people attended a mentoring workshop on this. This network could take the form of informal contact between two people or more formal training in mentoring and coaching using an outside facilitator. If you think you have training and skills in this area and would like to offer some help and support to others in senior management, or on the other hand, if you would like to be part of a mentoring/support group, please contact me in the next week or two.

To the schools who haven't paid their 2001 subs, please act immediately on the invoice enclosed and ensure you write down the names of those in management positions, according to your roll numbers, so we can maintain an accurate membership list.

Keep learning

Jenny

Thomas,

President NASDAP.

'No one enjoys making mistakes. Mistakes are embarrassing, troublesome, and frustrating – but they are great teachers. They teach us what worked and what didn't. They teach us the difference between theory and ideal on the one hand and reality on the other. Some people are so sensitive to failure that they try to avoid mistakes at all

We all need to say a big thank you to the Auckland team for their organization and hard work to bring us a stimulating, rejuvenating and thought provoking conference. The themes of Students Matter, Learning Matters and Management Matters, under the broader umbrella of Education Matters, allowed a cohesiveness and unity to the conference that has challenged us as we have returned to our own schools. Now what matters is that we reflect on what we have heard and have the courage to put some of it into practice in our own schools.

One of the difficulties that faces all conference delegates when they first enrol for a conference of this nature, is choosing from among such a wide variety of possibilities, just which workshops to attend. Below is a brief summary of three that I attended and found very worthwhile.

Workshop 2 – Adults and Young People working together against harassment

Aileen Cheshire and Dorothea Lewis from Selwyn College facilitated this session. They presented an interview with harassment, via video. An interviewer asks two people playing the role of harassment about the contexts they thrive in, their tactics and what can stand against them in school. Workshop participants were walked through the processes in place at Selwyn College to combat bullying and harassment in their school. The anti-harassment team operates without adult intervention. Students in the team train those who will take over their role the following year. These presenters were clear that this system is making a difference in their school. Workshop participants came away challenged to look at the anti-bullying procedures they have in place in their own schools and whether they might be improved.

Workshop 4 – Student Leadership

Wendy McGrory spoke about her work with eleven New Zealand High Schools. She outlined the benefits of training senior students for a leadership role and the importance of support, involvement and review from APs and DPs. She maintains that there are five reasons why student leaders fail to reach their potential. 1. They do not know what they are aiming for in their leadership role. They need the practical stuff. 2. They cannot keep score of how they are actually doing and need to have a self chosen mentor to give them feedback as they progress. 3. They overvalue the opinion of others. 4. They fail to understand team dynamics. 5. They have no life balance and are struggling with their own self-esteem. She outlined the programme that she offers. She is passionate and energetic and I am quite sure that her programmes will be making a difference for senior student leaders.

Workshop 5 – Four Leadership Styles

I was very pleased, in the final workshop session, to be a part of the group looking at “Four Leadership Styles”. Here, four principals discussed their individual approaches to educational leadership. The four were John Clark (Southern Cross Campus), Margaret Bendall (Epsom Girl’s Grammar), Marge Scott (Kristin College) and Peter Garelja (Waitakere). These are four leaders, from quite different schools, demonstrated their personal enthusiasm for their work, and inspired the DPs and APs in their audience. What struck me in this session was the high degree of agreement between these four leaders, as to what were the characteristics necessary for good

educational leaders. As with Lester Levy (final keynote speaker of the conference) they saw the “heart” as the key ingredient. You have to be there, because you want to be, you need to be passionate about what you are doing. Common characteristics they spoke of were a strong theoretical base, a sense of humour, an ability to be true to oneself, an absolute belief in achievement for all, a collaborative management style, and a sense of perspective. Thank you to all four for their time and enthusiasm, and for their belief in the people who work with them.

Lynlee Smith, NASDAP Exec member, Canterbury and Aoraki

As a member of the organizing committee for 'Education Matters', I must confess that I felt a tad apprehensive at the start of term 3 as to whether our 'best laid plans would gang apley'. They didn't: the conference provided high quality professional development. There were inspirational keynote speakers (Lester Levy is a stunning speaker), lively workshops on a huge range of topics, and in the interesting bits in between, I had, over a leisurely lunch or dinner, the opportunity to catch up with former colleagues and make the acquaintance of new ones. Our profession is full of passionate, articulate, caring and clever people. I personally had an intellectually energising time at the conference and the entertainment at the dinner and the dancing weren't bad as well. I hope that this was the experience of all of you who attended Education Matters.

My brief was to write about some of the highlights of the conference but I'm going to leave that for others to do. Rather I intend to record my concern about the bland and woefully inadequate, lacklustre leadership in education in government.

We have so many dynamic and visionary professionals in our schools: teachers, principals, definitely deputy and assistant principals. Why is it then that the Secretary of Education, who is not articulate or dynamic, does not come from an educational background? Why is it that the new and soon to depart for fresh fields (a.k.a. TEC) CEO of NZQA did not seize the chance to address the troops, 420 Senior Managers, at the conference? Research shows that effective leadership is the most important factor in school improvement. Well, I find the leadership from the top in Education wanting. Does anyone share my feelings?

Carol Craymer, NASDAP Exec member, Auckland

To be fair, I had quite high hopes for this conference. I guess this was because the last few national conferences have been very rewarding. I was not disappointed. I loved it. Congratulations to Shona Smith and her team.

I would have thought it a great occasion even before Lester Levy spoke on the last morning. Yes the conference theme was right, the keynote speakers addressed stuff that provoked me, I enjoyed the stimulation and interactions of the workshops, but most of all I felt affirmed by Dr Levy. He spoke about the nurse who had intervened in an operating procedure and received a box of chocolates from him for her trouble: the first positive acknowledgment in twenty eight years of service. I felt for a few blinding seconds that, yes! this was the job I was made for. Thank you Dr Levy.

An observation that distresses me a bit still, was the tiredness, the greyness, the lack of zest in most of the delegates. Maybe it was a reflection on the way I was feeling, but honestly! Here were the movers and shakers of our country's secondary schools looking as if they all needed a sabbatical in a far country. Yes, we all work too hard, and yes, that unanimous resolution at NASDAP's AGM was a tangible sign that workload for us too, is a major issue.

And now I have high hopes for the next conference, in Christchurch in 2003. Can't wait.

John Dunbar, NASDAP Exec member, Otago and Southland

The 2001 NASDAP conference was held in a beautiful setting at Waipuna Lodge on Auckland's Panmure lagoon. It was the major professional development event that most DP/APs would attend this year and with a very large number in attendance facilities were a little stretched at times.

Nevertheless, I had a very enjoyable three days savouring an excellent mixture of social events, practical workshops and thought provoking speakers. The highlight for me was the last day, although I thought Michelle A'Court was delightful because she made me wonder if humour could exist in a completely politically correct world. However, I thought Lester Levy's speech on leadership was quite inspirational and on the final morning I attended a workshop by Brian Lamb on reporting in the NCEA era that very much influenced my thinking.

Finally, I was really pleased that APs and DPs in Northland were able to meet and plan a sharing of resources at our next professional development day.

Roy Fletcher, NASDAP Exec member, Northland

Louise Stoll – 5 competencies for 21st century – learning, citizenship, relating to people, managing situations, managing information.

David Eddy – Raising academic achievement at school

Key assumptions

The higher the standards, the better the organisation

Teachers can teach children to reach high standards

Teachers can change the lives of children

Escalate expectations so that all can / will succeed

Teachers get what they expect (so do Senior Managers)

Teachers should look at their students' deficiencies as a challenge

Teachers have to be passionate about what they teach

It is not where students come from that matters, it is where they are going.

Brian Lamb

Creating a positive school climate – your job is to make your staff want to get up in the morning!! How do you do this?

David Copeland and John Hattie respectively discussing possibilities of the TKI site and the ASTLE project launched by the Minister 3 weeks ago. These sound exciting developments and will certainly help in the whole teaching and learning process.

Jenny Thomas, NASDAP Exec member, Wellington, Hutt Valley and Wairarapa

NASDAP ANNUAL GENERAL MEETING

President's Annual Report for National Association of Deputy and Assistant Principals

Thank you for your support and interest for NASDAP in the past year.

I would like to thank you, the members, for your commitment to NASDAP by responding to surveys, postal ballots and the support you give to each other at a local level. I would also like to thank the Executive members for the extra time and energy they give to their role as a regional member. A special thanks to Bruce Smith for all his work with finances and the database, to John Dunbar for his support as Vice President and contributions to the newsletter and to Allan Webb for his ongoing help and support as Past President.

In November 2000 elections were held for the executive. It was encouraging for the Executive that all members who stood again were re-elected. The executive for 2001-2 is:

John Dunbar; Lynlee Smith; Trevor Otley; Jenny Thomas; Phil Keenan; Bruce Smith; Allan Webb; Leslie Jamieson; Carol Craymer; Julia Scott; Roy Fletcher.

In this last year the Executive have met with Tim McMahon (QDG), David Levy (Auckland Principal's Centre) and Andrew Kear (PPTA) to discuss issues of concern and common interest. These meetings have been reported back in detail to members through the minutes. It has been very beneficial to have these discussions as it increases the profile of NASDAP to other organisations.

The Executive have regarded support for professional development for DPs and APs as vitally important, hence the allocation of funds to DP/AP groups organising conferences each year. Hopefully, following this conference, NASDAP will be able to operate as a contact point for a mentoring programme or for a network to develop from.

This year with our financial records Bruce Smith has set up a database of members. This records members in the proportions allowed for each school as set in 9.2 of the Constitution. For this to be an accurate record we rely on schools to notify the Treasurer when there is a change of personnel. To ensure we have the level of communication and offer the type of support we feel is necessary we are asking members to support an increase in levy. This will be the first increase since NASDAP was set up in 1995.

In October 2000 some changes to the Constitution were accepted after being approved by a postal ballot of members. These changes have allowed incorporation to proceed and this should be completed very soon.

In 2000-2001 we wanted to change the format of the newsletter to provide a more informative and substantial document for our members. This has meant the current newsletter is now longer and includes a mix of articles. We have received positive feedback about this. We would still encourage more members to send material. These could either be articles written by you or articles you have read that other DP/APs would find useful.

The NASDAP website at www.nasdap.org.nz will now provide up-to-date information for you where members can communicate with others and on this site you will find the newsletters and minutes of meetings. Thank you to Allan Webb for setting up the website. The relevancy of this site will depend on the use members make of it.

J Thomas, President NASDAP

Minutes of NASDAP AGM 2nd August 2001 Waipuna Centre, Auckland

Meeting began at 2.50 p.m.
170 members present.

President Jenny Thomas opened the meeting welcoming everyone to the AGM. The minutes of the last general meeting in May 1999 were received. There were no matters arising from these.

President's report was read.

Motion:

That the August 2001 Annual Report from the President be received.

**Moved: J Thomas Seconded: R Fletcher
Carried Unanimously**

Financial report was presented. Bruce Smith explained the discrepancy between amounts because of different collection times of fees

Motion:

That the Financial Report be received.

**Moved: B Smith Seconded: I Hansen Carried
Unanimously**

Notice of Motion:

levy increase for 2002

support for PPTA negotiations

Bruce Smith presented the proposed budget for 2002 which showed the Executive's plans to increase the level of communication and service for me

Motion:

That the subscription levy be increased to \$80 per school for 2002.

**Moved: B Smith Seconded: J Dunbar Carried
Unanimously**

Shona Smith told members PPTA negotiations were stalled and one of the impasses was the claim for non contact time. Given that vast majority of schools would timetable 3 non contacts a week for each staff member, it seemed puzzling that disruption could arise in schools because there was not a settlement.

Motion:

That this biennial national conference of NASDAP urges the Minister of Education to accept that the PPTA claim for teacher non-contact time is an urgent, workable and low cost way of beginning to address the problems of teacher workload.

**Moved: S Smith Seconded: J Scott Carried
Unanimously**

When NASDAP is an incorporated society there needs to be an annual meeting and therefore this meeting must be held at a conference in 2002.

Motion:

That the 2002 NASDAP AGM be held at Wairakei Resort at the Central North Island Conference.

**Moved: J Thomas Seconded: L Jamieson
Carried – 1 abstention**

Discussion led by President about where the 2005 National Conference could be held. As these have tried to alternate between North and South Islands preferably it should be in a North Island centre. Central North Island have indicated an interest in the possibility of hosting this at Rotorua.

There being no further business the meeting was closed at 3.15 p.m.

NATIONAL ASSOCIATION OF SECONDARY SCHOOL DEPUTY & ASSISTANT PRINCIPALS

Receipts and Payments Account for the year ended 31st March 2001

Bank Balance as at 1 April 2000		12952.02
Plus Receipts		
Subscriptions	6200.00	
Interest received	<u>57.70</u>	<u>6257.70</u>
		19209.72
Less Payments		
Stationery and Newsletter	4231.65	
Executive meetings x2	7026.75	
David Eddy visit	262.13	
Auckland Conference seed money	5000.00	
Wellington regional conference seed money	500.00	
Central North Island conference seed money	500.00	
Canterbury conference seed money	500.00	
Secretarial support	61.70	
General	150.00	
Bank fees	<u>1.50</u>	<u>18233.73</u>
Bank balance as at 31st March 2001		975.99

Bank Reconciliation as at 31st March 2001

Closing bank balance as at 31st March 2001 **975.99**

(There were no unrepresented cheques or deposits not yet credited.)

Term deposit account for the year ended 31st March 2001

Opening balance	22913.56
Plus interest	<u>751.92</u>
Closing balance	23665.48

These financial statements do not represent a " typical " year in respect of income . Most of the subscriptions for 2000 were received prior to 1 April 2000 and so are not recorded in these set financial statements because they have been prepared on a cash basis. In 2001 most of the subscriptions were received after 31 March 2001 and so also do not feature in these financial statements. In 2000 (the calendar year) the association received \$13,650 in subscriptions, in 2001 to 5 July the association has received \$13,450.

SPAC REPORT TERM THREE

Since my last report elections have been conducted and so at last we have a committee for 2001. The committee has held one brief tele-conference and elected me to be the Convenor for this year. The next face-to-face meeting will be in Wellington Thursday 18 October. This is week two of the last term and after the national conference of PPTA. It is important that DPs and APs who have concerns, express those to their representatives in good time before that meeting.

The full committee for 2001 is:

Roy Fletcher	Otamatea High School.
Tony Broad	James Cook High School.
Chris Betty	Morrinsville College.
Allan Webb	Tauhara College.
Jane Beaven *	Flaxmere College.
Tina Sims	Palmerston North Girls' High School.
Peggy Burrows *	Marlborough Girls' College.
Kate Gainsford *	Porirua College
Lynlee Smith	Geraldine High School.

John Dunbar John McGlashan College.

Kevin McSweeney (Exec) Blue Mountain College.

Robert Taylor (Exec) Nelson College for Girls.

* new members in 2001.

The committee's business is currently serviced by Trevor Bleakley of National Office, and Lynn Robson Field Officer at Palmerston North

The prime function of this committee is to give advice to the National Executive on matters relating to Senior Managers. The second function is to represent the views and concerns of members who happen to be DPs or APs. It will a great day when enough DPs and APs get sufficiently stropo to make this committee feel that are being over-worked!

John Dunbar, SPAC Chair/Facilitator 2001

Minutes of NASDAP Executive Meeting

held at Rongotai College on June 25, 2001

Agenda

General Business and morning coffee/tea

Andrew Kear on CEC

NASDAP website

Photocopying sponsorship

Election of Officers

Conference - Mentoring workshop

 - Debate team

Incorporation

Financial Assistance – CADAP

Lunch

Preparation for AGM including Agenda and motions

Future of NASDAP

Apologies

Leslie Jamieson

Notification of General Business

Implementation of NCEA by Senior Managers

Andrew Kear spoke on these issues.

Reasons why APs and DPs separate scale did not go ahead

some of members felt APs and DPs should be within CEC

some APs and DPs hold more units than original translation had allowed and they would be disadvantaged.

Flatter management system has enabled more people to be called AP/DP and thus these people could gain removal expenses as they were on promotion.

Under present Employment Relations Act Andrew Kear feels that it encourages collectivism and works from premise of having everyone within the contract even though differences and disparities with that. This may enable it to be possible to have some different designations for APs and DPs in future.

Unit system will definitely prevail

No Government likes to spend money on education and less on teacher salaries so negotiating always hard.

In New Zealand secondary schools we are heading into difficult times of recruitment. Partway through 2002 could be as many as 500 vacancies.

Of 1999 Year 1 teachers 32.3% no longer teaching and 10% of those left at end of 2000 of this group were not in teaching now in 2001.

25% loss rate of under 30's. For this group starting salary rated 7 in list of 10 items long term salary rated 3.

Problem for PPTA is NZEI insistence on pay parity and them piggybacking on secondary teachers CEC.

PPTA attempting to put offer into top of scale and units as this will benefit most people and limit overall pay flow on effects.

Recognition that NCEA is additional responsibility but unlikely to get one off payments for implementing this.

Key issues are teacher recruitment rates, teacher loss rate and teacher mobility.

Shift from primary teaching to secondary teaching not a reality. The biggest group that this happened for was 1997 when 32 nationwide shifted.

Following this there was further discussion:

Concern about lack of unit increase because this certainly helps APs and DPs with the multiplier effect and for middle managers with higher number of units. It also would help the differential to Principals.

Concern that if increase at top of scale and attestation attached then making this happen falls on to AP and DP.

Concern if additional units go to school, APs and DPs unlikely to see any of these and there could be a mad scramble/squabble as to who gets them.

The Executive were concerned that SPAC hasn't met. It is proposed they will meet twice before end of year.

APs and DPs having to be many things to many people. As more and more Principals need to become entrepreneurs and businesslike APs and DPs having to be professional leaders.

NASDAP Website

Plan for this was that professional readings, local association information, newsletter, relevant courses could be put on to this. It could also be an opportunity for people to post questions and answers.

General, feeling this was the way to go. It would encourage more up-to-date information and sharing.

Motion:

Allan Webb to investigate the setting up of a website. Approval to spend up to \$1,000 to set up website.

Moved J Dunbar Seconded C Craymer Passed
Unanimously

Photocopying Sponsorship

Little progress has been made on this but Jenny Thomas will continue to pursue getting sponsorship to cover cost of photocopying newsletter. In future when web page set up it may not be necessary to be sending out newsletter which will be a saving. It was felt this situation could be one or two years away.

Ancillary Help

To ensure the role of President and Treasurer Jenny and Bruce felt it necessary to be able to employ some secretarial assistance. At present personnel in each of their schools have been doing these extra amounts.

Motion:

President has authority to employ ancillary assistance up to \$1,000 a year.

Moved R Fletcher Seconded L Smith
Passed Unanimously

Election of Officers

This was the first meeting held since postal voting for executive members in December. As required by the Constitution 17.5 Election of Officers was held. Those elected were:

President: Jenny Thomas

Vice President: John Dunbar

Treasurer: Bruce Smith

Financial Arrangements

At the first meeting of the Executive following the biennial elections the Executive will decide by resolution the following:

how money will be received by the Association;

who will be entitled to produce receipts;

what bank accounts will operate for the ensuing 2 years including the purposes of and access to accounts;

who will be allowed to authorise the production of cheques and the names of cheque signatories; and

policy concerning the investment of money by the Association, including the type of investment permitted.

Motion:

That current arrangements for financial management will continue.

Moved Bruce Smith Seconded J Dunbar Passed
Unanimously

Conference

Discussion on how conference is going both Carol Craymer and Julia Scott are on the organising committee.

Executive congratulated the Auckland APs and DPs for organising such an exciting varied programme.

Motion:

That \$5,000 be contributed to CADAP for organising 2003 Conference.

**Moved C Craymer Seconded J Scott Passed
Unanimously**

Incorporated Society

Signatures had been gained but this has sat unfinished. Jenny to contact Incorporated Societies and get paperwork. Attempt to get it completed before conference. Jenny to go through minutes and lift out all motions onto 1 sheet.

Annual General Meeting – Information on this from Constitution

An Annual Meeting shall be held at such time and at such place as the Executive may decide. Where possible, this will be held as part of the biennial national DP/APs conference. Otherwise it will be held as part of a designated regional DP/AP conference as determined by Executive.

The business of the Annual Meeting shall be:-

12.2.1 To consider the minutes of the previous Annual Meeting and any Special Meetings held since the preceding Annual Meetings.

To receive from the Executive annual reports, balance sheets and statement of accounts for the preceding year.

To transact any other business which may be put forward at the meeting.

This to be held at Auckland Conference. Need to include postal ballot results.

Discussion on the need for regional groups to consider the 2005 Conference.

Discussion on annual subscriptions. As the role of association has expanded need to review the subscription. Present subscription cost has remained since 1994.

Using an annual projected budget as follows:

Professional Development (contribution to conferences, etc)	\$5,000
Communication (newsletters and website)	\$7,000

Ancillary help	\$1,000
Meetings	<u>\$6,000</u>
	\$19,000

\$50 a year with approximately 300 schools will not cover this budget without using reserves. These reserves were set up to assist if independent advocacy or advice was needed to meet objective 4.6 in Constitution.

An annual subscription of \$80 with membership of 300 schools would give a budget of \$24,000.

A motion to be put at AGM

That annual subscription be \$80 from 2002.

Moved P Keenan

Seconded A Webb

Jenny to send letter to Andrew Kear thanking him for attendance but raising several concerns.

At least 2 SPAC meetings need to be held and these need to be throughout the year.

That there is no separate scale for AP and DPs is disappointing.

SPAC did a survey which showed overwhelming support for separate scale. This voice ignored by PPTA executive.

Slowness by PPTA to acknowledge the changes in the AP and DP role.

Pleasing to see that conditions for Acting Principal and an increase in units is still on PPTA agenda and still regarded as important.

NCEA

Discussion on pragmatics of NCEA. A number of concerns.

It was decided that all executive members will send to Jenny by 29 June a list of questions. These will be sent to NCEA team at NZQA.

Meeting closed at 4.00 p.m

**ANOTHER PERSPECTIVE
 NOTES ON MEETING BETWEEN NASDAP AND ANDREW KEAR (PPTA)
 MONDAY 25. 6. 01 1015 - 1130.
 RONGOTAI COLLEGE.**

Notes from John Dunbar, Convenor, SPAC

Andrew confined his comments to two areas.

1. General and non-specific statements of progress on Collective agreement.
2. Detailed discussion on separate DP / AP scale.

The Collective negotiations went well through, with only two key issues still outstanding.

a) **Work load** reductions and best to effect these. Reference was made to the Schools' Staffing Review Group report. The ten steps and their impact on the future workloads.

b) **Money.** Fiscal constraints on the government, a series of competing demands has capped any amount available for salary increases. He noted that the NZEI contract was only days away from settlement and any dollar variation from NZEI's claim would be unpalatable to the government. Alternative methods of generating extra salary were canvassed: eg. another step on scale, more MUs, MUs with increased value. The current petition will not only give a clear signal to our negotiators but also to the way in which any award is delivered. viz Money vs time.

The separate salary scale for DPs and APs was a non flyer despite massive support by DPs and APs. Andrew Kear noted that the proposal was put to the membership who gave it scant support. He noted that the process has moved the other way with the possibility that Associate Principals moving back into the general contract. He also noted that many schools had rewarded some DPs and APs with more units than that suggested at the date of transition from the previous contract.

Some members were critical of the 'no show' of SPAC and that a stronger voice for DPs and APS was required in PPTA. (Ed. SPAC has yet to meet in 2001!) Andrew Kear however pointed out that terms and conditions may be varied within the term of a contract and that the door for 'separatism' was not entirely shut.

Many rank and file members thought that the DP / AP request was cheeky and presumptuous. This group had received the best deal in the last two awards and now it seemed to ordinary teachers that DPs and APs were wanting more! (Ed. It should also be pointed out that the membership of PPTA at large noted that many DPs and APs had earlier resigned their membership of PPTA, and then had subsequently been publicly critical of PPTA policy and practice. Little wonder the proposals gained no support.)

Andrew Kear noted the adverse impact that parity had on PPTAs ability to negotiate meaningfully. The stance on parity by PPTA is changing.

He noted too the growing signs of an impending teacher shortage. Retention rates for younger teachers were at an all time low. The growing dissension over NCEA was a cause of concern.

Andrew Kear was thanked for his time and the information given.

POINTS OF VIEW

A member has submitted the next article, expressing his personal point of view. We welcome similar articles from members of NASDAP for publication in future editions.

‘TEACHERS’ vs ‘BOSTON PUBLIC’

I am writing this in the holidays, and hasn't it been jolly cold!! Great opportunity to catch up with Kim in the mornings, Wayne in the afternoons and a decent surf of our six free channels at night. Big fires, thick jerseys and a good port makes you think that holidays are just the story.

First up on the wireless was this idea from someone that we should attempt to reduce the number of suspensions in secondary schools with a mediation service that gives pupils and parents some justice. Alan Peachey spoke on behalf of schools declaring that it is strange that when kids are in trouble then the first matters to be investigated are the school's protocols. He thought that the unacceptable behaviour would have been a better place to start. Right on!

Then the Christine Rankin show came and went, but I am sorry to admit that I was not 'shocked' as Christine thought I should have been. NZEI got lucky and settled their contract with 2% now and a bit more next year. Nothing more than crumbs. About \$1.85 a day for someone at the top of the scale. Relieved to read that Jen McCutcheon thought that PPTA's deal was some way off yet and would attempt to address the real issues facing secondary schools. Next up on Radio NZ was that PPTA's bright young thing from Taranaki, Kirsty Chadwick is off to get OE in UK. She was leaving she said, because the system here was under-resourced and with NCEA looming then she guessed that the work load would be intolerable. Hmmmm. I thought that if she had instead stayed then we would not have been so badly resourced. Never mind, I am old, and she needs to see the world. Later in the week, folk in high places got into a froth about under age drinking and all the associated perils. My holidays were becoming interesting.

But then I watched the box. Yes!! A programme called 'Teachers' (TV1) set in a secondary school in England The credits warned me that this was '..... an adults only programme and intended for mature audiences.....' I thought (wrongly) that it must have juicy bits in it. Poor behaviour at staff briefing gave the show away. Bunch of juvenile state-of-the-art twits. Simon, the chief actor, was lazy, tired, poorly prepared, had dubious personal habits and would have been a plumb candidate for competency proceedings had he been twelve thousand miles away. He suffered badly from lust. Lust with disappointment, lust with solitude, lust with rejection and just plain ordinary lust. He seemed to have no place he could call home, he had a clapped out bike, and all in a country where they are supposed to be paying huge salaries to the likes of his sort. Something smelled.

The second week it was no better, but I did like the bit about having dessert with a police sergeant . But no! Another 'teacher' show, on the same night but this time set

in Boston . ('Boston Public' TV3) More my style really. The DP was a genuine silver plated bully. (Not the real thing - you understand.) He was single, but had good taste in classical music. He reminded me of his countryman's thoughtful maxim '....the surest way to maintain peace is to occupy a position of menace....' (USN Rear Admiral Alfred Mahon 1840 - 1914) Then it was the Russian and Japanese Naval threats of a century ago, but food for thought nevertheless. The principal was direct, a little too decisive but needed help with managing his fits of anger. This was more like the real thing. The staff were often frightened, occasionally stupid, usually dedicated but always looked if they were on the losing side. At long last my profession was getting prime time television exposure. But I was uneasy.

Distressing really. Is this the way we present ourselves to the public? No one looked as they were genuinely enjoying their job. Teachers just seemed to be worn out with the grind, defeated and out of touch. Bunchalasers. Is this the way your school appears to its punters and their parents? Are we in fact the constant butt of jokes, the subject of scorn and derision?

Well not in my school! I do however admit that there is a gulf between the reality and the perceptions, but whose fault is that?

Which brings me to the PPTA settlement. For some decades now, we as teachers (through our agent the PPTA) have gained improvements to salaries and conditions through industrial means. Although appreciating everything that has been done for me, I suspect that the same methods will not work in this current climate. Instead of industrial means we have to get clever and try political means. Unfortunately, we seem to be slow learners about this. Previously, we collectively would rather have gone on strike to get our just dues, than as individuals fronting up to button hole our MP, to debate, to write letters, to cajole those who are the nations decision makers. PPTA is asking for this shift, but we are reluctant to be branded as activists. Not good for promotion through the ranks, - or so they say.

What is needed is leadership. Kirsty Chadwick has left us. I wonder if it is going to take you and me to lead the charge. Maybe you resigned your PPTA membership years ago because of some real or imagined spat with the branch/region/exec member/head office. Just maybe, now is the right time to re-join, show some leadership, push the case for education with vigour and maybe those harping staff room critics will see us in a more favourable light. You can be sure of one thing. It won't be them that promotes education as much as we can - or should.

Nah! Give me the 'Boston Public' Deputy Principal any day.

John Dunbar, John McGlashan College

REPORTS FROM REGIONAL DP/AP GROUPS

From the Northland DP/AP Association

The Northland AP/DP Association met in Whangarei in Term 2. Monica Johnson, Kevin Dean and Mike Martin from Pompallier College organised and hosted a very interesting day's seminar. The two main sessions of the day were facilitated by Maika

Marks and Sue Crawford from Team Solutions, Auckland College of Education. Sue Crawford gave her first mihi in public and Maike Marks encouraged us to emulate this achievement providing assistance with language and pronunciation. In our second session we reflected on NAG 1 with particular reference to our teaching and treatment of Maori students. Thank you to Team Solutions for their assistance with the organisation of our AP/DP days.

We look forward to another day's seminar at the end of August when we intend to provide our members with feedback from the National AP/DP Conference held 1- 3 August in Auckland.

Elizabeth Perry - Assistant Principal, Otamatea High School

It was also decided to elect an Executive Committee and to adopt the 'relay' model for organising the once a term PD days, which are held at various venues throughout Northland eg. Taipa, Whangarei, Paihia, Kerikeri. This involves an elected executive committee of Kevin Dean, Monica Johnson, Karen Crowe, Roy Fletcher, John Taitai and Geoff Seletto overseeing the running of the group; and schools volunteering to take a turn organising and hosting a professional development day each term. The day in Term 2 was organised by Pompallier College's team, Term 3 is being organised by Otamatea High; and Term 4 by Whangarei Girl's High. As well as this, a school hosts an informal Happy Hour gathering on the third to last Friday of the term in different areas. The Term 3 Happy Hour will be held at Tikipunga High - all are welcome.

A huge thank you to Wayne Buckland for the work he did over a number of years keeping the Northland association running. We wish him well in his promotion to Principal at Bream Bay College.

Monica Johnson - Deputy Principal Pompallier

Thanks to Elizabeth and Monica for writing these reports. My thanks are also due to Wayne Buckland for all of his excellent work in the past on behalf of APs and DPs in Northland.

Roy Fletcher, Northland NASDAP representative

From the Central North Island DAPA Group

Thirty DAPAs spent an enjoyable dinner meeting in June. At the meeting we farewelled Joan McCathie (DP, Hamilton's Fraser HS) after more than 35 years service. Joan was one of the original members of the Association. We celebrated Glenn Rowsell's appointment to the position of Principal, Matamata College and welcomed Michele Morrisson, DP Hamilton's Fraser HS.

Ashley Brown spoke to us about his work at the Waikato School of Education with the teacher refresher programme. If you see Ashley, ask him how his golf is going?

Since the meeting we have heard of two other DP appointments in the region; Justine Cameron, Diocesan School for Girls (Hamilton) and Alan Munro, Matamata College.

At our first meeting this year we decided to hold a workshop primarily for DPs who were responsible for implementing NCEA in their schools. The purpose was to provide a forum for sharing ideas and information about best practice and the impact of the NCEA on course design. The workshop was well attended and on all accounts proved to be a worthwhile exercise.

Planning is underway for the Central North Island Conference to be held at Wairakei on the 19th - 21st June 2002.

Jenny Ellis, Hamilton Girls' High School

From the Taranaki DP and AP Association

The Taranaki DPAP Association has its next meeting on Friday 31st of August at the Plymouth Hotel. The guest speakers are Robin Baker NZCER, Jim Peters on Resilience and Mentoring and Sue Gunn on Peer Mediation in School

Looks like we are in for a good days PD.

Many of us have just come back enthused and revitalised from the National DP/AP'S Conference and I would like to take this opportunity of thanking our colleagues in Auckland for organising such a wonderful event. Particularly entertaining was Bruce Bayly's dancing on the evening of the Conference dinner. A real Fred Astaire!!

Brett Sloan, Spotswood College

From the Greater Wellington Deputy and Assistant Principals' Association

Congratulations to the Auckland DAPA on organising such a successful conference. For me there were a number of standout speakers like Lester Levy and Louise Stoll, as well as the workshops including ideas with regard to implementing NCEA and of course, Michelle A'Court. Who could forget her "Behind every successful Principal there is a very surprised Deputy!"

We are planning our third term meeting with the recently appointed, and now departing, CEO of NZQA Andrew West at the Westpac Trust Stadium (not the Jafa name the Cake Tin but The Stadium, Jafas beware) on Thursday 13 September. Also plans are afoot to have our Christmas Party at Te Papa near the end of term four.

Geoff. O'Halloran, Tawa College

From the Canterbury CADAP Group

The Canterbury Association held a late Friday afternoon social gathering in June - a cold dark Friday winter evening that was lightened markedly by a roaring fire, lots of gossip and the finger food provided free of charge by the Brewers Arms - obviously valuing our use of the corner table for our monthly CADAP committee meetings!

The recent highlight has obviously been the Auckland conference. The presentations and workshops were very much appreciated, addressing many of those current social,

learning and management issues that challenge us daily, and equally importantly, a lot of fun was had. From the many Canterbury people who attended - thanks, Auckland.

The three years of work by the Auckland conference committee was certainly appreciated given that we are currently in the early stages of planning the next NASDAP conference -

The venue: The Christchurch Convention Centre

The date: Wednesday 6th - Friday 8th of August 2003

Accommodation: pencilled in - a short pleasant walk to the conference

Social activities: plenty - trams, Arts Centre market, restaurants, new art gallery, gondola, snow fields, Antarctic Centre, ...

A conference organiser has been appointed to guide our efforts.

And a reminder: Don't throw away the colourful CADAP pen from the Auckland Conference - bring it to the Christchurch Conference and you go into the draw for bottles of wine!

An issue of concern to CADAP members has finally hit the front pages - hopefully to be seen by those who hold the purse strings ...

Heads Spin Over Teacher Crisis

Desperate secondary school principals are struggling to find teachers as the first stage of a supply crisis hits New Zealand.

As 90 principals from around the country interviewed 330 college students it was sometimes difficult to tell exactly who was trying to promote themselves - job hunter or job pointer. *excerpts - The Press 10.8.01*

“A good 60 to 70 per cent of staff in small schools are in their last 10 years of teaching” Rangiora HS Principal Peter Allen.
excerpt - The Press 11.8.01

The association has two further general meetings this year - each with interesting and challenging guest speakers.

Paul McWilliam, Christchurch Boys' High School

SOUTHLAND AP/DP MEETINGS

At the end of last year it was decided our local AP/DP association needed an injection of 'life'. We decided to meet on a regular basis once a term and shift the venues around our beautiful province so that travel is shared around.

We have held two meetings so far this year, one each term. These meetings have been very well attended with between 20 – 30 APs and DPs present.

Term One

Our first meeting was held at the Le Potager out at Mokoreta, near Wyndham. We looked closely at how schools are preparing for level 1 NCEA to be introduced next year. Thoughts were shared and it was very encouraging to see how far down the road many schools were in their developments of policies and procedures for implementation.

The afternoon was split into two sessions:

Penny Simmonds – Southern Institute of Technology

Penny spoke for about an hour of recent developments at the Southern Institute of Technology including their free fees scheme.

Shona Fordyce – Southern Health

Shona spoke about her work in secondary schools speaking to students about STD's.

Term Two

Our second meeting was held at the Magnolia Tree in Winton. At this meeting we focused on the requirements of the new NAGs and once again spent some time on sharing initiatives and developments that have taken place in our schools in order to address the new requirements.

The afternoon was once again split into two sessions:

1. Christine French - Solicitor

Christine spoke about some of the legal issues that are now facing schools with particular emphasis on drugs and alcohol, questions of custody, and the privacy act. She also spent some time answering many questions about situations that have surfaced in schools.

2. Chris Rowe - ERO

Chris has been involved in ERO teams for upwards of 10 years. Chris spoke about the changes in emphasis over this past year as well as offering advice about the implications of the new NAGs.

Both meetings were very productive and a great opportunity for colleagues to come together and share ideas. Our next meeting is planned for term 3 after the national conference. We wish those organizing the conference all the best. The information that has come through is very well presented and the speakers available sound wonderful.

Rick Geerlofs and Jill Evans: Menzies College

WANTED

Articles, ideas, reports, pictures, names of colleagues with interesting experiences or views for our Term 4 2001 newsletter. We are also interested in featuring senior management points of view – how about sending us your viewpoint on relevant issue?

Please send them to : Allan Webb

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