



NASDAP

Newsletter

3 / 2006

President
Annette Taylor
Nelson College for Girls
PO Box 842
NELSON
Phone: 0-3-548 3104
Fax: 0-3-545 9601
Email: annette.taylor@ncg.school.nz

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

NASDAP

Newsletter 3 / 2006

CONTENTS

- 1 President's Report
- 2 EXECUTIVE NEWS
 - NASDAP Executive 2006
- 3 Minutes of 2006 NASDAP AGM
- 4 NASDAP Annual General Meeting
- 6 Minutes of the NASDAP Executive Meeting, July 2006
- 8 Guest Speaker
- 10 GENERAL NEWS
 - Student Management Systems
- 11 2007 Term Dates etc
- 12 NASDAP Scholarship Award 2006
- 2006 NASDAP Survey
- 13 NASDAP Biennial Conference 2007
- 13 REGIONAL NEWS
 - Aoraki Region
 - Central North Island
- 14 Eastcoast, Hawkes Bay
- Otago Deputy & Assistant Principals Association

PRESIDENT'S REPORT



Tena koutou, tena koutou, tena koutou katoa.

Welcome to the Term 3 *Newsletter*. I trust that you have all had a successful start to this term.

Executive met on 31 July in Wellington and our invited guest speaker was Graham Young, (Principal of Tauranga Boys College) and the current President of SPANZ.

Executive invited Graham to speak as it was felt that there could well be common issues that SPANZ and NASDAP shared. Graham talked Executive through the history of SPANZ, the current environment in which Principals operate, and his views on leadership.

Graham promulgated that Principals and senior managers within a school are "leaders of learning". He went on to say that educational leaders need to use, "collaboration to nurture the culture of learning within their school and the only way to do that is to walk the talk to influence student learning outcomes".

The final discussion point was the possibility of a joint SPANZ-NASDAP working party to look at mutually beneficial educational issues; issues that centre upon leadership, professional and personal matters. Watch this space to see what evolves.

The Scholarship Committee are currently processing the 2007 NASDAP Scholarship applications and it is hoped that the announcement of the successful applicant can be made prior to the start of Term 4.

Inside this *Newsletter* is the survey that I alluded to in the Term 2 *Newsletter*. I implore each Assistant and Deputy Principal in each member school to

complete this survey for NASDAP. We wish to gain quantitative and qualitative data so that we can work on your behalf to strengthen our position with key educational organisations. The survey is also available to download from our website: www.nasdap.org.nz <<http://www.nasdap.org.nz>> I would like to thank Roy Fletcher for all of his hard work on this project.

Enjoy the remainder of Term 3. Take time out to refresh your minds, bodies and souls over the September/October vacation. 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



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,
Nelson College for Girls
(President/Treasurer)
annette.taylor@ncg.school.nz



Canterbury and Aoraki

Penny Prestidge,
Avonside Girls High School
pprestidge@avonside.school.nz



Co-opted as Secretary

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



Otago and Southland

Joyce Whyman,
East Otago High School
jae.whyman@xtra.co.nz

MINUTES OF 2006 NASDAP AGM held at Wairakei Resort Conference Centre 12.15pm 22 June 2006

President Annette Taylor opened the AGM by welcoming those present and taking the opportunity to explain the role of NASDAP.

Minutes of 2005 AGM were taken as read.

Matters arising:

NASDAP had contacted PPTA re concerns about non-contact time for Deputy and Assistant Principals. The response has been circulated to members and no further feedback received.

President's report was presented.

Annette acknowledged the contribution made by Jenny Thomas (now with New Zealand Teachers' Council) and also that of Alan Webb who was one of the key instigators of NASDAP.

The new website is about to become 'live' and members were given a preview of this.

Scholarship applications have been received but due to the heavy snow in Geraldine, applicants have not yet been acknowledged. This will happen as soon as possible.

Annette moved her report be accepted, seconded B. Wakelin.

Financial report

Account balances	
Cheque	\$16,498.49
Bank balance	\$23,722.20
Total	\$39,770.62

Annette moved her report be accepted. Seconded Geoff O'Halloran.

General Business:

From the floor

Taupo-nui-a-tia enquired if members were interested in pursuing the notion of a return to the three term year. There was no obvious support for this so no further action was taken.

Student Management systems

There has been a misunderstanding re appropriate systems following a comment in the NASDAP Newsletter to members. Annette apologised unreservedly for any concern that this comment may have caused vendors.

There being no further business, the meeting closed at 1.15pm

NASDAP Annual General Meeting - June 2006

Tena kotou, tena koutou, tena koutou katoa.

NASDAP has been in operation since 1994 and it is my pleasure to be here today to present to you the 2005-2006 Annual Report.

In the past year, the Executive has continued to meet each term. Various issues, currently affecting members have been discussed and action taken. Letters have been written in the name of the Association.

We have had guest speakers to meetings which included Jenny Thomas (Manager of Teacher Registration at NZ Teachers' Council), Graham Collins (Ministry of Education), Trevor Bleakly and Bronwyn Cross (PPTA) and Camilla Highfield (Ministry of Education).

All of these guest speakers have allowed the Executive to forge closer and more productive working relationships with them as individuals and with the organisations that they represent.

Executive members continue to sit on various forums on your behalf:

Educational Leaders' Forum - *Sheryll Ofner*

Ministry of Education Payroll Reference Group - *Geoff O'Halloran*.

NZQA APDP Advisory Group - *Roy Fletcher, Sheryll Ofner and Annette Taylor*.

It has been difficult for Executive to have the first meeting with ERO's Advisory Group as ERO determines these meetings and to date there has not been a "common time set." Executive members who represent you have yet to represent you on this group are *Phil Carmine, Phil Keenan and Julia Scott*.

Throughout 2005-2006, Executive took the decision to update the presentation of the *Newsletter*; we trust that you are enjoying this 'new Look.' We are also

in the process of modernizing the website. A firm in Nelson, "Hothouse", is currently working on the brief that Executive has provided. Watch out for Term 3's newsletter for more information; the new website will be 'live' soon.

The inaugural winner of the 2006 NASDAP Scholarship was James Clark of Rosehill College in Auckland. From the contact that Executive has had with James, his research has been going very well. Applications for the 2007 Scholarship closed on 15 June, with referees reports due in on 30 June. Sheryll Ofner, Lynlee Smith and Professor John O'Neill (from Massey University's Graduate School of Education) will decide on the successful recipient.

As in the past, NASDAP has seeded this very successful regional conference and I wish to congratulate Lynette Parish and her team for their hard work, commitment, enthusiasm and passion. Without them, we may not have had the opportunity to 'escape' for three days and be here sampling the finer attractions of Taupo and listening to inspirational speakers and engaging in exciting workshops.

The 2007 biennial conference is being hosted by Nelson/Marlborough/West Coast and it is in Nelson from 22 - 24 August 2007. Tim Tucker [Assistant Principal Nelson College] is the Conference Convenor and as part of the Executive Committee, I encourage you to mark the dates in your 2007 calendars. We will have limited spaces available and we want you to come to the Top of the South to sample not only our educational conference, but the finer points of life in the region.

On a final note, I wish to thank the NASDAP Executive for their commitment, enthusiasm and passion. They work hard on your behalf to ensure that we "continue to raise your profile" with educational stakeholders so that your voices are heard and are acted upon.

Thank you for your attendance today.

Annette M Taylor
President

RECEIPTS AND PAYMENTS ACCOUNT FOR YEAR ENDED 31 MARCH 2006

Bank Balance as at 1 April 2005		5,805.52
Plus Receipts		
Subscriptions	63,720.00	
Term Deposit transfer	20,967.44	
Payments received for 2005 Biennial Conf.	2,290.00	
2005 Biennial Conference Seeding Refund	3,100.00	
Interest Received	56.35	90,133.79
		95,939.31
Less Payments		
Newsletter	11,967.24	
Executive Meetings	23,617.26	
Executive Meeting at Rotorua	10,960.84	
Tolls	607.42	
Stationery and Postage [Includes postage of free diaries]	5,166.16	
Bank Fees	4.50	
Secretary/Administration Labour	4,000.00	
2006 Scholarship Recipient	3,000.00	
Auditor Honorarium	50.00	
Payments for 2005 Biennial Conf. paid to NASDAP (in error)	2,390.00	
Website expenses	412.99	
Miscellaneous	490.70	
Seeding Money - 2007 Biennial Conference	10,000.00	72,667.11
Bank Balance as at 31 March 2006		\$23,272.20

TERM DEPOSIT ACCOUNT FOR YEAR ENDED 31 MARCH 2006

Opening Balance	\$36,564.41
Less Transfer to Cheque Account	20,967.44
	15,596.97
Plus interest received	901.52
Closing Balance as per Bank Statement	\$16,498.49

TOTAL FUNDS HELD FOR YEAR ENDED 31 MARCH 2006

Bank Balance as per cheque book	\$23,272.20
Plus Term Deposit Funds	16,498.49
Total Funds Held as at 31 March 2006	\$39,770.69

BANK RECONCILIATION STATEMENT FOR YEAR ENDED 31 MARCH 2006

Balance as per Cheque Book		\$23,272.20
Plus Unpresented Cheques		
313	308.00	
316	423.59	
317	22.00	
321	3,000.00	
325	2,822.13	6,575.72
Balance as per Bank Statement		29,847.92

MINUTES OF THE NASDAP EXECUTIVE MEETING

Term 3 Meeting - 31 July 2006, 9.00am
Wellington Airport Conference Centre

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

APOLOGIES: Phil Keenan, Sheryll Ofner

MINUTES OF PREVIOUS MEETING - MATTERS ARISING:

James Clarke (2006 Scholarship Winner)

James made a request for NASDAP to pay for copying and postage of his research to all member schools. It was decided that it be on the web site, for members to download should they so wish.

Approval given for Annette to forward second payment of \$3,000 to James now that he has completed his study. Full financial statements were presented, accounting for the use of the NASDAP \$6,000. James will present his findings to Auckland Assistant and Deputy Principals at their next regional meeting this Friday.

Annette is to request a 300 word summary statement from James for inclusion in the next *Newsletter*.

Payment to 'Hothouse'

The new web site is up and running and it looks great. Well done and thank you to Annette and to Hothouse. Final payment (75% of the amount quoted) to Hothouse was authorized for payment.

Statement in last *Newsletter* about Student Management Systems

There was extensive discussion around this issue amongst executive members.

- Letter from Brian Pawson of Musac, had been distributed to all committee members. The apology that was written was emailed to all member schools, read out at the AGM in Taupo on 22 June and is also on the website. It will also feature in the Term 3 *Newsletter*.

- Committee discussion around the issue of what we record in our minutes, and how we record it ensued. Executive needs to be very careful to ensure there are not factual errors, but also that we find a balance that allows us, as a professional organisation, to express our own professional and/or member schools' opinions. The final decision of Executive was, "That in future minutes will list points of discussion. Generic comments will be recorded, and a committee member indicated for Assistant and Deputy Principals to contact if they require further information. Where there are commercial

sensitivities we undertake to contact the companies involved and get their response to issues raised and record their responses in much the same way as we do for any guest speaker."

- Executive would like to acknowledge the work of Annette Taylor in handling this situation. It has been a very stressful time for her and we are grateful for her very professional handling of the matter.

Annual General Meeting

Thank you to Geoff, Ali and Lynette for their attendance and representation of Executive at this meeting. Thank you to the organising committee of the Taupo conference for their assistance. Minutes will be in the next *Newsletter*. The Conference was a huge success.

Survey

Some general discussion about the look of the survey that we desire, and just what extra information we wish to gather.

- Discussed whether we want to keep the survey to one page in order to try to get a full response from members, or go to a second page in order to gain more information? Executive needs to find the right balance.

- The right balance includes asking the following: what work do Assistant and Deputy Principals do? What is it we actually do and how much time do we spend on it? What kind of protections and guarantees do we require? How often are we acting up? We want some quantifiable data on acting up and on recruitment. How often do schools have to re-advertise because they are not getting the applicants? How many Assistant and Deputy Principals belong to PPTA? Why are we hearing of some dissatisfaction and do we feel adequately represented?

- There will be one hard copy in the *Newsletter* and it will also be able to be downloaded from the website. Let the survey go to two or three pages if necessary. Annette to liaise with Hothouse so that they can put it on-line.

- Roy to look at Lynlee's and Adie's 1999 survey and to look at including some sections from that for some of the data collection. That will give further continuity and comparative data for us to be able to analyse.

Other

No response to date from Trevor Bleakley to Annette's letter of 15 May.

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

Moved: Annette Seconded: Lynlee
Carried

TREASURER'S REPORT:

Annette tabled the Treasurer's Report for Term 3, 2006. Current total funds, as at July 31, \$32,580.27

Motion: That the treasurer's report be accepted
Moved: Annette Seconded: Geoff
Carried

CORRESPONDENCE INWARDS:

- Confirmation from Rt Hon Bill English for 27 October meeting
- MUSAC - expressing disappointment at SMS comments in last newsletter
- NZ Teachers' Council - response from Jenny Thomas
- Receipt of James Clark's research report.

CORRESPONDENCE OUTWARDS:

- Letter of thanks to Camilla Highfield
- Letter to Trevor Bleakley (requesting an answer on progress of PPTA /APDP Membership list)
- Letter to Jenny Thomas
- Letters to 2007 Scholarship Committee members
- Apology - to SMS Vendors

GENERAL BUSINESS:

A *Scholarship 2007 Committee*

All application material photocopied and with selection committee members. The Committee is just waiting for a time to get together and discuss the matter by conference call. It would be quite good to extend the date for applications out so that it is in line with other scholarships that are offered to Assistant and Deputy Principals.

Motion: That in future the closing date for the NASDAP scholarship in any given year be 31 July.

Moved: Lynette Seconded: Julia
Carried

B *Teachers Council*

Issues concerning obtaining registration for teachers who are not NZ trained - extensions for provisionally registered teachers in NZ. This is creating some difficulties for provisionally registered teachers and for those in charge of them in schools.

Assistant and Deputy Principals in charge of PRTs are reminded of the requirement for PRTs to maintain a 'dossier of reflective practice'. There can be a random audit by Teachers' Council of the dossier of reflective practice at any time.

C *Newsletter*

A reminder to all that text and photos need to be to Derek by 11 August (midnight)

D *Other*

- Ian Hamill's article in the latest PPTA news about use of private vehicles for school trips. Staff should refer to this article. If you carry students for reward you must have a P-endorsement on your licence - (Only if you collect reimbursement for the travel). This is a legal opinion only.

- July 1 return - shifted it forward this year. This means that all students who left school on the last Friday of term are included on the roll and those who enrolled over the holiday period are not. It was the feeling of Executive members that it would have been better if the return had been done Week 1, Term 3. Annette to write to Ministry and ask for clarification. Because they have taken it earlier does that mean that there are issues of funding? With ENROL we will be able to have snapshots of the roll every month, so perhaps things are going to change anyway.

- Discussion around the checking of accuracy of NCEA achievement data and staff/student checking of that accuracy.

- *Metro Magazine* has just written an article on the top 25 schools in Auckland. Could be interesting reading for all schools.

- SPAC meeting - are there issues that we should be taking to SPAC from this organisation? Next meeting is scheduled for 22 August. The papers that have been written will be presented and there will be some discussion of them. For many Assistant and Deputy Principals it can be difficult to sit in PPTA Branch meetings, when sensitive issues are being discussed. We need to find a way to present our case - we are a minority group within the organisation. Range of input (of our position) into the school needs to be delineated clearly. Disappointment at the lack of recognition so far of the distinct position of Assistant and Deputy Principals in any contract negotiations. Assistant and Deputy Principals' workload still appear to be the main issue. The Acting Principal allowance also still needs to be worked through.

- Senior Subject Advisors - advertisement in the next *Education Gazette*. This is the second of the Career Pathways initiatives. This year it is a pilot and will probably be so for the next school year. 24 positions nationwide. The current position of the person(s) applying from your school has to be held open while the person(s) is undertaking this contract. There appears to be an emphasis on sourcing people with accounting and economics expertise. These positions appear in the CEA, because they are seen as alternative career pathways. The group will look to set up on-line communities. Problem for some in that moving out of the class room has serious drawbacks for teachers who will return to it in a year's time. These positions are a bit like a secondment except that you apply for them. Subject priorities will change yearly. Also still need to know what the

Ministry's plans for the SCT role are. Would be good for us to give some feedback to the Ministry on our SCT experiences.

- Transient Students - is there any research about them out there? Without a doubt the behaviour problems in many schools now are with those who did not start their education in the particular school they are currently enrolled in. Does anyone have some help they can offer? Speakers who we could approach on this issue? There appears to be a problem too with CYFS putting students out of the cities and into smaller communities with limited support. One solution that was offered was having a school social worker, working with those who have been identified as at risk. ENROL might go a long way to helping to track these students. Julia to talk to Kay Hawke on this issue.

- Payroll Reference Group - Geoff will be at a meeting of this group on Friday 4 August. There was some discussion about issues that Geoff could take to this meeting. The 'Leave report', which is presently only forwarded to the pay officer and which staff must request if they wish details of their remaining leave entitlement. Would like to have that information available to staff on their individual payslips.

- Professional Development - Some possibilities for professional development were discussed by the Executive - Margaret Thorsbourne (very dynamic speaker and very knowledgeable woman) - on Restorative Conferencing. Helen Timperley; the influence of professional development and student outcomes and improved teacher capacity. Many schools spent a lot of time looking at appraisal - run the cycle from July-June rather than Jan-Dec. John McClellan - Interlead Consultants is being used by some schools. He uses different ways of asking the same questions of management. Having the difficult conversations and how to deal with conflict.

- Talk around the table about the appraisal systems in place in schools around the country, and some of the differences that are evident between schools. Eileen Piggot-Irvine and some of her research be suggested reading.

- At 2.00pm today (31 July 2006) the Minister of Education is going to launch the draft curriculum at Karori Primary School and each staff member will get a personal copy in the next few days.

- Summary of the feedback from students on the survey Camilla Highfield spoke about at our last executive meeting - NCEA not particularly motivating. Students said that they should not have the same number of credits for Achievement Standards as for Unit Standards, or for merit, and excellence as opposed to achieved.

- In some schools it appears that year 12 students who have their 60 credits are contemplating (and in some cases are actually) leaving to go to work for the rest of the year and intend to re-enrol at Year 13 to do their Level 3. Where do we stand? Can

we refuse to re-enrol them? Eligibility requirements? Would schools get away with enforcing 80% attendance in Year 12 to allow entry to Year 13? Any feedback from members on this issue would be valuable.

GUEST SPEAKER: Graham Young - President SPANZ, Principal Tauranga Boys College

Graham raised a number of issues as he spoke to the Executive:

- A little bit of his personal history: Graham began teaching in the late 60s at James Cook High School. Was a brand new school. Was a really exciting way to start teaching, staff doubled in the first year. Trained as a PE Teacher, was appointed as a Home Science LTR position. Taught at Kaitaia for a while, went to Tauranga Boys College as HoD Maths and was appointed as principal in 1984. Has been very blessed as far as the job is concerned. Real privilege to go to school with your son. Has been a wonderful job to be in. Has been the excitement of the last 20 years that has allowed him to stay in the job for so long. Needed the external factors to keep the stimulation. Being involved in SPANZ has been about that too. Supported by wife, Barbara. Three children.

- SPANZ and some of the issues: The environment that SPANZ works in has changed over the last few years and the need for a strong, independent voice for principals is critical now. Self-governance is at the very core of the ideology of SPANZ. A little bit of a watershed time for SPANZ at the moment as well. Trying to make the difference between assimilation and co-existence.

- He then spent some time putting SPANZ development into a historical perspective. "Honour the past in creating the future" (Andy Hargreaves) SPANZ is a young organisation. Formed 1988-1989. No coincidence that SPANZ came into being at the same time as Tomorrow's Schools. Has tried to promote the integrity of ethical Principalship in the ten years that he has been on SPANZ. 400 schools around NZ and about 320 schools are members of SPANZ. So, his message here is to honour the past, but to remember that if we do what we have always done we will get where we have always got. And that cannot be our aim for 2006 and beyond.

- Thirdly, he spoke about the context in which SPANZ operates today, and argued that there are two factors that stand out today. The first is a move from generic to educational leadership. The second is the way our practices are being informed by good NZ contextualized research. Educational expertise and experience do matter. He spoke about the best evidence synthesis research and drew our attention to the Adrienne Alton-Lee model, and how this stresses the importance of the student's family

and community and to the effectiveness or quality of teaching. However, it is his contention that the model is a little misleading in that it is drawn in a way that deliberately exaggerates the distance from the principal to the student.



Graham Young, Principal Tauranga Boys' College

- Graham then took some time to look at what he understands as distributive leadership. He suggested there are two forms of power - the power of authority and the power of influence and it is the power of influence that should be in effect in schools today. It's actually collaboration that is important in schools today. Models of school leadership are very much part of the current debate amongst educational stakeholders today. The single most important job of the principal today is to nurture the culture of learning in the school and that the only way to do that is to 'walk the talk' and to influence the student. Creating a high performance culture requires passion and professional support. It also requires continual challenge, questioning and feedback.

- Graham closed this part of the presentation by suggesting that he does not think that there is enough acknowledgement of teachers and principals in our country today for the very good job that they are already doing. The economy of this country is below half way on the OECD, but we are in the top four of achievers in education in the OECD. So when the business community starts pointing its fingers tell them to get their own house in order first. If there is something that we need to turn around it is our public image.

Then we had a time of mutual dialogue:

- Do Assistant and Deputy Principals have more in common with Principals than they do with teachers? Graham response was that yes we do. Tease out the points of difference and the points of intersection and let's see where we can work together. Why do we have points of difference? Because primarily SPANZ is an organisation that is looking after the interests of the principals not of Assistant

and Deputy Principals unless we broker some kind of other agreement. Issues in common with SPANZ and NASDAP? Most of the educational debates are polarized debates when they do not have to be. For example, the NZQA debate - are you for it or against it? Competition or cooperation? Commonality around the notion of leadership and how can we diffuse the polarizing debates. What are the intersecting points so we can share our best practices and get it right. In terms of distributing leadership - can this organisation and SPANZ work together - should NASDAP and SPANZ be looking at forming a union that goes out and negotiates a leadership package for leaders in our schools. Maybe our two organisations should have a look at where this might go - strengthen both our organisations by talking some strategies - two people from our organisation and two from SPANZ sit down, form a working party and have some discussion. The notion of SPANZ being a group that looks at supporting school leadership and not just principals is well worth exploring. Annette to draft a letter to SPANZ requesting that we follow up on this suggestion.

- What is education about? It has to be about making the world a better place to work in. It is what we all want. There are some natural tensions between organisations like SPANZ and PPTA, SPANZ and NASDAP. Under-resourced as far as teachers are concerned. The tension between teachers' rights and students not being disadvantaged.

- Difference between SPANZ and the Principals' Council? SPANZ at the moment about learning/professional issues not about industrial issues. Graham would like to see that remain the case, with just some observer rights at industrial negotiations. Others in both organisations would like to see a different model. In our case there are also two organisations NASDAP and SPAC, and clearly some tensions between these as well.

- Supply of people applying for Principal's positions? Really concerned about that. Graham could honestly say that he wouldn't swap anything he has done for this job. By and large it is a really affirming job. We have an image problem. We spend too much time bad mouthing our own jobs. What's the value that drives people today? It's the dollar sign. It's no longer service. So we have two choices - either value it with the right dollars, or change society. There is an issue around the values we have in society today. Student centred - networking - have to manage the internet (Beebo, text bullying). We can not ban those things but we have to up the ante on school values. We have to raise the ante around knowledge and values.

- Relationships with Assistant and Deputy Principals - invisible roles for invisible role holders - when we read literature we read about teachers and Principals but not about Assistant and Deputy Principals. We are invisible in the statistics, in the

literature. Some discussion around this issue.

- Graham talked about one way his school has tried to redress the problem of the acting principal allowance. Tauranga Boys has appointed a Proxy Principal - rotates between the four DPs - get a management unit all year for being the proxy. He acknowledged that many Assistant and Deputy Principals take on the acting principal role without any acknowledgment of the extra responsibility that that has meant and that this can be a problem. The answer lies somewhere in the distributive model. Devolve power. If you are using empowerment then also comes responsibility. The position in Graham's school appears to be more equitable than what is happening in many other schools.

- The debate that has not been raised yet - everybody has the right to go to school - the safe playground - do we really have to take them - do they really have the right to go to school? There are some chronic behaviour disorders - is the school the right place when the school is not resourced to take them - give them a teacher aide - who, being paid \$12 per hour, is going to either have the skills or be prepared to take the job of looking after them? Won't raise the debate. Will have the human rights and civil rights arguments - and the public have not got fully involved in the debate as yet. Agencies that are funded that are not meeting their obligations. Are schools the right place? Coupled with this is the issue of the huge lost generation of kids - excluded at 14 and then refused entry to other schools - if excluded from one, unlikely to attend another, then that is effectively the end of their education.

- Want to raise the level of educational debate. Graham undertook to ask the question about whether Principals are getting good applicants for senior management positions and the numbers of applicants for these positions. Graham suggested that Principals have lost relativity between their salaries and teachers at the top of the scale over the last 15 years. We have to encourage principals to keep making the job interesting for the career DP. Career DP is a fine thing but you do not want to leave them doing the same job for 20 years.

Meeting closed at 2.45pm.

**Next Meeting:
Friday 27 October, 2006
Wellington Airport**

GENERAL NEWS

STUDENT MANAGEMENT SYSTEMS

An article about Student Management Systems in the 2/2006 issue of the NASDAP *Newsletter* contains significant factual inaccuracies. The article contained opinions and information that were interpreted by Executive members but purported to be the advice of the Ministry of Education.

This Ministry's advice is significantly different from that in the *Newsletter*. NASDAP unreservedly apologises for the errors printed in the newsletter and for any harm done to individual SMS vendors.

All members please note the following corrected details:

The Ministry of Education has never advised against web based systems. The Ministry has accredited both web based and locally installed systems and continues to recommend them both. Information about the pros and cons of each type of solution is available from the Ministry.

There is a suggestion in the article that KAMAR has a ceiling on how many schools they can accept. The Ministry works closely with all vendors to ensure they are adequately servicing all schools but does not seek to restrict any accredited business.

There is a suggestion that Student Manager is not easy to use. Many schools are using Student Manager and are very happy with the functionality and usability provided by that system. The system passed the usability testing in the SMS accreditation process. Schools should refer to the accreditation results published on the Ministry's website for a more informed comparison of the usability ratings of each accredited system.

There is conjecture that Integris is pulling out of the market. Integris is the only system to have been accredited twice and has worked closely with the Ministry and with schools to build strong ongoing relationships. Integris have a firm commitment to the New Zealand marketplace and this conjecture is untrue.

The Ministry provides extensive information about the process of choosing an SMS. It also employs two principals who are tasked with providing detailed information and feedback to schools about the system that would best meet their needs.

For further information about Student Management Systems please visit www.minedu.govt.nz/goto/sms or call 04 463 7666.

Annette M Taylor
President

Have you seen?

Have you visited www.nasdap.org.nz lately?

If not, please do so! Executive are very proud of the new website and we hope that you enjoy navigating your way around the pages. I would like to take this opportunity for thanking the team at HOTOHOUSE, the web firm based in Nelson who built the new website. They have done a fantastic job.

If there are any comments, please do not hesitate to contact me - Annette.Taylor@ncg.school.nz

Our aim is to make it user-friendly, but with a wealth of information in it for Assistant and Deputy Principals.

Did you know?

That "The New Zealand Curriculum" Draft for Consultation was publicly launched by the Minister of Education on Monday 31 July 2006?

All schools will be sent a copy - one per teacher NASDAP Executive have been told.

At the back of the document there is a questionnaire that is to be filled out and returned by 30 November 2006.

Look out for it in your schools! Take the opportunity to have your say.

Annette M Taylor
President

Did you know that the Term dates for 2007 have been set by the Minister of Education?

2007 - SECONDARY AND COMPOSITE SCHOOLS

Term 1	Wednesday 7 February	to	Thursday 5 April (84 half-days)
Term 2	Monday 23 April	to	Friday 29 June (96 half-days)
Term 3	Monday 16 July	to	Friday 21 September (100 half-days)
Term 4	Monday 8 October	to	Friday 14 December (98 half-days) *

* Or to a day in December which ensures that the school has been open for instruction for **378 half-days** in 2007.

2007 - HOLIDAYS

Schools must be *closed* in 2007 on Saturdays and Sundays and on the following holidays:

Waitangi Day Tuesday 6 February, Good Friday 6 April, Easter Monday 9 April, Easter Tuesday 10 April, Anzac Day Wednesday 25 April, Queen's Birthday Monday 4 June, Labour Day Monday 22 October and the relevant Anniversary Day Holiday as listed below:

ANNIVERSARY DAYS IN 2007

Auckland	Monday 29 January	Within school holidays
Taranaki	Monday 12 March	Within Term 1
Hawkes' Bay	Friday 19 October	Within Term 4
Wellington	Monday 22 January	Within school holidays
Marlborough	Monday 29 October	Within Term 4
Nelson	Monday 29 January	Within school holidays
Canterbury	Friday 16 November	Within Term 4
Canterbury (South)	Monday 24 September	Within school holidays
Westland	Monday 3 December	Within Term 4
Otago	Monday 26 March	Within Term 1
Southland	Monday 15 January	Within school holidays
Chatham Islands	Monday 3 December	Within Term 4

NASDAP SCHOLARSHIP AWARD 2006

James Clarke,
Deputy Principal, Rosehill College

Everyone in a leadership position should have the opportunity to take a break from the daily rigours of the job to be able to focus on one project and to see what's happening in other schools. I have certainly gained a clear view of how professional reading and enquiry should be used in schools and believe that my findings contribute to our knowledge of educational leadership. My research report will be among a valuable body of NASDAP Scholarship research to be easily accessed by DPs and APs.

I took the first four weeks of Term 2, 2006 to find examples and/or suggestions of school systems that facilitate opportunities for middle managers to have real curriculum leadership quality time – reading and enquiring into up-to-date subject development and raising professional knowledge. I visited nine schools in New Zealand and Canberra and interviewed 33 teachers.

My conclusion is that professional reading and enquiry should underpin any school goals for developments in teaching and learning. Teachers want to read research and discuss with their colleagues evidence for any school development goal. Senior managers have a role to play in modelling their passion for reading and enquiry. They can scan research, summarise and highlight it for others, promote discussion of educational literature at meetings and in conversations. Professional reading and enquiry should underpin all p.d. Reading groups is one way to structure a culture of wider thinking and planning. If teachers could gain additional qualifications in subject study with a pay level benefit, then this will provide importance to professional reading and enquiry.

If you and your middle managers would like a copy of the 20 page report, download it from www.nasdap.org.nz <<http://www.nasdap.org.nz>>, email me: j.clarke@rosehill-college.co.nz <<mailto:j.clarke@rosehill-college.co.nz>>, or write to Rosehill College, P.O. Box 72-546, Papakura.

2006 NASDAP SURVEY

Accompanying your *Newsletter* should be a Survey about the roles, remuneration and responsibilities of APs and DPs. This is the third survey I have completed on behalf of NASDAP. Many of the questions are the same as the last Survey so we will be able to compare data with the baseline established in 2003. There is also a new section requesting professional information and, on a second page, the section on AP/DP responsibilities has been revised.

The new section, on professional information, came about because the vast majority of the NASDAP Executive are members of PPTA (four are also members of PPTA's Senior Positions Advisory Committee) and we wanted to see if that was more widely reflected amongst APs and DPs.

The second question in this section came about because numerous APs and DPs have brought up industrial issues with their Regional NASDAP representatives. NASDAP's prime focus has always been to facilitate the professional development of DPs and APs. Many of us feel that the PPTA is the appropriate organisation to approach about representing the industrial interests of APs and DPs. However, some NASDAP members are sceptical as to whether PPTA can effectively represent the interests of APs and DPs. They feel like this because we are a small part of a larger organisation and our primary work tasks are not always closely aligned with those of the classroom teacher who make up the majority of the PPTA membership. We are trying to establish whether this is a minority view or whether it is a view more widely held.

The second page on responsibilities of APs and DPs came about because a number of us are interested in the concept of the AP/DP role. The modern school environment demands that Senior Management Teams are made up of people with diverse skills. Consequently, the roles and responsibilities those people have are also broad and varied. Adie Graham and Lynlee Smith had completed an earlier survey about the roles and responsibilities of DPs and APs. We used some of the same questions so, once again, it was going to be possible to have some baseline data with which to make comparisons.

Last time, we received 450 responses. I know that a 2 page survey will take a little longer, but please take the time because NASDAP is one of the few groups collecting data focusing exclusively on the work of APs and DPs.

Thanks, in anticipation of your response.

Roy Fletcher
Deputy Principal
Otamatea High School

NASDAP BIENNIAL CONFERENCE 2007

22-24 August 2007

NELSON

Planning for our biennial conference is well under way. It is to be in Nelson in 2007. We have secured a most high powered and stimulating range of keynote speakers as well as a range of relevant workshops. The focus for the conference is "*Toku Ao, Our Place.*" We are anxious to make this very, very relevant to us in our daily lives and daily jobs focussing on our collective business and social needs. I am certain that all will leave the conference feeling that they have gained from the week. Nelson is a fantastic city with a tremendous amount to offer, some of which you will be enjoying as part of the conference. I would urge you to consider staying for some or all of the weekend to make the best of being here.

Keep your bookmark on the website and follow the progress. The keynote speakers are posted on the website - www.confer.co.nz/nasdap2007

Tim Tucker
Conference Convenor

REGIONAL NEWS

AORAKI REGION

On the 7th of June 22 AP's and DP's from the Aoraki region met at Levels Golf Club for a one-day Professional Development retreat.

Robert Minihan from NetSafe provided a revealing, and at times sobering, summary of how the world-wide web and the convergence of technology are impacting on young people and on schools.

The afternoon saw five schools present mini workshops on topics that ranged from strategies for measuring student engagement in the classroom through to the do's and don'ts of setting up a useful intranet.

It is envisaged that the group will meet twice per annum. Future meetings will be hosted on a rotating basis with the northern, central and southern parts of the Aoraki region. An organising committee of three Nick Simpson (Timaru Boys'), Fiona Green (Timaru Girls') and Russell Crossan (Waimate H.S.) were elected to ensure the coordination of future events.

The Oamaru region will host the next meeting early in Term 4.

Thanks to all those who attended and helped to make the day a success. Thanks also to the Principals who so readily released their management teams.

Nick Simpson

CENTRAL NORTH ISLAND

Midwinter's day saw 120 DPs and APs from around the Central North Island enjoying the hospitality of Wairakei Resort, Taupo while taking part in the biennial conference with the theme of "Relationships - the Key." Snow and rain were closing roads but a combination of speakers, workshops, delicious meals, a wine options competition (and of course networking) meant no-one noticed the weather.

The keynote speaker was Australian, Margaret Thorsborne who has been addressing groups around the country on Restorative Conferencing - a method of disputes resolution where students take responsibility for their behaviour and are made accountable to their 'victims' - one of Margaret's catchphrases being "if you stuff it up, you fix it."

Following the theme, Margaret Evelyn from CYFS and Margaret Ross, an adolescent counsellor, ran workshops and other areas covered were relationships with Maori, and even relationships with the curriculum and hints on forming a relationship with your SMS!

John Heenan from Cornerstone Values delivered an address and the sessions finished with the traditional New Principals Panel.

Lynette Parish

EASTCOAST, HAWKES BAY

On Wednesday 31 May approximately 30 senior managers attended a local association meeting to take part in an ideas sharing forum and to discuss topical issues.

Six members offered to act as facilitators to introduce topics including, curriculum and assessment, student management systems, governance and management, staffing and student discipline and guidance. All groups offered the chance for participants to share best practice or get ideas and assistance from others with particular experience in these areas. The report back session indicated all breakout groups had generated interesting ideas and in some cases some lively debates.

An update on the current employment conditions of senior managers was also presented to the meeting. This offered some thoughts indicating a national feeling of concern at both the growing workload faced by senior managers as a result of recent changes in the collective agreement and the difficulties faced when attempting to have Deputy and Assistant Principals concerns recognised. The group heard what groups like NASDAP and SPAC were doing in an effort to represent members and see our particular needs were being presented.

Thanks must go to Richard Hall for initiating the meeting and to Jeff Lynex in particular for all the work he is doing to make regular networking and professional development available at a local level within the Bay.

Our next meeting is scheduled for the Mission Estate.

The Hawke's Bay AP/DP Association met on 28 July for a lunchtime meeting. A brief association meeting was held to report on planning for the national conference and to hear from our representatives on national AP/DP organisations. We were then privileged to hear a stimulating and provocative address by the well-known educationalist and columnist Stuart Middleton.

In a speech entitled "What next in Secondary Education?" Mr Middleton covered a wide range of issues challenging the secondary education sector. He asked how we could address the problem of the 20% of students leaving secondary school with up to 13 years of education without qualifications or quite often any pathways. He pointed out that New Zealand is the only country in the OECD which removes the free entitlement to education for 16-19 year olds if they leave secondary school. They can go on to Foundation and Bridging courses after they leave school to try and fill gaps in their education but they have to pay for these courses.

Secondary Schools are concentrating on providing an academic education at the expense of vocational or pre-employment training. He believes there is no clear vision for secondary education.

Mr Middleton is a strong believer in the efficacy of NCEA. He believes it is the only real paradigm shift in education in New Zealand since 1877. Whilst he admits that NCEA still needs to develop and improve, he says that proof of its success is very obvious in places like Manakau City where 10% more students are gaining qualifications and staying at school than had been the case under the pre-NCEA regime. He also wryly noted that when you see who is against NCEA in New Zealand you have to believe that it is worthwhile.

The meeting ended with a great lunch at Mission Estate.

Phil Carmine

OTAGO DEPUTY AND ASSISTANT PRINCIPALS ASSOCIATION

The Association was fortunate to have Terry Crookes as the main speaker at its Term 2 meeting on Friday 16 June. He covered two topics of current and ongoing interest to educators, parents and the wider community.

In his first presentation Terry clarified widely reported difficulties with the Scholarship examination in 2004 and the changes introduced in 2005. His statistics showed the range of outcomes, explained some of the perceived anomalies and outlined the revised assessment structures.

Terry then went on to present some comparisons of NCEA Level 1 results in six subjects. Comparisons of internal and external standards over three years showed some swings between the years in one or two papers within subjects, but highlighted an overall consistency when the range of standards in a subject was considered overall.

In his second presentation Terry looked at education in Years 7-10. Research indicates that students who were enthusiastic in primary school are less keen in this middle period of their education. He then posed questions of why this is so and how schools can address the matter.

Don Lawson was the second speaker for the day looking at Professional Development and support for Senior Managers. This has been a neglected area in the past but Don spoke about initiatives underway on both Otago and Southland to address this.

Conference Reminder

The biennial conference will be held at the Golden Gate Hotel in Cromwell on 31 August and 1 September. Members from other regions are welcome to join us for the conference.

Joyce Whyman