



# PRINCIPAL MATTERS

NGA TUMUAKI O AOTEAROA

THE MOST RESPECTED AND INFLUENTIAL ADVOCATE FOR NEW ZEALAND'S PRINCIPALS

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## Issue 2, 15 February 2023

### President's Message



**Kia kaha, kia māia, kia manawanui**

**Be strong, be brave, be steadfast.**

Tena Koutou katoa,

Once again, I begin the *Principal Matters* bulletin, acknowledging those affected by another extreme weather event, this time Cyclone Gabrielle. You are front of mind for the Federation as you continue cleaning up after the earlier floods, and now face the challenges of this cyclone. My commitment to you is to be in constant contact with Ministry offices nationally and locally, advocating for all the support and resources I can get to you at this time. Facing adversity head-on is not easy, but I also know that individually and collectively you have got what it takes to get through this. Kia kaha e hoa ma.

I want to celebrate the courageous leadership that I have witnessed these past few weeks. I have seen bold and confident leaders who have long developed a culture of trust and respect in their schools and communities. During the

disasters of the past weeks these courageous leaders have taken charge, and through their authenticity, and empathy have been able to lead their staff and communities through. They have weighed up the risks and made decisions for their communities, staff and tamariki.

I have also been connecting with the Presidents of Regional Principals' Associations, and have seen in action, the power of collective wisdom. A big thank you to all those Association Presidents and their executives who have connected with and supported the principals in their regions. Principals have been grateful for the collective conversations to help them make the call to close or keep their schools open, as cyclone Gabrielle has barreled in.

The important part that Regional Associations play extends beyond times of crisis. They connect principals to advice, guidance, support and professional development and provide social events so essential for our hauora. As your National President, I cannot emphasise enough the importance of belonging to and actively participating in your Regional Associations. My job for you is to double down on regional support at a National Level. I highlight the mahi of your regional associations at every opportunity.

I am looking forward to meeting with your Regional Presidents at our annual Moot on Friday 24 March 2023, in Wellington.

I will now introduce you to the National Executive for 2023. They are experienced principals, elected by you, to serve the profession. It is an honour to work alongside them advocating on your behalf.



Back Row: Jason Miles (VP), Gavin Beere, Blair Dravitski, Leanne Otene (P), Shane Buckner, John Bangma  
Middle Row: Liz Hawes (EO), Stephanie Thompson, Karen Brisco, Phil Palfrey, Sadie O'Rourke (Office)  
Front Row: Hayley Read, Heidi Hayward, Jen Rodgers, Hata Temo, Julie Hepburn, Nina Netherclift (Office)  
Absent- Cherie Taylor-Patel, Tracy Fraser  
The NZPF Executive. Manukau Marae, Herekino, Te Tai Tokerau. 18<sup>th</sup> January 2023

The National Executive's first job has been operationalizing our 2023 Federation Strategic Plan. Below is a report from our Ngā Pou E Whā - our four Strategic Ropu – outlining the mahi underway. They have listened, they have learned and now they are acting.

### Pou Tahi - Leadership Strategy

Jason Miles, Tracy Fraser, Stephanie Thompson, Leanne Otene

Our Leadership Pou is focussed on supporting and advocating for professional development and wellbeing for principals. Embedded in our direction and focus within this Pou is the knowledge that te Tiriti o Waitangi forms the basis of effective cultural competency, and understanding Pūmau Tonu Te Tiriti - that the Te Tiriti endures and is honoured through actions and provisions of NZPF.

The role of a tumuaki has many layers of complexity. One of our major goals in this Pou for 2023 is our Rāngai Tumuaki, Amo Hauora - National Hauora Campaign Strategy (NHCS). The purpose of the NHCS is to:

- encourage collaboration
- support individuals with a collective strategy
- raise the morale and mana of principals
- retain and recruit the very best principals for our schools

We will be advocating strongly for principals, and working together with regional associations and other sector leaders to share positive initiatives and support for all.

Other goals for 2023 include:

- leadership and professional development that support individual growth, ensuring there is a Principal Professional Development Framework and implementation plan at all levels.
- Advocate with the Ministry to provide specific NZ Curriculum PLD for Principals, including a suite of resources to assist Principals in leading professional learning in their schools

- Foster connections across the education community regionally, nationally

### Pou Rua - NZ Curriculum refresh - Te Mataiaho

Heidi Hayward, Karen Brisco, Jen Rodgers, Blair Dravitski

General statement of focus:

Our focus is to ensure that principals are supported with sufficient professional learning to enable our education sector to transition from the NZC to Te Mataiaho. We are conscious of the considerable changes afoot right now and our priority will be advocating for the Ministry to provide appropriate information, training and resources to support principals through the implementation of Te Mataiaho, while being mindful of the wellbeing of tumuaki and staff.

Introduction to the work:

The timeline for the rollout of the refreshed NZ Curriculum is ambitious and, while we support the mahi, we are concerned that the workload could overwhelm our schools. NZPF will be closely monitoring the rollout and listening to our colleagues to ensure that it does not cause overload. We welcome members' feedback to any pou member.

One action to promote:

We will monitor the expectations placed on tangata whenua to support the implementation of Te Mataiaho, and check they are reasonable and compensated. We will seek ways to enable our tumuaki to develop their localised curriculum and enact Te Tiriti o Waitangi in the learning programmes of their kura.

### Pou Toru- Students / Ākonga / Inclusive Education

Shane Buckner, John Bangma, Phil Palfrey, Gavin Beere

The NZPF Pou Toru highlights the area in our Strategic Plan of Students / Ākonga / Inclusive Education.

Identified links to the Strategic goal are Principal Wellbeing, Curriculum, Advocacy for Systems opportunities and change, Māori and Pasifika partnerships and initiatives, and connecting opportunities - regionally, nationally and globally.

Our first focus is examining equity. Equity of resourcing is the main driver of our advocacy. We will be writing a position paper on 'Equity in the system'. We will engage across the sector in our search for solutions to the inequities which are ubiquitous. We will be seeking ideas, observations and case studies from a variety of perspectives in order to effect change.

We are aware that this is a broad piece of work and there are a lot of moving parts, but we hope that with support and concrete examples from members, we can make progress towards rectifying the inequities.

We will advocate to support strategic investment in Principal Wellbeing. As NZPF executive representatives, we are members of various reference groups aligned to this pou, and we aim to ensure that the NZPF voice is heard and listened to.

### Pou Wha- Policy, Constitution and Legal

Hayley Read, Julie Hepburn, Cherie Taylor-Patel

Kia ora e te whānau

Our mahi comprises the Legal/Constitution and Policy aspects of our organisation. Our vision is to be the advocate for our sector on issues that matter in our profession and to use our policy and constitution to strengthen these. They include principals' well-being - especially as principals deal with major disasters due to climate change; work streams with the MOE and NZSTA to help principals establish PGCs; Māori partnerships and education success; Pasifika partnerships and education success; Regional and International connections, to share common issues like lifting the status of the profession.

Most importantly, our goal is to provide support for you as tumuaki/principal by strengthening support policies. We already have a Helpline policy and intend to build on it. The number is 0800 798 798. When you contact the Helpline, NZPF will arrange for an experienced colleague to contact you or will refer you to the best person to resolve your issue. You can ring the helpline anytime.

NZPF offers a Principals' Legal Advice and Support Scheme (PASL) which we also urge you to join. The scheme protects you in the event of an employment dispute with your Board. Follow the links on our website to join.

Take care everyone,

Kia kaha, kia māia, kia manawanui – Be strong, be brave, be steadfast.

Ngā manaakitanga

Leanne Otene

[leanne.otene@nzpf.ac.nz](mailto:leanne.otene@nzpf.ac.nz)



## NZPF 2023 Conference - Early Bird Registrations

The NZPF 2023 Conference website is now open for earlybird registrations. The conference will be held in Queenstown from 11-13 September 2023.

Visit the [website](#) to register now. Earlybird registration closes on 31 May 2023.



## NZPF Notices



## NZPF Grants - Applications Close Soon!

The following grants are available to NZPF members:

- [Don Le Prou Award](#) - a grant to assist NZPF members from U1-U3 schools to undertake professional development
- [Tauri Morgan Memorial Award](#) - a grant to assist NZPF members from U4+ schools to attend an NZPF Conference
- [PLD Grants for Principals' Associations](#) - a grant to support regional groups with the provision of quality professional development opportunities and support for members

Applications for the above grants close on **1 March**.

## NZ Principal Magazine also Online

You and/or your team members can easily access the NZ Principal Magazines online, as an e-magazine or as a PDF. Additionally you can search for a previous issue, an article by title or by the author of the article. All magazines back to Term 1 2012 are available in this format. To view or search click [here](#).



## Useful Information

### Banking Staffing Update

Interpreting and Managing Banking Staffing Entitlement in 2023

When you receive your PP 23 Banking Staffing Report I suggest reviewing the following:

- On the Summary Page, Look below the current pay period information to locate the “Previous Year Totals” Section and find the “Difference for period” line. Now look across to the FTTE figure appearing on that line and compare that figure (which is last year’s ftte balance from PP22 carried forward after any final adjustments for the 2022 Banking Staffing year including any pp23 influences from the first pay period in the 2023 year) with what you believed was your Year End Balance showing on the PP22 Banking Staffing report (Period 202323).
- If Remaining over use from Last Year . . .  
Assuming the pp23 Banking Staffing report, previous year figure is telling you your starting FTTE balance for 2023, decide whether to take action to reduce an overuse balance during pp23 to 26 (time for balancing) by transferring staff to BG from pp 23 to 26 if you have salaries under the \$83500 recovery rate.  
If Remaining Underuse from Last Year . . .
- And again assuming things are as you expected, decide whether you want to deliberately overuse this year’s fortnightly entitlement during pp 23 to 26 to reduce or use up all of last year’s underuse. Remember that underuse from last year is not lost if you wish to use it later in 2023. Remaining underuse at the close of pp 26(But see below for possible exceptions) will be reimbursed at \$66500 per every 26 FTTEs remaining or part thereof.  
EXCEPTIONS: Did you receive any type of additional staffing last year that had to be used up by pp22 or pp26?. Maybe MOE Resourcing is worth a call if you are not sure . . .  
Did you save more than 10% of last year’s total entitlement?  
Using the same “Previous year” section on the current pp 23 banking staffing report, find the FTTE total entitlement for last year by identifying, under “Previous Year Totals” on the summary page the line “Entitlement for period” and track it across to the right where you will see the “Previous Year Totals”. Multiply that FTTE figure by 0.10 to see what 10% of total entitlement looks like for your school for 2022. Compare this derived figure with the previous year underuse from above that you are hoping to use. If you have saved more than the 10% total, use just the 10% total to set your target, not the big bit you were hoping to capitalise! A last thought on this bit. We have had some rocky rides, so if you think there are circumstances worth discussing with Resourcing which caused you to unavoidably save basic staffing entitlement last year why not give them a call.

Lastly, if you are new to all this and would like to be guided through the above send me the documents mentioned and call me for a walk through to help you make the best decisions.

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Te Tari Taiwhenua  
Internal Affairs

**KEEP IT REAL  
ONLINE.**

### Keep It Real Online Educators Site

Did you know Te Tari Taiwhenua Department of Internal Affairs [Keep it Real Online website](https://www.teitrealonline.govt.nz/) now has information and resources to help educators keep young people safe online. The resources have been collated from a wide range of government, NGO and community groups working in the online safety space.

The new area of the website contains age-appropriate tools, information and advice from a number of organisations for Primary, Intermediate and Secondary School children. Educators can use these tools to empower their students to stay safe online. The site also contains resources such as videos that can facilitate those more challenging conversations about online harms in the classroom. The Department are actively seeking feedback from educators on the content and layout of the new educators area.

All feedback can be submitted anonymously via the survey here before 1<sup>st</sup> March: <https://www.surveymonkey.com/r/XHVLHG6>



### VLN Primary School - Registrations invited for online programmes 2023

Extend curriculum choices for your learners and increase your schools confidence and capability in online and distance learning.

A wide range of language programmes available including te reo Māori and Kapa Haka; also Digital Technology, Gifted & Talented, Creative Arts, Science & Maths and Literacy.

Registrations close **Monday 20th February**. Classes start the week of 6th March.

[Find out more and register your interest online](https://www.vln.school.nz/) Contact [primary@vln.school.nz](mailto:primary@vln.school.nz) with queries.

All NZ tamariki are welcome to learn with the VLN Primary - Nau Mai, Haere Mai!

Rachel Whalley, VLN Primary School



## The Australian Primary Principals' Association (APPA)

The Australian Primary Principals' Association (APPA) will be holding their national conference 30 July – 2 August in Hobart this year. The conference promises some excellent speakers and a touch of 'the exotic' for principals from Aotearoa New Zealand. If this sounds like you, then visit the conference website to register:

[www.appaconference2023.com.au](http://www.appaconference2023.com.au)



## Getting started — support for new school library staff

Beginning in Term 1 the National Library's Services to Schools are offering a free programme of support for staff new to working in the school library.

The programme includes opportunities to learn online, access to resources for professional learning, and expert advice and support from our team of staff around NZ. To find out more, and get your new library staff off to a great start, [visit our Professional Learning and Support website now](#).



## Union Membership

Our Principal Collective contract is currently in the negotiating stage. I encourage all NZPF members to sign up as a member of either [NZEI](#) or [PPCB](#). I would also encourage you to attend the PUMS on offer.

NZPF acknowledges the negotiating teams for the mahi they are doing on behalf of Principals.



## ICP Conference 2023

NZPF are awaiting information from ICP in regards to the advertised ICP South Africa conference. SHOULD you be considering attending please refrain from making travel arrangement until such time as we receive confirmation and details.

## Business Partners

NZPF assures its business partners that, as members, you will contact them to have a conversation if you are purchasing products, services or solutions for your schools that a business partner supplies. Please support our partners as their assistance to NZPF means better membership services to you.

### Gold Partners



### Silver Partners



### Bronze Partners

