

6 April 2023

**New Zealand Principals' Federation (NZPF) Submission on
Planning and Reporting
Closing Date 6th April 2023
To: Planning.Together@education.govt.nz**

Personal Details:

Agency: New Zealand Principals' Federation (NZPF)
Designation: National Executive
Address: National Office, PO Box 25380, Wellington 6146

The New Zealand Principals' Federation (NZPF) is the largest professional organisation for lead educators representing the interests of over 2,000 Principals of Primary, Intermediate, Area and Secondary Schools. Principals are from public, integrated and independent schools and are spread throughout New Zealand. NZPF aims to be the most influential advocate for school principals to enable high quality, well supported leadership for school learners in New Zealand.

General Comments

1. NZPF welcomes the opportunity to submit comments on the proposed Planning and Reporting changes. We have sought the views of members and our executive committee to capture their voices in constructing this commentary.
2. The planned consultation ZOOM hui was disrupted because of weather events and Cyclone Gabrielle. Because of this, principals across the country had ZOOMs cancelled or could not attend. NZPF are concerned that the timeframe for consultation was not pushed back, to accommodate principals whose voices were not heard.
3. The intent of the Planning and Reporting regulations is to move to a three year Strategic and Annual plan cycle. Of all the changes, the most significant is the requirement to consult with school communities, Māori and iwi. This represents a societal shift, a process shift that is underpinned by the assumption that all communities will be ready to engage and participate in school consultation processes.

PO Box 25380
Wellington 6146

Level 8 The Bayleys Building
36 Brandon Street

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

ph:+64 4 471 2338
fax:+64 4 471 2339

email: office@nzpf.ac.nz
web: www.nzpf.ac.nz

Questions raised include.

- What supports will be put in place to help principals, parents, community and Mana Whenua to navigate this proposed change in process?
 - What support will be provided to synthesis feedback and create plans that represent what can be very diverse views in a community?
 - What consideration has been given to the cost of maintaining relationships with key strategic partners and stakeholder groups, including iwi and hapu? What considerations have been given regarding realistic timeframes for consultation between the stakeholders and the Board of Trustees.
4. Principals have asked how the Ministry of Education proposes to use schools' new strategic plans and annual plans.
 5. Principals were concerned that financial reports were combined with annual plan priorities.
 6. Principals have asked what support will be provided to engage with Māori iwi and hapu, particularly in areas where iwi numbers are light and there is not the capacity for them to engage with all schools. They have also asked how iwi will be reimbursed for their time, their knowledge, their input and their expertise.
 7. Principals suggested that part of the Planning and Reporting process dialogue should be focused on assessment – what we currently do, what needs to change, how we define success in learning and the ways in which it is measured. What is planned to ensure the definitions of success in learning and how it is assessed is evidence based and in consultation with the sector?
 8. Principals asked where the research is that underpins the proposed changes. What are the principles that the proposed Planning and Reporting guidelines is based upon? It is suggested that an MOE Position Paper would clarify this.
 9. Principals were concerned that the new Planning and Reporting expectations would be difficult for some Boards of Trustees, particularly if they were new to their roles, and/or principals were new to their role. Providing templates and examples of what is expected will be beneficial.
 10. Principals asked what training Boards of Trustees will get to help them upskill in strategic and annual planning.
 11. It was suggested the timeframe of the rollout is too short, given the complexity of the task and the proposed changes.

PO Box 25380
Wellington 6146

Level 8 The Bayleys Building
36 Brandon Street

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

ph:+64 4 471 2338
fax:+64 4 471 2339

email: office@nzpf.ac.nz
web: www.nzpf.ac.nz

NZPF Recommendations

1. Revisit the timeframes for the Planning and Reporting rollout.
2. Reschedule consultation meetings with principals that were disrupted by weather events at the beginning of 2023.
3. Clarify what financial support will be given to schools to support the consultation process.
4. Provide resources and support to engage Māori iwi and hapu to recognize their time and expert contributions.
5. Develop PLD modules for Boards and Principals, to support them through this change process.
6. Create resources to support parents and whanau engagement in shaping strategic and annual plans.

Ngā manaakitanga



Leanne Otene
Manukura
National President
Leanne.otene@nzpf.ac.nz

PO Box 25380
Wellington 6146

Level 8 The Bayleys Building
36 Brandon Street

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

ph:+64 4 471 2338
fax:+64 4 471 2339

email: office@nzpf.ac.nz
web: www.nzpf.ac.nz