



Thank you for your email of 11 October 2017 to the Ministry of Education requesting the following information:

1. *The amount of funding NZSTA receive from the Ministry of Education.*
2. *What are they specifically funded for and what do the Ministry expect in return for that funding?*
3. *When NZSTA give legal advice to boards when a traumatic event occurs, is NZSTA expected to divulge that information to the Ministry of Education?*
4. *How many complaints about advice given by NZSTA has the Ministry of Education received?*
5. *Is NZSTA expected to give legal advice to school boards in a traumatic event - like a teacher grooming a student for sexual purposes?*
6. *I request all emails received by the Ministry of Education employees from NZSTA about Robert Burrett, Ruebin Tapara, Bruce Darroch and Warren Fenemor.*

Your request has been considered under the Official Information Act 1982 (the Act) and I have responded below.

The New Zealand School Trustees Association | Te Whakaroputanga Kaitiaki Kura O Aotearoa (NZSTA) is a membership-based organisation open to boards of trustees of any New Zealand State, State Integrated or Partnership School. NZSTA represents the interest of approximately 18,000 board of trustees members from over 2,415 school boards.

NZSTA are funded to provide a number of services including:

- independent, industrial, personnel, trusteeship and governance advice to boards as well as providing services for boards of trustees elections;
- increasing boards' capability in human resources management (HRM). This is to include a programme of support to boards ensuring that there are good HRM systems in place that will enhance student achievement and safeguard students and raise in-school practice;
- professional development for boards; and
- quality assurance of the professional development and support.

Since 2013, we have contracted NZSTA to be the main source of support, professional development and advice to boards of trustees. The contract was designed to align NZSTA outcomes and activities with key Ministry priorities and focuses on board representation, Board leadership, Board accountability and the Board's employer role. The contract also includes NZSTA managing trustee elections for us.

For the period 1 January 2014 – 30 June 2017, the total value of this contract is \$29,883,000. As the contract with NZSTA ended at the end of the 2016/17 financial year we are currently negotiating a new contract. We have budgeted \$ 4,139,500 for the period July 2017 until December 2017 as an extension period and expect the new contract to commence in January 2018.

In 2015, NZSTA engaged the New Zealand Council for Educational Research to conduct the annual survey of boards' satisfaction. The Ministry commissioned an external report to assess NZSTA's compliance and operating practices which recommended that NZSTA implement an outcomes management approach to measure, monitor and report on the achievement of contracted outcomes.

The Ministry then engaged an external facilitator skilled in Research Based Accountability contracts to help negotiate new outcome indicators and performance measures with NZSTA, and in February 2016 new performance measures were agreed. These measures have remained in place since the expiry of the contract. We have attached a copy of the February 2016 performance measures as **Appendix A**. Funding is based on NZSTA meeting these measures.

Legal advice is not one of the services we contract NZSTA to provide. We expect boards (as crown entities) to seek their own independent legal advice. NZSTA may be able to assist the board with finding the right legal assistance however we do not expect NZSTA to notify the Ministry when this occurs.

The Ministry's Traumatic Incident Team's are available to assist boards with planning for and responding to traumatic incidents. Contact can be made with Traumatic Incident Coordinators through the 0800 service on 0800 TI Team (0800 848 326).

School boards are legally required to report inappropriate behaviour including teacher misconduct to the Education Council. A board may seek advice from NZSTA about that legislation and any reporting requirements. This is distinct from legal advice.

In regards to your requests for *"all emails received by the Ministry of Education employees from NZSTA about Robert Burrett, Ruebin Tapara, Bruce Darroch and Warren Fenemor"* and *"complaints about advice given by NZSTA,"* I am refusing these requests under section 18(f) of the Act, as the information requested cannot be made available without substantial collation or research.

The Ministry does not have a centralised complaints or email system. It would take a significant amount of time to find, analyse any information that may be in scope of your requests. Providing this information would remove Ministry staff from their core duties and we believe the greater public interest lies in the effective and efficient administration of the public service.

Please note, the Ministry now proactively publishes OIA responses on our website. As such we may publish this response on our website after five working days. Your name and contact details will be removed.

Thank you again for your email. If you have further questions please feel free to contact our media team in the first instance at [media.team@education.govt.nz](mailto:media.team@education.govt.nz).

If you are unsatisfied with my response, you have the right to ask an Ombudsman to review it. You can do this by writing to [info@ombudsman.parliament.nz](mailto:info@ombudsman.parliament.nz) or Office of the Ombudsman, PO Box 10152, Wellington 6143.

Yours sincerely



Katrina Casey  
**Deputy Secretary**  
**Sector Enablement and Support**



## Appendix A

### NZSTA Performance measures (as at February 2016)

Service Type	Performance measure: How much did we do?	Performance measure: How well did we do it?	Performance measure: Are the clients better off?
All services	Number of contacts shown regionally and split governance, elections, employment, plus total of <ol style="list-style-type: none"> <li>1. Principal</li> <li>2. Board</li> <li>3. Returning Officer</li> </ol>	>or=80% good or very good satisfaction measures from the NZCER/NZSTA annual survey	
	P1* boards regionally, total	>or=30% of schools respond to NZCER/NZSTA annual survey  >or=80% good or very good satisfaction measures on end point evaluation online survey  >or = 80% good and very good satisfaction measures on 6-12 month post-evaluation online survey	>or = 80% of boards whose overall medium capability score increase between start point and end point on the IET**
	P2* boards, regionally total	>or=80% good or very good satisfaction measures on end point evaluation online survey  >or = 80% good and very good satisfaction measures on 6-12 month post-evaluation online survey	>or = 80% of boards whose overall medium capability score increase between start point and end point on the IET**

<b>National workshops</b>	<p>Regionally:</p> <ul style="list-style-type: none"> <li>• Workshops by topic</li> <li>• Principals</li> <li>• Trustees</li> <li>• Boards</li> </ul> <p>% of all boards regionally and nationally that have accessed these workshops</p>	<p>&gt;or = 80% of schools who respond to NZCER/NZSTA annual survey report the workshop met their needs</p>	<p>&gt;or = 80% of attendees report their understanding of the topic improved and improved greatly on survey monkey evaluation</p> <p>&gt;or = 80% of attendees report that they made recommendations to their board linked to improving governance practice on 3 months post evaluation</p> <p>% of attendees report that the board actioned post-workshop recommendations</p>
<b>E learning modules</b>	<p>Number of 'hits' per module</p>	<p>&gt;or = 80% useful and very useful satisfaction measures on end point evaluation</p> <p>&gt;or = 80% met some or all needs satisfaction measures from the NZCER/NZSTA annual survey</p>	<p>&gt;or = 80% of attendees report their understanding of the topic improved and improved greatly on survey monkey evaluation</p> <p>&gt;or = 80% of attendees report that they made recommendations to their board linked to improving governance practice on 3 months post evaluation</p>
<b>Advisory Services – in the field</b>	<p>Number of employment activities and interactions regionally and nationally</p>	<p>&gt;or = 80% met some or all needs satisfaction measures from the NZCER/NZSTA annual survey</p>	<p>&gt;or = 80% good and very good satisfaction measures on the online survey</p> <p>&gt;or = 80% employment disputes*** resolved, where NZSTA is involved, without escalation to Employment relations Authority or court</p>
	<p>Number and region of boards who have used Financial Risk audit tool</p> <p>Number of schools who identified as medium or high risk</p>	<p>&gt;or = 80% useful and very useful on satisfaction measures</p>	<p>&gt;or = 80% of the schools with moderate/ high risk are implementing an action plan after 3 – 6 months</p> <p>Number and % of schools whose financial risk has decreased after 12 months of implementing an action plan</p>

<b>Advisory and Support Centre</b>	Number of Governance Activities and Interactions % of total boards annually	>or = 80%met some or all needs on satisfaction measures from the NZCER/NZSTA annual survey	>or = 80% good and very good satisfaction measures on the online survey
	Number of Employment Activities and Interactions % of total boards annually	>or = 80%met some or all needs on satisfaction measures from the NZCER/NZSTA annual survey	>or = 80% good and very good satisfaction measures on the online survey
<b>Elections</b>	Number of times viewed	>or = 80% good and very good satisfaction measures on the online survey	>or = 80% of attendees report their understanding of the topic improved or improved greatly, on the online survey

\* **IET** (Internal Evaluation Tool) is used by boards to evaluate their own capability and development needs

\*\* **P1 and P2** are the schools prioritised by NZSTA when delivering their services

\*\*\* **Disputes** means there is potential for a dispute to escalate to the Employment Relations Authority