



Longer term work

- ▶ The Ministry of Education, NZSTA and NZEI Te Riu Roa recognise that for teacher aides to provide the best support they can for our learners, there are broader workforce matters that need addressing.
- ▶ These will be worked through under the education Accord that was signed by the Ministry of Education, NZEI Te Riu Roa, and PPTA Te Wehengarua in 2019.
- ▶ The purpose of this Accord is to work together to resolve a range of issues, including looking at the roles para-professionals (such as teacher aides) may hold, their career pathways, and how these roles are funded.

What will the work focus on?

A commitment to reviewing the way schools are funded for teacher aides.

- ▶ Currently, state and state-integrated schools receive the bulk of their resourcing in two ways – through staffing entitlement and operational grants. Schools use operational grants, rather than staffing entitlements to fund teacher aides. This can mean that their role has to sometimes compete with other operational priorities. There also appears to be instances of unpaid labour.

What is planned?

- ▶ It is expected that the review will look at (amongst other matters) the broader parts of teacher aide work including hours of employment, and how gender impacts on work expectations. The outcome of the review will determine the appropriate way to fund teacher aides.

Providing guidance on the use of Fixed-term Agreements to ensure they are being used appropriately

- ▶ The majority of teacher aides appear to be on fixed term contracts. The use of fixed-term agreements for teacher aides needs to be appropriate, and both schools and teacher aides need to be aware of legal requirements.

What is planned?

- ▶ Information around schools' use of fixed term agreements will be collected by NZEI Te Riu Roa and the New Zealand School Trustees Association (NZSTA).
- ▶ Based on this, guidance for schools on how to use fixed term agreements will be developed.

Establishing a working group to explore career pathways and professional development for teacher aides.

- ▶ Teacher aides have varying levels of opportunity to access qualifications or professional development.

What is planned?

- ▶ A working group will be set up under the Accord to explore potential career pathways to keep teacher aides in the workforce, retaining their expertise and knowledge, and supporting their work through consistent and recognised induction and ongoing professional development.

When is the work happening?

- ▶ Work on these areas of focus will start in 2020. Many of these are complex issues and at this stage, it is anticipated that the work will take two to five years to complete, before sustainable solutions can be implemented.