



## Briefing Note: New Zealand Area Schools Association Conference, 23 August 2023, Rotorua

<b>To:</b>	Hon Jan Tinetti, Minister of Education		
<b>Cc:</b>			
<b>Date:</b>	11 August 2023	<b>Priority:</b>	Medium
<b>Security Level:</b>	In Confidence	<b>METIS No:</b>	1315164
<b>Drafter:</b>	Rosa Main	<b>DDI:</b>	X
<b>Key Contact:</b>	Eleanor McGeachie	<b>DDI:</b>	s9(2)(a)
<b>Messaging seen by Communications team:</b>	<u>Yes</u> / No	<b>Round Robin:</b>	No

### Purpose of Report

This briefing provides you with information about the upcoming New Zealand Area Schools Association (NZASA) Conference on 23 August 2023. You are a keynote speaker at the event, and your speech will include the announcement of the delivery of an additional 1000 qualified teachers recruited to schools and early learning services across Aotearoa. The conference programme, speaking notes, media release and Q & A are annexed to this briefing.

### Proactive Release

1. **agree** that the Ministry of Education release this briefing in full once it has been considered by you.

**Agree / Disagree**

Anna Welanyk  
Hautū  
Te Pou Ohumahi Mātauranga

11/08/2023

Hon Jan Tinetti  
Minister of Education

23/08/2023

## Context

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1. You are a keynote speaker at the New Zealand Area Schools Association (NZASA) Conference in Rotorua on Wednesday 23 August. You will deliver a 10–15-minute speech followed by Q & A.
2. This provides an opportunity to announce the success of the Government's investment to secure 1000 additional qualified teachers for schools and early learning services across Aotearoa and to speak to several current issues that are of interest to the NZASA. These are:
  - the current direction of education
  - raising the profile of the teaching profession
  - addressing teacher supply, and
  - incentives to attract experienced and specialist teachers into rural areas.

## Conference details – 23 August 2023, Rotorua

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3. You are a keynote speaker at 1.15pm on Wednesday 23 August for 30 minutes at the Novotel Rotorua Lakeside. The conference programme is attached as Annex 1. Speaking notes have been provided as Annex 2.
4. You will be speaking to an audience of approximately 100 people at the conference, made up of Area School Principals, senior leaders, teaching staff and Board of Trustee members.
5. You will be introduced by Louisa Barham, President of the NZASA. Louisa Barham is the current Principal of Raglan Area School.

## 1000 Teachers Announcement

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6. On 14 September 2022 you announced that the Government was investing in 1000 more teachers through a multi-million-dollar package to boost teacher supply and provide extra support for young people whose learning has been disrupted by COVID-19. The \$24m investment package in teacher supply has exceeded its target of 1,000 new teachers across all parts of the education sector.
7. Over 1000 teachers have been recruited as set out in the table below:

<b>Overseas teachers</b> (1 January 2022 – 28 July 2023)
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<b>1055<sup>1</sup></b>
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<sup>1</sup> 1,055 qualified teachers arrived in New Zealand (ECE, primary and secondary) on work and resident visas between 1 January 2022 and 28 July 2023. We know that this underestimates actual arrivals as it does not include returning New Zealanders, and other qualified teachers arriving on partnership or working holiday visas.

Current reporting from INZ only provides annual data for 2022, and we are in discussions with MBIE to obtain more nuanced data. As the border didn't open fully until 1 July 2022 due to COVID-19, very few of these teachers are expected to have arrived prior to this time. This number also excludes the 295 qualified teachers who arrived under the Teacher Border Exception Programme.

This means we can safely say that since the September package, over 700 qualified teachers have arrived in New Zealand from overseas.

<i>Secondary</i>	<i>307</i>
<i>Primary</i>	<i>185</i>
<i>Early learning</i>	<i>563</i>
<b>Domestic initiatives</b>	<b>301</b>
<i>School embedded ITE</i>	<i>89</i>
<i>BeTTER Jobs Programme</i>	<i>128</i>
<i>Te Huawhiti Career Changer Scholarships</i>	<i>84</i>
<b>Total</b>	<b>1356</b>

8. A draft media release and Q & A can be found in Annex 3 and Annex 4.

### New Zealand Area Schools Association

9. NZASA is a national peak body representing area schools (Years 1-13). It has 50 member/associate member schools, with the majority located in rural areas.
10. The NZASA supports opportunities for students to participate in a range of cultural, sporting, leadership, and academic activities at regional and national levels.
11. NZASA's stated aims are to:
- advance the cause of Area Schools in particular, and rural education in general
  - promote the continuous improvement and development of education for students of all ages
  - promote the development of skills, and opportunities for learning and training for both Board of Trustees members and any member of school staff in particular Principals and Senior Managers
  - provide a forum for the exchange of ideas, support and advice for member schools and liaison with other educational bodies
  - ensure that the collective views and opinions of Area School personnel are canvassed and heard nationally on matters of educational significance, and
  - be represented on all appropriate bodies such as Ministry consultative groups.
12. The NZASA Executive Committee is made up of:
- Louisa Barham, President and Principal at Raglan Area School
  - Grant Burns, Principal at Tauraroa Area School
  - Lisa Thompson, Board Rep at Raglan Area School
  - Peter Heron, Principal at Ngata Memorial College
  - Andy Ashworth, Principal at Murchison Area School
  - Stephen Beck, Principal at Hurunui College
  - Robin McKinlay, Board Rep at Hurunui College
  - Kate Stanford, Principal at Twizel Area School
  - Lesley McCardle, Administrator at Mangakahia Area School.

### **Initiatives to support hard-to-staff schools**

13. There are a range of initiatives in place to support harder to staff schools (schools that have ongoing, high difficulty in recruiting and retaining teachers) that will be relevant to some Area Schools. These are outlined in paragraphs 14-17.
14. The *Voluntary Bonding Scheme* encourages newly graduated teachers to teach in certain areas of need.

15. The *BeTTER Jobs programme* matches beginning and returning teachers with schools and kura identified as needing additional support with staffing. 128 beginning and returning teachers started in our schools this year as part of the *BeTTER Jobs programme*.
16. The *Recruitment, Retention, Responsibility National Fund (3RNF)* enables schools/kura that have struggled to attract a qualified teacher/kaiako to employ people with subject matter expertise as a LAT from the domestic market. Schools/kura recruiting people holding a LAT may be eligible for up to \$8,250 per primary LAT teacher/kaiako per year, and up to \$8,000 per secondary LAT teacher/kaiako per year.

### **Collective Agreements**

17. There are various allowances in the teacher collective agreements (*Isolation Allowance, Priority Teacher Supply Allowance, Staffing Incentive Allowance*) and the *National Beginning Teacher Grant* that will positively impact teaching and learning challenges specific to Area Schools.
18. As of 11 August 2023, terms for the settlement of the Area School Teachers' Collective Agreement are being discussed with NZPPTA and NZEI Te Riu Roa. Given the timing, if terms are agreed over the next week, members may either be in the process of voting whether to accept the terms, or the outcome of voting may be known either prior to, or during, the conference. The Ministry will be updating your office on the progress of this in the period leading up to the conference.

### **Proactive Release**

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19. It is recommended that this Briefing Note is proactively released, with any information needing to be withheld done so in line with the provisions of the Official Information Act 1982.

### **Annexes**

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The following are annexed to this paper:

- Annex 1: NZASA 2023 Conference Programme – Wednesday 23 August
- Annex 2: Speaking Notes
- Annex 3: Draft Media Release
- Annex 4: Draft Q & A
- Annex 5: Full Conference Programme (PDF)



## Annex 1: NZASA 2023 Conference Programme – Wednesday 23 August



### WEDNESDAY 23rd August

- 12.30pm Mihi Whakatau
- 1.15pm **Keynote: Minister of Education - Hon. Jan Tinetti**  
**Introduction:** Louisa Barham - President  
**Walata:** Toia Mai Te Waka
- 1.45pm **NZ Area Schools President**  
**Introductions:** Executive, Sponsors, Information on Facilitated Discussion Group sessions sticky notes, details for Wednesday night dinner
- 2.00pm **Introduction and Information from our Major Sponsors:**  
 Class\*  
 Edushop  
 Genesis School-gen  
 Instant Education Solutions  
 Solutions and Services
- 2.20pm **Keynote 1:**  
**Speaker:** Mere Berryman  
**Topic:** Whakahaaraha EPIC  
**Introduction:** Louisa Barham  
**Walata:** Pūrea Nei
- 3.00pm Afternoon tea
- 3.20pm **Workshops A:**  
**1: Mere Berryman**  
 Master class: Understanding Te Ao Māori as foundational for learning  
**2. Anna Gallien - NZSTA**  
 Planning and Reporting - Practical Implementation  
**3. Rie Morris - Raukura ei**  
**4. Sandy Dunn - Solutions & Services**

### 4.15pm Facilitated Discussion Groups

- Principals:** Facilitators: Gary Pascoe, Andy Ashworth
- Boards:** Facilitators: Kirsty Sanson (NZSTA Regional Lead - Central) & Anna Gallien (NZSTA Regional Advisor Governance), Lorraine Kerr
- Senior Managers/Teachers:** Facilitator: Quenten Browne
- Administrators - Facilitator:** Lesley McCardle with Solutions & Services
- Regional Dinners:** Regional Dinners are organised by regional representatives.

### THURSDAY 24th August

- 8.30am **Housekeeping** - Louisa Barham, President  
 Information around student award presentation process at conference dinner
- 9.00am **Speaker:** Tamahau Rowe - Teaching Council  
**Introduction:** Kate Staniford  
**Walata:** Utaina
- 9.30am **Keynote 3:**  
**Speaker:** James Chapman  
**Topic:** The Common Practice Model and Explicit Literacy Instruction: What Does It Mean and What Do We Do?  
**Introduction:** Stephen Beck  
**Walata:** Te Aroha
- 10.15am **Sponsor presentations**
- 10.30am Morning Tea



**NEW ZEALAND  
AREA SCHOOLS**  
Ngā kura Takiwā o Aotearoa  
**CONFERENCE**  
**2023**



**Ka Mate Kāinga Tahi, Ka Ora Kāinga Rua**  
Challenge & Change

**23-25 August 2023** Novotel Hotel, Rotorua





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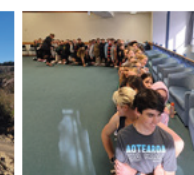
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Ka Mate Kāinga Tahī, Ka Ora Kāinga Rua Challenge & Change



**NEW ZEALAND  
AREA SCHOOLS  
CONFERENCE  
2023**

## Presidents mihi, Ngā mihi nui, tēnā koutou katoa.

A huge welcome to everyone gathered here in Rotorua for the NZ Area Schools Association Conference, 2023. Our association is thrilled to spend time in this iconic Aotearoa city with its rich Māori culture and natural beauty; geothermal activity, age-old forests, silica terraces and pristine lakes and rivers.

Our theme of 'Challenge and Change' can be underpinned by the whakatauki, "Ka Mate Kāinga Tahī, Ka Ora Kāinga Rua", which can be explained in a range of ways including:

- From adversity comes opportunity to make change
- If something does not bring benefit the first time around, it will the next
- If one thing fails, another opportunity will come up
- If one door closes another one opens

A common thread is perseverance combined with hope to keep adapting towards a better outcome.

The Area School Association has been built on a foundation of collaboration, participation and a collective voice and purpose from across Aotearoa. It is so important that we do not lose sight of these ideals and continue to build the strength of the Association to ensure we are able to provide the best possible education and quality experiences for our ākonga. Our strength is through collective responsibility and our shared values. We are predominantly small, rural and special character Year 1-13+ kura and we can not exist in isolation. Our resilience is enhanced when we are supportive of each other, working together, with a collective purpose in facing the reality of continual change and challenges in our educational settings.

The last 12 months have again been exceptionally tough for tumuaki, kaiako, kaimahi and ākonga as we respond to the aftermath of the Covid years and the resulting gaps that have emerged. Consistency in teaching and building school culture and learning momentum continues to be adversely impacted with attendance and engagement of our ākonga reaching critical lows. We also continue to advocate for better working conditions for tumuaki and kaiako in Area Schools with the historical and never wavering desire for recognition of the unique and complex demands that exist in our teaching and learning workspaces.

And yet, we as area schools have somehow found the ability to lift to the challenge, adapt and continue to provide our students with the best quality learning and opportunities that we can. The smallness and personal connectivity of many of our kura allows us to adapt and overcome. Many of our schools are geographically isolated and the uniqueness of our conference allows Boards, principals, senior leaders and teachers to all come together with others from around the country, share our challenges, best practice and celebrate the learning that happens across our area schools.

The range and quality of speakers and presenters at this year's conference are again outstanding. The participation of the Minister of Education, Jan Tinetti, and the President of the NZ School Trustees Association, Lorraine Kerr, remains an indication of the important position that our organisation holds on the NZ educational landscape. We are also rapt to have esteemed local presenters contributing.

Over the next three days, I hope we can all find and use some valuable time and space to be able to develop collegial and mutually beneficial relationships focused on improving our own well being so that we are able to return to our kura a little refreshed and inspired.

I wish to thank our presenters, sponsors and executive members (especially our administrator, Lesley McCauley) for so willingly contributing to this event. It is awesome to be here in Rotorua and I encourage you all to enjoy the rich cultural and natural landscape that is Rotorua.

Ngā mihi nui,

Louisa Barham  
NZASA President







## NZAREA SCHOOLS EXECUTIVE COMMITTEE

COMMITTEE				
Northland	Grant Burns	Principal	Tauraroa Area School	grant.burns@tauraroa.school.nz
Central 1	Louisa Barham	President	Raglan Area School	louisa_barham@raglanarea.school.nz
Central 1	Lisa Thomson	Board Rep	Raglan Area School	lisa_thomson@raglanarea.school.nz
Central 2	Peter Heron	Principal	Ngata Memorial College	principal@ngatacollege.school.nz
Top of the South	Andy Ashworth	Principal	Murchison Area School	aashworth@murchison.school.nz
Canterbury	Stephen Beck	Principal	Hurunui College	sbeck@hurunuicollege.school.nz
Canterbury	Robin McKinlay	Board Rep	Hurunui College	mckinlay94@gmail.com
South of the South	Kate Staniford	Principal	Twizel Area School	ks@twizel.school.nz
Northland	Lesley McCardle	Administrator	Mangakahia Area School	lesleym@mangakahia.school.nz



Back row: Stephen Beck, Andy Ashworth, Grant Burns  
Front Row: Robin McKinlay, Kate Staniford, Lesley McCardle, Lisa Thomson, Peter Heron



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Conference Attendee: Brent Atkins  
Phone: 021 363 141 Email: [brent@class.net.nz](mailto:brent@class.net.nz) Freephone: 0800 337 574

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Conference Attendees: Catherine Huxford  
Phone: 09 579 7997 | 0800 678 581 Email: [admin@edushop.nz](mailto:admin@edushop.nz)  
[www.edushop.nz](http://www.edushop.nz)

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Conference Attendees: Brydie Stephens and Fi Turvey  
Email: [schoolgen@genesisenenergy.co.nz](mailto:schoolgen@genesisenenergy.co.nz) | [www.schoolgen.co.nz](http://www.schoolgen.co.nz)

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**Conference Attendee:** Julia Martin  
**Contact:** Roslyn Gardiner | **Email:** roslyn.gardiner@instant.org.nz  
**Phone:** 0800 864 863 | **www.instant.org.nz**

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## Solutions & Services **Conference Attendees:** Sandy Dunn and Victoria Little

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**Conference Attendees:** Dave Bates (Sales Manager) and Ray Sutton (Solutions Specialist)  
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## WEDNESDAY 23rd August

12.30pm Mihi Whakatau

1.15pm **Keynote: Minister of Education - Hon. Jan Tinetti**

**Introduction:** Louisa Barham - President

**Waiata:** Toia Mai Te Waka

1.45pm **NZ Area Schools President**

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Genesis School-gen

Instant Education Solutions

Solutions and Services

2.20pm **Keynote 1:**

**Speaker:** Mere Berryman

**Topic:** Whakarahara EPIC

**Introduction:** Louisa Barham

**Waiata:** Pura Nei

3.00pm Afternoon tea

3.20pm **Workshops A:**

**1: Mere Berryman**

Master class: Understanding Te Ao Māori as foundational for learning

**2. Anna Gallien - NZSTA**

Planning and Reporting - Practical Implementation

**3. Rie Morris - Raukura e!**

**4. Sandy Dunn - Solutions & Services**

4.15pm **Facilitated Discussion Groups**

**Principals:** Facilitators: Gary Pascoe, Andy Ashworth

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**Senior Managers/Teachers: Facilitator:** Quenten Browne

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**Introduction:** Kate Staniford

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9.30am **Keynote 3:**

**Speaker:** James Chapman

**Topic:** The Common Practice Model and Explicit Literacy Instruction: What Does it Mean and What Do We Do?

**Introduction:** Stephen Beck

**Waiata:** Te Aroha

10.15am **Sponsor presentations**

10.30am Morning Tea





## THURSDAY 24th August

### 11.00am Workshops B:

**1: Bill Hubbard** - NZ Teaching Council  
Professional Growth Cycles for Principals,  
Senior Leaders

#### **2: Sheree Garratt (NZSTA)**

Bullying and Interpersonal Conflict  
(Employment session)

#### **3: Hilary Elliot and Serita Drewery** (Raglan Area School)

Shared Practice - Integrating Structured  
Literacy into our Local Curriculum

12.00pm Lunch

### 12.45pm Keynote 4:

**Speaker:** Mohamed Alansari, NZCER

**Topic:** What do we know about good teaching  
practices in area schools?

**Introduction:** Lesley McCordle

**Waiata:** Te Aroha



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Council of  
Aotearoa  
New Zealand**

Matatū. Tū Mataora.  
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### 1.15pm Keynote 5:

**Speaker:** Lorraine Kerr, NZSTA

**Topic:** What's on Top

**Introduction:** Grant Burns

**Waiata:** Ka Waiata

### 1.45pm Workshops C:

#### **1: Kirsty Sanson and Anna Gallien (NZSTA)**

Maintaining relationships in  
Smaller Communities

#### **2: Mohamed Alansari (NZCER)**

Role of PLD in driving improvements  
to teaching and learning

#### **3: Hilary Elliot & Serita Drewery**

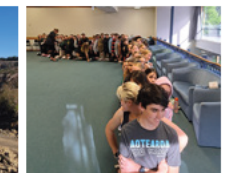
Integrating Structured Literacy into  
our Local Curriculum

2.45pm NZASA Camps and Courses - Presentations

3.00pm AGM

3.30pm Free time - Explore Rotorua

5.00pm Pre-dinner drinks



## FRIDAY 25th AUGUST

6.00pm Conference Dinner

Awards

**Student Excellence Awards**  
NOTE Principals to accept awards

**Introduction:** Andy Ashworth

**Life Recognition Awards**

**Introduction:** Steve Beck

Main course

**Student speaker:** Sasha Kirkwood  
(ex Raglan Area School student)

**Introduction:** Louisa Barham

Dessert

**Music Band** - Stagepass

9.00am Housekeeping / Exec / Lucky Draws

### 9.30am Workshops D:

#### **1: Horiana Jones**

Reflections of a Wahine Māori working  
in a Pākehā system

#### **2: Danny Bedingfield**

Definitive Guide to Artificial Intelligence  
in New Zealand Schools

#### **3: Grant Burns - Principal - Tauraroa Area School**

EOTC - Pursued by Worksafe: a true story

10.00am Morning tea

### 10.30am Keynote 6:

**Speaker:** Matt Brown - She is not Your Rehab

**Introduction:** Stephen Beck

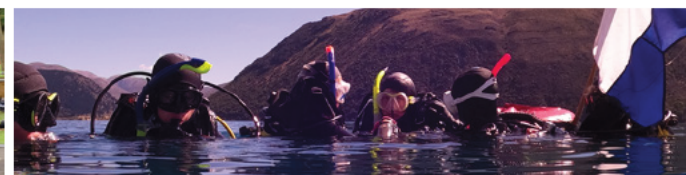
**Waiata:** Pūrea Nei

12.00pm Handing over of the mauri and closing karakia

**Waiata:** He Honore







## WEDNESDAY 23rd August



## 1.15pm KEYNOTE 1

**HON. JAN TINETTI** MINISTER OF EDUCATION

Jan is a list Member of Parliament based in Tauranga. She was born in Hokitika and grew up rurally on the outskirts of Christchurch. Jan attended Villa Maria College before graduating from Christchurch College of Education with a Diploma in Teaching (Primary) and the University of Canterbury with a Bachelor of Education. In 2016 she graduated from the University of Canterbury with a Master's in Education with First Class Honours.

Jan pursued a career in primary school teaching which saw her working in schools in Invercargill and Greymouth before embarking on a career as a school principal. Over her 20 years as a primary school principal, she led across four schools across Southland and Tauranga.

Jan's last position as principal before entering politics was Merivale School, in one of Tauranga's most financially disadvantaged communities. Throughout her career in education, she has fiercely advocated at a national level for equal educational opportunities. After seeing families struggling in her local community, she has campaigned for them to access everything they need to thrive.

Jan's entry into politics stemmed from her belief that the Government has a role to play in ensuring all New Zealanders have access to the services they need to help them to be the best they can be.



## 2:20pm KEYNOTE 2

**MERE BERRYMAN** NGĀI TŪHOE, NGĀTI AWA, NGĀTI WHARE

Mere Berryman (ONZM, PhD) is a Professor at the University of Waikato, School of Education. Mere began working as a researcher in the 90s, after 20 years of teaching in the primary sector. She wanted to understand why, what we were doing with Māori learners in education was perpetuating trajectories of disparity.

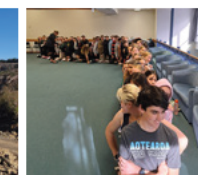
**Keynote Title:** "Whakarahara EPIC"

## 3.20pm WORKSHOPS A

**WORKSHOP 1: MERE BERRYMAN**

**Workshop Title:** "Understanding Te Ao Māori as foundational for learning" (Master class)

**Workshop Description:** Historical narratives from our joint past reveal entrenched prejudices that have been in schooling since the start of colonisation. Equitable contexts for learning, where Māori and other minoritised learners feel they can belong, requires engaging with these historical events. Consciousness raising such as this will also help us to better understand the implications of the 2020 Education and training Act and how to enact Te Tiriti o Waitangi.



## WORKSHOP 2: ANNA GALLIEN



Anna Gallien has been with NZSTA for 7 years, and is Regional Advisor Governance, recently doing an 18-month stint in our National Governance Team as the Principal Advisor Governance Practice. Anna currently presides over the Board of a Catholic Primary School. She has spent the last 7 years involved in school governance either as a board member or assisting schools in her NZSTA roles, and in more recent times has taken on an Independent Director role on a National Board.

School leadership at its most effective is a functioning board and principal team and Anna believes if you get the governance right, you can "change the stars" for your learners, leaving the school in the best place for the community and future generations.

**Workshop Title:** "Planning & Reporting – practical implementation" (Governance session)

**Workshop Description:** The new planning and reporting regulations come into effect 1 January 2024. What are these regulations and how do we as a board put these into practice?



## WORKSHOP 3: RIE MORRIS

Bio: Rie Morris is a Māori woman born and raised in Rotorua, fiancée of Ricky Bishop and mother to Riripete-Iraiti, privileged to also be the Deputy Principal - Cultural Capacity and Leader of Learning Māori at Rotorua Boys' High School.

**Workshop Title:** "Raukura e!"

**Workshop Description:** The journey that Raukura - Rotorua Boys' High School has been on since 2020, post winning the 2019 Supreme Prime Ministers Excellence Awards, named 'He Ngāhurutanga Hōu: A New Decade' is one focussed on many kaupapa, but in particular improving educational outcomes for our young men, and moreover, young Māori men of our kura.

## THURSDAY 24th August



## 9.00 am - KEYNOTE 2

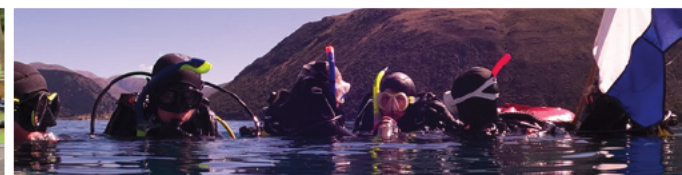
**TAMAHAU ROWE** ĀTAI HEKE MĀORI | DEPUTY CHIEF EXECUTIVE MĀORI, TEACHING COUNCIL

Bio: As Tātai Heke Māori | Deputy Chief Executive Māori (Whanganui, Taranaki Whānui, Ngāti Tuwharetoa, Ngāti Raukawa, Nga Wairiki, Ngāti Apa), Tamahau leads the Council in our vision of being a Te Tiriti-led and values based organisation. A husband, a father, a grandfather, a brother, a son, an uncle and prior to joining the Teaching Council, he has been an Iwi leader, cultural advisor, a lecturer, a teacher and a health worker.

**Keynote Title:** Me hoki ki tō tuatahitanga, ki te kopa o te mouri Kāinga, kei reira a Rauhuia e tatari māu 'Rauhuia invites you to return to the sacred place of belonging to the essence of your house (profession), where leadership waits'

**Keynote Descriptor:** Tamahau presents the journey Matatū Aotearoa has been on as part of being te titiri-led, to develop Te Whare o Matatū Aotearoa, the House of the Teaching Profession, the ongoing changes, the challenges along the way, and how these lead into Rauhuia.





## 9.30AM - KEYNOTE 3

## JAMES CHAPMAN

James Chapman is Professor Emeritus of Educational Psychology at the Massey University College of Humanities and Social Sciences. He received his M.A. with Distinction in Education from Victoria University of Wellington, and his Ph.D. in Educational Psychology from the University of Alberta, Canada, specialising in cognitive-motivational factors associated with learning disabilities. Before working on his PhD, James trained and taught as a secondary school teacher. Following the completion of his PhD, he joined Massey University in 1980. He served

for 8 ½ years as Head of the Department of Learning and Teaching, and 10 years as Pro Vice-Chancellor (Dean) of the College of Education. He has over 150 publications on learning disabilities, literacy learning difficulties, early literacy development, reading intervention, and self-system factors in academic achievement. In 1999 he was co-winner of the International Reading Association's Dina Feitelson Award for Excellence in Research. James was Co-Principal Investigator of a New Zealand Ministry of Education funded longitudinal literacy research project focusing on literacy learning in Year 1 children and professional development for teachers of Year 1 children. Currently he is a Science Advisor for the New Zealand National Science Challenge—Better Start, and Science Advisor for the Foundational Learning Success Project, Child Wellbeing Research Institute, College of Education, University of Canterbury. James recently completed work as a member of the Ministry of Education Common Practice Contributors' Group. He has served on or continues to serve on the Editorial Boards of numerous international journals covering research on aspects of learning in general and literacy learning and teaching in particular

**Keynote Title:** "The Common Practice Model and Explicit Literacy Instruction: What Does it Mean and What Do We Do?"



## 11.00am WORKSHOPS B

## WORKSHOP 1: BILL HUBBARD NZ TEACHING COUNCIL

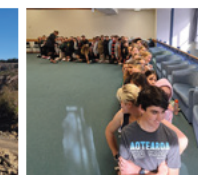
**Bio:** Bill has worked across a broad range of schools within the secondary teaching sector between 1992-2016 as a teacher, school guidance counsellor, HOD, and deputy principal. He was a Fellow at the University of Auckland Centre for Educational Leadership (UACEL) 2016-2018, and since then has been a Lead Advisor for Matatū Aotearoa | Teaching Council. Bill's main roles at the Council have been as Practice Lead for Professional Growth Cycles (PGC), Practice Lead for Initial Teacher Education (ITE), and Professional Practice Evaluator for teacher competence issues.

**Workshop Title:** Professional Growth Cycles for principals, ngā tumuaki and ECE professional leaders

**Workshop Description:** The Professional Growth Cycle (PGC) for principals, ngā tumuaki and ECE professional leaders has been implemented since Feb 2023 as a high-trust and low-burden replacement for appraisal. The leader PGC offers the opportunity for leaders to pursue professional growth in a collaborative environment whilst simultaneously meeting the requirements for triennial practicing certificate renewal.

This workshop will explore for leaders the flexible options for building an effective leader PGC network, illustrate how rigorous endorsement decisions can be upheld, and provide insights into ways that boards connect to the PGC process.

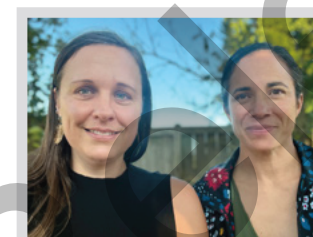
Board members will experience value in this workshop, as will any teachers with leadership aspirations.



## WORKSHOP 2: SHEREE GARRATT NZSTA REGIONAL ADVISOR - EMPLOYMENT

**Workshop Title:** "Bullying and Interpersonal Conflict" (Employment session)

**Workshop Description:** Bullying and particularly interpersonal conflict between staff affects many schools and can lead to some highly challenging situations. There are often reasons behind the conflict occurring so understanding how this situation can arise and how to minimise the potential for conflict to occur, but also learning what steps an employer should take will help ensure they are meeting their good employer obligations.

WORKSHOP 3:  
HILARY ELLIOT & SERITA DREWERY

Hilary Elliot and Serita Drewery are passionate teachers at Te Kura a Rohe o Whaingaroa / Raglan Area School (RAS). Hilary has been a Leader of Learning supporting Years 0-6 teachers with curriculum delivery and pastoral care. Her current role is Years 0-8 Literacy Coach while also collaborating with secondary colleagues to create an improved and cohesive pathway for Literacy Years 0-13. Serita Drewery is an experienced mainstream (auraki) teacher. Arriving at Raglan Area School in 2022, she accepted the challenge of teaching in a full immersion (rumaki) class of Years 0-3 tamariki.

**Workshop Title:** "Integrating Structured Literacy into our Local Curriculum"

**Workshop Description:** The Structured Literacy journey at Raglan Area School began in 2020, with a chance reading of Emily Handford's article 'At a Loss for Words: How a flawed idea is teaching millions of kids to be poor readers'. This article sparked a complete shift in thinking about literacy at RAS. We applaud the dedication of the teachers who looked critically at their own practice in order to become more effective and informed teachers of literacy. Hilary will share the journey of English-Medium teachers, and Serita will share what this looks like in Te Rōpū Aroha ki te Reo, Raglan Area School's rumaki reo. They will also share thoughts for future steps; the desire to create seamless pathways in Literacy across Kura junior, senior, English and Māori Medium settings.

## 12.45PM KEYNOTE 4

## MOHAMED ALANSARI

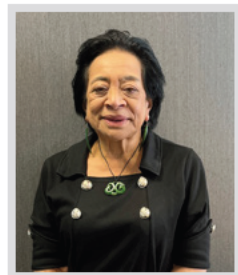
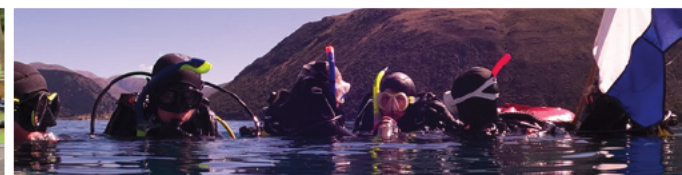
Dr Mohamed Alansari is a senior researcher at NZCER, whose research focuses on classroom psychology, and the practices (school-wide and in-class) that impact the social and academic trajectories of student learning. He is currently leading NZCER's national survey of schools project and had previously led major projects focused on enhancing student motivation and engagement. He is experienced in designing exploratory and longitudinal studies in the schooling sector to better understand student journeys over time. Mohamed explores educational 'puzzles of practice' from a psychological perspective, and has both experience and expertise in undertaking research at primary, secondary, and tertiary settings.

**Keynote Title:** What do we know about good teaching practices in area schools?

**Workshop Title:** Role of PLD in driving improvements to teaching and learning

**Workshop Descriptor:** NZCER's 3-yearly national surveys of schools have given principals, their representative organisations, and government agencies timely and useful pictures of what is happening and how schools, principals, and teachers are faring, and what parents think. In this session, Mohamed will use data from the national survey project to highlight the importance of PLD in improving teachers' working experiences. This workshop will highlight points of interest for selecting useful PLD for schools.



**1.15pm KEYNOTE 5****LORRAINE KERR**

As President of the New Zealand School Trustees Association (NZSTA) Lorraine represents the site-based governing boards (Boards of Trustees) of 90% of New Zealand's publicly-funded schools. She is a member of numerous government and cross-sectoral education reference groups and is known as a passionate and effective champion of change. Lorraine has been a school trustee since the inception of New Zealand's system of elected community-based school boards of trustees in 1989. She is a trained primary school teacher. Before taking

on the role of NZSTA President, Lorraine managed a number of education partnership projects for her local iwi, Tūwharetoa. In 2012 Lorraine was made a Member of the New Zealand Order of Merit for her services to education. Lorraine is a 'big picture thinker' and is always looking for ways to improve student outcomes, through excellent governance and leadership within New Zealand's schools. Lorraine's passion is education, and striving for 'high expectations' for every student who walks through the school gates, so every child has the opportunity to reach their full potential.

**1.45pm WORKSHOPS C****WORKSHOP 1: ANNA GALLIEN AND KIRSTY SANSON**

Kirsty Sanson has worked for the New Zealand School Trustees Association for over seven years, firstly in a regional advisory role advising in both governance and employment matters, and since August 2022, in the Regional Lead role for our Central team. Kirsty's governance journey started approximately 17 years ago, with becoming a board member and presiding member (chair). During this time, she graduated with a Bachelor in Law degree from the University of Waikato and was admitted to the bar in 2015.

**Workshop Title:** Maintaining relationships in Smaller Communities

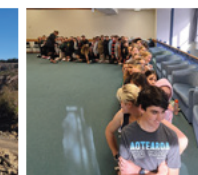
**Workshop Description:** With small communities, we often have to navigate relationships, and in a small community this brings about its own complexities. How do we manage conflict when we know each other? School leadership at its most effective is a functioning board and principal team. If you get the governance right, you can "change the stars" for your learners, leaving the school in the best place for the community and future generations.

**WORKSHOP 3: HILARY ELLIOT & SERITA DREWERY**

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**THURSDAY EVENING AWARDS**

**Guest Speaker:** Sasha Kirkwood

**Bio:** Sasha was born and raised in Whaingaroa and attended Te Kura a Rohe o Whaingaroa / Raglan Area School as a New Entrant, graduating 15 years later as a Year 13 student in 2020. With numerous accolades to her name including; Head Girl, Dux, Sports and Arts honours and also attaining Music and Drama scholarships Sasha moved to Ōtautahi, Christchurch for study and is now in her 2nd year of a Bachelor in Music Theatre at The National Academy of Singing and Dramatic Arts (NASDA). Sasha looks forward to sharing highlights of her area schooling experiences and the impact that these have had on her recent life choices.

**FRIDAY 25th AUGUST****9.30am WORKSHOPS D****WORKSHOP 1: HORIANA JONES**

Horiana Jones is a Clinical Psychologist for Oranga Tamariki - Ministry for Children and currently works across the Bay Of Plenty. Educated in Hamilton, Horiana completed her studies at Waikato University. Horiana is a passionate advocate for Whānau Māori who fall into "The System".

**Workshop Title:** Reflections of a Wahine Māori working in a Pākehā system

**Workshop Description:** Attendees will participate in an interactive workshop. They will be invited to self-reflect on personal biases and how this might affect their day to day practices and interactions with vulnerable tamariki and whānau.

**WORKSHOP 2: DANNY BEDINGFIELD**

Danny Bedingfield is a highly experienced and dedicated educator with a strong background in both academic and corporate settings. With over 25 years of teaching experience, Danny has honed his skills in facilitating learning in schools and commercial organisations. His expertise spans across various technology platforms, making him a versatile and sought-after professional in the field.

Danny's passion lies in utilising technology to create inclusive learning environments for all individuals. He has designed workshops that have received widespread acclaim and endorsement from the Dyslexia Foundation of New Zealand, demonstrating his commitment to supporting diverse learners. Furthermore, Danny has been immersing himself in the field of Generative Artificial Intelligence, diligently studying its potential, drawbacks, and optimal utilisation within this rapidly evolving industry. Beyond the realm of education and technology, Danny nurtures a deep love for music and videography. He combines his skills as a filmmaker with his passion for music, often utilising drones to capture breathtaking aerial footage. With his adept Adobe skills, he expertly edits and presents his cinematic creations. Danny's creative approach to learning extends to his belief that education should be engaging, meaningful, and hands-on, with a touch of humour.

Danny Bedingfield embodies the belief that education should be an enjoyable and transformative experience. With his extensive knowledge, adaptable skill set, and passion for technology and creativity, Danny is an ideal partner to initiate technological change and foster inclusive learning in any organisation

**Workshop Title:** The Definitive Guide to AI in New Zealand Schools





**Workshop Description:** On the 22nd May the Ministry of Education issued some guidance on the use of Generative AI in New Zealand Schools. Both NZQA and the Privacy Commission have also released information and guidance for schools and organisations. It is time to evaluate what you need to know and actions you need to take in your educational Institute. In this interactive presentation we will explore;

- Current use of Generative AI in our schools
- What you need to be aware of
- Pitfalls of AI, cultural relevance and relationships to Te Reo Māori
- Age restrictions and implications
- How they should not be used
- NCEA and ChatGPT
- ChatGPT and Turnitin
- Generative AI tools you WILL be using by the end of 2023 e.g. Firefly, Copilot & Duet

Don't miss out on this opportunity to get a huge amount of information summarized and put into an Aotearoa context.

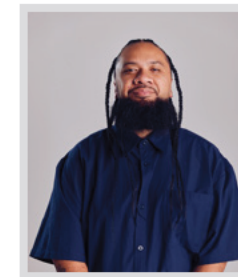


### WORKSHOP 3: GRANT BURNS

Grant Burns has served as principal of Tauraroa Area School (near Whangarei) since 2007 and is a familiar face at area school events. He has recently returned to the NZASA executive after previously serving a term as president and representing area schools on a number of national bodies. He currently represents area schools on the NZEI principals' council.

**Workshop Title:** EOTC - Pursued by Worksafe: a true story

**Workshop Description:** When two students were successfully rescued from the water while on a trip under the care of an experienced paid provider, Tauraroa Area School was confident that it did not face a legal risk. All the usual, thorough, paperwork had been completed by the school and provider prior to the trip. However, 364 days after the incident, Worksafe launched a prosecution against the school. How and why did this happen? What was the outcome? What lessons can be learned?



### 10.30am KEYNOTE 5 MATT BROWN

Matio Brown, is a New Zealand born Samoan author and communicator who works to eradicate domestic violence by supporting those who perpetrate violence, to heal. Mataio, an internationally acclaimed barber and hair artist, is a survivor of family violence and childhood sexual abuse and started his domestic violence advocacy from sharing his story with the men who frequented his busy Christchurch barbershop, My Fathers Barbers, as a way to foster vulnerability, healing, and connection. Matt has cut hair from the All Blacks to the Wu Tang Clan but his true calling; he believes lies in his work to redefine societies view of masculinity and to help end the cycle of domestic violence affecting whānau all over New Zealand; hosting free men's anti violence support groups from locations like his barbershop, construction sites, prisons and on marae. He has since facilitated multiple programmes inside Christchurch Men's Prison and Te Puna Wai O Tuhinapo, a Christchurch youth justice facility and named a Corrections NZ patron in 2020.

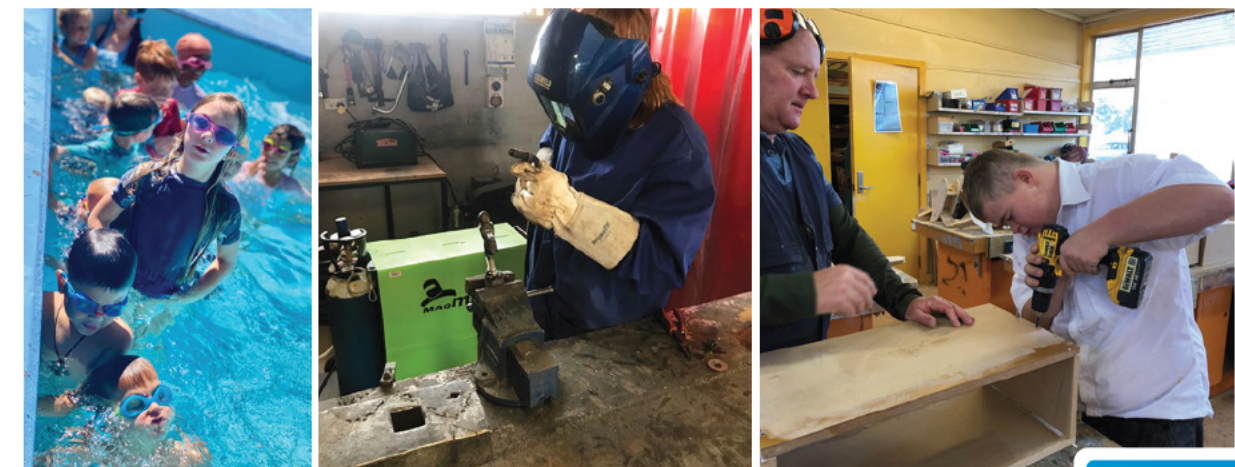
Since 2018, Matt and Sarah have partnered with the Ministry of Social Development as ambassadors for their 'It's not OK Campaign' and are currently funded to develop an app; Inner Boy to promote accessible healing for indigenous men.

The couple are proud ambassadors for the work of Aviva Families, a family violence service centre in Christchurch and for MATE; a domestic violence research department in Griffith University in Australia. Together the couple co-founded She Is Not Your Rehab and launched the concept in Matt's 2019 TEDx talk. He says the movement is an invitation for men to acknowledge their own childhood trauma and to take responsibility for their healing so that they can transform their pain instead of transmitting it on those around them.

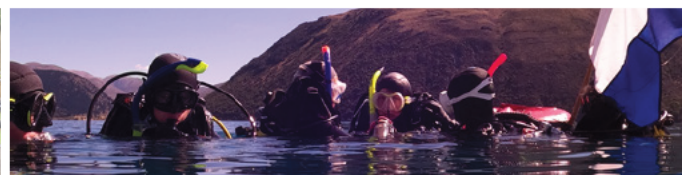
A New Zealand Māori (Ngāpuhi/Te Rarawa) wāhine, Sarah is a writer, celebrant and producer who is passionate about the mandate of 'creating violence free communities' and has worked alongside Matt since his brands began. She co-founded Sister Sister, a digital marketing agency with her sister Ngaroma and works with clients across Aotearoa, NZ to tell stories with creativity and purpose. Sarah is also in her final semester of study and placement to become a registered therapist. The couple released their first book; a NZ #1 Bestseller She Is Not Your Rehab with the goal to encourage intergenerational healing in 2021, raising \$100k and donating more than 10,000 copies of the book to refugees and all NZ prisons, simultaneously launching a successful book club programme inside prison.

**Keynote Title:** "She Is Not Your Rehab"

**Keynote Description:** How our boys in particular view masculinity based on their experiences and upbringings.







## MEMBERS

SCHOOL	PRINCIPAL
Akaroa Area	Vicky McIntyre
Al-Madinah School	Asin Ali
Amuri Area	Matt Barlow
Ashburton Christian School	Tim Kuipers
Broadwood Area	Danelle Tatana
Catlins Area	Glenys Hanley
Cheviot Area	Sharon Marsh
Coastal Taranaki School	Sylvia Howleson
Collingwood Area	Hugh Gully
Coromandel Area	Karlene Rainham
Haatea Community Campus	Peggy Burrows
Hurunui College	Stephen Beck
Karamea Area School	Ross Brockbank
Lawrence Area	John Auld
Mangakahia Area	Maria Dunn
Maniototo Area	Melissa Bell
Mercury Bay	Ross Dunn
Murchison Area	Andy Ashworth
Murupara Area School	Kura Hingston
Ngata Memorial College	Peter Heron
Onewhero Area	Rebecca Bills
Opononi Area	Pateriki Toi
Oxford Area	Mike Hart
Raglan Area	Louisa Barham
Rai Valley Area	Maree Furness
Raphael House Rudolf Steiner	Karyn Grey
Rangiora New Life	Stephen Walters
Reefton Area	Wayne Wright
Roxburgh Area	Paul McDowall
South Westland Area	Nick Glancy
Taihape Area School	Craig Dredge
Taipa Area	David Lowe
Tapawera Area	Sarah Coard
Tauraroa Area	Grant Burns
Te Kura Kaupapa Māori o Hokianga	Tarati Buckley
Te Kura Kaupapa Māori o Kaikohe	Marea Timoko
Te Kura Kaupapa Māori o Te Koutu	Koa Douglas
Te Kura Taumata o Panguru	Mina Pomare-Peita
Te Kura o Hirangi	Henara Ham
Te Kura o Horouta	Brucenna Gilvray-Nohotima
Te Kura o Hawaiki Hou	Russell Wilson
Te Kura o Te Kaokaoroa O Patetere	Keith Silveira
Te Rangi Aniwaniwa	Hilda Halkyard-Harawira
Te Waha-o-Rerekohu Area	Lynn Burrell
Te Wharekura o Manaia	Martin Mikaere
Te Wharekura o Rūātoki	Hans Tiakiwai
Tolaga Bay Area	Kirstin Wilson-Moore
Tongariro Composite School	Steve Allen
Twizel Area	Kate Staniford
Waiau Area School	Andrew Purdoe-Burnett
Whangamata Area	Alistair Luke

## CONFERENCE WAIATA 2021

## Toia Mai Te Waka

Toia mai te waka nei  
Kumea mai te waka nei  
Ki te takotoranga i takoto ai  
Tiriti te mana motuhake  
Te tangi ai te manu nei  
Pipiwaharauora  
Kui, kui, kui - coo-ee  
coo-ee, coo-ee  
Whiti, whiti ora  
Hui e taiki e

## He Honore

He honore  
He kororia  
Maungarongo ki te whenua  
Whakaaro pai e  
Ki nga tangata katoa  
Ake, ake, ake, ake Amine  
Te atua, Te Piringa,  
toku oranga. Amine

## Utaina

Utaina mai ngā waka  
Ngā waka o te motu  
Tōia mai rā ki uta  
Ki te tako-to-ranga.  
Hiki-nuku, hiki e  
Hiki-rangi, rangi e  
Tēnā, tēnā rā koutou katoa  
Tēnā rā koutou katoa

## Te Aroha

Te aroha  
Te whakapono  
Me te rangimarie  
Tatou, tatou e

## Purea Nei

Purea nei e te hau  
Horoia e te ua  
Whitiwhitia e te ra  
Mahea ake nga poraruru  
Makere ana nga here

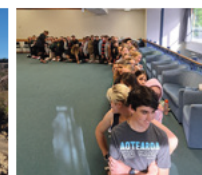
E rere wairua, e rere  
Ki nga ao o te rangi  
Whitiwhitia e te ra  
Mahea ake nga poraruru  
Makere ana nga here  
Makere ana nga here  
Purea nei e te hau

## Ka Waiata

Ka waiata ki a Maria  
Hine i whakaae  
Whakameatia mai te whare tangata  
Hine purotu  
Hine ngakau  
Hine rangimarie  
Ko Te Whaea, ko  
Te Whaea o te ao



## Notes



Proactively Released