



Briefing Note: Education Accord Report (December 2020)

To:	Hon Chris Hipkins, Minister of Education		
Date:	10 February 2021	Priority:	Medium
Security Level:	In Confidence	METIS No:	1250018
Drafter:	Mike Watson	DDI:	9(2)(a)
Key Contact:	Claire Eden	DDI:	
Messaging seen by Communications team:	No	Round Robin:	No

Purpose of Report

The purpose of this paper is for you to:

- **Note** the attached quarterly report from the Education Accord Governance Group.
- **Agree** that this Briefing will be proactively released.

Agree / Disagree

Summary

- The Education Accord, signed 11 October 2019, states that the Accord Governance Group (consisting of the Ministry of Education, PPTA Te Wehengarua and NZEI Te Riu Roa), will provide you with an update every three months.
- The attached Education Accord Report provides the overview of progress made to date of key Accord 'issues'.
- This Education Accord Report was drafted by the PPTA and has been approved by all Accord Partners the Ministry of Education, PPTA Te Wehengarua, NZEI Te Riu Roa and the Independent Chair Owen Harvey.



Ellen MacGregor-Reid
Deputy Secretary
Early Learning and Student Achievement
10/02/2021



Hon Chris Hipkins
Minister of Education

22/3/21

Education Accord Report

December 2020

Proactively Released

Purpose

1. This report provides an update on the progress made to date by the Education Accord Governance Group (the Group).

Overview

2. The Group has met six times since the last report. Meetings have returned to face-to-face now that the COVID-19 Alert levels have lowered.
3. Work relating to COVID-19 has reduced significantly since June, and the Group has returned to the workstreams originally outlined in the Accord document.
4. PPTA Te Wehengarua president Jack Boyle has reached the end of his term. Incoming president Melanie Webber attended the last meeting of 2020 with Jack and will begin her term in January 2021.

Schedule for 2021

5. The schedule for meetings in 2021 will continue to be once every two months with additional out-of-cycle meetings by agreement, as and when required.
6. The Group invites the Minister to attend a meeting in person when the schedule has been confirmed.

Accord sub-group review

7. The Group reviewed the work of the existing Accord sub-groups, in particular how the work of the sub-groups related to tangibly addressing teacher workload issues.

Accord Work Programme

Teacher and principal workload

Teacher Only Days

8. The first Teacher Only Day focussing on changes to NCEA took place in November. There will be three further days held in 2021 and four in 2022. The use of Teacher Only Days in primary schools were determined by each primary school. The days are being used to support local curriculum change. ✓

Appraisals

9. The Teaching Council have announced a replacement for the appraisal process that will be known as the Professional Growth Cycle. Schools are in the process of developing their processes for this system. NZEI Te Riu Roa is working with the Teaching Council to look at how change management principles developed by an Accord sub-group could be used to support this. ✓

Workload involved in responding to children with complex needs

10. Researchers from Massey University have completed the first draft of their report on the existing data available about increases of children with complex needs and the impact on workload for teachers. It was presented to the Group at their October meeting and the Accord partners have provided feedback. There is still a part of the research looking at ākonga Māori to be completed before the final report is presented. Once this is received the Accord Group will decide how to use the report and its findings. ✓

Personalised Learning and Engagement with Whanau and Parents

11. An initial piece of desk-top research was produced by a working group and was followed up with a kaupapa Māori report. This work has been paused following the review of subgroups to ensure the efforts of the Accord are focused. ✓

The role of the teacher

12. The Group's review of the subgroups in relation to workload resulted in a discussion about whether it would be helpful to clarify the role of the teacher as part of the action plan to support the Workforce Strategy. At this time this discussion is ongoing. ✓

Future workforce

Workforce Strategy Update

13. The Group has reviewed the new draft Education Workforce Strategy and accompanying draft action plan and provided feedback. The Accord has endorsed the Ministry providing the drafts to the Minister in the New Year for consideration. The Accord has also considered how best to proceed with sector engagement should the Government decide to consult on a draft Workforce Strategy before finalising. A group of representatives from the Accord partners is being assembled to work on how to implement such engagement without putting strain on teacher workloads. Other than these agreed actions, this work will now move forward within the Ministry rather than in the Accord space. ✓

Teacher Aide Pay Equity Settlement (career pathways and funding)

14. The Teacher Aide Pay Equity Settlement Agreement set out two workstreams of which the Group has governance. The workstreams are working on the funding model for teacher aides and development of career pathways. Terms of Reference have been agreed for both pieces of work. A sub-group to undertake the career path work has been agreed and will commence work in the New Year. The funding work will be overseen by a sector reference group with representatives from key stakeholders. Hon Tracey Martin will be the independent Chair for the work on funding. ✓

School Staffing

15. The Group has discussed school entitlement staffing at several meetings with the aim of establishing an expert advisory group to look into a question to be agreed by the Group focussed on assessing the adequacy of staffing. Ultimately the group was unable to agree on the terms for this work and noted that further work would not be undertaken by the Accord. ✓

Kāhui Ako

16. A sub-group has been formed to review the agreed purposes and principles underpinning the Kāhui Ako model and to explore, within those agreed purposes and principles, where further flexibility can be found in the Kāhui Ako model that retains the intent of collaboration and career pathways/opportunities and makes it easier for people to collaborate. ✓

Wellbeing

17. The wellbeing sub-group scope of work is outlined in the wellbeing section of the Accord document. A key focus for their work has been to make recommendations for the \$16 million funding for workforce wellbeing. The Group recommended \$9.5m for EAP services in Auckland, which is now available. The other recommendations were \$1m for supporting Māori, \$1.5m for online resource hub and for the remaining funds to be kept as a contingency for future need. ✓
18. The Sub-group is continuing work on the online hub provider and content. The hub had an initial launch day of 15 December 2020, but IT security processes were not able to be adequately in place by this date. The hub is now due to be launched in the new year. ✓