

## Briefing Note: Education Accord Report (January 2022)

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<b>To:</b>	Hon Chris Hipkins, Minister of Education		
<b>Date:</b>	27 January 2022	<b>Priority:</b>	Medium
<b>Security Level:</b>	In Confidence	<b>METIS No:</b>	1279945
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<b>Messaging seen by Communications team:</b>	No	<b>Round Robin:</b>	No

### Purpose of Report

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The purpose of this paper is for you to:

- **Note** the attached report from the Education Accord Governance Group.

**Noted**

- **Agree** that this Briefing will be proactively released.

**Agree** Disagree

### Summary

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- 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 a 3 month overview of progress made to date of key Accord 'issues'.
- The Education Accord Report has been approved by Accord Partners the Ministry of Education, PPTA Te Wehengarua and NZEI Te Riu Roa.



Anna Welanyk  
**Hautū | Deputy Secretary**  
**Ohumahi Mātauranga**



Hon Chris Hipkins  
**Minister of Education**

27/1/2022

5 / 4 / 2022

Involvement in the development of a workforce strategy was one of my key goals for this group. Unfortunately that doesn't seem to have progressed. I'd be keen to talk about how we can get this back on the agenda. CH

# Education Accord Report

January 2022

## Purpose

1. This report provides an update on the progress of the Education Accord Governance Group on key workstreams, following on from your last report (July 2021).

## Overview

2. The Education Accord has met three times (in September, October and November) since the last report provided to you in July 2021. The Accord continues to discuss the work programme outlined in the signed Accord.
3. At the November meeting the governance group thanked Ellen McGregor-Reid for her work and welcomed Anna Welanyk as the new Deputy Secretary with responsibility for employment relations onto the Accord.

## Accord Work Programme

4. Please find below updates on three key Accord workstreams: future workforce, wellbeing, and collective bargaining.

### Future workforce

#### Teacher Aide Funding

5. The Sector Reference Group (SRG), chaired by the Hon Tracey Martin, has now met five times. The timing of these meetings and subsequently the work progress has been delayed due to the Covid-19 Delta measures.
6. The SRG expects to have a preferred option for resourcing teacher aides to the Accord governance group early in 2022 to agree the direction of the work. This will be followed up with a more detailed recommended option in mid 2022.
7. The Accord partners have requested further investigation into teacher aide funding in Māori medium schooling to inform this work.
8. The work of this group is expected to be concluded by October 2022.

#### Teacher Aide Career Pathways

9. NZEI is to approach ERO to undertake research into effective teacher aide practice in the context of Aotearoa New Zealand.

#### Kāhui Ako

10. The Kāhui Ako Accord Sub-Group, including the Secondary Principals' Association of New Zealand (SPANZ), has continued its work of engaging with key stakeholders about possible areas for improvement in the Kāhui Ako model.
11. A bi-lingual survey will go out to the sector before the end of 2021 and will remain open until the end of February 2022.

12. Face-to-face conversations (likely to take place online) will take place early in 2022.
13. Regional offices of the Ministry of Education are planning for engagement with local iwi.
14. Data collected in the survey and conversations will be used to inform the next phase of the work.

#### **Principal appointment criteria**

15. Discussions are ongoing with the Teaching Council of Aotearoa New Zealand as to its role in delivering the criteria.

#### **Wellbeing**

16. The Wellbeing Hub initiative is no longer going ahead due to ongoing technical issues. We will not be taking this project forward in to 2022.
17. The continued availability of EAP services for teachers in Auckland has the support of the governance group. The Ministry will look into the feasibility of extending this service based on the remaining funding and levels of uptake.
18. This concludes the work of the subgroup. The governance group thanks them for their work.

#### **Collective Bargaining**

19. The Accord agreement states: “A joint pre-bargaining process with NZEI and PPTA will begin four months before the expiry of the first collective agreement to discuss the UPS and any other matter relating to bargaining”. With the collective agreement bargaining rounds now approaching the Accord governance group have discussed how this will take place.
20. The agreed approach is that pre-bargaining discussions will take place between the industrial teams from each organisation. Dates for these meetings are to be scheduled as early as possible in 2022.
21. The governance group agreed that the purpose of the discussion about the UPS is to how core pay movements occur. The NZEI and PPTA have agreed to meet to identify points of common ground.

## **2022 Accord Work Plan**

#### **Priority areas**

22. In October the Accord met to explore priority areas of development for the education sector. This meeting was attended by governance group members and additional staff from the three Accord parties.
23. The group agreed the following areas of to be explored further:
  - Consistency across schools in approaches
  - Psycho-social pressure on teachers
  - Importance of teacher preparation – before and in-service
  - Learning from kura/wharekura
  - What can be provided from Te Mahau

- Future workforce supports including leadership capability
- Clarity of paraprofessional roles – defining the language e.g. teacher aide vs paraprofessional
- Best practice for Teacher Aide roles

24. In the November meeting this work was progressed. Initial research is underway on item one (consistency across schools in approaches), item three (importance of teacher preparation - before and in-service) and item four (learning from kura/wharekura) to inform next steps.

### Meeting schedule

25. The duration of the Education Accord comes to an end in June 2022. The Accord governance group will continue to meet as it has in 2021 with monthly meetings starting in February 2022.