



Education Report: Optional Leadership Functions of the Teaching Council

To:	Hon Chris Hipkins, Minister of Education		
Date:	13 May 2022	Priority:	Medium
Security Level:	In Confidence	METIS No:	1279029
Drafter:	Terah Clifford	DDI:	9(2)(a)
Key contact and number:	9(2)(a)	DDI:	
Messaging seen by Communications team:	NA	Round robin:	No

Purpose of report

This report provides advice on the optional leadership functions the Teaching Council of Aotearoa New Zealand (the Council) should perform, as set out in the Education and Training (Teaching Council Fees, Levies and Costs) Amendment Act 2021. It also informs you of the amount of funding the Ministry of Education (the Ministry) proposes to provide to the Teaching Council annually to support its leadership functions.

Recommended Actions

The Ministry of Education recommends that you:

- a. **note** that The Education and Training (Teaching Council Fees, Levies and Costs) Amendment Act 2021 separates the functions of the Council into mandatory and optional functions, with the latter requiring the agreement of the Minister of Education
Noted
- b. **note** that the Council wrote to you in November 2021 proposing that it continue its current priorities and programme of work and identifying future priorities for its optional functions over the next 1 – 2 years
Noted
- c. **agree** that the Council's optional functions will focus on the ongoing development of *Rauhuia* – the leadership space for the whole profession, including early childhood education and primary and secondary schooling, and in particular that:
 - i. the Council continues to develop the on-line *Rauhuia* offering;
 - ii. *Rauhuia* disseminates the effective practice that it identifies within the profession; and
 - iii. the Council reviews progress against the Leadership Strategy

Agree / Disagree

- d. **note** that the Council will also continue to provide guidance regarding the administration of the Principal and Professional Leader Growth Cycle, as part of its mandatory functions

Noted

- e. **note** that the Ministry has consulted the Council on its proposed optional functions

Noted

- f. **note** that the Council receives an existing annual grant of \$178,000 appropriated in Vote Education that can be used to support its optional functions

Noted

- g. **agree** that the Ministry will reprioritise an additional \$322,000 from current baselines to provide a total of \$500,000 per annum ongoing until further notice to support the Council's leadership activities as outlined in c) above

Agree / Disagree

- h. **sign** the attached letter to the Council that confirms your agreement that the Council will undertake this work

Noted

Proactive Release Recommendation

- i. **agree** that the Ministry of Education release this report in full once it has been considered by you.

Agree / Disagree

Ben O'Meara
Group Manager
Te Puna Kaupahare - Policy

13/05/2022



Hon Chris Hipkins
Minister of Education

29/5/2022

Background

Updates to the Teaching Council's leadership activities and fee structure

1. The Education and Training (Teaching Council Fees, Levies and Costs) Amendment Act 2021 separates the functions of the Teaching Council of Aotearoa New Zealand (the Council) into mandatory and optional functions. The optional functions focus on the Council's leadership development role within the whole profession and must be approved by the Minister. These optional leadership functions cannot be funded by fees or levies paid by teachers.
2. The Act also reinstates the three-yearly practising certificate fee established in 2015. As this three-yearly fee is insufficient to meet its operating costs, the Council is consulting on setting a new fee to ensure its ongoing financial sustainability.
3. The Council is seeking confirmation of your agreement to the optional leadership functions it can perform and the funding levels the Ministry will provide so it can clearly communicate to teachers. This will help mitigate teachers' concerns that the fees or levies they pay could be used to cover the costs of these activities.

The Council's Leadership Strategy

4. In 2018, the Council published *The Leadership Strategy for the teaching profession of Aotearoa New Zealand* and its companion document the *Educational Leadership Capability Framework*. The *Strategy* and the *Framework* are intended to act as guides for building leadership capability and growing leaders at all levels in the teaching sector.
5. Through its *Leadership Strategy*, the Council would like to ensure collective work takes place between the Government and the profession to guide leadership development decisions that will grow and support the teaching profession for the future. The Council is committed to partnering with the Government to support registered teachers in the development of their leadership capability and in providing opportunities for teachers to continually grow in their roles. The Council's *Leadership Strategy* forms an essential component of the success of the profession.
6. The areas of focus for the *Leadership Strategy* are:
 - a. stewardship of leadership practice and learning;
 - b. capabilities of leadership;
 - c. personalised professional learning; and
 - d. building partnership communities and networks.
7. Following the decision in November 2019 to invite the Council to establish a leadership centre [CAB-19-MIN-0578.01 refers], the Council began work on *Rauhuia – the leadership space*. It is a priority within the *Leadership Strategy* to develop this community and leadership space in order to build the capability of the profession and provide opportunities for teaching professionals to participate in a range of networks relevant to their learning goals.
8. On 26 November 2021, the Council sent you a Briefing Note [EC-2660] to request approval to continue with its current priorities and programme of work, and to undertake additional leadership development activities to fulfil its optional leadership functions.

Optional leadership functions the Ministry proposes the Council undertake

9. The Education and Training (Teaching Council Fees, Levies and Costs) Amendment Bill 2021 identifies the optional leadership functions of the Council as:
 - a. providing leadership to the education profession;
 - b. enhancing the status of education leaders;
 - c. identifying and disseminating best practice in education leadership.

Recommended focus of the Council's optional leadership functions

10. We have considered the Council's proposal in light of the respective roles of the Ministry and of the Council to determine how the Ministry can effectively support the optional leadership functions of the Council.
11. Based on our discussion with the Council and given the limits on the available funding, we recommend the Council focus on the ongoing development of *Rauhuia – the leadership space*. In particular, we recommend:
 - a. the Council continues to develop the on-line *Rauhuia* offering;
 - b. *Rauhuia* disseminates the effective practice that it identifies within the profession; and
 - c. the Council reviews progress against the Leadership Strategy.
12. This will allow the Council to establish an appropriate space for leaders to network and share effective professional practices based on the Leadership Strategy and the Educational Leadership Capability Framework.
13. The Council has partnered with principal groups to undertake engagement with teachers on their priorities for *Rauhuia*. The priorities identified through this engagement will inform the Council's focus in its development of *Rauhuia* over the next three years. The Council will continue to partner with other professional leaders and teachers to develop *Rauhuia* into a space that is grounded in the values of the teaching profession and provides leadership capability and development for kaiako.
14. While the Ministry will be cognisant of the Leadership Strategy and priorities that develop through the Council's engagement with the profession, we cannot commit to delivering wide-ranging leadership support for the teaching profession as a whole. This does not prevent the Council from recommending future leadership development proposals at any time.

The Council will continue to oversee the Principal Professional Growth Cycle as a part of its core functions

15. The Council has also confirmed its intention to continue to provide guidance and build capability to administer the Principal and Professional Leader Growth Cycle (PGC). The Council views the administration of the PGC as a part of its core, mandatory functions and is not requesting additional funding for this aspect of their work programme as it will be funded through teacher's fees and levies.

Available funding

16. The Ministry has identified approximately \$500,000 per annum as available to the Council to support its optional leadership functions. This includes:
 - a. \$178,000 in an existing appropriation that provides an annual grant to the Council to carry out its professional leadership functions. This dates back to the time of the Teachers' Council.
 - b. Approximately \$322,000 identified from within baselines as available to support the Council's optional functions.

Te Tiriti o Waitangi analysis

17. We have considered the potential impact of the Council being funded to undertake these leadership activities against our responsibilities under the Education and Training Act 2020 to establish and regulate an education system that honours Te Tiriti o Waitangi and supports Māori-Crown relations.
18. Specifically, we have considered the need to strengthen leadership that responds to the needs of ākonga Māori and whānau. The work we are proposing to fund will respond to the need for co-development and consultation with Kāupapa Māori education stakeholders as well as whānau, hapū and Iwi.
19. The intent of the new Principal and Professional Leader Professional Growth Cycle is to support Tumuaki to develop professional learning plans that are derived from the specific contexts within which they work. They promote engagement and consultation with whānau and Iwi in their design.
20. Continuing to support the establishment of *Rauhuia – the leadership space* will help the Council embed its commitment to ensuring that Te Tiriti o Waitangi provides the framework for leadership capability growth.
21. We consider that this change supports our responsibilities under Te Tiriti to work in partnership to improve equity of outcomes for ākonga and provide mechanisms that encourage Māori-led leadership development.

Financial implications

22. There are no financial implications from this advice as the money will be allocated from existing baselines. This additional funding will not create a reduction in current services.

Next Steps

23. If you agree with the approach outlined above, we recommend that you sign the attached letter to the Council, confirming your agreement to the proposed functions and the availability of \$500,000 per annum to support them.
24. We will then work with the Council to develop a funding agreement and to monitor its implementation of its optional leadership functions.
25. In addition to funding its leadership functions, we will continue to partner with the Council to gain its input into the Ministry's online leadership space and the curriculum refresh.

Annex 1: Letter of expectation to the Teaching Council

Xx May 2022

Nicola Ngarewa
Board Chair
Teaching Council of Aotearoa New Zealand

Tēnā koe Nicola

Funding arrangements to support the optional functions of the Teaching Council of Aotearoa New Zealand

As you are aware, the Education and Training (Teaching Council Fees, Levies and Costs) Amendment Act 2021 (the Act) split the Teaching Council's (the Council's) functions into mandatory and optional functions. The optional functions give the Council the opportunity to:

- provide leadership to the education profession;
- enhance the status of education leaders;
- identify and disseminate best practice in education leadership.

These optional leadership functions supplement the Council's mandatory functions, which focus on setting standards for entry to and ongoing membership of the profession. I look forward to supporting the Teaching Council in its transition to overseeing these newly defined functions.

The Act provides that the Council's optional functions may not be funded through teachers' fees or levies. These functions also require the Council to obtain the agreement of the Minister of Education.

Following our discussion last year and the Council's proposal, this letter identifies the activity I would like the Council to focus on to fulfil its optional functions. It also sets out the funding that the Ministry of Education will provide for this work.

I would like the Council to focus on the ongoing development of *Rauhuia – The Leadership Space*. In particular, I would like:

- the Council to continue to develop the on-line Rauhuia offering;
- Rauhuia to disseminate the effective practice that it identifies within the profession; and
- the Council to review progress against the Leadership Strategy.

To support this work, the Ministry has identified approximately \$500,000 per year as available to the Council. This includes the annual grant of \$178,000 that the Ministry provides to the Council to allow it to carry out its professional leadership functions as well as an additional \$322,000 from within existing baselines to support the Council's newly legislated optional functions. The Ministry of Education will work with the Council to develop a funding agreement to reflect this decision.

I look forward to receiving ongoing updates from the Council on its work within *Rauhuia*, as well as your wider work.

Yours sincerely

Chris Hipkins
Minister of Education