



Briefing Note: New Zealand School Trustees Association

To:	Hon Kelvin Davis, Associate Minister of Education – (Māori Education)		
Cc:	Hon Chris Hipkins, Minister of Education		
Date:	11 November 2021	Priority:	High
Security Level:	In Confidence	METIS No:	1276513
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Purpose of Report

This paper provides background information to support your meeting with Lorraine Kerr, President of the New Zealand School Trustees Association (NZSTA). The meeting will be held on Wednesday 24 November 2021 at 8:30am via Zoom.

Agree that this briefing note is proactively released as per the expectation that information be released as soon as possible. Any information which may need to be withheld will be done so in line with the provisions of the Official Information Act 1982.

☒ **Agree** ☐ **Disagree**



Vince Fallon
Pouwhakarae | Te Pae Aronui
Associate Deputy Secretary
Operations and Integration



Hon Kelvin Davis
Associate Minister of Education

12 / 11 / 2021

22/11/2021

Background

1. The New Zealand School Trustees Association (NZSTA) is a membership-based national organisation that has represented the interests of its member boards, since 1989. Membership of NZSTA is open to boards of any state or state-integrated school.
2. School boards are the largest single group of crown entities in the country, accountable directly to the government and the local community for the quality of education in their school. There are approximately 18,000 people currently serving on 2,425 state and state-integrated school boards. Approximately 2,232 school boards are NZSTA members (92 percent of the total number of school boards).
3. NZSTA's mission is to lead and strengthen school governance in New Zealand. The organisation does this by providing a range of integrated services to support and enhance board capability in governance and employment in all state and state integrated schools.
4. The organisation is governed by the NZSTA Board which comprises the NZSTA President and six members. The NZSTA Board is elected every three years by NZSTA member school boards.
5. Since 2013, we have contracted NZSTA to be the main source of support, professional development, and advice to all school boards, regardless of whether they are members of NZSTA or not. The current contract runs from 1 January 2021 to 31 December 2022. The contract aligns NZSTA outcomes and activities with key Government priorities and includes:
 - provision of independent employment, personnel, trusteeship, and governance advice to boards;
 - provision of management services for school board elections;
 - increasing boards' capability in human resources management;
 - professional development for boards; and
 - quality assurance of the professional development and support.

Key People

6. Lorraine Kerr has been the President of the NZSTA since 2006. Lorraine is a Member of the New Zealand Order of Merit for her services to education. She is a former primary school teacher and has been involved in school boards since the beginning of Tomorrow's Schools.
7. Elise Adams commenced as the Chief Executive Officer in August 2019. Elise has a history of working in public, private and not-for-profit sectors and prior to August 2019 was Acting Chief Executive for the New Zealand Veterinary Association. Elise also has wide experience as a school board member, most recently being the Presiding Member at Hutt Intermediate School for eight years.

School Board Elections

Delayed triennial election dates

8. COVID-19 related disruptions over the past year have highlighted the need for flexible, resilient board election systems to ensure democratic processes can continue. In August and September 2021, student board elections, which are held between August and September annually, along with other school board elections across the country, were impacted by changes in COVID-19 alert levels. Due to lockdown restrictions, Returning Officers were not able to issue hard copies of nomination or voting papers, or perform other election duties over this period.

9. In October 2021, Minister Hipkins agreed to delay the 2022 triennial elections until September 2022. The new range of dates will be 5 September 2022 to 23 September 2022.
10. The new range of dates allow time to will enable policy work and Cabinet approval for possible changes to the Regulations which would enable electronic voting for the 2022 elections. The current regulations only allow for nominations to be conducted electronically, whereas voting must still take place on paper forms.
11. We will continue to work with NZSTA to prepare draft guidance to boards. If approved, there will only be a short period between the publication of the new regulations and the time that boards would be required to commence elections. This will ensure that guidance and training is ready and available immediately if new regulations are approved.

Te Tiriti o Waitangi

12. NZSTA has been working with our staff to develop programmes to help board members implement the Education and Training Act 2020 requirement to give effect to Te Tiriti o Waitangi.
13. Since Term Two 2021, NZSTA has been running 'Giving Effect to Te Tiriti o Waitangi' workshops. These are dual facilitated (with iwi/hapū), bespoke 2–3-part Te Tiriti workshops across the country. The workshops focus on understanding local tikanga and the implications for school governance. They vary in format and duration depending on the needs of individual schools and the requests of local iwi. There are two workshops in the series, as well as supporting resources. The first workshop focuses on an overview of Te Tiriti o Waitangi and Tikanga Māori. The second workshop looks in greater detail at the governance questions that school boards could ask to ensure the requirements of the Education and Training Act 2020 are being met.
14. The workshops have been heavily subscribed and there is a long waiting list of schools and school clusters who are seeking bespoke training for their boards. The face-to-face workshops are currently suspended due to COVID-19 restrictions.

Boards of Māori medium kura

15. NZSTA is contracted to provide support for all boards including those of Māori medium kura. NZSTA provides 'Haepapa', an online module designed for boards of Māori medium kura. This module provides information and guidance related to effective governance in Māori medium kura.
16. We also contract Te Rūnanga Nui o Ngā Kura Kaupapa Māori o Aotearoa to provide support to boards of kura kaupapa Māori. We contract Ngā Kura ā Iwi to support boards that are affiliated to them.
17. The alternative constitution provisions in the Education and Training Act 2020, allow boards to design their constitutions to include iwi or hapū representation, and to define electoral processes that are culturally relevant to the kura. There at least 11 boards that have specified iwi, hapū or Māori organisation representative positions in their alternative constitutions. A number of these constitutions also specify hui-based electoral processes to elect the boards.

Statutory interventions in Māori medium schools

18. Of the 82 schools with current statutory interventions there are six statutory interventions in Māori medium kura.

Additional contracts

19. In addition to the main contract, NZSTA has two other contracts with the Ministry:
- NZSTA is contracted to manage the Emergency Staffing Scheme. This scheme provides a pool of experienced principals who can fill principal vacancies for a short period of time. These vacancies may arise from ill health or sudden resignation. Emergency principals provide experienced management until the school can secure a permanent principal.
 - In 2019, NZSTA was contracted to provide employment advice to school boards for the Teacher Aide Pay Equity Claim, which the Ministry settled in May 2020. The settlement covers 22,000 teacher aides who work in state and state integrated schools and kura. NZSTA has continued to support schools through this process.

NZSTA 32nd Annual Conference 2022

20. NZSTA will be holding its 31st Annual Conference for school board members, from 22 to 24 April 2022 in Christchurch at the Te Pae Christchurch Convention Centre. You have been invited to speak at the conference.
21. In previous years, the conference has been attended by a diverse group of up to 1,200 board members, including significant numbers of Māori representatives. The board members represent rural and urban, state and state-integrated primary and secondary schools, along with Māori medium kura from across the country. A number of principals also attend with their boards.
22. The title and focus of the 2022 conference will be 'Lead with Purpose, Partnering for Strength'
23. The Minister of Education, the Hon Chris Hipkins has also been invited to speak at the conference.
24. In previous years, we have run a number of seminars at the conference, and is likely to again in 2022, however these are yet to be confirmed. We will also have an exhibition space at the conference.

Proactive Release

25. It is recommended that this briefing note is proactively released as per the expectation that information be released as soon as possible. Any information which may need to be withheld will be done so in line with the provisions of the Official Information Act 1982.

- Annex 1: Talking points

Proactively Released