



Briefing Note: New Zealand Kindergartens' National Association Managers Hui

To:	Hon Chris Hipkins, Minister of Education		
Date:	21 January 2020	Priority:	Low
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Messaging seen by Communications team:	Yes	Round Robin:	No

Purpose of Report

This paper provides background information on the kindergarten movement and New Zealand Kindergartens Inc (NZK). The paper also includes talking points and reactive questions and answers to support your attendance at NZK's National Association Managers Hui scheduled for Friday 31 January 2020.

Proactive release

We recommend that this Briefing is proactively released

☒ Agree ☐ Disagree

Damian Edwards
Associate Deputy Secretary
Education System Policy

___/___/___



Hon Chris Hipkins
Minister of Education

25/1/20

Background

National Association Managers Hui for New Zealand Kindergartens Inc (NZK)

1. You are scheduled to speak at NZK's National Association Managers Hui and participate in a questions and answers session on 31 January 2020 from 3:15pm to 4:00pm.
2. The purpose of the event is for NZK's Local Association Managers to understand the strategic direction of the education sector and the wider public sector.
3. NZK has suggested that you discuss:
 - your expectations for the Early Learning Action Plan, and the link to Budget 2020
 - your expectations for the kindergarten movement and the wider ECE sector
 - challenges and opportunities in the sector.

The Kindergarten Movement

4. In 2019, there were 654 licensed kindergartens, which comprised 14% of all licensed early learning services. There were a total of 28,238 kindergarten enrolments during this time, which represented 14% of all enrolments in licensed early learning services. Around one in five (21%) three and four year olds enrolled in licensed early learning services were at kindergartens.
5. During this period, kindergartens employed 3,943 teachers, 94% of which held an ECE or primary teaching qualification. This means that 17% of qualified teachers working in the early learning sector were employed in kindergartens.
6. In 2017/18, \$260 million of the \$1.81 billion spent on early learning entitlement and equity funding across the sector was spent on kindergartens (14%).
7. Historically, kindergartens operated as sessional early learning services, which limited each child's attendance a maximum of four hours per day. In 2019, all kindergartens ran as all-day services, enabling children to attend the service for more than four hours per day.
8. Registered teachers working at kindergartens are covered by the State Sector Act 1988 and the Secretary for Education has delegated responsibility from the State Services Commissioner to negotiate with the union (NZEI Te Riu Roa) on behalf of the kindergarten associations. The most recent Kindergarten Teachers, Head Teachers and Senior Teachers' Collective Agreement (the KTCA) was settled on 12 July 2019 and ratified on 26 August 2019. The KTCA gives kindergarten teachers pay parity with primary teachers.

NZK

9. NZK represents 23 of the 29 regional kindergarten associations nationwide. These 23 associations collectively comprise over 500 kindergartens and other early learning services.
10. NZK is an incorporated society and registered charity, governed by a board comprised of a mix of elected and appointed members. James Patea is the board's President.

11. Jill Bond (CEO) was on the Early Learning Strategic Plan Reference Group, and is a member of the Early Childhood Advisory Committee, and the Ministry of Education's Workforce Strategy Group.
12. Most NZK affiliated kindergartens operate a school-day. In 2019, kindergarten associations affiliated to NZK operated 12 kindergartens that offered longer hours (e.g. 7.30am-6pm).

NZK's Strategic Framework

13. The purpose of NZK's Strategic Framework 2019-2026 is to "grow and strengthen the kindergarten movement".
14. In its Strategic Framework, NZK considers kindergartens the public provider of early learning and that kindergartens deliver excellence in teaching and learning.
15. Over the next two years, NZK aims to lead the kindergarten movement in an effort to:
 - meet the needs and aspirations of young children, their families and whānau
 - grow and expand, and remain relevant and fit for purpose
 - deliver best practice and emergent practice in teaching and learning, governance, management and leadership.

Potential issues that may be raised

16. The talking points in Annex 1 discuss some of the government's achievements in early learning, your expectations for the Early Learning Action Plan and next steps. We have not provided specific points on Budget 2020 initiatives because they remain Budget sensitive.
17. Nancy Bell, Director of Early Learning, is scheduled to speak on the Early Learning Action Plan earlier in the day.

NZK's response to the draft Early Learning Strategic Plan

18. NZK provided feedback to the Ministry on the draft Early Learning Strategic Plan.
19. In its submission, NZK indicated that a fully qualified workforce is their top priority. Among other feedback, NZK recommended considering:
 - funding be reinstated to meet the costs of services operating with 100% qualified teachers in 2019
 - regulating for 100% qualified teachers by 2023
 - negotiating a national collective agreement between the Ministry of Education and all qualified teachers employed in early learning settings in New Zealand
 - the government partnering with established, high-quality 'public' early learning providers rather than setting up new state-owned and operated services. Note that NZK views the kindergarten movement as being "the provider of public early childhood education"
 - the objective for public education (referred to in the draft Early Learning Strategic Plan's terms of reference) being more strongly reflected in the Plan

and for 'public', community-based services to be prioritised when determining the need for a new early learning service

- centralising the payment of teacher salaries
- make Crown land available rent-free to community based services.

NZK's response to the proposed changes in the person responsible requirements

20. From 23 September to 20 October 2019, the Ministry consulted the sector on two proposals which would allow primary qualified teachers to be the person responsible in teacher-led centres:
- Option one: Allow primary qualified teachers to be the person responsible during designated periods, including the first and last 90 minutes of licensed daily hours (government's preferred option)
 - Option two: Allow primary qualified teachers to be the person responsible at all times.
21. Following consultation, Cabinet agreed to allow primary qualified teachers to be the person responsible at all times from 9 January 2020.
22. NZK disagreed with both proposals put forward during consultation. They indicated that allowing primary qualified teachers to be the person responsible would reduce the quality of provision in teacher-led centres. In particular, they suggested that the changes would undermine ECE-qualified teachers leading, guiding and delivering the curriculum.

Proactive Release

23. We recommend that this Briefing is proactively released as per your 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.

Annexes

Annex 1: Talking Points

Annex 2: Questions and answers