

Education Report: Employment and accommodation arrangements for Learning Support Coordinators

To:	Hon Tracey Martin, Associate Minister of Education		
Cc:	Hon Chris Hipkins, Minister of Education		
Date:	10 February 2020	Priority:	Medium
Security Level:	In confidence	METIS No:	1218054
Drafter:	Laura Stokes	DDI:	s 9(2)(a)
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Messaging seen by Communications team:	No	Round Robin:	No

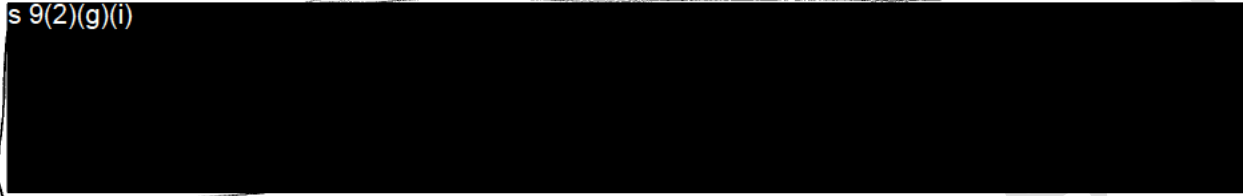

Purpose of Report

The purpose of this report is to:

- inform you of clusters with employment and accommodation arrangements for Learning Support Coordinators (LSCs) that do not directly align with the intent to locate LSCs in schools, close to the teachers and students they support
- outline our approach to working with these clusters to confirm arrangements, in order for entitlements and funding to be provided in a timely way for LSCs starting in Term 1, and seek your agreement to your role in it
- inform you of some other cluster arrangements that we consider to be innovative responses to local needs and communities.

Summary

1. The first tranche of 623 LSCs was allocated to 124 clusters (now 121 due to clusters merging).
2. The intention is for LSCs to be located in schools, close to the teachers and students they support. Each LSC role has a specific employing Board of Trustees and a school in which they will be accommodated (for property funding purposes).
3. Confirming the employment and accommodation arrangements with clusters is necessary to enable employing and accommodating schools' entitlements and funding to be provided in a timely way for LSCs starting in Term 1.

4. We have identified 11 clusters with employment and/or accommodation arrangements that do not directly align with the intent to locate LSCs in schools, close to the teachers and students they support. Instead, these clusters are looking to 'co-locate' LSCs.
5. Regional Ministry staff have worked with clusters to understand the local context and drivers, and why the arrangements are considered in the best interests of the students in the cluster, based on local need. These are outlined in Annex 1.
6. s 9(2)(g)(i)

7. Current policy for property funding for LSCs is that LSCs will have a suitable working space in each school that they are allocated to work in, and that property funding is available for this purpose if needed.
8. You have previously indicated your interest in writing to and possibly visiting clusters whose arrangements do not align with the intention for the LSC role.
9. s 9(2)(g)(i)

10. There will not be any change to the current property policy for LSCs if a cluster decides to co-locate multiple LSC roles on a single site. As such, the school where multiple LSCs are co-located will not be eligible for property funding for all those LSCs. The property funding will be available if required to ensure suitable working space for the LSC in each of the schools they are allocated to work in. Property funding will still be available to ensure they have access to a suitable working space in each of the schools they are allocated to work in.
11. We are seeking your indication as to which of the 11 clusters you want to write to and/or visit to ensure the clusters are aware of the policy intent and expectations in respect of the LSC role.
12. In addition, we have recently identified a cluster where some of the employment arrangements do not align with the intent of the policy for LSCs to be full time roles. We will also be writing to this cluster.
13. Through our engagement with clusters, we have identified a number of innovative approaches to LSC implementation, which are set out in paragraphs 32-40.

Recommendations

The Ministry of Education recommends that you:

- a. **note** that regional Ministry staff have worked closely with clusters planning to co-locate LSCs to understand the local context and rationale and limit the number of LSCs co-located to those where the cluster very strongly feels this is the best arrangement

Noted

- b. **note** that where employment decisions have already been made, any proposed change to LSC co-location arrangements would be a significant intervention by the Ministry

Noted

- c. s 9(2)(g)(i)

Noted

- d. **note** that current policy for property funding for LSCs is that LSCs will have a suitable working space in each school that they are allocated to work in, and that property funding is available for this purpose if needed

Noted

- e. **note** that as there will not be any change to the current property policy for LSCs if a cluster decides to co-locate multiple LSC roles on a single site, the school where multiple LSCs are co-located will not be eligible for property funding for all those LSCs. The property funding will be available if required to ensure suitable working space for the LSC in each of the schools they are allocated to work in

Noted

- f. **note** that you indicated your interest in informing the Boards of Trustees and principals that co-location arrangements are outside the policy intent through letters and/or visits to the clusters

Noted

- g. **note** that as an alternative, the Ministry can write to any or all of the 11 clusters to inform the Boards of Trustees and principals that co-location arrangements are outside the policy intent

Noted

- h. **indicate** whether you want to write to the following eight clusters which we consider to be in keeping with the spirit if not the letter of the policy intent:

Taupō Community of Schools

Agree / Disagree

Mata Nui o Kahungunu

Agree / Disagree

Dannevirke Community of Learning

Agree / Disagree

Porirua East Community of Learning

Agree / Disagree

Taita/Stokes Valley Community of Learning

Agree / Disagree

Te Puna Mātauranga Kāhui Ako

Agree / Disagree

Dunedin Catholic Community of Learning

Agree / Disagree

Waitaki Ara Kāhui Ako

Agree / Disagree

- i. **indicate** whether you want to write to the following three clusters that plan to co-locate a larger number of LSCs, which does not align with intent of the policy:

South Taranaki - Hawera Community of Learning

Agree / Disagree

Upper Hutt Cluster

Agree / Disagree

Naenae Community of Learning

Agree / Disagree

- j. **indicate** whether you want to visit any of the 11 clusters

Agree / Disagree

- k. **note** that we will provide you with draft letters and/or briefings, as appropriate for any clusters you choose to contact

Noted

- l. **agree** that this Briefing will be proactively released.

Agree / Disagree



Katrina Casey
Deputy Secretary
Sector Enablement and Support

10/12/2020



Hon Tracey Martin
Associate Minister of Education

16/12/2020

The letters will say that
I would like to visit
so they can explain
their vision reasoning
to me directly
f4

Background

1. The LSC role is an additional, dedicated in-school learning support resource employed by and based in schools [METIS 1195001 refers].
2. The first tranche of 623 LSCs was allocated to 124 clusters (now 121 due to clusters merging). LSCs were allocated to schools and kura at a 1:500 ratio of LSCs to children and young people [CAB-19-Min-0139].
3. Since October 2019, we have worked with clusters receiving an allocation to confirm the employing and accommodating arrangements for LSCs in their cluster.
 - Confirming employment arrangements is necessary to enable schools' staffing entitlement to be generated, Travel and Networking Grants to be paid and TELA+ (teacher digital device scheme) eligibility to be provided in a timely way for LSCs starting in Term 1.
 - Confirming accommodating arrangements is necessary for schools to start property processes.
4. As at 28 January 2020, we have confirmed arrangements with 96 clusters (498 LSCs). Of the remaining clusters/LSCs, 11 clusters have employing and/or accommodating arrangements that do not align with the intent of the policy that LSCs are close to the teachers and students they support.
5. The guidance that has been given to schools is that clusters are best placed to understand their own needs and how the LSC role will best work for them. However, decisions on where LSCs are located should be influenced by the learning support needs of the community and the LSCs' ability to support students and teachers, rather than accommodation considerations. Property funding is available where needed to ensure that LSCs have suitable work space.
6. Grouping a cluster's LSC resource in one location would make them less able to work effectively in all schools across the cluster. Where it best meets the needs of the local community, we have established operational policy that allows flexibility for a school to employ and locate together its original allocation (whole or shared) plus one other shared LSC which the school may or may not have a share in ('allocation plus one' approach'). To date approximately 21 clusters have chosen to do this for some or all of its LSCs because, for example, one school is located centrally within the cluster, or has more leadership or administrative capacity.
7. At a status meeting in December 2019, we committed to providing you with more information on the 11 clusters with co-location arrangements outside the above thresholds. Since then, we have identified another cluster with employment arrangements that do not align with the intent of the policy. This is because the cluster has employed a number of LSCs in part time roles. We have included information on this cluster and our approach to it (paragraphs 28-31).
8. We have also identified a number of clusters which have taken an innovative approach to LSC implementation which takes advantage of the flexibility of the Learning Support Delivery Model (LSDM) to respond to local communities' needs (paragraphs 32-40).

Approach to clusters looking to co-locate multiple LSCs

9. We have identified 11 clusters which are intending to co-locate a greater number of LSCs than the 'allocation plus one' approach that we have previously agreed is acceptable within the policy intent.
10. Table 1 sets out a summary of the 11 cluster arrangements. More detail on each cluster's rationale for co-location is provided in Annex 1.

Table 1: Summary of to clusters looking to co-locate multiple LSCs

Region	Cluster name	Travel grant (for shared LSCs)	Number of schools	Number of LSCs	Number of LSCs co-located above accepted threshold
Bay of Plenty-Wairariki	Taupō Community of Schools	\$1,500	14	10	1
Hawkes Bay-Tairāwhiti	Mata Nui o Kahungunu	\$4,000	13	4	1
Taranaki-Whanganui-Manawatu	Dannevirke Community of Learning	\$1,500	7	3	1
Taranaki-Whanganui-Manawatu	South Taranaki - Hawera Community of Learning	\$1,500	13	5	3
Wellington	Naenae Community of Learning	\$1,500	10	5	3
Wellington	Porirua East Community of Learning	\$1,500	11	4	2
Wellington	Taitā/Stokes Valley Community of Learning	\$1,500	14	3	1
Wellington	Te Puna Matauranga Kāhui Ako	\$1,500	9	4	2
Wellington	Upper Hutt Cluster	\$1,500	21	16	7
Otago-Southland	Dunedin Catholic Community of Learning	\$1,500	10	3	1
Otago-Southland	Waitaki Ara Kāhui Ako	\$1,500	5	3	1
TOTAL			123	64	23

11. Ten of the 11 clusters receive the lower level of travel grant (\$1,500), indicating that distance will not be a barrier to LSCs working in their allocated schools. Mata Nui o Kahungunu in Hawkes Bay-Tairāwhiti receives the higher travel grant (\$4,000).
12. Regional Ministry staff have worked closely with clusters planning to co-locate LSCs to better understand the local context and rationale, as well as whether there are perceived barriers (such as the availability of property) that can be overcome to ensure LSCs are located in the schools in which they will be working.
13. Regional Ministry staff have encouraged clusters to consider:
 - the expectation that LSCs work effectively in every school in the cluster, close to teachers and accessible to students and whānau
 - whether the cluster's approach supports a strong ethos of collaboration with all relevant schools having appropriate access to the LSC resource
 - the long-term impact of any accommodating decisions on property provision (i.e. if LSCs are being located somewhere because property is immediately available, the cluster will not have further opportunities to ensure suitable spaces are available in the other schools)
 - the potentially increased travel costs where an LSC is not located at the school(s) it is working with, noting that Ministry Travel and Networking Grants will not be increased to reflect co-location arrangements
 - any risks attached to one school being the employing or accommodating school in the case that the school wants to withdraw from the cluster, or relationship breakdown.

14. Through this engagement, we have sought to limit the number of LSCs co-located to those where the cluster very strongly feels this is the best arrangement for their needs, noting the considerations identified above.
15. We have determined that LSC work space is 15m² of *non-teaching* space. The space will need to provide an office to work out of and allow LSCs to meet privately with staff, teachers, students, and whānau. There is an expectation that family/whānau are not needing to travel between schools to meet with their LSC.
17. It will be important that LSCs have suitable workspace available in each of the schools they are working in. The Ministry is not changing this policy where clusters choose to co-locate multiple LSCs on a single site. As such, the school where multiple LSCs are co-located will not be eligible for property funding for all those LSCs. The property funding will be available if required to ensure suitable working space for the LSC in each of the schools they are allocated to work in.
18. We do not hold data on the LSC appointments that have been made by Boards of Trustees. We receive payroll data retrospectively, after an LSC begins employment, which we verify in order to initiate schools' staffing and Travel and Networking Grant payments. We expect to have verified data on LSCs commencing at the start of Term 1 by the end of February/early March 2020.
19. s 9(2)(g)(i)
20. We therefore intend to accept the 11 co-location arrangements in order for employing schools to receive staffing entitlement, Travel and Networking Grants and TELA+ eligibility in a timely way for LSCs starting in Term 1. For clusters which have made accommodation decisions, it will also be important to start property processes. To date, no capital funding has been allocated to these clusters.
21. At the same time, we consider that it is important to unequivocally inform the Boards of Trustees and Principals in the identified clusters that the arrangements they have chosen to make are outside of the LSC policy intent, and carry some risks (as set out in paragraph 13).
22. You have previously indicated your interest in writing to and/or visiting clusters with arrangements outside the policy intentions for the LSC role.
23. We consider that for eight of the 11 clusters¹ the arrangements are in keeping with the spirit if not the letter of the policy intent, and a letter from you may not be warranted.
24. However, three clusters have decided to co-locate a larger number of LSCs and these clusters are well outside the policy intent:
- Upper Hutt
 - South Taranaki - Hawera Community of Learning
 - Naenae Community of Learning.
25. We are seeking your indication as to which of the 11 clusters you want to write to and/or visit to ensure the clusters are aware of the policy intent and expectations in respect of the LSC role. As an alternative, the Ministry can write to any or all of the Boards of Trustees and Principals of the 11 clusters.

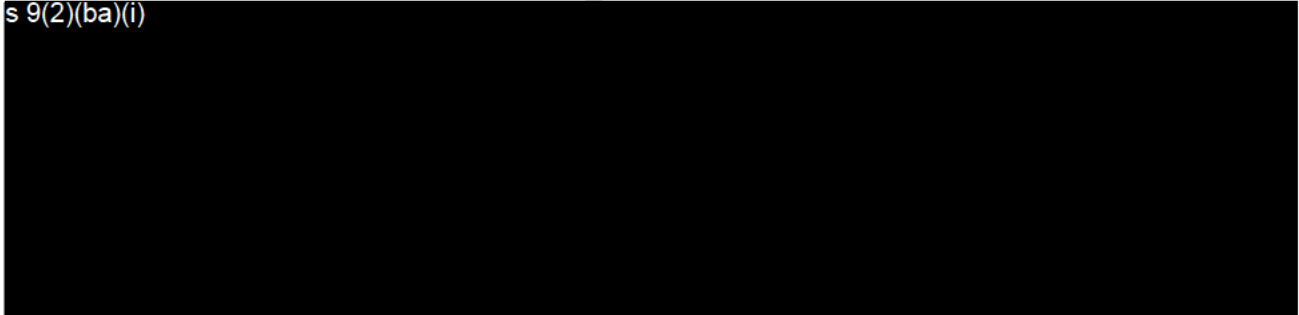
¹ Taupō Community of Schools; Mata Nui o Kahungunu; Dannevirke Community of Learning; Porirua East Community of Learning; Taitā/Stokes Valley Community of Learning; Te Puna Matauranga Kāhui Ako; Dunedin Catholic Community of Learning; Waitaki Ara Kāhui Ako

26. We will provide you with draft letters and/or briefings, as appropriate for any clusters you choose to contact.
27. Letters to all 11 clusters will formally acknowledge the cluster arrangements, noting these are outside the policy intent and the associated risks, and re-state the expectations for the role. We also propose that the letters recognise the careful consideration clusters have given to implementation at a local level and efforts of Boards and Principals in achieving this.
28. We will continue to work closely with schools to ensure:
 - LSCs are working in and with the schools they have been allocated to; and
 - students and whānau can access LSCs at a site convenient to them.
29. Property advisors will work with clusters to ensure that there is appropriate space for LSCs to work in the accommodating school, as well as other schools in which the LSCs will work, in line with the processes we have established for LSC property.
30. We will use the first phase of the LSC evaluation to understand more about how local arrangements (including co-location) affect the intended impact of the LSC role.

Approach to cluster employing part-time roles

31. We have identified through payroll processes that the Te Pae Here Kāhui Ako Te Raki Rāwhiti o Kirikiriroa cluster (Waikato) has employed five part-time and one full time roles to make up five LSC Full Time Teacher Equivalent (FTTE).

32. s 9(2)(ba)(i)



33. We will be writing to the Boards and Principals in this cluster to clarify the policy intent and set out expectations for the future.
34. We will continue to monitor adherence to the policy intent that LSCs be appointed as full time roles as we receive payroll data about the LSCs that have commenced their roles.

Local innovation in LSC implementation

35. As part of confirming cluster arrangements, we have identified a number of clusters taking an innovative approach to LSC implementation, as outlined below.

Responding earlier

36. Some clusters are dedicating significant resource to responding to the needs of their youngest learners. Te Aroha Kāhui Ako in Waikato has nominated Te Aroha College as the employing school for two LSCs that will be based at the Country Kids Kindergarten on the old, now closed, Waitoa School site. The cluster is aware that it will not be able to access any property funding under this

approach, so this deployment demonstrates a real commitment to identifying and responding to needs early.

37. The Ōtūmoetai Community of Learning has released one of the LSCs allocated to Ōtūmoetai College to work across its early learning centres. This person will be accommodated at one of the primary schools with a specific focus on transitions and other needs of children in early childhood education.

Amalgamating resources across three Kāhui Ako

38. Three Kāhui Ako in the Gisborne region, each with an LSC allocation, have merged for Learning Support Delivery Model (LSDM) purposes under a new cluster name - Turanganui a Kiwa. Two of the high schools have each reallocated one of their two LSCs to lift provision at an intermediate and another high school in the cluster. By amalgamating Kāhui Ako to better consolidate and coordinate their collective effort, Turanganui a Kiwa has created greater flexibility in the allocation of LSC resource. The reallocation enables the cluster to better match provision to local knowledge and context of learner needs.

LSCs in immersion settings

39. Nawton School in the Waikato and Otaki College on the Kāpiti Coast have recognised a need to ensure the effectiveness of their LSCs working with Māori medium provision across their clusters. Each school is recruiting specifically for an LSC that has the cultural and language competencies for supporting appropriate engagement to meet learner needs in their kura and other Māori immersion settings.

Flexible deployment of LSCs to locations of strongest need

40. The opportunities presented by the LSDM and access to LSCs has triggered greater collaboration within some areas. In Hawkes Bay, Te Angi Angi Community of Learning and Ruahine Kāhui Ako are now working together as Central Hawkes Bay Cluster to implement the LSDM, pooling their total allocation of four LSCs. The two LSCs appointed to Central Hawkes Bay College will work across the whole cluster until the remaining two allocated positions are filled.

Adjusting cluster arrangements to optimise benefit from LSC deployment

- ✓ 41. Masterton Primary School has joined the Masterton (Whakaoriori) cluster for LSDM purposes, and will employ and accommodate one LSC for the cluster. This is part of the wider approach to strategic deployment of the ten LSC positions available within the cluster.

Positioning LSCs within wider collaborations

42. All eight West Auckland clusters have committed to establishing a community of practice to share ideas, innovation, good practice, solutions to challenges, resources and data for planning. This joint initiative between the Ministry of Education, Alternative Education providers and the Waitakere Area Principals' Association is called Paihere.
43. Six of the eight clusters are receiving LSCs and, while the structures might look different, the fundamental elements of the LSDM run across all eight communities. Schools that were not attached to a cluster were approached and have now connected to one of the eight for learning support purposes. Paihere has the mandate from all the schools and clusters in West Auckland to represent them when engaging with multiple agencies and offers an excellent platform to help establish pathways to access services directly.

Proactive release

44. 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 provisions of the Official Information Act 1982.

Annexes

Annex 1: Clusters looking to co-locate multiple LSCs

Proactively Released

Annex 1: Clusters looking to co-locate multiple LSCs

Bay of Plenty-Waiariki, Taupō Community of Schools

Total LSCs: 10					Whole FTTE allocated
Outline of arrangements		School name	Roll	Authority	
<ul style="list-style-type: none"> Waipahihi School is employing and accommodating 3 LSCs (1 LSC greater than the accepted 'allocation plus one' threshold) 	Number of LSCs co-located above accepted thresholds: 1	Hilltop School	528	State	1
		Marotiri School	142	State	0
		Mountview School	273	State	0
		Rangitaiki School	7	State	0
		St Patrick's Catholic School (Taupō)	265	State : Integrated	0
		Tauhara College	653	State	1
		Tauhara School	222	State	0
		Taupō Intermediate	628	State	1
		Taupō School	424	State	0
		Taupō-nui-a-Tia College	1078	State	2
		Tirohanga School	35	State	0
		Waipahihi School	426	State	0
		Wairakei School	354	State	0
		Whakamaru School	100	State	0

s 9(2)(ba)(i)

Taupō Intermediate will be employing and accommodating its allocated LSC.

In addition to its challenges in agreeing employment and accommodation arrangements, the cluster feels that groups of three will ensure professional conversations for LSC take place on a daily basis.

The cluster is clear that the LSC will be working in the schools close to the teachers and students.

The cluster's shared LSCs will each receive a \$1,500 Travel Grant, totalling \$7,500 for the cluster.



Annex 1: Clusters looking to co-locate multiple LSCs

Hawkes Bay-Tairāwhiti, Mata Nui o Kahungunu

Total LSCs: 4					Whole FTTE allocated
Outline of arrangements		School name	Roll	Authority	
<ul style="list-style-type: none"> Wairoa College is employing and accommodating 1 LSC Tiaho Primary School is intending to employ 3 LSCs (1 LSC greater than the accepted 'allocation plus one' threshold) One LSC is a rural resource; the cluster will receive the higher rate travel allowance 	Number of LSCs co-located above accepted thresholds: 1	Frasertown School	110	State	0
		Mohaka School	42	State	0
		Nuhaka School	109	State	0
		Ohuka School	7	State	0
		Putere School	10	State	0
		Ruakituri School	14	State	0
		St Joseph's School (Wairoa)	75	State : Integrated	0
		Te Kura o Waikaremoana	33	State	0
		Te Mahia School	58	State	0
		Tiaho Primary School	158	State	0
		Tinirototo School	14	State	0
		Wairoa College	488	State	1
		Wairoa Primary School	207	State	0

The Wairoa community has developed a track record of working effectively as a collective across a number of fronts. The Wairoa Community Partnership Group, encompassing a range of agencies working in the area was established to allow for marae-based, joined-up community planning.

To support this, the cluster has employed two LSCs at Tiaho Primary School in central Wairoa (a third candidate was made an offer but decided not to take the role). The intention to locate three together is believed to provide better opportunities to link with external agencies based in Wairoa and a central point for travel to its smaller, isolated schools. Enabling their LSCs to operate from their marae, while accommodated at one of their schools, further strengthens the important role of marae as a focal point for its community – taking the services to a location that makes access easy for whānau.

The cluster is confident that there will be no issues with sharing and visibility within schools. As the LSCs will go where the need is and the need will be fluid, they expect that the location of need will also be fluid.

The cluster's shared LSCs will each receive a \$4,000 Travel Grant, totalling \$12,000 for the cluster.



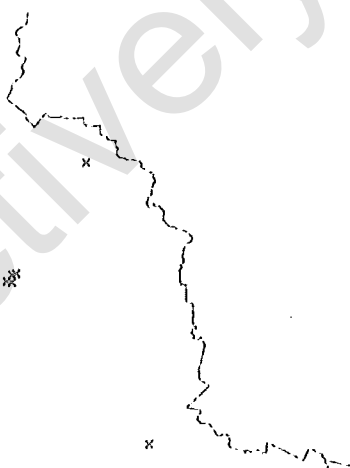
Taranaki-Whanganui-Manawatu, Dannevirke Community of Learning

Total LSCs: 3				Whole FTTE allocated
Outline of arrangements				
<ul style="list-style-type: none"> Dannevirke South School employing and accommodating 3 LSCs (1 LSC greater than the accepted 'allocation plus one' threshold) 	School name	Roll	Authority	
	Dannevirke High School	429	State	0
	Dannevirke South School	279	State	0
	Huia Range School	299	State	0
	Norsewood and Districts School	55	State	0
	Ruahine School	151	State	0
	St Joseph's School (Dannevirke)	129	State : Integrated	0
Number of LSCs co-located above accepted thresholds: 1				
	Weber School	57	State	0

Dannevirke has rural-based schools in which recruitment has always been an issue. It is rare for Dannevirke primary positions to receive applications. The cluster has to date only recruited one of the three LSCs allocated, such is the nature of recruitment in the area. The cluster feels that keeping the LSCs together, based centrally, at Dannevirke South School, will allow them to work collaboratively to provide the best service for the cluster. This is preferable to being dispersed or at smaller schools.

The cluster has an understanding that the LSCs will go where the need is and utilise a strengths-based approach.

The cluster's shared LSCs will each receive a \$1,500 Travel Grant, totalling \$4,500 for the cluster.



20 km

Taranaki-Whanganui-Manawatu, South Taranaki – Hawera Community of Learning

Total LSCs: 5					Whole FTTE allocated
Outline of arrangements		School name	Roll	Authority	
<ul style="list-style-type: none">Hawera High School is employing 3 LSCsThe remaining 2 LSCs are being readvertised for the third time. It is intended that Hawera High School is the employerAll 5 LSCs are intended to be accommodated at Hawera Primary School (3 LSCs greater than the accepted 'allocation plus one' threshold)		Hawera Christian School	20	State : Integrated	0
		Hawera High School	736	State	1
		Hawera Intermediate	326	State	0
		Hawera Primary School	199	State	0
		Manaia School (Taranaki)	84	State	0
		Mokoia School	16	State	0
		Normanby School	149	State	0
		Opunake High School	336	State	0
		Ramanui School	76	State	0
		St Joseph's School (Hawera)	249	State : Integrated	0
		St Patrick's School (Kaponga)	16	State : Integrated	0
		Tawhiti School	288	State	0
		Turuturu School	243	State	0
Number of LSCs co-located above accepted thresholds: 3					

The cluster is already working collaboratively and collectively as a Kāhui Ako with its Within School Teachers and Across School Teachers. Its rationale for the arrangements is as follows:

- Employing staff in one large school will utilise the existing Business Admin/Human Resources infrastructure and ensure consistent communication to the cluster.
- LSCs will be managed under one collective agreement (PPTA).
- s 9(2)(a)** Of the 13 schools, three schools have acting principals, and five have first time principals. Three schools are state integrated.
- Hawera Primary School has the room to accommodate the LSCs and the two larger schools (including Hawera High School) have major property development underway.
- Hawera Primary School is central to all schools within the cluster and easily accessible. It will provide a central hub for other agencies, including the Child Adolescent Mental Health Service, to meet with all LSCs. This will support those agencies with capacity issues and support participation in the LSDM.
- LSCs will have a commitment to be in each school on specified and agreed days.

The cluster's shared LSCs will each receive a \$1,500 Travel Grant, totalling \$6,000 for the cluster.



Wellington, Naenae Community of Learning

Total LSCs: 5					Whole FTTE allocated
Outline of arrangements		School name	Roll	Authority	
<ul style="list-style-type: none"> Naenae College is employing 2 LSCs, Epuni School is employing 2 LSCs and Avalon School is employing 1 LSC Dyer Street School is accommodating all 5 LSCs (3 LSCs greater than the accepted 'allocation plus one' threshold) 		Avalon School	221	State	0
		Belmont School (Lower Hutt)	366	State	0
		Dyer Street School	176	State	0
		Epuni School	93	State	0
		Kimi Ora School	71	State	0
		Naenae College	705	State	1
		Naenae Intermediate	336	State	0
		Naenae School	249	State	0
		Rata Street School	348	State	0
		St Bernadette's School (Naenae)	113	State : Integrated	0
Number of LSCs co-located above accepted thresholds: 3					

The cluster has chosen to accommodate its LSCs on a single, central site at Dyer Street School. The cluster believes that having all accommodated on one site will support collaborative practice across the LSCs. Geographically the schools are concentrated within a small area with minimal travel. The cluster understands that the LSCs need to be working with the schools they are allocated to and not from their accommodating school. One of the lead principals has been very clear with us about this.

The cluster's shared LSCs will each receive a \$1,500 Travel Grant, totalling \$6,000 for the cluster.



10km

Total LSCs: 4		School name	Roll	Authority	Whole FTTE allocated
Outline of arrangements <ul style="list-style-type: none"> Maraeroa School is employing and accommodating all 4 LSCs (2 LSCs greater than the accepted 'allocation plus one' threshold) 		Brandon Intermediate	194	State	0
		Cannons Creek School	136	State	0
		Corinna School	236	State	0
		Glenview School (Porirua East)	79	State	0
		Holy Family School (Porirua)	239	State : Integrated	0
		Maraeroa School	140	State	0
		Natone Park School	84	State	0
		Porirua College	524	State	1
		Russell School (Porirua East)	114	State	0
		Tairangi School	151	State	0
	Windley School	269	State	0	

The cluster's shared LSCs will each receive a \$1,500 Travel Grant, totalling \$4,500 for the cluster.



10 km

Wellington, Taita/Stokes Valley Community of Learning

Total LSCs: 3					Whole FTTE allocated
Outline of arrangements		School name	Roll	Authority	
<ul style="list-style-type: none"> Taita College is employing and accommodating all 3 LSCs (1 LSC greater than the accepted 'allocation plus one' threshold) 	Number of LSCs co-located above accepted thresholds: 1	Avalon Intermediate	201	State	0
		Koraunui School	237	State	0
		Pomare School	68	State	0
		St Michael's School (Taita)	102	State : Integrated	0
		Taita Central School	147	State	0
		Taita College	391	State	0
		Tui Glen School	134	State	0
		Avalon Intermediate	201	State	0
		Koraunui School	237	State	0
		Pomare School	68	State	0
		St Michael's School (Taita)	102	State : Integrated	0
		Taita Central School	147	State	0
		Taita College	391	State	0
		Tui Glen School	134	State	0

The cluster has made the decision to accommodate and employ the three allocated LSCs at one school for the following reasons:

- Taita College has significant capacity to accommodate.
- All three will be under the same collective agreement.
- This is geographically a small cluster with minimal travel and Taita College is in a central location.

The cluster is committed to having LSCs working within the schools they are allocated to.

The cluster's shared LSCs will each receive a \$1,500 Travel Grant, totalling \$4,500 for the cluster.



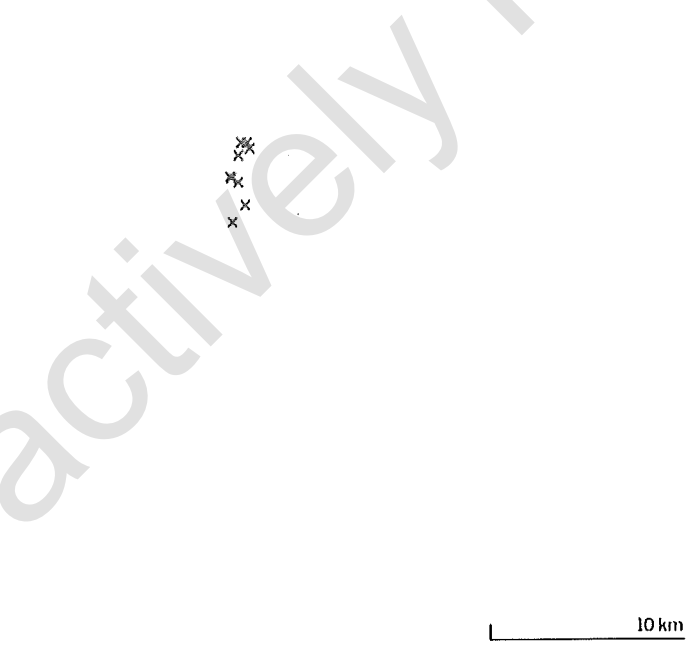
10 km

Wellington, Te Puna Maturanga Kāhui Ako

Total LSCs: 4				
Outline of arrangements	School name	Roll	Authority	Whole FTTE allocated
<ul style="list-style-type: none"> Porirua School is employing and accommodating all 4 LSCs (2 LSCs greater than the accepted 'allocation plus one' threshold) <p>Number of LSCs co-located above accepted thresholds: 2</p>	Bishop Viard College	227	State : Integrated	0
	Mahinawa Specialist School and Resource Centre	81	State	0
	Mana College	428	State	0
	Ngati Toa School	155	State	0
	Porirua School	120	State	0
	St Pius X School (Titahi Bay)	84	State : Integrated	0
	Titahi Bay Intermediate	187	State	0
	Titahi Bay School	407	State	0
	Wellington S D A School	70	State : Integrated	0

The cluster has chosen to employ and accommodate its LSCs on a single, central site at Porirua School. However, the cluster is clear that the LSCs will be out in the schools they have been allocated to.

The cluster's shared LSCs will each receive a \$1,500 Travel Grant, totalling \$6,000 for the cluster.



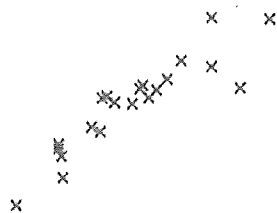
Wellington, Upper Hutt Cluster

Total LSCs: 16					Whole FTTE allocated
Outline of arrangements		School name	Roll	Authority	
<ul style="list-style-type: none"> Hutt International Boys' School is employing and accommodating 1 LSC St Patrick's College (Silverstream) is employing and accommodating 1 LSC Upper Hutt College is employing 1 LSC Māoribank School is employing 8 LSCs. It is accommodating these 8, as well as the 1 employed by Upper Hutt College (7 LSCs greater than the accepted 'allocation plus one' threshold) The cluster has not decided on arrangements for the 5 other LSCs 	Number of LSCs co-located above accepted thresholds: 7	Birchville School	172	State	0
		Fergusson Intermediate (Trentham)	506	State	1
		Fraser Crescent School	230	State	0
		Heretaunga College	873	State	1
		Hutt International Boys' School	646	State : Integrated	1
		Maidstone Intermediate	413	State	0
		Mangaroa School	115	State	0
		Māoribank School	98	State	0
		Oxford Crescent School	319	State	0
		Pinehaven School	235	State	0
		Plateau School	142	State	0
		Silverstream Christian School	23	Private : Fully Registered	0
		Silverstream School	442	State	0
		St Brendan's School (Heretaunga)	257	State : Integrated	0
		St Joseph's School (Upper Hutt)	439	State : Integrated	0
		St Patrick's College (Silverstream)	729	State : Integrated	1
		Tawhai School	362	State	0
		Totara Park School	259	State	0
		Trentham School	417	State	0
		Upper Hutt College	970	State	1
		Upper Hutt School	319	State	0

The information on this cluster is partially complete. The cluster has confirmed it has recruited 11 of the 16 roles. It does not want to make any further accommodation decisions until recruitment is complete. The cluster has indicated to us that it expects this to change over the next few weeks as it completes recruitment. It is fully committed to utilising these roles as intended and understands that LSCs need to be working in the schools they are allocated to. Māoribank was chosen as an initial placement due to having significant capacity.

The cluster's shared LSCs will each receive a \$1,500 Travel Grant, totalling \$16,500 for the cluster.

Proactively Released



Otago-Southland, Dunedin Catholic Community of Learning

Total LSCs: 3					
Outline of arrangements		School name	Roll	Authority	Whole FTTE allocated
<ul style="list-style-type: none">Kavanagh College is employing 3 LSCs (1 LSC greater than the accepted 'allocation plus one' threshold) and accommodating 1The cluster intends that the two remaining LSCs are each accommodated at one of the primary schools, but has not yet determined which ones	Number of LSCs co-located above accepted thresholds: 1	Kavanagh College	710	State : Integrated	1
		Sacred Heart School (Dunedin)	36	State : Integrated	0
		St Bernadette's School (Forbury)	179	State : Integrated	0
		St Brigids School (Tainui)	74	State : Integrated	0
		St Francis Xavier School (Mornington)	113	State : Integrated	0
		St Joseph's Cathedral School	149	State : Integrated	0
		St Joseph's School (Port Chalmers)	13	State : Integrated	0
		St Mary's School (Dunedin)	27	State : Integrated	0
		St Mary's School (Mosgiel)	126	State : Integrated	0
		St Peter Chanel School (Green Island)	57	State : Integrated	0

While all three LSCs will be employed by Kavanagh College, the cluster is very clear of the policy intent and has a long history of collaborative practice across the diocese. The LSCs will be located across three different schools, two of which will be primary schools. The exact location is however still to be determined.

The cluster's shared LSCs will each receive a \$1,500 Travel Grant, totalling \$3,000 for the cluster.



Otago-Southland, Waitaki Ara Kāhui Ako

Total LSCs: 3				
Outline of arrangements	School name	Roll	Authority	Whole FTTE allocated
<ul style="list-style-type: none"> Oamaru Intermediate is employing and accommodating 3 LSCs (1 LSC greater than the accepted 'allocation plus one' threshold) 	Fenwick School	299	State	0
	Oamaru Intermediate	297	State	0
	Oamaru North School	73	State	0
	Waitaki Boys' High School	402	State	0
Number of LSCs co-located above accepted thresholds: 1	Waitaki Girls' High School	398	State	0

The cluster has chosen to employ and accommodate its LSCs on a single site at Oamaru Intermediate School. It is confident that this arrangement is best for its needs.

The cluster's shared LSCs will each receive a \$1,500 Travel Grant, totalling \$4,500 for the cluster.



10 km