

**MINUTES OF THE NASDAP EXECUTIVE COMMITTEE MEETING  
HELD ON FRIDAY, 29 AUGUST 2014 at the AIRPORT**

**PRESENT:**

Stella Bond, Jocelyn Hale, Warren Henderson, Campbell Howlett, Penny Prestidge, Steve Read, Sarah Stenson (Chair), Annette Taylor, Pip Woodward, Sandra White (Minute Secretary).

**APOLOGIES:** Antz Cotton, Roy Fletcher.

Sarah announced that Antz Cotton had resigned from the committee and that Karen Fletcher, Associate Principal, Carmel College, would take his place. She thanked Antz for his work on the committee and for being instrumental in bringing “New Era” on board for the e-learning tour.

**MINUTES OF PREVIOUS MEETING:**

The minutes of the previous meeting were approved after the queries were corrected.  
Sarah Stenson / Steve Read **CARRIED**

**TREASURER’S REPORT:**

Annette tabled her report. An agreement is almost finalised with CORE for the e-learning tour. There are \$6,390 unpaid subscriptions at this stage. The database is almost updated. A final reminder invoices will be sent out shortly. Annette thanked Sarah and Jocelyn for their assistance with the e-learning tour. She will break down the costs of the tour after the CORE invoice is received and e-mail it to members. It was agreed that non-financial members should be charged more for mini-conferences.

Committee members need to be more pro-active in their regions about what NASDAP does for members in an effort to encourage more DP/AP’s to join.

It was **MOVED** that the Treasurer’s Report be accepted.

Annette Taylor / Stella Bond **CARRIED**

**Website**

Pedagogy issues need to be on the website and Twitter. Items need to raise issues and links that members wish to know about. All committee members were requested to contact Sheldon regarding the password so they can put information on the website.

## **Investing in Educational Success (IES) – Community of School Leadership Roles**

A draft has been issued by the Ministry. The lead teachers etc. will get not only a salary increase but also a time allowance as a result of PPTA intervention. These lead teachers etc. will be answerable to SCT. Funding has been set aside and there will be significant impact on senior team leaders. It was agreed to write to the Minister stating our agreement with the concept but stating our concerns regarding how these people will be chosen (track record / achievement). Flexibility is required for the length of tenure.

Steve Read tabled a draft letter to SPAC from NASDAP. All committee members were requested to read it and make alterations where necessary. Final copy of letter to go on website and sent to SPAC and Ministry.

Pip Woodward introduced Witi and Mapihi who work with Maori and Pasifika people to put support in place for people who are suicidal. It was agreed that feedback was needed from other schools as to why some schools do not have Guidance Counsellors. Concern was raised about parents who do not inform schools that their children are seeing outside agencies. Resources could be put on our website regarding mental health issues.

## **GUEST SPEAKERS – Mental Health Foundation / Te Rau Matatini Witi Ashby and Mapihi Raharuhi**

***MAPIHI RAHURUHI*** spoke first:

The Government has provided funding for a national programme based on Maori and Pasifika communities. This is in alignment with Item 1.1 in the Ministry of Health's NZ Suicide Prevention Action Plan 2013-2017. Approximately 500 people commit suicide each year and 1 in 5 of those are Maori or Pasifika people. This rate is 2.5 times higher than any other population. More youth are suicidal and also over 60's. Our role is to support Maori and Pasifika people.

Te Rau Matatini and Le Va have entered into a partnership to develop Waka Hourua. There have been challenges in joining two groups and learning to work together. Waka Hourua is a double-hulled waka and that concept has been taken into that project. What is important is how we come together under that concept and how it can be taken into the communities. What roles do we play in supporting our whanau to deal with bereavement, of suicide and other contributing factors. Waka Hourua is the conduit – decisions made here impact on the community.

Mapihi spoke on five areas:

- Leadership Group;
- Maori Community Programme;
- Pacific Community Programme;
- Community Funding;
- Strategic Research Agenda.

There are four projects being worked on at present.

One project is looking at communities to see what the contributing factors were for suicides – if there is a common link, i.e. family stresses, peer pressure, bullying and a whole raft of factors. No one factor seems to be the main reason, rather a combination – “the straw that broke the camel’s back”.

Maori Community Programme – there are six prioritised communities: Northland, Waikato, Hawkes Bay, Tairāwhiti, Canterbury and Southern which are collaborating in a co-ordinated approach.

Community Funding is a project in Northland and the Bay of Plenty.

Pacific Community Programmes – a play is being produced on suicide prevention where the roles bring out the issues within suicide and how families react.

### ***Waka Houra Outcomes***

We want to build informed, cohesive and resilient communities for whānau;

Strong, secure and centred whānau.

Safe, confident and engaged Rangitahi, members of the whānau

### ***Actions for Communities***

- Building community leadership networks;
- Developing a common community agenda;
- Strengthen community resources including cultural, economic and social resources;
- Identify risks within the community;
- Initiate actions that will reduce community risks;
- How well engaged is the community at your school and how is your school engaged with your community and as a school community do you know what the risks are? Does your school play any roles that reduces community risks?
- How do we encourage kids to engage with their families;

- What is their conversation like – deep, dark and low or exciting? How can we support some of these conversations – ask students what is happening in their families? We are all one community.
- If you support the source then everything else should follow in terms of meeting a need. Schools within our communities can also contribute too.

### ***Actions for Whanau / Families***

Promote whanau-centred policies and practises – do we encourage our kids to have dinner with mum and dad - all kids need to talk to someone.

Building whanau capabilities to manage stress outside allows risky conversation with someone who's interested.

Some schools do not have Guidance Counsellors or access to Maori and Pacific Island Counsellors. Mapihi stated that even if you are not Maori you can still engage with Maori students – human to human. You have to engage them as best you can.

Projects are led by Maori clinicians looking at Maori solutions within a non-Maori context.

Encourage Rangitahi leadership in key situations school subject groups can be community Maori and church activities;

Provide Rangitahi with access information, assistance and advice including e-access social media.

Support positive initiatives for Rangatahi (cultural activities, support music, arts, etc.);

Our job is to protect our life essence. Kids need to know how to manage all of the circles.

Ways to deal with the problems above:

Hungry – breakfast in schools programme;

Academic Encouragement – Make schools exciting and meaningful;

Risk-taking Behaviour – drug education, raising awareness;

These all contribute to closing the gaps – simple, changeable things.

Please read the booklet “NZ Suicide Prevention Action Plan 2013-16”. There are more documents issued by Ministry of Health and Ministry of Education which are useful – check out their websites. Use the guidelines prescribed by the Ministry. Ma agreed to put together a check-list for a template for all schools to use. She encouraged all schools to look at Waka Houra’s website: [www.wakahoura.co.nz](http://www.wakahoura.co.nz) or check out Facebook: wakahoura.

Waka Hourua is focussed on prevention rather than being at the bottom of the cliff.

Research you may wish to check out is a Canadian programme developed for the Inuit population in Canada Assi; Lifeline Aotearoa, ASIST training; Mental Health Foundation.

### **Witi Ashby**

We respond to people at risk of suicide. Mental Health Foundation has a relationship with Te Rau Matatini.

- 1) Common ground – a place for family/whanau and friends to help our young people enjoy positive mental health and wellbeing – Mental Health Foundation / Skylight;
- 2) Like minds, like mine – a community partnership. Like minds, like mine is a national, publicly funded programme aimed at reducing the stigma and discrimination associated with mental illness;
- 3) Five ways to wellbeing: connect, ?, take notice, keep learning, be active;
- 4) New services for mental health foundation. Suicide prevention for whanau / family is a core focus of our work which includes:
  - ❖ Working with communities and professionals to support safe and effective suicide prevention activities;
  - ❖ reduce stigma and develop positive mental health and wellbeing.

- 5) Bereavement Services. Resource development, working with whanau / families who have lost loved ones through suicide, working with educational organisations; stigma and discrimination.
- 6) Suicide and suicidal behaviours are a major health and social issue in NZ. Each year approximately 500 people take their own lives. This figure represents a tragic loss of potential and has a tremendous impact on those families, workplaces and communities that are affected by the loss of someone through suicide.

Three months after a suicide everything falls away. People need help for much longer than that. We work with the schools and schools are looking at policies to create commonsense policies to help their own schools.

Social media response from students (texts and Facebook) does not help at these difficult times. The concept of finality is hard to understand for young people. Our communities are changing. There is a need to re-focus.

What are the conversations parents can have with their kids? Mental health – five ways of wellbeing. When families are connected and meeting these five areas they are less likely to have suicides.

When families are connected and meeting these five objectives they may likely see a shift in a positive attitude towards mental, spiritual and physical wellbeing that could see a reduction in suicide, attempted suicide and self-harm.

Pip thanked Witi and Mapihi for their presentation. They are available to contact at:

[witi@mentalhealth.org.nz](mailto:witi@mentalhealth.org.nz)

[mapihi.rahuruhi@matatini.co.nz](mailto:mapihi.rahuruhi@matatini.co.nz)

## **E-LEARNING TOUR**

Elizabeth Craker from CORE Education met with the committee and the e-learning tour was brainstormed – see attached landscape pages.

## **REGIONAL REPORTS:**

### **Northland – Roy Fletcher**

Nil report due to absence.

### **Auckland – Ants Cotton**

we held another very successful conference in June at Wairakei Resort. The theme was “Ideas, Innovation and Inspiration”. We had a very engaging range of speakers. NZ Police negotiator, Maurie Abraham, Daniel Wilson (Manurewa High School), Mark Osborne, Takawai and Chris Murphy, Stuart and John from Stanley Avenue Primary School, two new principals, Ngaire Harris (Principal at Hauraki Plains College) and Huia Hanlen (Vocational Pathways). The conference was well attended and once again it was a fantastic opportunity to get to know a wide group of fellow DP’s and AP’s. Some of the profit raised was used to fund the eLearning study tour places for Ian Nicholson and Lynette Parish. Both really enjoyed the study tour.

A major breakthrough happened in the holidays when I received a text message from Tara Kanji from Sacred Heart Girls in Hamilton inviting me to attend a private audience she had managed to arranged with Guy Claxton. I took a few others with me and was very grateful for the opportunity to start to build links with the Hamilton schools.

Coming up we have a DP/AP day for CoroNet schools where we will visit Mission Heights Junior College and also Manurewa High School. We are looking forward to this trip. I have also invited anyone on my NASDAP mailing list to join us.

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### **Western Bay of Plenty – Pip Woodward**

Well not much to report but there is a flow of email traffic that keeps us connected. We have a dinner tentatively scheduled before the close of the term, a casual gathering.

The annual DP & AP day is planned for the 21<sup>st</sup> November, at the Tauranga Yacht and Power Boat Club . The programme includes;

- Rachel Bolstad from NZCER ‘Future orientated learning. A New Zealand research perspective’.
- Panel of Speakers – ‘How three schools are doing things differently’ .  
John Wright – Mercury Bay Area School, Ngaire Harris – Hauraki Plains College, Lea Vellenoweth – Hobsonville Point Secondary School
- Marcus Akuhata- Brown ‘ Disengaged Youth’.

### **East Coast / Hawkes Bay– Campbell Howlett**

In term two the HBDAPA had Adie Graham from the Massey Institute of Education talk about the Evidence for Registration. Adie spoke about utilising teacher PD to create meaningful evidence for registration. Teaching as Inquiry being a frame work for reflective quality teaching and learning was at the core of Aadie’s presentation. Identifying what our students learning needs are as well as our learning needs as teachers in order to develop a teaching inquiry. Adie also talked about induction and mentoring within the school system.

Looking at developing portfolios for PRT’s and what evidence looks like for PRT’s in relation to the registered Teachers Criteria. Teaching as an inquiry is a good model that supports the RTC’s with strong evidence. Evidence should be drawn from a range of activities and events to show the story of the teacher’s growth and effective practice. The RTC states that observations, records of discussions and other teaching related documents comprise the basis of evidence and this can be gathered through a teaching inquiry. Adie’s presentations was thought provoking and encouraged self-reflection.

Next week Jeremy Kedian from Waikato University faculty of Education is presenting on whole school change leadership. This presentation will explore current trends in leadership and consider how these trends can be adapted and



adopted to suit the specific context of different schools. Participants will have the opportunity of engaging in an extended reflection on their own professional practice as leaders and utilising some action research techniques as they link their reflections to current literature and their future practice.

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### **Wellington, Hutt Valley, Horowhenua and Wairarapa – Warren Henderson**

The Greater Wellington Region DAPA has met twice since the last NASDAP meeting on 23 May.

1. **25 June in Upper Hutt.** Between 20-25 members attended. This meeting was focused around Youth Guarantee/ Vocational Pathways & included presentations from;
  - **Tina Sims**-Chief Advisor for Youth Guarantee in MOE. Tina spoke about Youth Guarantee initiatives with a particular focus on the Vocational Pathways and the profile builder tool. She highlighted the use of the Vocational Pathways for curriculum planning and contextualised learning, and the use of the profile builder for academic mentoring of students.
  - **Hamish Davidson**-Associate Head of School of Foundation Studies at WelTec (Wellington Trades Academy). Hamish spoke about Weltec-a Pathway to Achievement.
  
2. **28 Aug in Wellington.** Between 20-25 members attended. The meeting was focused around future pathways for APs/DPs, both in and out of teaching. Presenters were;
  - **Gregor Fountain** (Principal-Paraparaumu College)
  - **Sally Haughton** (Principal-Wellington East Girls' College)
  - **Brenda Service & David Crabbe** (MSSL Programme Director/Dean at Vic)
  - **Geoff Childs** (NAPP Co-ordinator)
  - **Lis Whyte** (Tixall Career Management)
  - **Tony Gilbert** (former DP of Green Bay High School, Auckland, now in IT)
  - **Ben Laybourn** (former DP of Makoura College, Wairarapa, now a PD facilitator)

Whilst it was great to see a different set of people at each of these meetings, including a DP from Wanganui, attendance in the mid-twenties is lower than I'd

like to see, bearing in mind the 120 or so members in the region. Planning to discuss surveying members about this with our local committee.

Our next meeting will take place in 20 Nov in Porirua. This will be our Christmas function, which is usually attended by 40-50 members.

Also on our schedule is the collection of subscriptions from the group, which was stopped temporarily around the time of the Wellington National Conference in 2011.

### **West Coast, Nelson and Marlborough – Annette Taylor**

Nil report.

### **Canterbury and Aoraki – Penny Prestidge**

It has been a busy time in Canterbury this term, with two major events on the calendar.

#### **1. Supporting Newly Appointed AP/DPs Professional Learning Day 1<sup>st</sup> Aug.**

The day consisted of experienced AP/DPs and one local principal sharing their experience and expertise on six themes:

- Expectations of a new DP (a principal's point of view)
- Engaging People
- Being proactive, not reactive
- Connecting with colleagues
- NZQA – the opportunities
- Curriculum Matters

#### **2. Conference at Hanmer: August 13-15 2014**

The theme for 2014 is Innovative Leadership was expanded upon by three keynote speakers.

##### **1. Dr. Stuart Middleton** ONZM, PhD, MA, DipEd, AEd (Lond), DiplSLT, DipTchg

##### **Director External Relations, Manukau Institute of Technology**

Stuart shared his experiences in developing a secondary school in a tertiary environment - changing the rules!

##### **2. Professor Michael Ardagh** ONZM, MB, ChB, PhD, DCH, FACEM

Professor of Emergency Medicine

Mike is Professor of Emergency Medicine and a specialist in the Emergency Department of Christchurch Hospital. He has a PhD in Bioethics, with his thesis exploring decision making in resuscitation. Mike shared his experiences of leadership that worked in extraordinary circumstances – Feb 22, 2011, Christchurch Hospital E.D.

##### **3. Chris O'Reilly** BSc, MBA (Canty)

Chris is based in Havelock North, and is a professional director and strategic planning consultant to a wide range of businesses throughout New Zealand. Chris was previously the New Zealand Young Executive of the Year, holds a Bachelor of Science and Master of Business Administration from Canterbury University. Chris has Chief Executive and General Manager experience across several industries including banking, health, technology, construction and financial services, with his last corporate role being, CEO KFC (NZ). He is passionate about building responsive leaders who empower their teams, and has particular expertise in mentoring and coaching.

Chris' presentation at the CADAP Conference was: *Innovative Leadership in Practice*

- The changing nature of leadership
- Generating change in busy organisations
- How do we get people to take on more responsibility
- Preparing people for leadership.

He shared from experiences including

1. Owning mistakes e.g. cutting through the wrong femur in a hip replacement operation
2. Building staff commitment – reversing a staff turnover of 160% p.a.
3. Clarity and single mindedness = “will I make the boat go faster?” (Team NZ)

and the usual feature of this conference.....

**.....CADAP Forums...**

Delegates identify issues/concerns over the course of the conference and the final session consists of round-table discussions on each of the commonly supported topics. This year the topics included BYOD, Attendance Systems, Implementation of Vocational Pathways, Timetable Innovations, Expanding cross-curricular classes, Junior graduations and Managed Moves (an alternative for disciplinary actions).

## **Otago and Southland - Steve Read**

A meeting was held on 6<sup>th</sup> August at St Hildas Collegiate. It was great to catch up with those who could make it and our thanks go to St Hilda's for allowing us to use their staffroom. It was good to get a chance to take some time out after what has I'm sure been a busy start for all.

We had some great discussion and sharing from those present around the following ideas:

- Student mentoring programmes
- Appraisal
- The idea of students choosing courses ( pre-determined baskets of subjects) rather than individual subjects
- Creating more coherence around school wide PD
- An approach to increase staff motivation around professional reading
- Pasifika & Maori student Leadership Day

Paul O'Connor also came along and talked about the National Aspiring Principals Programme. Paul did say that he thought it would be better named "National Aspiring Leaders Programme" as it was good value for those who aspire to leadership positions in schools not just the Principal position.

The new Chair of the Southland group is Mel Hamilton from Gore High School. Mel can be contacted via e-mail at [mhamilton@gore-high.school.nz](mailto:mhamilton@gore-high.school.nz)

The Otago committee has been meeting regularly to finalise planning for our biannual conference in Cromwell on the 11 & 12 of September. We have good numbers confirmed for the conference and it promises to be both challenging and refreshing. I would like to thank the committee members for their continued work behind the scenes.

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### **SECONDARY QUALIFICATIONS ADVISORY GROUP (SQAG) – Stella Bond**

TKI is being overhauled on their website and how it links into the band and how you make it more effective.

A group is being set up to look at NCEA and workload which will meet on 10 September and 22 October 2014 looking forward to school assessment / future focus – how is it going to work and ramifications from curriculum areas. Representation will be by two Principals, four Deputy Principals Nominees and Heads of Curriculum. They are looking for a Science representative.

#### **Topics covered:**

Feedback on the e-MCAT trial;  
Data-gathering exercises;  
Working on RTC  
Return to candidates;

Digital printing;  
Unique printing page  
2015 Scholarship

Computer-based exams is the way everything is heading when schools have the capability. A survey will be sent to Principals shortly re student levels and security, devices that they use and whether they are lockable. It will back up every few seconds and to another machine; there will be log-ons and the supervisor will have the last three digits and it will be encrypted. There will be paper back-up.

Amanda Picken gave an update on Vocational Pathways; SMS systems and tapping into vocational pathways; what constitutes a valid course?

### **PAYROLL REFERENCE GROUP – Campbell Howlett**

This group has now been disbanded and replaced by a Sector Leader Group. The Ministry have negotiated an exit package for Talent2 whereby Talent2 are leasing the software and programme and MOE are running the customer service side. There is concern about the commencement of the year payroll for fixed term contractors.

At the next meeting we will plan the following years dates.

The meeting closed at 2.50pm.

**Next NASDAP Meeting: 21 November 2014**

Sarah Stenson, Chairperson

Dated: \_\_\_\_\_