

NZEI Connecting with Principal Members

NZEI Te Riu Roa Principals' Council - Plan for Principals

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Purpose

NZEI TE RIU ROA EMPOWERING PRINCIPALS PROFESSIONALLY AND INDUSTRIALLY

AWHI MAI, AWHI ATU

Areas of Focus

- Support for principals in managing employer/employee disputes
- Bargaining of Principals' Collective Agreements (Primary and Area Schools)
- Provision of industrial and professional support
- Working with established principal groups
- Support for new principals
- Providing a collective voice for principals

Goals

- 1 Support for principals in managing employer/employee disputes to ensure:
 - Principals are supported throughout a dispute
 - Principals are better informed about rights/responsibilities/support for all parties
- 2 Bargaining of Principals' Collective Agreements (Primary and Area Schools) to ensure:
 - A bargaining plan that incorporates principal issues in a meaningful manner is developed
 - Professional negotiators are employed during negotiations
 - Effective representation of principal issues is undertaken
- 3 Provision of industrial and professional support to ensure:
 - Principals are kept up to date and informed on changes to industrial and other relevant law and regulations
 - A national forum (Principals' Council) is resourced and supported to progress professional and industrial issues
 - Needs based and timely PD is provided
 - Training and information is provided/available on use of Principals' Kit including website and specialised assistance

- Information relevant to principals is gathered and disseminated
 - Work is done leading to the principal's role being aspired to, respected and valued.
 - Property matters are co-ordinated across the country and relevant information disseminated.
- 4 **Working with established principal groups to ensure:**
- Ongoing NZEI Te Riu Roa liaison with other principal organisations both nationally and regionally.
 - The involvement of leading principals and members to achieve credibility
- 5 **Support for New Principals that ensures:**
- New to school principals are identified, welcomed, informed and supported
 - In consultation the PC determines content of NZEI seminars at FTTP courses
 - The PC has input into principal professional development programmes
- 6 **A Collective Voice for Principals to ensure -**
- NZEI has a voice in all regional principal groups/associations
 - NZEI has a voice in all national, professional and industrial developments that touch on the work of principals
 - Appropriate and effective relationships with sector groups are developed

Actions

Goal 1 Support for Principals in Managing Employer/Employee Disputes.

- Protocols and associated flow charts developed and signed off by the NZEI Principals' Council
- PSO's established and working with Principals in actual and potential disputes and grievances
- MSC to be briefed on protocols as well as other field staff.
- Protocols and flow charts to be widely publicised and feed back welcomed.

Goal 2 Bargaining

- Campaign plan developed for renewal of Principals' Collective Agreement that meets the goals of the Principals' Plan
- Steering group for Principals' Strategic Plan established and operating
- Claims development process underway
- Negotiators identified
- Consultation with membership underway

Goal 3 Provision of Professional and Industrial Support

- PSO's established and working with principals and principal groups across country
- Some work done on curriculum eg DVD
- Engagement of PC (and other principals' groups) in National Standards campaign.
- Role and timing of RTP Conference to be clarified
- Place and role of Long Term Work programme to be clarified and agreed
- Principals' Kit updated and up on website along with further web capacity within it.
- Discussion underway on further means of web based support
- Development of specialised MSP role focusing on principals (as an outcome of MSP review
- National liaison and co-ordination of information and other matters raised in regional property forums
- Discussion underway on further means of web based support
- Development of processes to co-ordinate work of NZEI representatives attending MoE Property forums
- Development of processes to gather and share information from Property Forums amongst Forum representatives and principals generally.

Goal 4 Working with Established Principals' Groups

- Close working relationships with NZPF nationally.
- PSOs developing good working relationships with regional and local principals' organisations
- Involvement of specialist principals' groups in ongoing professional and industrial work of NZEI Te Riu Roa
- Involvement of leading principals nationally and locally

Goal 5 Support for New Principals

- Attempting to get single system across country to easily identify new to school principals
- Development of new or enhancement of existing support mechanisms in line with goals especially around employment relations.

Goal 6 Voice for Principals

- Mapping of existing principal organisations
- Working with NZPF and other principal groups
- Contact and relationship development between local principal groups and designated NZEI Te Riu Roa field staff dedicated to supporting principals