



## **Policy and Work relating to Support Staff**

Since the implementation of 'Tomorrow's Schools', there has been a huge growth of Support Staff workforce with over 21,000 support staff now in schools and 60% of these being NZEI Te Riu Roa members. Much work has been completed since 1994 with the Workforce Strategy furthering this work.

### **What we hope to achieve**

'Secure Jobs for Support Staff through systemic understanding and development'.

### **What this looks like from an NZEI Te Riu Roa perspective**

- Fair pay and conditions.
- Job security.
- Accessible and relevant training and qualifications.
- Transferability and career pathway opportunities.
- Increased status.

### **NZEI Te Riu Roa Work relating to Support Staff since 1994**

- 1994 Making the Difference, Support Staff Strategic Plan.
- 1994 National Surveys, Case Studies on innovative use of support staff in schools.
- 1998/2000 Qualifications and Training requirements for special education support.
- 2002/2004 Researching alternative models for funding and policy development.
- 2007 Cross sector Review of Schools' Operational Funding.
- 2007 Internal discussion paper on Learning Assistants.
- 2009 Support Staff Tonal Survey.

- Ministry and sector wide initiatives such as Kiwi Leadership for Principals moving to pedagogical leadership.
  - Greatest effect on student outcomes are quality teachers.
  - Allowing principals to lead and teachers to teach.
- Workforce Strategy underway 2010.

### **NZEI Te Riu Roa Policy**

- Furthering the cause of quality education.
- Every student has the right to be taught by an appropriately trained, qualified and registered teacher.
- Roles of support staff and teachers are clearly delineated.
- Appropriate knowledge, skills and attributes, pay and conditions of employment for support staff.
- Workforce developed in structured way maximise potential educational benefits to students.

Geraldine Ryan  
22 April 2010