



Candidate statements | 2025 elections

Early Childhood Education Service Leaders sector

Withdrawn – Joanne Cheri BAGLEY



Location: Muriwai Beach, Auckland-

Academic qualifications-

Diploma of Teaching (ECE) Auckland University-

Master of Education Hons Auckland University-

Current position-

ECE Consultant, Support Manager for ECE Consultancy Services Ltd. Supporting approximately 20 centres a month to remain compliant with ECE regulations and the licensing criteria, curriculum and internal evaluation understanding, ERO readiness and leadership mentoring and coaching. I cater to each centres specific needs. I have been in this role for 3 years.-

Active teaching experience-

Dec 1994 – July 1997 Herne Bay Early Childhood Centre, infants and toddler's teacher.-

Mar 2004 – Feb 2011 Waimauku Childcare, relief teacher, pre-school teacher, pre-school team leader, manager.-

April 2011 – Sept 2012 Angels Childcare, Manager.-

Sept 2012 – Mar 2022 Jojo's Childcare Centre, Owner/ Manager.-

Jan 2022 – Current ECE Consultancy Services, Consultant/ Support manager.-

Governance experience-

2000-2002 Establishment Committee for Waimauku Kindergarten, Chairperson.-

2002-2004 Waimauku Kindergarten committee, Chairperson.-

2003-2004 Board of Management for Northern Auckland Kindergarten Association, Board Member.-

Personal interests-

leadership learning, reading, walking the local beach and forest.-

Profile statement

Family and community are my why. I am mum to 5 incredible children.-

I believe leadership is a role of service. I am passionate about growing leadership capacity in ECE. I mentor and coach in leadership across multiple services using the Professional Growth Cycle. I coach leaders to strive to become great mentors themselves and support their own teams within the PGC process.-

I have worked in all roles as a teacher, team leader and manager and I owned my own centre for 10 years, working alongside my team to support where needed.-

I believe in always striving for quality and best practice. I am honest in the communications I have with all kaiako, leaders and management I work alongside. I will advocate and work hard for all if successful in being selected as your ECE representative.

Nicola BROWN



Location: Tauranga

Academic qualifications

Bachelor of Education (Major in Professional Education) Early Childhood Education

Current position

Centre Manager

Active teaching experience

I have been teaching in Early Childhood since I was 17 years old and am currently 35. I have a passion for teaching and learning alongside tamariki. Now my passion is supporting kaiako to be positive and successful educators who help to create better outcomes for tamariki.

I started my full time teaching journey at Above and Beyond Education and Care centres in October 2010 in an infants teaching position, which quickly moved to being the nursery head teacher, then nursery and toddlers head teacher, then stepped into 2IC and covered as the Centre Manager. I then helped open up the second Above and Beyond Centre in Te Puna, and worked there as the Educational Leader (Centre Manager) teaching and running the centre. From there I over saw the Te Puna Centre and the newly opened and third Above and Beyond Centre, Above and Beyond The Lakes as the area manager. After about a year of doing that I became the centre principle and over saw five Above and Beyond centres. Above and Beyond, Gate Pa, Te Puna, Te Puke, The Lakes and Tauriko. In 2020 after ten years and various roles I said goodbye to a company I loved and began a New Position as Centre Manager at Elm Tree Early Learning Centre In Tauranga city. I have been here since.

Governance experience

I worked in a governance level at Above and Beyond for 9.5 years in leadership roles. Over my time there I would help and write policies, procedures and put systems in place. I would lead internal evaluation, practices for improvement. All compliance including licensing the centres. ERO reviews, MoE visits, funding audits, submitting RS7s, working with accountant to establish budgets.

In my position now, I am responsible for all things at the centre (Elm Tree). Budgets, Payroll, compliance, Health and Safety, mentoring teachers, PGC's, internal evaluation, policies, procedures, reviews, enrollments, funding, audits, MOE, ERO, Tauranga City Council, Building WOF's, Human resources, RS7s, administration, person responsible, the licensee, and leader of the centre, responsible for 17 permanent teachers, 5 centre relievers and 1 relieving cook as well as 87 families.

Personal interests

I love going for walks with my family and two dogs. I enjoy playing badminton, swimming and cycling.

I love to catch up with family and friends and enjoy walking around and up Mount Maunganui.

Profile statement

Kia ora, I am a hard working, honest and trust worthy person, who enjoys having a laugh and making positive connections with all. I am looking forward to working with and for kaiako to help provide smooth and successful interactions and experience's with the teaching council. As a registered kaiako and manager I know how important the experience of working alongside the teaching council is, in both the teacher, and mentor/endorser. I enjoy working collaboratively and look forward to supporting you in the near future.

Bridget GIFFORD



Location: Rotorua, Bay of Plenty

Academic qualifications

Bachelor of Education, Diploma of Teaching

Current position

Owner, Manager and Teacher at The Orchard Child Care & Preschool since I opened the centre 11 years ago.

Active teaching experience

2013 - Current: The Orchard Child Care & Preschool (teaching, management and governance). I opened the centre in 2013, licensed for 30 children. 2020 new centre built and licensed for 50 children.

2008-2013: Part time primary school teacher at Kaharoa School

2008-2013: Various roles at Hamurana Playcentre (incl secretary, president)

2008-2013: Roots of Empathy Instructor, Mentor and Area Coordinator. Co founder of Rotorua Roots of Empathy Trust.

2006-2008: New Entrant Teacher (incl Mentor teacher to Beginning Teachers) at Otonga Primary School.

2003-2006: Sales & Management position in Manufacturing company
2001-2002: Relief (Supply) teaching in England (London and Nottingham).
1999-2001: Year 1 and Year 2 teacher at Otonga Primary School

Governance experience

Owned, operated ECE service 11 years
Roots of Empathy trust
Hamurana Playcentre
Kaharoa School PTA

Personal interests

Keen runner, lover of nature and the outdoors, travelling, going places with my family (husband and a teen son and daughter), mixed in with a bit of art and craft when time allows.

Profile statement

I have always loved children, from a young person running the church creche to now owning, operating and teaching in my own ECE service, the wonder and gift of children is still my passion and cornerstone of what I do. I am fortunate to have had the opportunity to teach in both primary and ECE sectors (both having joys and challenges) and I have always encountered passionate, committed teachers whose determination to do the very best for our country's children has shone through. I have two of my own children and it is through their ECE experiences that I decided to make the transition from the primary to ECE sector opening my own ECE centre in 2013. All the learnings that I have gained from my roles have given me insights that I believe put me in good stead to be a voice for our needs as quality teachers.

Joanne Maraea HAYES



Location: Havelock North, Hastings, Hawkes Bay

Academic qualifications

2024 PhD - Waikato University
2014 Short Award in Te Reo Māori - Waiariki Institute of Technology
2013 Master of Education (Early Years) - Massey University
2011 Postgraduate Diploma of Education (Early Years) - Massey University
2010 Certificate of Tertiary Teaching - Waiariki Institute of Technology
1996 Bachelor of Education - Auckland University
1996 Diploma of Teaching (Primary) - Auckland College of Education

1989 Diploma of the New Zealand Nanny School - NZ Nanny School

Current position

2022- Current

Titles: General Manager Early Childhood Education 2024 - Current/Education Manager 2022-2023

Organisation: Anglican Care Waiapu (ACW)

ACW are the social services arm of the Anglican Diocese of Waiapu (Bay Of Plenty, Tairāwhiti, Hawkes Bay). As a member of the Senior Leadership team I contribute to the strategic leadership of the organisation. I am responsible for the practice and operational leadership of the ECE sector of the organisation ensuring the eight early childhood services implement quality teaching and learning practices and provide a safe environment within which this can happen. I also lead the development of leadership within the ACW ECE sector and support the continuous improvement of our services.

Active teaching experience

Nov 2020 - May 2022

Title: Education Leader

Organisation: Heretaunga Kindergarten Association

May 2019 - Nov 2022

Titles: Area Manager Dec 2019 - Nov 2020/Teaching and Learning Development Manager May 2019 - Dec 2019

2008 - April 2019

Organisation: Toi Ohomai/Waiariki Institute of Technology

Titles: Group Leader Education 2017-2019/Head of Department Education, Social Sciences and Languages 2015-2017/Senior Lecturer ECE 2008-2015

2002-2012

Organisation: Rotorua Playcentre Association

Paid Roles: Tutor and Commentor on Adult Education Programme 2002- 2012/Supervisor Hamurana Playcentre 2004-2008/Supervisor Lynmore Playcentre 2002-2005

1999

Organisation: Glastonbury Thorne First School

Role: New Entrant Teacher

1997-1998

Organisation: Bailey Road Primary School

1989-1997

Employers: Jenny and Mike Smith

Role: Nanny

Role: New Entrant Teacher

Governance experience

2006-2008

Organisation: Rotorua Playcentre Association

Role: President.

Personal interests

In my spare time I like reading, dressmaking, crafts, walking as well as spending time with family and friends.

Profile statement

As a teacher and leader with experience in the ECE, tertiary and primary sectors I am strongly invested personally and professionally in the quality of education provided to tamariki. I am eager to contribute to shaping strategy and policy that will continue to strengthen teaching practices and lead to positive outcomes for tamariki.

I bring a range of experience, particularly in curriculum development, intentional teaching and leadership in ECE. Having worked in corporate, Kindergarten and not-for profit ECE organisations I have a strong foundation for understanding the diverse needs of educators, tamariki and whānau, and the governance structures and mechanisms that can support teachers in this sector.

If elected, I will work to ensure that the Council upholds the highest standards of education and advocates for the resources and policies needed to ensure quality teaching that is culturally responsive and leads to enhanced learning outcomes for the tamariki of Aotearoa.

Jo-Anne HENRY



Location: Hamilton, Waikato

Academic qualifications

Associate Dip of Teaching (Australia)/Diploma of Teaching (NZ)

Current position

Centre Owner - governance, budgets, staff employment

Centre Manager - day to day running, staff appraisals, P.D.

Active teaching experience

Te Rito Maioha ECE - Masters completion Dec 2024

Governance experience

Running centre, 2009 - present.

Board of Trustees Waiterimu school (years ago)

Personal interests

Whānau, Walking, Volunteer rescue organisation 4 Paws Rescue.

Profile statement

If I were selected to be a representative for our early childhood teaching profession, I would ensure that all current and relevant information provided to me is examined with a non-judgemental approach. If changes need to be made to the information or if clarity is required around policies, I would ensure that all information is reviewed to provide the most accurate guidance possible. As part of the teaching councils role in addressing teacher conduct, I would make certain that all areas are considered, and that non-judgemental decisions are made upholding the teachers code of ethics & standards. Teachers and leaders play a vital role in society, as a candidate I believe we must represent each other in a way that upholds the integrity of the profession.

Naomi Jean MCCUTCHEON



Location: Palmerston North

Academic qualifications

Bachelor of Teaching Early Childhood Education

Current position

Centre Manager Beginning 6th January 2023.

In this position I am responsible for overseeing the operational and pedagogical processes in order to provide quality early childhood and care, including overseeing all the budgets, rostering, internal evaluation, professional growth cycles, and planning and documentation for children's learning. A large part of this role is building relationships with parents, whānau, tamariki, and Kaiako within our learning community and mentoring teachers both in their teaching practice as well as guiding those in leadership roles.

Active teaching experience

Pouako, June 2024 - December 2024 - Kelvin Grove Kindergarten.

Team Leader, April 2019 - October 2020 - Eden Early Learning Centre, Auckland.

Early Childhood Educator, October 2015 - June 2016 - All Saints Ponsonby Community Creche, Auckland.

Early Childhood Educator, April 2015 - October 2015 - Little School, St Heliers, Auckland.

Planning cover, February 2014 - April 2015 - Bear Park Kohimarama, Auckland.

Education support worker, 2013-2014 - Small Miracles, St. Heliers, Auckland.

Early childhood Educator, 2010-2013 - Bear Park Kohimarama, Auckland.

Early childhood Educator, 2009-2010 - Parnell Early Childhood Centre, Auckland.

Under two's team leader, 2004-2005 - Strawberry Fields Childcare Ltd, Auckland.

Early childhood Educator, 2000-2001 - Mainly Kids, Herne Bay, Auckland.

Governance experience

Centre Manager, starting January 2025 - Busy Bees Manchester Street.

Centre Manager, May 2023 - June 2024 - Busy Bees Pioneer Highway.

Centre Director/Pedagogical team, October 2020 - May 2023 - Bear Park Centre of Learning.

Centre Manager, June 2016 - April 2019 - Bear Park Kohimarama, Auckland.

Personal interests

My personal interests include:

Reading (Fiction and non-fiction)

Exploring new places in New Zealand and around the world

Baking

Spending time with Family & Friends

Profile statement

As an experienced and passionate Early Childhood Education professional, I am eager to serve on the Teachers Council Governing council to advocate for the needs of both educators and young learners. With 24 years of hands-on experience in diverse ECE settings, I am committed to

fostering an inclusive, supportive, and progressive environment for both children and staff. My goal is to ensure that the voices of ECE leaders are heard, and that our unique challenges are addressed at the policy level. I believe in the power of collaboration and seek to strengthen our professional community through mentorship, advocacy for professional development, and ongoing dialogue about best practices in early education. I am dedicated to helping shape a future where all children have access to high-quality, equitable learning experiences, and where ECE professionals are empowered to thrive in their roles. I look forward to working together to advance the field.

Withdrawn – Lynn Kirsty RUPE



Location: Tauranga

Academic qualifications

Bachelor of Educating (0-8 Teaching) Massey University

Current position

Kaiārahi/Professional Learning Facilitator at Educating Hearts and Minds. This is a consultancy service that has been established in 2020. I am contracted by MoE through SELO contracts to support individual and clusters of settings. This work is varied, some contracts have a strong focus on quality improvement through strengthening the Licensing Criteria requirements in settings. The other aspect is working alongside settings with a particular focus such as leadership, infants and toddlers etc.

There is also privately contracted mahi – I mentor and support kaiako and kaihautū using their PGC as a vehicle to conversations about wise practice and growth in the Professional Standards.

Active teaching experience

2005-2007 Teacher Aide Greenpark School

2007 Kaiako – Daybreak Montessori Childcare

2008–2014 Centre Leader – St Peters Childcare Tauranga

2012–2022 Professional Learning Facilitator – Educational Leadership Project Ltd

2022 – present Kaiārahi & Professional Learning Facilitator – Educating Hearts and Minds

Governance experience

Six years experience as a Centre Manager. This position was both governance and management.

Eleven years working as a Senior Facilitator contracting to MoE through SELO contracts many of which have a focus on governance and management.

Personal interests

Love photography, which leads me to loving adventuring around Aotearoa. Photography helps me to be truly present in my surrounds, noticing the amazingness of Aotearoa.

Having lived most of my life in the sunny Bay of Plenty I also enjoy the beach and trying new things like surfing and stand up paddle boarding. I have mastered the paddling boarding but the surfing well, let's just say I spend more time under the board than on top and swallow too much water as I laugh my way under the waves.

Profile statement

My journey into the field of education began through social work. After providing support to youth within a local organisation, I quickly realised that it was more beneficial for me to find a pathway earlier into the lives of the tamariki. This led me to education as the fence at the top of the cliff rather than the ambulance at the bottom.

What motivates me is the principle of mokopunatanga – that the mokopuna of our mokopuna will prosper. For this to occur, it is essential that we uphold a high standard of professionalism in providing education and care for the mokopuna within our environments.

I have considerable experience in advocating for the mokopuna through collaborating with various ECE settings and kaiako. I would bring much to the position with my ability to build strong professional relationships that support quality improvement and uphold Ngā Tikanga Matatika, Ngā Paewera.

Withdrawn – Barbara Cathrine WATSON



Location: Whangaparāoa, Auckland

Academic qualifications

PhD – induction and mentoring in ECEC services

Master of Educational Administration

BEd (Teaching ECE)

Dip Tchg (Primary)

Current position

Director and PLD facilitator at inspirED ECE

Active teaching experience

5 years primary teaching – teacher – Stanmore Bay Primary / Orewa North Primary (1985-1990)

12 years ECE teaching –

– teacher – North Harbour preschool (1996-1998)

– teacher/team leader/centre manager – Summerfield Early Learning Centre (1998-2008)

16 years PLD facilitation/lecturing –

– UniServices/University of Auckland (2008-2014)

– inspirED ECE Ltd (2014 – present)

Governance experience

Centre manager – Summerfield Early Learning Centre (2000-2008)

Co-Owner – Summerfield Early Learning Centre (2002-2008)

Director – inspirED ECE Ltd (2014-present)

Personal interests

campervanning, travelling, dancing

Profile statement

I have been a committed member of the teaching profession for forty years and a strong advocate for the ECE sector. As director and facilitator for inspirED ECE, I support many service leaders to build their leadership capability and strengthen curriculum. This keeps me closely connected with and actively seeking to address the complex issues facing our sector and education more broadly. I enjoy bringing efficiency to systems and clarity to expectations so that teachers can focus on what matters most – high quality teaching. My experience positions me well to serve the profession and it would be my privilege to do so.

On a personal note, I live on the Whangaparāoa peninsula just north of Auckland with my husband. We have three adult children and five grandchildren ranging in age from 4-9 years old. In my leisure time, I enjoy escaping in our campervan, overseas travel and dancing.

Cathy WILSON



Location: Wellington

Academic qualifications

Bachelor of Education (Teaching) ECE;

Association Montessori Internationale (AMI) Diploma (3-6 years);

Association Montessori Internationale, Orientation 0-3 Years, 6-12 Years, 12-18 Years;

Institute of Directors, The Board's Role in Mental Health and Wellbeing, Data Governance, Governance Essentials, Kotahitanga - Principles of Māori Governance.

Current position

Chief Executive Montessori Aotearoa NZ

Active teaching experience

2011 – 2015: Deputy Principal, Wā Ora Montessori School;

2001 - 2011: Head Teacher, Wā Ora Montessori School;
1999 - 2000: Teacher, Wā Ora Montessori School;
1998 - 1999: Directress, Upper Valley Montessori Pre-school.

Governance experience

Member, Te Rito Maioha Board, 2023 - current;
Panel Member, Teaching Council Aotearoa: Competence Authority, 2023 - current;
Member, Transforming Education Australasia, 2021 - current;
Member, ECE Steering Group: Teachers Pay Equity Claim, 2020 - current;
Stakeholder, Education Review Office, 2020 - current;
Stakeholder, Teaching Council of Aotearoa, 2019 - current;
Member, Police and Education Partnership, 2018 - current;
Member, National Education Leaders Partnership Forum, 2018 - current ;
Member, Ministry of Education: Education Outside the Classroom, 2018 - current;
Stakeholder, Ministry of Education: Early Childhood Advisory Group, 2016 - current;
Member, Ministry of Education: The Early Learning Action Plan (ELAP), 2018 - 2019;
Member, Ministry of Education: Te Whariki 2017 review, 2016 - 2017.
Further previous governance groups can be supplied on request.

Personal interests

Mountain biking, going to the gym, water skiing but most importantly my family.

Profile statement

I am passionate about delivering quality education across all ECE service types, backed by years of experience in the sector. Having led and worked alongside teaching teams, I understand the unique challenges we face, which I continue to address in my current role. I am actively involved in government groups shaping ECE policy advocating for tamariki and the teaching profession. I am completely committed to Te Tiriti o Waitangi. In my role, I design the Montessori strategic plan with the Board and lead its implementation. This, combined with my deep knowledge of ECE issues I believe I'm able to think strategically to support the Teaching Council to focus on what matters most. With my extensive experience, commitment and passion for education, I am confident that I can bring valuable insight and support as the ECE Service Leader representative on the Teaching Council of Aotearoa New Zealand.