

TEACHING COUNCIL

NEW ZEALAND | Matatū Aotearoa

6 March 2020

Hon Chris Hipkins
Minister of Education

Tēnā koe e te Minita o Te Tāhuhu o te Mātauranga

Leadership Centre

The Teaching Council (The Council), is very pleased to accept the invitation to establish the Leadership Centre (the Centre), on behalf of the teaching profession. Establishment of the Centre is a key strategic priority for us this year. For clarity, we have set out our intentions and would like to discuss these with you to test our thinking and to better understand your vision.

The Council believes that it is appropriate and highly desirable for the Leadership Centre to sit with us, the only professional body that represents all registered teachers in New Zealand across all sectors, rather than with a Crown agency or other organisation. As the professional body, we have a mandate in law to provide leadership and direction to the profession; we have facilitated the co-design of the Leadership Strategy for the teaching profession; our independence from the Crown is critical to enable leadership by the profession for the profession, which is essential to creating an environment of trust, so necessary for both learning and building professionalism.

The Centre will provide a new approach to leadership that will provide all teachers with the opportunity to develop principled, capable, adaptive and inspirational leadership. The challenges educators face are increasingly complex; through the Centre, leaders will be engaged in building new knowledge, addressing significant leadership issues and problem solving together to improve the learning and wellbeing of children and young people.

Our intentions:

- The Centre will be led by the profession, and for the whole registered teaching profession (ECE, Primary, Secondary, Tertiary and those working in system roles). The Council will work with the profession as it determines the most appropriate stewardship structure to give effect to this concept.
- The Centre will primarily be focussed on delivering the leadership strategy which seeks to develop leadership capability and capacity for every teacher, including those in role-based leadership roles but not limited to that.
- As described in the Leadership Strategy, the Centre will support a coherent approach to growing leadership across the system (not a piecemeal approach).
- Foundational to the strategy is a Tiriti o Waitangi based commitment to the recognition and ongoing development of distinctive elements of te ao Māori leadership, derived from indigenous ways of knowing, doing and being, along with acknowledgement and inclusion of leadership perspectives representing our diverse multicultural community.

TEACHING COUNCIL OF AOTEAROA NEW ZEALAND

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- We acknowledge the Government is seeking to lift the performance of the school system with a special focus on the role of school principals, through setting criteria for appointment and through the development of leadership advisor roles to support them. We believe this focus is consistent with the leadership strategy. The Council believes that any criteria should be consistent with the standards for the teaching profession and the leadership capabilities framework that is underpinned by the latest research and evidence in relation to educational leadership. In our view, the Leadership Centre should have input into the design of the criteria and position descriptions in an ongoing way. However, we do not think the responsibility for this work should be delegated to the Centre or the Council.
- To avoid confusion, we think it is urgent to remove the various professional standards from collective agreements prior to the introduction of selection criteria for Principals.
- It is critical that the whole profession is able to look to one body for leadership. Currently the ECE Early Learning Action Plan indicates that the Ministry will lead a national programme of PLD designed to grow leadership capability, and the development of innovation and research hubs (Action 3.6 and 3.7). We would like to see this changed to be consistent with the decision to invite the Teaching Council to establish the Centre and with our whole of sector vision.
- In order to give effect to the Strategy, the leadership advisors employed by the ESA will need to have a direct relationship with the Centre to enable consistency with the strategic priorities and to enable effective feedback and feed forward loops to inform the ongoing development of the overall leadership system. The Centre should have input into the design of the LA role and their proposed impact/outputs.
- We envisage that over time the Centre, as consistent with our functions in law, would give direction and advice to the government on future directions of leadership in the profession, on leadership development priorities and would expect to be consulted formally on Government leadership investment decisions.
- In order to meet the strategy and enable all teachers to have access to development, we expect to develop a business case and plan for the potential investment scenarios, which is likely to result in a future budget bid.

Ngā mihi mahana



Nicola Ngarewa
Chair
Teaching Council Governing Board

