DD Month YYYY

Firstname Lastname

Address Line one

Address Line two, postcode

Kia ora [Principal and Board chair names],

PPTA Te Wehengarua has developed the *Promise to new teachers* for principals and Boards of Trustees, as employers of teachers starting out their careers in education.

The *Promise to new teachers* is a way for schools to show their commitment to new teachers by providing them with the working conditions they need to thrive.

# Over the last few years, a growing number of our members have been sharing their stories of finding themselves in fixed-term positions that do not comply with the terms of the STCA and the Employment Relations Act 2000. Our field officers are kept busy with this issue, and former teachers have spoken of leaving the profession after struggling to achieve secure employment.

# Highlighting this issue is the alarming statistic of 77 percent of new teachers being in a non-permanent position in their first school. Just 22 percent of new secondary teachers joining the profession in 2015 were in permanent full time roles, down from 37 percent in 2006.

# There are legitimate reasons for new teachers being on fixed term agreements in some cases, but these statistics reveal a wider system issue. Research shows that teachers who do not have supportive and positive experiences in their first teaching jobs are less likely to stay in the profession.

# Considering the growing prevalence of teacher shortages and issues of recruitment and retention we believe it is time that action is taken to ensure the best start to new teachers’ careers. The *Promise to new teachers* is a way for your school to show its responsibility for the future of the profession.

# Signing the *Promise to new teachers* with your board and your PPTA Te Wehengarua branch chair demonstrates a shared mutual commitment to new teachers in your school.

# We seek your support and ask you and the Board of Trustees to sign the attached *Promise to new teachers*, to ensure the best start for new educators in New Zealand.

# PPTA Te Wehengarua is also promoting the *Promise to new teachers* on its website, and when our school has signed up, our school name will be added to the list.

Ngā mihi nui

# [Name]

# PPTA Te Wehengarua branch chair

# Encl. Promise to new teacher certificate