

**Regional  
Officers'  
Seminar  
&  
Issues and  
Organising  
Seminar  
2012**



Issues & Organising Seminar

**PROGRAMME AND WORKSHOP GUIDE**



## FRIDAY 2 MARCH

### Regional Officers' Training Day

9.30	Welcome	Tawa
9.45	Training (Morning tea in rooms)	
	<b>Regional Chairpeople</b> Co-ordinator: Derek Morris & David Fowlie	
	<b>Regional Secretaries</b> Co-ordinator: Derek Morris & David Fowlie	
	<b>Regional Treasurers</b> Co-ordinator: Margaret Kinsey & Lianne Hodges	
	<b>Women's Network</b> Co-ordinator: Jane Benefield & Rae James	
	<b>Pacific Island Co-ordinators</b> Co-ordinator: Andrew Barron	
	<b>Te Reo-a-Rohe</b> Co-ordinator: Bill Anderson	
	<b>Establishing Teachers Regional Reps</b> Co-ordinator: Trevor Bleakley, Michael Stevenson & Erica Schouten	
12.30	Lunch	Restaurant
1.15	Training continued.	
3.00	Afternoon tea	Bar area
3.30	Regional meetings	
4.30	Finish	
6.00	Dinner	Tawa

# Standing together in uncertain times

## **SATURDAY 3 MARCH** **Issues and Organising Seminar**

8.45	Assemble	Bar area
9.00	Powhiri	Kauri 2&3
9.15	Welcome	Kauri 2&3
9.20	President	Kauri 2&3
9.50	Morning tea	Bar area
10.15	Workshop A	
11.45	Keynote speaker: Dr Therese Arseneau, University of Canterbury	
12.30	Pasifika conference 2012	
12.45	Lunch	
1.30	Workshop B	
3.00	Afternoon tea – served in bar area and taken to workshops	
3.15	Workshop C	
4.45	Men's meeting Women's meeting	
6.00	Union music – Erin Polaczuk	Kauri 1
7.00	Dinner	Restaurant/Tawa

## **SUNDAY 4 MARCH** **Issues and Organising Seminar**

9.00	Workshop D	See pg4
10.30	Morning tea	Bar area
10.50	Speaker: Prof Paul Dalziel, Lincoln University	Kauri 2&3
11.50	Poroporoaki and closing remarks: - Speaker from the floor - President - Waiata, Karakia	Kauri 2&3
12.00	Finish with lunch	Restaurant

## Standing together in uncertain times

### Workshop A – Saturday 3 March 10.15am – 11.45am

	Presenter	Chairperson	Assigned staff	Room
Industrial update	Marion Norton & Jane Benefield	Wiki Te Tau		
Coaching - getting from ideas to action	Geoff Childs	Penney Dunckley		
Teachers and the law	Georgia Bates & Erin Polaczuk	Trevor Wilson		
Earthquake prone school buildings	Tim Harrod (MOE) & Michael Stevenson	Powhiri Rika-Heke		
Charter Schools	Bronwyn Cross	Ewan Grant-Mackie		
Teacher disciplinary processes	Derek Morris	Angela Roberts		

### Workshop B – Saturday 3 March 1.30pm – 3.00pm

Industrial update	Marion Norton	Trevor Wilson		
Dr Therese Arseneau (follow up to speech)	Dr Therese Arseneau	Powhiri Rika-Heke		
Anti-homophobia	Lex Davis	Ewan Grant-Mackie		
Health and Safety Employee Participation – The Swedish Experience	Gagan Gautan	Penney Dunckley		
Effective career education	Dale Bailey	Angela Roberts		
Bullying in schools	Sarah Dalton & Jane Benefield	Wiki Te Tau		

### Workshop C – Saturday 3 March 3.15pm – 4.45pm

Industrial update	Marion Norton & Jane Benefield	Ewan Grant-Mackie		
Teachers and the law	Georgia Bates & Erin Polaczuk	Angela Roberts		
Vocational pathways	Josh Williams	Penney Dunckley		
Teacher disciplinary processes	Derek Morris	Powhiri Rika-Heke		
Retirement	Malcolm Menzies	Trevor Wilson		
Appraisal - having conversations that matter	Geoff Childs	Wiki Te Tau		

### Workshop D – Sunday 4 March 9.00am – 10.30am

Industrial update	Marion Norton	Penney Dunckley		
Treaty of Waitangi	Bill Anderson, Andrew Barron & Powhiri Rika-Heke	Ewan Grant-Mackie		
Teachers Council processes	Neil Mallon (plus 1 tbc) NZ Teachers Council & Michael Stevenson	Angela Roberts		
Pacific Island issues	Natalie Faitala	Trevor Wilson		
Bullying in schools	Sarah Dalton & Jane Benefield	Robin Duff		
Anti-homophobia	Lex Davis	Wiki Te Tau		

# Issues and Organising Seminar workshops

In the course of the seminar there will be four workshop sessions and you will be able to choose which particular workshop you wish to attend in each session. Detail about the workshops is attached.

Please note that this year in each session there is a workshop called “Industrial Update”. This session is repeated so all attendees of the seminar will have an opportunity to hear about and discuss, in detail, the latest developments in bargaining. ***Everyone should attend one of those “industrial update” workshops.***

Please discuss these workshops with your colleagues from your region and aim to have representation from your region for all of the workshops in each session.



# **WORKSHOP A - SATURDAY 10.15am – 11.45pm**

## **Industrial update**

**Presenter:** *Marion Norton and Jane Benefield (Advisory Officers)*

**Chairperson:** *Wiki Te Tau*

**Room:**

This workshop is offered four times and all delegates should aim to attend this workshop. This is the beginning of membership consultation leading to the development of the negotiations for the Secondary and Area School Collective Agreements which expire early in 2013.

## **Coaching - getting from ideas to action**

**Presenter:** *Geoff Childs*

**Chairperson:** *Penney Dunckley*

**Room:**

This workshop uses coaching tips and tricks to help you - and your colleagues - get to the nub of an issue. You will also practise strategies that help you make progress and get people committed to agreed actions.

Geoff Childs is a teacher who currently works with aspiring principals and school leaders in the central south region. He also works with schools to support curriculum development and school change.

## **Teachers and the law**

**Presenter:** *Georgia Bates and Erin Polaczuk (Field Officers)*

**Chairperson:** *Trevor Wilson*

**Room:**

This workshop looks at assaults happening in the school environment and what protection is offered by current legislation.

We will look at defining what constitutes common assault; in what situations a teacher is entitled to defend themselves or others; when, if ever, you should get physically involved in breaking up fights; and how to navigate through the matrix of employment, criminal, personal injury and health & safety law after an assault has happened.

## **Earthquake prone school buildings**

**Presenter:** *Tim Harrod (MOE, Property Division) and Michael Stevenson (Advisory Officer)*

**Chairperson:** *Powhiri Rika-Heke*

**Room:**

The aim of this workshop is to unpack the Ministry of Education's Earthquake Prone School Building Review. When did the review start? How long will it take? Was it triggered by the ongoing Canterbury Earthquakes? Who pays if a school building is below the Building Act 2004 minimum code? What is meant by 33% and 67% of code? How is information shared between the Ministry, local authority, school board and workers? Tim Harrod, a senior manager with the Ministry's Property Division will explain the review process and answer your questions.

## **Charter Schools**

**Presenter:** *Bronwyn Cross (PPTA Deputy General Secretary, Policy)*

**Chairperson:** *Ewan Grant-Mackie*

**Room:**

What is a charter school? This workshop unravels all the issues to do with charter schools and examines why they are so important to the Act Party. It looks at PPTA's response so far and provides an opportunity for you to express your ideas.

## **Teacher disciplinary processes**

**Presenter:** *Derek Morris (Field Officer)*

**Chairperson:** *Angela Roberts*

**Room:**

At any time a teacher may be the subject of a complaint, resulting in a disciplinary investigation. This workshop describes how the teacher disciplinary process operates.

## **WORKSHOP B - Saturday 1.30 – 3.00pm**

### **Industrial update**

**Presenter:** *Marion Norton (Advisory Officer)*

**Chairperson:** *Trevor Wilson*

**Room:**

This workshop is offered four times and all delegates should aim to attend this workshop. This is the beginning of membership consultation leading to the development of the negotiations for the Secondary and Area School Collective Agreements which expire early in 2013.

### **Dr Therese Arseneau – follow up to speech**

**Presenter:** *Dr Therese Arseneau*

**Chairperson:** *Powhiri Rika-Heke*

**Room:**

In this workshop Therese will develop further the content of her keynote address and answer questions.

### **Anti-homophobia**

**Presenter:** *Lex Davis*

**Chairperson:** *Ewan Grant-Mackie*

**Room:**

This workshop looks at the effect of homophobia on students and their families and gives teachers a simple strategy to help make the classroom a safer place for all.

### **Health and Safety Employee Participation – The Swedish Experience**

**Presenter:** *Gagan Gautan*

**Chairperson:** *Penney Duncley*

**Room:**

This workshop explores the interface between the Swedish Teachers' Union (Läraryrbundet) and the nation's health and safety model. What can the New Zealand education sector learn from the way Swedish teachers and unions have interpreted the Work Environment Act 1978? This workshop is presented by the Läraryrbundet delegate Gagan Gautam.

### **Effective career education**

**Presenter:** *Dale Bailey*

**Chairperson:** *Angela Roberts*

**Room:**

Dale Bailey the Northern Area Manager of Careers New Zealand and has been one of the leaders of the Careers Benchmark Programme which have been designed to "get more consistent practice and smoother transitions for all our young people from school." Dale will talk about the background to the benchmarks and their implications for schools.

### **Bullying in schools**

**Presenter:** *Sarah Dalton (Field Officer) and Jane Benefield (Women's Officer)*

**Chairperson:** *Wiki Te Tau*

**Room:**

This workshop addresses different types of bullying that can occur in schools – including classroom, playground and workplace bullying. We will use existing resources and models, and investigate a range of approaches, that can be used to educate and support members at branch and regional level. Participants will be expected to engage in role plays and will get resources to take away.

## **WORKSHOP C - Saturday 3.15 – 4.45pm**

### **Industrial update**

**Presenter:** *Marion Norton and Jane Benefield (Advisory Officers)*

**Chairperson:** *Ewan Grant-Mackie*

**Room:**

This workshop is offered four times and all delegates should aim to attend this workshop. This is the beginning of membership consultation leading to the development of the negotiations for the Secondary and Area School Collective Agreements which expire early in 2013.

### **Teachers and the law**

**Presenter:** *Georgia Bates and Erin Polaczuk (Field Officers)*

**Chairperson:** *Angela Roberts*

**Room:**

This workshop looks at assaults happening in the school environment and what protection is offered by current legislation. We will look at defining what constitutes common assault; in what situations a teacher is entitled to defend themselves or others; when, if ever, you should get physically involved in breaking up fights; and how to navigate through the matrix of employment, criminal, personal injury and health & safety law after an assault has happened.

### **Vocational pathways**

**Presenter:** *Josh Williams (Programme Manager, Youth Guarantee – MOE)*

**Chairperson:** *Penney Dunckley*

**Room:**

As part of the Youth Guarantee set of initiatives, five new vocational pathways are being developed through a partnership between industry and education representatives. The pathways are designed to strengthen the connection between education and employment, and create a common and coherent framework for foundational vocational education across the secondary and tertiary sectors. Most importantly, the pathways are designed to improve the purpose and relevance of learning for students, by showing how their strengths, skills and knowledge relate to a wide range of study and work possibilities.

Josh's seminar will cover developments to date, and outline tools and resources being designed to support these new pathways.

### **Teacher disciplinary processes**

**Presenter:** *Derek Morris (Field Officer)*

**Chairperson:** *Powhiri Rika-Heke*

**Room:**

At any time a teacher may be the subject of a complaint, resulting in a disciplinary investigation. This workshop describes how the teacher disciplinary process operates.

### **Retirement**

**Presenter:** *Malcolm Menzies (Commission for Financial Literacy & Retirement Income)*

**Chairperson:** *Trevor Wilson*

**Room:**

Malcolm is from the Commission for Financial Literacy and Retirement Income. He will take delegates through the process of retirement planning and will provide general information about why, when to start and how to go about planning for your future.

### **Appraisal - having conversations that matter**

**Presenter:** *Geoff Childs*

**Chairperson:** *Wiki Te Tau*

**Room:**

Heard of difficult conversations? This workshop will help you develop strategies to tackle difficult conversations and still maintain effective working relationships with colleagues. Although practical in focus, the workshop draws on the work of Peter Senge and Vivianne Robinson.

Geoff Childs is a teacher who currently works with aspiring principals and school leaders in the central south region. He also works with schools to support curriculum development and school change.

## **WORKSHOP D - SUNDAY 9.00 – 10.30am**

### **Industrial update**

**Presenter:** *Marion Norton (Advisory Officer)*

**Chairperson:** *Penney Duncckley*

**Room:**

This workshop is offered four times and all delegates should aim to attend this workshop. This is the beginning of membership consultation leading to the development of the negotiations for the Secondary and Area School Collective Agreements which expire early in 2013.

### **Treaty of Waitangi**

**Presenter:** *Bill Anderson (Te Mataroa), Andrew Barron (Field Officer) and Powhiri Rika-Heke (Executive member)*

**Chairperson:** *Ewan Grant-Mackie*

**Room:**

Nau mai, haere mai ngaa kaiako ki te hui o te Tiriti o Waitangi.

The Treaty of Waitangi Workshop will provide participants with an opportunity for discussing Treaty issues which affect secondary school teachers in their workplace, including feedback from teachers who have completed Treaty of Waitangi training. Presenters will provide feedback on those "hard to answer questions" in relation to the Treaty.

A survey will be given out at the workshop for professional responses about the Treaty of Waitangi, with subsequent analysis by the presenters and evaluative feedback via the PPTA Website.

### **Teachers Council Quasi Judicial Bodies**

**Presenter:** *Neil Mallon (plus one tbc) NZ Teachers Council & Michael Stevenson (Advisory Officer)*

**Chairperson:** *Angela Roberts*

**Room:**

The aim of this workshop is to untangle the web of the Teachers Council quasi judicial bodies. What does CAC stand for? Are competency and impairment different? What powers does the Disciplinary Tribunal have? What criminal convictions must be reported to the Council? Two Teachers Council managers will explain the roles of various Teachers Council quasi judicial bodies, including and explanation of their processes and powers. Members will be invited to ask questions in latter half of the workshop.

### **Pacific education – past, present, future**

**Presenter:** *Natalie Faitala (Executive member)*

**Chairperson:** *Trevor Wilson*

**Room:**

This workshop will present information about the evolution of the Pasifika Education Plan, including current data and how the Pasifika Education is developing in New Zealand. We will discuss gains made in this area both in schools and through PPTA. We will look at the current situation for Pasifika in Auckland - the largest Pasifika City in the world. Workshop participants will be asked to consider how Pasifika Education is being developed within their own school context and what can be done to improve current practise.

### **Bullying in schools**

**Presenter:** *Sarah Dalton (Field Officer) and Jane Benefield (Women's Officer)*

**Chairperson:** *Robin Duff*

**Room:**

This workshop addresses different types of bullying that can occur in schools – including classroom, playground and workplace bullying. We will use existing resources and models, and investigate a range of approaches, that can be used to educate and support members at branch and regional level. Participants will be expected to engage in role plays and will get resources to take away.

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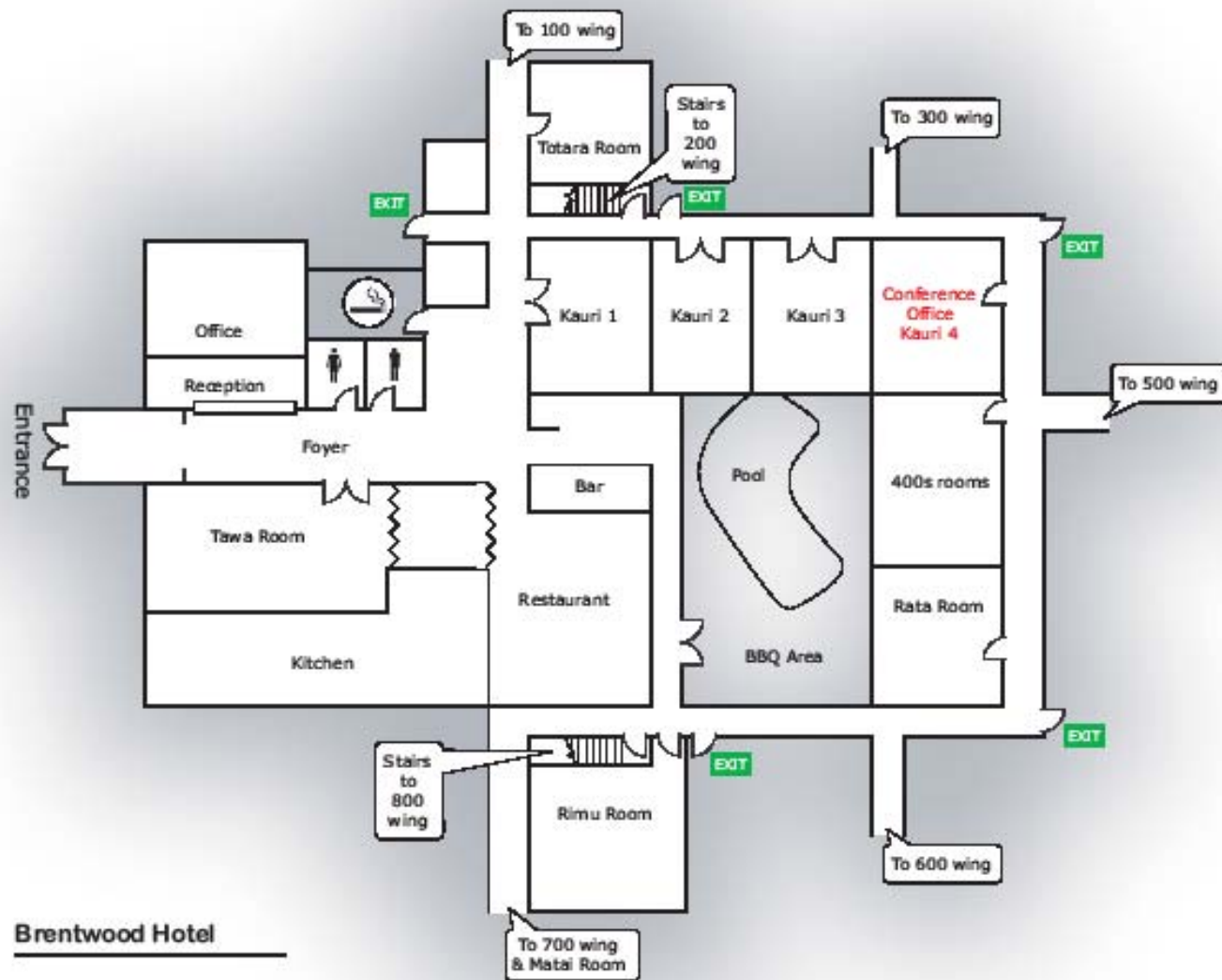
**Anti-homophobia**

*Presenter: Lex Davis*

*Chairperson: Wiki Te Tau*

**Room:**

This workshop looks at the effect of homophobia on students and their families and gives teachers a simple strategy to help make the classroom a safer place for all.



**Brentwood Hotel**

# Keynote Speaker

**Saturday 3 March 11.45am**

## **Dr Therese Arseneau**

**Senior Fellow,  
School of Social and Political Sciences,  
University of Canterbury**

**B.A. (Hons) (St Francis Xavier)**

**M.Phil, D.Phil (Oxford)**



### **The Speaker**

Dr. Therese Arseneau is a political scientist with expertise in the political and electoral systems of New Zealand, Canada, Australia and the United States. A Canadian by birth, she completed a BA Honours (First Class) at St. Francis Xavier University, Canada, and a Doctorate and a Masters Degree in Politics at Oxford University, UK which she attended as a Commonwealth Scholar. She lectures in New Zealand politics and is a Senior Fellow in the School of Social and Political Sciences at the University of Canterbury in Christchurch.

Dr. Arseneau has been a political and election night analyst for CBC TV and Radio in Canada, and for TVNZ and TV3 in New Zealand. She is a member of the Electoral Commission's Expert Advisory Panel on the referendum. Therese is also Chair of the board of the Christchurch Symphony Orchestra and Southern Opera, convenor of the New Zealand Branch of the Australasian Study of Parliament Group, and Vice-Chair of the Rangī Ruru Girls' School Board of Governors.

# Keynote Speaker

**Sunday 4 March 10.50am**

**Professor Paul Dalziel**  
(AERU, Lincoln University)



## **Education and Economic Well-being**

### **Abstract**

There has always been a tension between models of education that focus on helping young people discover and develop their interests and capabilities and models of economic development that focus on preparing young people to meet the expectations of local employers. In some education systems in the twentieth century, these tensions at the secondary school level resulted in twin paths, traditionally labelled academic and vocational. New Zealand did not have a formal system of this type, but there are suggestions that secondary schools did tend to cater better for academic students at senior levels while having mechanisms to arrange for other students to leave school early. Recent policy initiatives, including partnerships with Industry Training Organisations and with Institutes of Technology and Polytechnics, are intending to provide more options for young people at secondary school. Professor Dalziel's address will address some of the challenges this raises for young people as they make their education choices drawing on recent work that adopts "economic well-being" as a new approach to economic development.

### **The Speaker**

Paul Dalziel has been Professor of Economics at Lincoln University since 2002 and currently works full-time in the AERU research centre. His first research publication was an article on the 1984 Economic Summit Conference that began New Zealand's decade of economic reforms. Since then he has produced more than 250 research publications, principally on aspects of New Zealand economic and social policy. Paul is part of a multi-disciplinary research team involved in a five-year research programme on education employment linkages in New Zealand ([www.eel.org.nz](http://www.eel.org.nz)). He is President of the Australia and New Zealand Regional Science Association International and a Council member of its parent organisation, RSAI. In 2010, he was a member of the Welfare Justice group that acted as an alternative forum to the government's Welfare Working Group.