

Date

**To Principal and BOT Chair’s names**

Last year the PPTA developed the *Promise to new teachers* for principals and Boards of Trustees as employers of teachers starting out their careers in education. This *Promise* was developed as a way for schools to show their commitment to doing right by new teachers, giving them the working conditions they need to thrive.

In particular, one area has been raised as a main concern for PPTA: a growing number of our members in the last few years have been sharing their stories of finding themselves in fixed-term positions outside 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% of new teachers being in a non-permanent position in their first school. Just 22% of new secondary teachers joining the profession in 2015 were in permanent full time roles, down from 37% in 2006.

Of course there are legitimate reasons for new teachers being on fixed term agreements in many cases, but there is a wider system issue that this highlights. 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 supply concerns and issues of recruitment and retention we believe it is about time that real 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.

By signing this with your board and your PPTA branch chair, this demonstrates a shared mutual commitment to new teachers in your school.

With this in mind we seek your support, and ask you and the Board of Trustees to sign the attached *Promise*, ensuring the best start for new educators in New Zealand. This is a draft copy; if there is agreement from you and your board to sign this document PPTA will send through a hard copy with your school name on it. PPTA is also promoting the *Promise to New Teachers* on its website, and once the school has committed to it, the name of the school will be added to the list.

Ngā mihi nui

Name

PPTA Branch Chair

*Encl.*