



Minutes of the Board of Trustees Meeting
Held on Monday 18 March 2019
At Papamoa College, 151 Doncaster Drive, Papamoa

Present: Steve Lindsey, Jethro Le Roy, Geoff Bird, Elvie Fox, Loretta Johnstone, Graham Yorke

Not in attendance: Colin Reeder

Apologies: Anthony Ririnui

In Attendance: Kerri Turanga – Secretary

Meeting Opened: 6.00pm

Guest Speakers

The Senior Leadership Team (SLT) were in attendance to talk to the Board about the Staff Survey. Catherine Neidhardt, Belinda Develter, Dave Ballard, Cath McCready, Steve Lindsey

Jethro welcomed and explained to the SLT that the Board would like to hear from them about what steps are going to happen from their views of the survey results. Jethro believes the staff need to feel valued. Jethro asked the SLT to think about the next survey, and if they have any thoughts on what questions could be asked, to let the Board know. Jethro acknowledges that the school and leadership does do many things well but we can always improve.

Catherine Neidhardt - Deputy Principal LMS - we need to be looking at the feedback through a critical lens moving forward. It needs to be a very constructive thing. Building culture and structure within our own areas of the school and also the whole school as a whole is important.

Catherine also suggested that although the survey is 'a tool' we need a more robust way of unpacking things, such as qualitative interviews using an educational researcher to address issues with staff face to face - getting staff thinking about solutions as well. This would narrow it down to more specific issues rather than a emotive feel for all (SLT agreed with this idea).

Cath McCready - Director of the Senior School - Graduate Profile is already being worked on collaboratively with the staff. We are aligning the graduate profile with the employment skills from the Ministry. Communication with the staff about this has been productive and there will be a discussion group formed with interested staff.

Dave Ballard - Deputy Principal Senior School - Feels there was two common themes that came up in the survey - Staff having a voice, and a feeling of comradery. These are areas that are being worked upon. Teaching and Learning discussions to allow staff views will be had at the Curriculum Leaders meeting this week.

Belinda Develter - Deputy Principal UMS - these survey results were as expected. The UMS had already completed a review in 2018 and are already working on the outcomes. This is a

positive opportunity to learn from each other. She feels that this sort of measure can be at times more harmful than helpful. Belinda also wanted to acknowledge the hard work and effort that Steve Lindsey has already put into implementing changes, as this is certainly not an easy thing to navigate.

Steve Lindsey - Principal - This is where we are and now how do we move forward? The important thing is that whatever we do - it is moving it forward, and is quantifiable.

Steve would like to make sure we also focus on the strengths as a school and our huge successes the SLT have achieved over the years. It is really important to recognise these efforts, their jobs have changed *hugely* over the years and they are not often recognised.

Declarations of interest: Nil

Matters Arising from previous minutes

NIL

Moved: Steve Lindsey
Seconded: Jethro Le Roy
Carried

Confirmation of previous minutes:

Moved:Loretta Johnstone
Seconded: Geoff Bird
Carried

Inward Correspondence

A Letter of reply from the Ministry of Education dated 15 March 2019

Email Correspondence

A Email from Parent

Outward Correspondence

Nil

Information Documents

A NZSTA

B Education Gazette

The Board will write a letter of reply to the parent letter - and will invite the parent to contact the school if they need any further clarification.

The Board are disappointed with the letter received from Ezra Schuster - Ministry of Education regarding the building delays. They feel that the answers given are not new and are really not acceptable. The Board's letter will be presented to the Building Project Manager.

Correspondence accepted
Moved: Steve Lindsey
Seconded: Loretta Johnstone
Carried

General Business

Board of Trustees Elections

The Board continues to look at the possibility to call for 6 parent trustee nominations. With the 3 trustees for 3 years and 3 trustees for 18 month term. This will mean running two concurrent elections - one for a 3 year term and a second for a 18 month term. A form could be sent out to our community to gauge the support for the 18 month election.

Kerri Turanga - Returning Officer will ask NZSTA the best way to move forward with a staggered election and succession planning and will let the Board know the outcome via email.

Charter

Steve presented the draft 2019 Charter. The following changes have been made.

- Add the schools 4 focus values
 - Relationships
 - Excellence
 - Respect
 - Participation
- Re-work the introduction area to make it current
- Update the profile of the graduate learner
- Rework the slide graphs
- Future organisational design
- Pedagogical landscapes

The 2018 Student Achievement Targets have been added and the Steve also presented the draft 2019 Student Achievement Targets. These targets have been generated by the team and are quite specific. Steve proposes that these new targets be put into the 2019 Charter and this document be submitted to the Ministry of Education.

Board moves to accept the 2019 Charter

Moved: Steve Lindsey

Seconded: Loretta Johnstone

Carried

Tomorrow's Schools document

Public meeting held on 19 March 2019 at Tauranga Boys College. You can also have your say online at

<https://conversation.education.govt.nz/conversations/tomorrows-schools-review/have-your-say-today/>.

This is a very comprehensive document.

EOTC Trips

EOTC Trip Civil Defence Youth Ambassadors Programme 19/20 March 2019

EOTC Trip U14 Rugby Trip 5 / 6 April 2019

EOTC Trip Kapa Haka Noho (various dates)

EOTC Tama Tu Tama Ora (various dates)

All EOTC Trips approved
Moved: Steve Lindsey
Seconded:Loretta Johnstone
Carried

Monitoring:

Principal's Report presented

Industrial action may go ahead on 3 April - but the union is looking at the possibility of postponement due to the Christchurch tragedy.

Principal's Report tabled
Moved: Steve Lindsey
Seconded:Geoff Bird
Carried

Finance Report

March Finance Report presented to the Board of Trustees

March Finance Report tabled
Moved: Jethro Le Roy
Seconded:Steve Lindsey
Carried

Action Points

- Board Elections
- Board's Letter to the Ministry regarding the Building to be given to the Building Project Manager

In Committee matters

IN-COMMITTEE RESOLUTION TO EXCLUDE PUBLIC

Moved that the public be excluded from the following parts of the proceeding of this meeting namely:

AGENDA

The general matter to be considered while the public is excluded, the reason for passing resolution to each matter and the specific grounds under Section 48 (1) of the Local Government and Meeting Act 1987 for the passing of the resolution are as in 1 above.

Reason for passing resolution

To protect the privacy of natural persons and maintain conduct of public affairs.

Grounds under Section 48 (1) for passing resolution

Section 48 (1) (d)

Moved into Committee 7.31pm

Moved out of Committee 7.33pm

Meeting Closed: 7.33pm

Next Meeting:

Monday 29 April 2019

Agenda items for next meeting:

Election update

Confirmed:

Jethro Le Roy - Chairperson

Date:

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