**Accord update**

The tripartite Accord between the Ministry, PPTA and NZEI stems from the settlement of the 2019 STCA and is sponsored by the Minister of Education Hon. Chris Hipkins.

The Accord is driven by a governance group made up of senior members of the three organisations. PPTA President Jack Boyle and General Secretary Michael Stevenson represent you on this group. They are joined by their NZEI counterparts Liam Rutherford and Paul Goulter, and Education Secretary Iona Holsted with her Deputy Ellen McGregor-Reid. An independent facilitator – Owen Harvey – keeps them on-task.

There were four full day Accord meetings in 2019 and one so far in 2020 (31 January).

Here are the key achievements in the Accord to date:

**NCEA Teacher Only Days for Secondary and Area School members**

There will be eight teacher only days over the course of the next three years to ease workload around the NCEA changes. It is also anticipated that NCEA workload will reduce in the medium to long term, once the changes are bedded in and students are sitting fewer standards.

You can view a list of teacher only days in your region here:

<https://www.education.govt.nz/news/2020-dates-for-accord-teacher-only-days-for-secondary-schools-and-wharekura>.

**Removal of Appraisal**

Legislation is currently before the House that will remove any requirement for teachers to undertake appraisal. Schools should now be winding down current appraisal approaches that involve workload-heavy portfolios of evidence or inquiry projects.

Instead, we are moving to a high trust model, where teachers are encouraged to:

* Have professional conversations with each other.
* Undertake an annual lesson observation (two for PCTs).
* Engage in reflective practices.
* Undertake professional learning and development.
* Have brief documentation of the above, not create evidential documents.

You can read the full advice here:

<https://www.ppta.org.nz/news-and-media/removing-appraisal-a-workload-reduction-win/>.

The Teaching Council wishes to clarify there is no requirement for Inquiry:

<https://teachingcouncil.nz/content/appraisal>.

**Workload groups**

2020 will see a big focus on workload in the Accord, with a number of specific sub-groups examining different areas that impact on a teacher’s working day.

Two of these Accord sub-groups are already underway to address workload related to:

- students with complex learning needs and

- the ever-expanding area of personalised learning.

PPTA advisory officer Fran Renton is representing PPTA on a group looking at workload associated with dealing with students with complex learning needs. Fran is joined on this group by chief science advisor Professor Stuart McNaughton and former NZEI president Lynda Stuart.

Personalisation of learning is an especially important area in the digital era, as members are telling us about the constant pressure they are under as a result of technological advances in the student/parent/teacher communication spaces. PPTA Executive member for Tāmaki Makaurau Auckland (Eastern Ward) Lawrence Mikkelsen and I will both represent the Association on this group.

**Change management**

The Accord group has agreed to distribute the PPTA’s existing change management toolkit as a resource available for schools to use at a local level so that the changes generated by the Tomorrow’s Schools review, the NCEA review and the Accord can be managed effectively.

You can find it online here:

<https://www.ppta.org.nz/dmsdocument/68>.

The three Accord partners will also be working on a set of confirmed system-wide change management principles that we hope to publish mid-way through 2020. The principles will be based on national and international best practice education change management, including the lessons we can learn from Finland and Singapore.

We will also be having international speakers on this topic at April’s professional conference in wellington – Pasi Sahlberg and Dr Trivina Kang.

<https://www.ppta.org.nz/events/ppta-education-conference/>.

**Teacher wellbeing**

PPTA president Jack Boyle has led this piece of Accord work and the wellbeing framework toolkit. 2020 will also see the delivery of regional wellbeing workshops by WorkSafeReps for secondary and area school staff.