

PPTA
TE WEHENGARUA

ISSUES
ORGANISING
2020

PROGRAMME

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Te Wehengarua
PO Box 2119
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WELCOME

It's a great year to be a PPTA activist!

I'd like to thank you for making the time and space to work on behalf of your colleagues and PPTA members across Aotearoa to bring out the best for 2020. As you can see from the programme we'll have plenty of crunchy issues for you to get your teeth into.

Whether it's preparing for the brave new world where evidence gathering for appraisal is consigned to the dustbin or working with your colleagues to better support their wellbeing at school, this year organising is to the forefront for PPTA – and we are delighted you will be a part of it.



I hope you see our Issues and Organising Conference as a catalyst for the changes and improvements we want for this year. Whether you want to know more about union led PLD, want to support our policy development or simply want some info on how to grow branch membership, it's important for our activists and office holders to really engage with PPTA around how best to organise for the year ahead and it's also a great place for networking, information gathering and collaborating.

I'm really looking forward to working with you and hope that you find this year's I&O stimulating, challenging and useful.

Haere tonu kia mau.

A handwritten signature in black ink, appearing to be 'JB'.

Jack Boyle
President



Tena koutou

Welcome to the Issues and Organising Seminar 2020.

This is the first time the Seminar will be in the hands of new Deputy General Secretary (Membership) Adele Towgood.

The materials in your conference pack provide an overview of who we are, and our view of the current issues facing teachers and education.

If you want more information about any of the topics here – or others not covered – check our website or ask the relevant staff member or email them. The general pattern of emails is first initial, last name @ppta.org.nz – e.g. mstevenson@ppta.org.nz – or you can email a general query to gensec@ppta.org.nz and it will be referred appropriately.

A handwritten signature in black ink, appearing to be 'M Stevenson'.

Michael Stevenson
General Secretary

FRIDAY 6 MARCH 2020

Delegate Leadership Development Workshops

9.30	Morning tea on arrival	Bar & lobby
10.00	Welcome/Mihi Whakatau – Jack Boyle	Tawa
10.10	<p>TRAINING</p> <p>Regional Chairpeople Coordinators: Derek Morris & Kendra Greenwood</p> <p>Regional Secretaries Coordinators: David Fowlie & Jason Smythe</p> <p>Regional Treasurers Co-ordinator: Roger Tobin, Margaret Kinsey & Lianne Davies</p> <p>Regional Women’s Coordinators Coordinators: Jan Torrey & Liz Robinson</p> <p>Regional Pasifika Coordinators Coordinators: Kylee Houpapa & Doug Clark</p> <p>Regional Establishing Teachers Representatives Coordinators: Georgie Dansey & Susan Haugh</p> <p>Te Reo-ā-Rohe Coordinator: Bill Anderson & Te Makao Bowkett</p> <p>Regional Men’s Representatives Coordinator: Roy Fletcher & Gavin Kay</p> <p>Rainbow Network Coordinators Coordinator: Marie Blackley & Kirsty Farrant</p>	<p>Kauri 2</p> <p>Kauri 3</p> <p>Rimu</p> <p>Tōtara</p> <p>Suite 802</p> <p>Kauri 1</p> <p>Rātā</p> <p>Suite 202</p> <p>Mataī</p>
12.00	Lunch	Restaurant, lobby, bar & courtyard
1.00	Media team update Liz Robinson, Anna Kirtlan & Matt Maguire	Tawa

1.30	<p>WORKSHOP 1</p> <p>Appraisal (1) What is appraisal? What is required?</p> <p>Appraisal (2) How can regions help branches with this?</p> <p>Paid Delegate Time (1) What is Paid Delegate Time? How can PPTA delegates use it?</p> <p>Paid Delegate Time (2) How can regions facilitate branches with this?</p>	<p>Kauri 1</p> <p>Kauri 2</p> <p>Kauri 3</p> <p>Tōtara</p>
2.30	<p>WORKSHOP 2</p> <p>(1) Difficult conversations with SMT (Appraisal)</p> <p>(2) Difficult conversations with SMT (Appraisal)</p> <p>(3) Difficult conversations with SMT (Paid Delegate Time)</p> <p>(4) Difficult conversations with SMT (Paid Delegate Time)</p>	<p>Kauri 1</p> <p>Kauri 2</p> <p>Kauri 3</p> <p>Tōtara</p>
3.30	Afternoon tea	Bar & lobby
4.00-5.00	Regional team planning	See page 5
6.30	Dinner	Restaurant & Tawa

Friday 6 March 2020
Regional team planning meetings – 4.00pm

REGION	ROOM
Aoraki	Mataī
Bay of Plenty	Kauri 1
Canterbury	Mataī
Central Plateau.....	Kauri 3
Counties Manukau	Tawa
East Coast.....	Kauri 2
Hauraki Coromandel	Kauri 1
Hawkes Bay	Kauri 2
Hutt Valley.....	Tōtara
Manawatu-Whanganui	Kauri 3
Marlborough	Tawa
Nelson	Tawa
Northland Central	Rātā
Northland Lower	Rātā
Northland Upper	Rātā
Otago.....	Rimu
Southland	Rimu
Tāmaki Makaurau Auckland	Tawa
Taranaki.....	Kauri 3
Waikato	Kauri 1
Wairarapa	Tōtara
Wellington.....	Tōtara
West Coast	Mataī
Western Bay of Plenty	Kauri 1

SATURDAY 7 MARCH 2020
Issues and Organising Seminar

“Haere Whakamua – Moving Forward”

8.35	Assemble for Powhiri	Bar & lobby
8.40	Powhiri	Kauri 2-3
9.10	Presidential address	Kauri 2-3
9.35	Morning tea	Bar & lobby
10.00	How do unions maintain forward momentum? Keynote speaker: Prof Gregor Gall	Kauri 2-3
11.00	Workshop A	See page 10
12.30	Lunch Network meetings for: <ul style="list-style-type: none"> • Establishing & Teacher trainees • Rainbow 	Restaurant & Tawa Tōtara Rimu
1.30	Future Proofing Communication Keynote speaker: Dr Jessica Berentson-Shaw	Kauri 2-3
2.30	Afternoon tea	Bar & lobby
3.00	Workshop B	See page 12
4.30	Men’s meeting: <ul style="list-style-type: none"> • Guest speaker: tba Women’s meeting: <ul style="list-style-type: none"> • Guest speaker: Melissa Ansell-Bridges, CTU Secretary 	Tōtara Kauri 2-3
5.30	Free time	
6.30	Dinner	Restaurant & Tawa
Evening	Screening of Hannah Gadsby: Nanette	Kauri 2-3

SUNDAY 8 MARCH 2020
Issues and Organising Seminar

8.30	Workshop C	See page 13
10.00	Morning tea	Bar & lobby
10.25	Un-Conference Sessions	See page 14
11.40	Poroporoaki and closing remarks: <ul style="list-style-type: none">• Speakers from the floor• President• Waiata, karakia	Kauri 2-3
12.00	Finish with lunch	Restaurant & Tawa

SPEAKERS

Prof Gregor Gall, British academic



Gregor Gall is a British left-wing academic and writer. He was professor of industrial relations at the University of Bradford and before then professor of industrial relations at the University of Stirling and the University of Hertfordshire. He is now an affiliate research associate at the University of Glasgow and a visiting professor at the University of Leeds. He researches and writes primarily about trade unions, and has a particular interest in the labour movement politics of Scotland – for example, he is working on a research project examining union leadership and the disproportionate contribution of Scots to the British-wide union movement at senior levels (like general secretaries).

How do unions maintain forward momentum?

Despite many decades of being on the backfoot or in retreat for the last thirty years or more, a number of unions have, nonetheless, scored significant successes in their campaigning work. Success, unfortunately brings its own problems as a result of rising expectations, with the main one being: how can the success be replicated again? It is also too easy for these successful unions to rest on their laurels and stay in their comfort zones by merely seeking to do again what they did last time, thereby missing out on understanding the challenges of changed strategic and political circumstances.

So, on the one hand, understanding why the success was gained and, on the other, working out how to apply the salient lessons from this to other situations are the cornerstones of what these unions must necessarily attempt to do. The essential components that unite both sides of this 'equation' are: the process of developing grievances, active framing, aligning expectations and demands, and identifying opportunities to act upon. This is a more nuanced framework than the rudimentary one of anger>>>hope>>>action.

The talk will draw upon examples of both success and failure from unions in Australia, Britain and the United States to tease out the generic and specific lessons. The aim of the talk is to help stimulate thinking and discussion so with a view to the PPTA engaging in a process of self-reflection in order to assist forward planning and success in future activities.

Dr Jess Berentson-Shaw, NZ researcher and communicator



Dr Jess Berentson-Shaw is a policy researcher, communicator, and advocate for evidence. She gained her PhD in Health Psychology from Victoria University in 2003 and went on to work in government and the not for profit sectors. In these years Jess focussed on getting best knowledge and equity at the heart of policy decisions and practice. In 2017 Jess founded the The Workshop with Marianne Elliott. Jess now researches communication and narrative strategies that engage, deepen people's thinking, and improve decision-making. She teaches researchers, policy makers and advocates how to shift their narratives. How to motivate action on our big social and environmental challenges. In 2018 Jess researched and wrote a BWB Text *A Matter of Fact. Talking Truth in a Post-truth World* to communicate the power of narrative shift.

Women's meeting: **Melissa Ansell-Bridges, CTU Secretary**



Melissa was elected CTU Secretary in October 2019.

She was previously the Director of Equity New Zealand where she had worked since 2016. As the Director of a small union, she oversaw all areas of the union's operations. She has been a member of the Film Industry Working Group where she has successfully advocated to secure the right for contractors in the screen industry to be able to collectively bargain for minimum terms and conditions. She holds a BA/LLB(Hons) with majors in Politics and Sociology.

Melissa believes deeply in the power of working people to come together to create social change, "Working people and their unions have the ability to make New Zealand a better place at work and also more broadly within society as well. The power of collective action; what can be achieved when we work together, is a deep motivator for me."

WORKSHOPS

Workshop A - Saturday 7 March, 11.00pm – 12.30pm [90 mins]

<p>We are all leaders and followers – our rights and responsibilities</p>	<p>Prof Gregor Gall Adele Towgood</p>	<p>Taking active members and activists as the lifeblood and key resource of any independent union, this workshop will examine what the main skills and traits of being able to lead and being able to be followed are (social, political, technical), where these skills and traits come from (organic and inorganic processes, formal and informal sources), and how they can best be utilised.</p>	<p>Kauri 2-3</p>
<p>The Wellbeing Strategy and Framework: the journey so far</p> <p><i>(Repeated on Sunday)</i></p>	<p>Doug Clark</p>	<p>In this workshop we will explore The PPTA's Education Worker Wellbeing Strategy and Framework, as well give an update about where we are on this journey: what has already been developed, what is currently being developed and what we hope to achieve going forward.</p>	<p>Rimu</p>
<p>The Big Picture: changes to the school system</p> <ul style="list-style-type: none"> • Tomorrow's Schools Review (45 mins) • The new decile system (45 mins) <p><i>(Both sessions repeated in Workshop B)</i></p>	<p>Anthony Neyland Rob Willetts</p>	<p>This workshop explores Minister Hipkins' response to the Tomorrow's Schools review, the Education and Training Bill which will enact these changes, and the Education Service Agency that is intended to support schools during these changes. It will also give you a closer look at the changes to the decile system.</p>	<p>Kauri 1</p>
<p>The Tripartite Accord</p> <ul style="list-style-type: none"> • An update from the governance group (45 mins) • Union Experience of an Accord (45 mins) <p><i>(Both sessions repeated on Sunday)</i></p>	<p>Jack Boyle Michael Stevenson Todd Valster Rail & Marine Transport Union Organiser</p>	<p>This workshop has two aims: firstly so the president and general secretary can speak with delegates about Accord mechanics - the processes and politics which drive the Accord. Secondly, participants will be given an update on the progress of each Accord item: teacher only days, workload, union benefit, wellbeing, change management, etc. This is an interactive workshop where the presenters welcome questions and comments from attendees at any time.</p>	<p>Tōtara</p>

Workshop B – Saturday 7 March 3.00pm – 4.30pm [90 mins]

<p>Keynote Speaker workshop</p>	<p>Dr Jessica Berentson-Shaw Adele Towgood</p>	<p>This workshop follows Dr Berentson-Shaw’s presentation. You will leave with a new lens through which to see communication, a framework to identify the communications around you and their likely effect on people’s thinking, an understanding of the challenges you face and an overview of strategies to connect with people and deepen their thinking on your issues.</p>	<p>Kauri 2-3</p>
<p>Professional Development Update</p> <ul style="list-style-type: none"> • The new PD fund (45 mins) • NCEA review (45 mins) <p><i>(Both sessions repeated on Sunday)</i></p>	<p>Kirsty Farrant Melanie Webber Adele Scott</p>	<p>At this workshop we will look at what is happening with the PLD fund that came out of the last collective negotiations. We will also look at where things are at with the NCEA Review, and more particularly, how it will impact teachers.</p> <p>This is your chance to ask questions about both these pieces of work, and develop a better understanding of how they may impact you in the classroom.</p>	<p>Tōtara</p>
<p>Organising for an effective Teaching Council</p> <ul style="list-style-type: none"> • Fees • Appraisal <p><i>(Both sessions repeated on Sunday)</i></p>	<p>Fran Renton Susan Haugh Anthony Neyland Derek Morris</p>	<p>This workshop aims to address the most urgent questions about the Teaching Council: Why are teacher registration fees increasing so much, and how to do we fight these increases? Who should pay these fees – teachers or the government?</p> <p>It will also provide support for members who are in schools that still have appraisal systems that are onerous, low-trust and compliance-focussed. It will empower members to engage with their SLT to get them to review their current performance management systems.</p>	<p>Rimu</p>
<p>The Big Picture: changes to the school system</p> <ul style="list-style-type: none"> • Tomorrow’s Schools Review (45 mins) • The new decile system (45 mins) <p><i>(Both sessions repeated from Workshop A)</i></p>	<p>Anthony Neyland Rob Willetts</p>	<p>This workshop explores Minister Hipkins’ response to the Tomorrow’s Schools review, the Education and Training Bill which will enact these changes, and the Education Service Agency that is intended to support schools during these changes. It will also give you a closer look at the changes to the decile system.</p>	<p>Kauri 1</p>

Workshop C – Sunday 8 March 8.30am – 10.00 [90 mins]

<p>Health and Safety - Wellbeing Strategy <i>(Repeated from Saturday)</i></p>	<p>Doug Clark</p>	<p>In this workshop we will explore The PPTA’s Education Worker Wellbeing Strategy and Framework, as well give an update about where we are on this journey: what has already been developed, what is currently being developed and what we hope to achieve going forward.</p>	<p>Rimu</p>
<p>The Tripartite Accord</p> <ul style="list-style-type: none"> • An update from the governance group (45 mins) • Union Experience of an Accord (45 mins) <p><i>(Both sessions repeated from Saturday)</i></p>	<p>Jack Boyle Michael Stevenson Todd Valster Rail & Marine Transport Union Organiser</p>	<p>This workshop has two aims: firstly so the president and general secretary can speak with delegates about Accord mechanics - the processes and politics which drive the Accord. Secondly, participants will be given an update on the progress of each Accord item: teacher only days, workload, union benefit, wellbeing, change management, etc. This is an interactive workshop where the presenters welcome questions and comments from attendees at any time.</p>	<p>Tōtara</p>
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<p>Organising for an effective Teaching Council</p> <ul style="list-style-type: none"> • Fees • Appraisal <p><i>(Both sessions repeated from Saturday)</i></p>	<p>Fran Renton Susan Haugh Anthony Neyland Derek Morris</p>	<p>This workshop aims to address the most urgent questions about the Teaching Council: Why are teacher registration fees increasing so much, and how do we fight these increases? Who should pay these fees – teachers or the government?</p> <p>It will also provide support for members who are in schools that still have appraisal systems that are onerous, low-trust and compliance-focussed. It will empower members to engage with their SLT to get them to review their current performance management systems.</p>	<p>Kauri 1</p>

Un-Conference Sessions – Sunday 8 March 10.25am – 11.40am [75 mins]

An un-conference is a series of participant driven workshops in which I&O attendees have the opportunity to share expertise in an area, or facilitate a discussion on a topic they wish to know more about.

Our un-conference will consist of fifteen 25min time slots, in which members have the opportunity to discuss topics important to them.

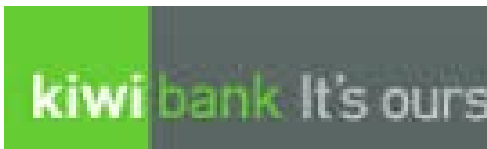
A whiteboard will be set up in a common place. On it will be a grid indicating the time slots available for participant led workshops. Participants will have the opportunity to write a topic in to one of the timeslots that they wish to discuss, this could be as simple or detailed as they like. Participants do not have to be experts on the topic, they simply need an interest and at the allocated time others will attend the workshop who also have an interest or expertise in the topic being discussed. Adequate time will be given for participants to consider what workshops they may like to facilitate, or talk to others about group facilitation.

Below is an example of the basic grid set up and some examples of what participants may choose to discuss. NB: These are examples only, ALL decisions for which topics are discussed are decided and written up by members.

<i>10.25 – 10.50am</i>	<i>10.50 – 11.15am</i>	<i>11.15 – 11.40am</i>	
<i>Discussion on Appraisal {Jodi}</i>	<i>First year Teachers Support Group {Caroline}</i>		<i>Kauri 2-3</i>
<i>Who knows what it is like to teach at a modern learning environment school? {Hemi}</i>			<i>Kauri 1</i>
		<i>Teaching English- Let's share resources! {Mark}</i>	<i>Rimu</i>
			<i>Tōtara</i>
			<i>Rātā</i>

MEMBERSHIP BENEFITS

See <http://ppta.org.nz/membership/benefits>



NOTES

Providing a safe space

PPTA does not tolerate violence, harassment or hate speech.
We aim to provide a safe and inclusive space for all PPTA conference attendees.

If you see or experience anything concerning or upsetting
or there's anything we can do to support you, please get in touch with
Liz Robinson 027 215 8814 or
Chris Abercrombie 027 589 2745.

