



**NZEI  
TE RIU ROA**

## **NZEI Te Riu Roa guidance on using the Professional Coaching Support for Principal Leadership Role Funding**

As part of the recent settlement to the Primary Principals' Collective Agreement (2023-2025), primary principals and the Ministry of Education agreed that in each of 2023 and 2024, principals can access up to \$6,000 of Professional Coaching Support for Principal Leadership Role Funding.

The funding ensures principals can access coaching and support which enhances their leadership role and supports their professional development and wellbeing.

This guidance helps principals plan how they will use the funding, and outlines things to consider.

### **How to use the fund**

The collective agreement specifies the fund should be used to *ensure principal leadership development and wellbeing*.

When considering how to use the fund, each principal should consider how it would best meet their needs and be sure it aligns with the agreed purpose for the funds being provided. The purpose is focussed on supporting the leadership aspect of a principals' role and includes supporting hauora in this role.

We recommend each principal discusses how they plan on using the fund with their presiding member. Principals need to make a declaration to the Board on its use no later than the last day of term 4.

Principals and Boards should note entitlements in the collective agreement about when the funding can be used.

**whakamana tamariki tumeke tumuaki**





## Things to consider

1. This funding is for a specific purpose. Its use does not preclude principals accessing other funding for other PLD and support as necessary or relevant.
2. This funding is public money and normal auditing and accountability expectations apply. More detailed information is available in **Ministry of Education guidance**.
3. The following principles are from a **draft sensitive-expenditure policy** by the Ministry of Education and provide a good basis to support principal decision making:
  - Does the expenditure align with the purpose of the funding?
  - Does the expenditure represent the best value for money?
  - Is it within the budget?
  - Could the board justify this expenditure to a taxpayer, parent or other interested party?
  - How would the public react if this expenditure was reported by the media?
  - Would there be, or be perceived to be, any personal gain (as different to professional gain) from this expenditure?

## Background

As part of the recent settlement of the **Primary Principals Collective Agreement (2023-2025)**, the parties agreed the following:

**4.8.1** In each of 2023 and 2024, principals' can access an entitlement of up to \$6,000 per annum for professional coaching and support for their leadership role. The purpose of this support is to ensure principal leadership development and wellbeing.

**4.8.2** The \$6,000 fund will be a line item tagged in operational funding for the purposes of professional coaching and support for the principal.

**4.8.3** Accessing this entitlement does not prevent a principal and school board agreeing that the principal can access additional coaching and support in excess of \$6000.

**4.8.4** This entitlement will be used in the school year that it falls due unless otherwise agreed in writing between the principal and their employer.

**4.8.5** Principals shall make an annual declaration to the board regarding their uptake and use of the funds. The declaration shall be made no later than the last day of Term 4 each year.

