

## **Worksite Rep guide to running a staffing and learning support priorities discussion**

### *Organise your meeting*

Talk with your principal to arrange a suitable time for staff to meet. The staffing priorities discussion will probably take around 20–30 minutes. The survey will close Friday 1 September, so we have time to gather the results before presenting them to the Ministerial Advisory Group.

Invite teacher members to the meeting. Your principal may also want to participate.

### *Circulate information ahead of time to your colleagues*

The report of the independent school staffing review, *Pūaotanga*, can be found [here](#). There is also a handy 5-minute video that gives an overview of the findings that you can find [here](#).

**Let everyone know the importance of this survey – the collective mahi of members will shape the future of school staffing. This is a great time to speak to new members of staff and new teachers who may not yet be members of NZEI Te Riu Roa.**

### *The school discussion*

You will need a computer and internet access.

It's not completely necessary but if you can share the screen with all attending it will help people be part of the discussion.

You will be giving feedback on a series of recommendations, rating them from 'not important' to 'very important'. It may be useful to put people in small groups so they can discuss the recommendations.

### *Background info to share ahead of completing the survey*

The recent settlement of the Primary Teachers' Collective Agreement included significant increases in release time for primary teachers.

Classroom release time will increase from 10 to 25 hours per term and permanent unit holders will receive an additional hour release time per week. This will result in a staffing increase equivalent to 1500 primary teachers.

Our campaign has also seen the Government acknowledge that primary school staffing is an issue. Small changes to classroom ratios have been announced and a Ministerial Advisory Group will investigate staffing needs.

However, much more is needed to be done to address understaffing of schools and to reduce excessive work demands for over-stretched teachers and principals. These solutions are also good for tamariki because teachers' working conditions are students learning conditions.

Winning improvements to school staffing can be achieved by teachers and principals working alongside parents and whanau to ensure MPs, both current and future, understand what is needed. In the immediate future we have the opportunity to push Government to make meaningful increases in staffing through the Ministerial Advisory Group and the Highest Needs Review.

In the contest of ideas for education in this election we need to impress on candidates that it is increased staffing, rather than standardisation, that is needed for all tamariki to succeed.

In 2021 NZEI Te Riu Roa commissioned the *Pūaotanga* independent staffing review. This review resulted in a comprehensive set of recommendations lift staffing to improve primary schooling.

If you would like to read the recommendations in more detail, [please see the Pūaotanga report here.](#)

The recommendations are compelling but the direction and priorities of NZEI Te Riu Roa campaigns are decided by members. You are invited to give feedback on your staffing priorities.

The feedback from this survey will be used by NZEI Te Riu Roa to shape our input into Government staffing reviews and to prepare resources and evidence to share with MPs and election candidates. We will also collate the info to give regional breakdowns of priorities.

*Find the survey here*

<https://nzei.typeform.com/to/dfhcleYe>

There are ten recommendations surveyed. These originate from the *Pūaotanga* independent school staffing review commissioned by NZEI Te Riu Roa.

You will rate each from 'not important' to 'very important'.

Then you'll be asked which is the most important for people at your school.

And finally, you'll have the chance to identify any other staffing or learning support priorities that haven't already been covered.

*After your discussion*

The results will be shared back with you by 14 September.

Watch out for further info on holding a school discussion on updating classroom release time policies.

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Finally, thank you for the crucial work you do to keep members informed. Through our collective work and through our strong voice standing together we can achieve the changes we need to see!