

Normanby School

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Normanby School Board Meeting 17 June 2021 Meeting commenced: 6.33pm

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Signed:	Dated: 29 7 2571

<u>Present</u>: Maz Prince (Presiding Member), Janelle Jones (Principal), Angelika Fowlie, Adam Werder, Vicki Roberts, Craig Clarke, Tash Campbell nee Gibson (Staff Rep), Kay LePine (Minute Secretary), Nadia Ballantine - Ed Lead consultant (left meeting at 6.59pm)

Apologies: Nil

Declaration of Conflict of Interest/Pecuniary interest: Nil

Item	Agenda Description	Minuted
1.	Whakatauki	
2.	Declaration of Conflict of Interest	Nil
3.	Principal's Appraisal	Nadia outlined the standards the principal has to meet: Teachers Council (the principal needs to be a member and have a current practising certificate which is endorsed annually) 1. Standards for the teaching profession NAG 3 (The NZEI employment contract needs to be followed) 2. Professional standards 3. Career steps Nadia said that leadership has a big impact on teaching and learning so it's worth investing in a professional educational appraiser. A school's Strategic Plan states that it's the responsibility of the Board to set a performance agreement (with performance goals) with the principal. This task is delegated to the Presiding Member which is then normally delegated to an external party. The Board needs to monitor the process and ensure it is being carried out. The Board has a voice in the appraisal. Janelle's appraisal is also linked to coaching from Nadia.

		
		Janelle has a development goal which is linked to her growth as a leader. This year it is linked to Te Reo Māori.
		Principal appraisal has had a change of focus to growth, development and improvement.
4.	Public Excluded Business	Maz moved that the meeting move into Public Excluded Business at 7.00pm to discuss staffing and student matters to protect the personal privacy of natural persons. The Public part of the meeting resumed at 7.04pm
5.	Reviews	 Governance Review: BOT Self Review Accountability Does the Board have a good understanding of student achievement data at our school? Yes, data is presented to the Board at the July and December meetings each year. Does the Board regularly review performance against the strategic goals and targets? This is included in the results of the student achievement data which is a live document. Does the Board understand the importance of ensuring that the priority groups of students are reported on and are a focus for setting targets? Yes the priority groups of Maori students, high needs students, and gifted and talented students are reported on, and they are a focus for setting targets. Our Strategic Goals are related to Ka Hikitia. The implementation of Ka Hikitia is something the Board needs to be more aware of. Does the Board have a 3 year review programme in place and implement it? Yes - this is covered in the strategic plan Does the Board gather evidence to determine whether its policies are implemented? Janelle gives assurances in her principals report each month, e.g. a fire drill has been carried out. Does the Board receive data that is timely, relevant and user friendly? Yes, it's included in the Principal's Report. Does the Board receive data that is timely, relevant and user friendly? Yes, it's included in the Principal's Report. Do you examine your data against gender, ethnicity etc to measure the success of all students? Yes, this is included in the student achievement data which is presented at board meetings. The Board is confident to critique and challenge the information it receives from the principal. The analysis of variance supports the setting of goals and targets for the following year in the Strategic Plan. Does the Board have a clear process for budget development? Education Services give us advi

14. We do have a reporting to the Board policy.

15. We have 5 and 10 year property plans in place that are implemented and regularly reviewed - it is part of the Board Work Plan.

6. Special Topics

Swimming Pool

Covered in principals report

School Vans

Adam will look into the option of leasing vans.

Tania has offered to go to Toyota and inquire about second hand vans. We would be looking in the \$28,000 - \$30,000 price range, less than 5 years old and less than 100,000km. We would also be open to advertising. Move that we apply to Pelorus Trust for \$100,000 to purchase two vans.

M. Prince/A. Fowlie

Adam will get three quotes for two vans.

Applying for Grants for New Gates for the Memorial Arch

Tash emailed the Veterans Trust. They said they couldn't help but to go back to the Historic Trust. Tash will follow up with them.

Gift Policy

Carried over to the next meeting.

Staff Well-being

The Board are keen to engage with staff to get feedback on their well-being. The Board agreed to compile a survey for staff.

The purpose of the survey would be:

- To find out how they are coping
- To find out if staff feel their concerns are listened to,
- To find out how the Board can support then their roles

The results will be analyzed so the Board can support staff. Maz handed out a sample of a Principal's well-being survey.

Janelle commented that she does survey the staff and talks to them one on one about their well-being. She also reported that well-being is addressed in Team Meetings. Jude and Tina speak on behalf of their teams to Janelle who listens to their perspective and makes changes accordingly. What they mainly need is more support in the classroom. Janelle notices when staff arrive in the morning if they're not their usual self and talks to them. Several strategies are in place that Janelle has implemented to help staff feel listened to, and appreciated. We have Appreciation notes every Monday morning and a prize draw is done.

Board members are to come up with some questions and email them to the Board so a survey can be compiled at the next meeting. Possibly five key questions would be enough.

Some suggestions were made to engage with staff:

• Join staff for morning tea

- Visit classrooms
- Listen to children read
- Do duties

Future Schooling in Hawera

Board members have attended meetings regarding Future Schooling in Hawera.

The six local primary school principals met to work together on recapitation information so parents would know what a Year 1 - 8 school would look like. They also worked on a survey together so that results could be comparable.

The Ministry is assessing our school at 2.30pm on 25 June to check our capacity/teaching space needs for possible recapitation. All members are welcome to attend. Year 7 and 8 students would be transported to technology at the Ministry's cost.

Our community needs to have a voice and make an informed decision, however the board makes the final decision on the school's submission to the Ministry. The Minister will then make a final decision. Our submission is due by 9 July.

The Board reviewed the draft letter and survey provided by Janelle. The following amendments were agreed:

- Add "will stay at Normanby School from 2022"
- Add the timeline

Janelle will email the amended survey to the Board.

It is important to reiterate to the school community that the Board has been asked to make a submission by Friday 9 July and that the Board will consider the survey results when writing the submission,

A Special Meeting will be held at 6pm on Thursday 8 July to write the submission.

Surveys will be distributed on Monday 28 June - a hard copy will be given to each family. Janelle will notify families about the plan via Hero, Facebook, and in the newsletter. There will be a box at the office for completed surveys. Surveys are due back by Friday 2 July.

The Board agreed to hold a meeting to inform parents what a Year 1 - 8 school would look like on Monday 28 June from 7.30pm - 8.30pm in the school library. Janelle and Maz will take the lead at the meeting.

<u>Agenda</u>

- Timeline
- Purpose (to answer any questions so parents have the information they need to complete the survey)
- Current information
- What we have done so far

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		 Break into groups with a board member with each group. Write down any questions they have on a big sheet of paper. Janelle will invite Rae from the Ministry to attend, to answer any questions. Vicki will ask a Kaumatua to attend to open and close the meeting. Staff have put together questions they have and questions they think parents may have. Janelle will let parents know what will be discussed at the meeting.
7.	Presiding Member	Nil.
8.	Financial Report	Moved that the June accounts of \$15,645.61 be passed for payment. A. Fowlie/A. Werder
		May VISA balance: \$1,612.20
		Balance of accounts as of 31 May 2021:
		BOT account: \$494,710.63
		Investment account: \$86,000.00
		As at 31 May we have spent 34% of what we had budgeted for the year compared to 42% of the calendar year gone.
		Actual Available Funds at 31 December 2020 were \$270,641 Budgeted Available Funds at 31 December 2021 are \$201,499
		Actual Available Funds at 31 May 2021 are \$354,847 Budgeted Available Funds at 31 May 2021 are \$254,145
		Moved the Financial Report to be accepted. A. Fowlie/ A. Werder
9.	PTA Report	Janelle will add the minutes of the meeting held on Monday to the Board folder once they become available. Craig attended on behalf of the Board. Shona has resigned as Chair but will stay on the committee for the rest of the year. Marise is the new Chair with Linn as Deputy Chair. They will be running the Bobby calf fundraiser again this year. Janelle will advertise this to the school community as other farmers may wish to participate. The PTA are looking at replacing the netball uniform, using the new sports tops with black skirts, skorts or shorts Vicki will check with Netball Taranaki about who can wear shorts. Vicki will ask Gamechanger about a design for the shorts/skorts and bibs. Parents will be given the option to purchase the uniform.
10.	Principal's Report	The roll is 162 compared to 155 this time last year. We've had a lot of unexpected, transient, high needs new enrolments.
		NAG 1 ERO This year ERO is adopting a new way of working with schools. The new approach will inform decision making and action that grows and evolves school performance. Evaluation will become embedded in the schools

strategic and annual planning cycle. Schools will learn where their strengths lie and those areas where further focus, innovation and effort is required to improve outcomes for learners.

An evaluation partner will work alongside each school. This collaborative, team approach will focus on forward planning and action. The heart of the focus will be on equity and the quality of teaching and learning. At the end of the evaluation phase, the partner will work with schools to identify key priorities and assist in identifying sources of advice and guidance.

Local Curriculum

On 11 June the final Professional Development session was held with Melissa from Sharp-Kinane PLD providers. The senior leadership team has set aside time to continue to develop the Normanby School Local Curriculum.

Mid Year Assessments

Currently all children are being assessed in writing, reading and maths. Comparative data between the beginning of year and Mid Year will be shared with the Board at the July meeting.

Local Curriculum Report by Jude Sklenars and Tina Ryan

This report explained what the Local Curriculum is, the journey the school has been on so far, and what the next steps are.

We are now in the process of creating the first draft of our revised Local Curriculum. At the heart of our Local Curriculum design is to include what works and improve learning for all students.

Matariki Mid Year Report by Jude Sklenars

Jude provided a breakdown of the Observation Survey data. This reports on the progress and achievement of the Year 1 - 2 students after their first year at school who are not normally included in the whole-school achievement data analysis cohorts. Thirteen students have been, or are currently receiving additional support through intervention programmes (Quick 60 and 5+). Two students have their own Individual Education Plan (IEP). Students who remain of concern will be targeted for intervention programmes once space becomes available.

There is evidence that our students are starting school as a 5 year old with:

- Poor alphabet knowledge
- Poor knowledge about how books work and how to look carefully at print
- Little word knowledge

They are also struggling to learn the early sight words in their first year at school. These all form a key part of the teaching and learning programme in the students' first year at school.

On average our students sit below the national average for early literacy learning upon entering school at 5. After their first year of instruction they are closer to expected performance levels but are still at the lower end of the range. Teachers will continue to plan for explicit teaching of decoding and encoding skills and strategies.

Puanga Hub Mid Year Report by Tina Ryan

With a school-wide focus on writing, Puanga students have been provided with a variety of experiences to ensure learning is purposeful. They are able to monitor their own progress through individual learning goals.

Students are aware of their learning goals and are able to articulate what they are learning and what their next learning steps are. Power sharing opportunities are provided along with a focus on Feedback and Feed-forward.

Teachers are working hard to ensure learning goals are reported in real time through the HERO student management system.

As a Hub, teachers specifically reflect on the impact of their practice on progress and achievement, particularly in Writing.

Sport Mid Year Report by Cameron Jones and Taylah Gilberd

So far this year students have participated in tennis lessons, the school swimming carnival, swimming lessons (funded by the PTA) and Swoosh basketball training. Students have represented the school at Spragg Banner (swimming), Southern Shield Rugby League Tournament (won by Normanby School), the Howie Tamati Rugby League Tournament and a Rippa Rugby tournament.

Students have also had the opportunity to join netball, basketball and Jump Jam teams.

PB4L Mid Year Report by Tina Ryan

This year we launched the revamped STAR Values (**S**elf manage, **T**eam, **A**chieve, **R**espect) as part of the PB4L School Wide Behaviour Plan. Students are rewarded with STAR cards when they demonstrate these values. There is a Choice Board of prizes that students choose from and they also have their photo displayed on the STAR wall once they reach various milestones.

We are pleased with the success of the programme in its first phase with students being able to say what the values are and show what they look like.

All behaviour and pastoral incidents that occur are recorded on our school HERO database. Staff are continuously reflecting on and reviewing incident data. Data is used to make decisions and staff meet once a week to reflect on data, receive PB4L professional learning and to reflect on personal practice.

Cultural Report by Tina Ryan

Term 2 has seen the start of school wide Kapa Haka. Whaea Donna comes in once a week for an hour where new Waiata and protocols are taught to all students.

A performance Kapa Haka group is in the process of being formed and will take part in this year's Taranaki Primary Schools Cultural Festival in September. The group will be made up of students from all age groups. In our weekly assembly we begin with a Whakatauki and Waiata led by our Student Leaders, as well as a Pasifika welcome. The school Karakia is said or sung at the end of each day by all classes.



Reviews

Current Reviews:

- The role of the Presiding Member (Chair)
- Presiding Member Review
- Review of Effective Governance Board self assessment checklist

PTA Report

Refer to item 9 above.

Future of Hawera Schooling

Discussed under Special Topics.

NAG 3

Reliever for Room 1

Janelle has employed a reliever for Room 1 for the last three weeks of this term while the classroom teacher is on medical leave.

Staff Sickness

This term has been hampered by quite a lot of sickness among staff.

Support Staff

It was Support Staff week last week and a special morning tea was held to celebrate and honour them.

NAG 4

Payments with no Cheques

TSB cheques are ending on Friday 25 June. Sometimes payments are required before the end of the month. Janelle suggested this could be done through Education Services with the schedules to be signed by two signatories to authorise it. The signatories are Janelle Jones, Maz Prince and Tash Campbell.

Moved that payments can be made via Education Services with two of the current signatories to authorise (Janelle, Tash and Maz being the signatories).

J. Jones/M. Prince

Property Update

The following work/upgrades have been completed since the last Board meeting:

- Cyclical painting has come to a halt due to a mix of the weather and the painters being called away to other jobs
- Fencing is well underway. We are just waiting for the gates to arrive
 they should be here by the end of June.
- Storage shed for PE/Play based equipment this building is now almost complete. Painting and shelving are still to be completed.

Swimming Pool

Rachel Vickers (MOE Property) was unable to attend the Special Board meeting on 18 June.

Janelle emailed her some questions. Rachel responded that, "Our asset management database states the swimming pool, ancillary buildings and associated land (changing shed and pool toilets) are Crown owned."

She indicated that we could phone the head of the Ministry Land and Occupancy Team (based in Wellington) if we have further questions. The Board agreed they would like the ownership of the pool confirmed by another MOE person. Maz will try and arrange a meeting with them when she is in Wellington next week. Janelle will email the contact details to Maz. The Board requires an official letter from the Ministry Property team stating that the crown owns the pool and the land it is on.

Audited Financial Accounts for 2020

The 2020 audited Financial Statements for Normanby School for the year ended 31 December 2020 were sent to the MOE on 31 May 2021 and uploaded to our website, as required.

School Vans

Covered under Special Topics.

School Flats

Janelle enquired about the timeline for the selling of the school flats and received the estimated time of 10 - 12 months.

In general, the disposal of Crown-owned land involves the following steps:

- 1. Determine if the land is needed for any other public works (around 2 months)
- 2. Determine if the land needs to be offered back to the person the Crown originally purchased it from or their successors (around months for this one)
- 3. Offer the land to Māori under a Treaty settlement or land banking (around 4 months for the RFR here) and
- 4. Sell the land on the open market generally through a real estate agent (around 4 months)

SUE Reports

Janelle assured the Board that all SUE Reports have been checked and signed by both the Principal and the Board Chair.

Dental Clinic

Gina (WSP) wrote to Janelle and explained more about the process of removing the Dental Clinic:

Once the decision is made to rationalise the building, it can be added to the list in the 10YPP.

Moved that we inform WSP to incorporate the rationalisation of the Dental Clinic into the 10YPP.

J. Jones/Unanimous

Some works were identified for this building in the 10YPP but these can be removed. The funding for these of \$3,720 + GST can be added to another existing project.

NAG 5

Accident Register from Monday 17 May to Thursday 10 June 2021

One incident involving a student.

No incidents involving a staff member.

One incident resulted in parents/caregivers being phoned.

No hazards identified from incidents.

Reporting on Physical Restraint

Nothing to report this month.

Stand Downs and Suspensions

Discussed in Public Excluded business.

RAMS Forms Submitted

No forms were submitted over the past month.

Emergency Evacuations

Janelle assured the Board that the school follows the guidelines and procedures for carrying out all necessary emergency evacuation drills, so that in the event of an emergency, staff and children know what to do. A Fire Drill was held on 11 June to coincide with the Fire Safety programme being taught in Matariki Hub. The Evacuation Report has been sent to Fire and Emergency.

Risk Management

Janellle assured the Board that she meets the caretaker once a week to walk around the school to ensure all risks according to health and safety are identified and mitigated. There is a shared google document that staff can access if they notice anything of concern and this is checked regularly.

NAG 6

Nothing to report.

NAG 7

School Charter

Janelle included a link to the updated action plan in the school charter in her Principal's Report.

NAG 8

Analysis of Variance 2020

Janelle included a link to the annual analysis of variance in her Principal's Report.

Policy Reviews Term Two 2021

- Reporting to Parents on Student Progress and Achievement
- Protected Disclosure
- Visitors

No feedback has been received from the Board as yet. Any feedback is to be given to Janelle by the end of Term 2.

Board Work Plan

The Board Work Plan has been updated for May and June.

		The Health Education Curriculum Consultation has been put on hold until after the Future Schooling in Hawera consultation. It will be done in Term 3 or 4.
		Board Training Janelle has updated the Board Induction Folders.
		 Term 2 Education and Training Act 2020 - Te Tiriti o Waitangi (School Board responsibilities as a Crown Entity) (Janelle attending in New Plymouth on 29 June) Finance Part 2 (Janelle attending in New Plymouth on 21 June and Angelika attending in Stratford on 23 June) Term 3 Education and Training Act 2020 - Te Tiriti o Waitangi (School Board responsibilities as a Crown Entity) Strategic Planning and Review
		Learning in the Classroom 2021 Room 7 & 8 (Matariki Hub) Year 2 & 3 shared their learning via a slide show.
		Moved that her Principal's Report be accepted. J. Jones/V. Roberts
11.	Previous minutes	Moved that the previous minutes be accepted. M. Prince/A. Werder
12.	Matters Arising	Nil
13.	Job Sheet:	 The Hawera and Okaiawa Fire Brigades now have a set of school keys to allow access if required The Complaints Procedure has been included in the newsletter The leaving gift was delivered to the retired member The information regarding Future Schooling in Hawera was emailed to the Board including dates and times of the meetings Parents were asked in the newsletter to send food from home if their children don't like what's on the Healthy School Lunches menu The Direct Credit Authority form and IR330c tax form have been added to the Induction folder
14.	Correspondence	Inwards To Presiding Member • Education Gazette - 24 May, 14 June
		To Full Board

VISA statement - May May Financial Management summary Previous minutes - 20/05/21 Job Sheet - May STA News - May To Treasurer TSB bank statement - May April Financial Management Report **BOT Emails (circulated to Full Board)** Angelika - photos of leaving gift • Sheree - update at work done at the school flat Janelle - Reminder about NZSTA Finance 2 workshop. New Plymouth - 21 June, 6pm - 8pm at Brougham Height. Stratford - 23 June, 7pm - 9pm at Stratford High School Janelle - email to Rae (MOE) querying why the 5pm meeting on 26 May regarding Future Schooling in Hawera didn't go ahead. Response and apology received. Maz - unable to attend Special Meeting on 18 June Maz - NZSTA Central West Mini Conference, 27 June, 9am - 3pm at Palmerston North Intermediate School Rachel Vickers (Property Adviser) - reply regarding ownership of the Janelle - Future Education in Hawera - proposed consultation Janelle - Cancellation of Special Board meeting due to be held 18 June at 1pm Janelle - not sending out survey re Future Schooling in Hawera Maz - re feedback required on Future Schooling in Hawera survey at June meeting Maz - members to bring their induction folders to the June meeting Office of the Auditor General - school audit arrangements for the 2021 - 2023 financial years • NZSTA - Reminder about NZSTA Finance 2 workshop in Stratford on 23 June, 7pm - 9pm at Stratford High School **Board Correspondence Received (filed)** Nil **Outwards** Nil **Late Correspondence** Nil 15. **Ministry BOT** Ministry BOT tracking sheet completed for June tracking sheet General 16. **Business**

17.	Agenda Items for next meeting	 Swimming pool School vans Gift Policy Applying for Grants (Front Gates - Tash and Vans - Maz)
18.	Next PTA Meeting:	7.00pm Monday 5 July – Vicki to attend
19.	Next BOT meeting:	6:30pm Thursday 29 July
20.	Whakatauki	
21.	Meeting closed	9.46pm
22.	Future BOT Meeting Dates for 2021	 Thursday 29 July at 6.30pm Thursday 19 August at 6.30pm Thursday 16 September at 6.30pm Thursday 21 October at 6.30pm Thursday 18 November at 6.30pm Thursday 16 December at 6.30pm

