

2008 -  
2009

Annual Report

NEW ZEALAND



Kindergartens Inc

Te Putahi Kura Puhou  
O Aotearoa



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## **Vision      Kindergartens – first choice early childhood education service.**

Purpose      *Growing and strengthening kindergarten.*

NZK believes -

- Every child has the right to participate in high quality early childhood education.
- Kindergartens are seen as centres of excellence and innovation for early childhood education.
- Our goals are best achieved through collaborative relationships at all levels.
- Kindergarten is responsive to the cultural and language aspirations of families.

### **Our goals**

Growth and diversity	Provide the environment to enable associations to increase the participation of children in early childhood education.
Organisational robustness	Model effective and efficient business and governance practices.
Quality	Continuous quality improvement.
Community/collaborative relationships	Initiate and develop relationships that are beneficial to the purpose and the vision.

## **Board members**

### **President**

Jeremy Neild

### **Members**

Janice Bromell

Jean Tidy

Tracy Donald

### **Early childhood professional representative**

Jenny Varney

### **Association manager representative**

Beverley Richards

## Achievements

2008-2009 has been a significant year for NZ Kindergartens (NZK) as we have taken a number of new steps and seen the benefits of having a full-time chief executive in our national office.

### **To identify current issues of importance to NZK members, and to develop and implement effective lobbying programmes.**

- *Adequate funding for sessional and all day licensed kindergartens, and new buildings*
- *Monitor the impact of 20 hours free*
- *Address teacher supply issues including staff hour count*
- *Improve special education support*
- *Continue to fully implement the early childhood education (ECE) strategic plan*
- *Consistent interpretation of compliance requirements*
- *Monitor the implementation of legislation*
- *Sector representation on working parties*

Lobbying for the benefit of young children, early childhood education and the kindergarten service will always be a core activity of NZK and 2008-09 was no different.

NZK has made submissions on the following to the:

Minister of Education –

- teacher supply
- funding, including 20 hours free and the discretionary grants scheme
- consistency of interpretation and compliance issues related the ECE regulations
- special education
- parent support and development

Ministry of Education -

- proposed changes to the Education Act and criteria for licensing associated with limited attendance centres (crèche at gyms, churches etc,)
- the data sought through the RS71 forms which impacts the calculations used to set ECE funding rates
- sessional funding rates
- teacher supply and the staff hour count
- the review of equity funding
- compliance with ECE and local government regulations
- the discretionary grants scheme
- review of ECE regulations

Inland Revenue Department -

- honoraria and reimbursement payments

Charities Commission -

- registration requirements and process

Teachers Council -

- proposed changes to the Education Act

**To provide member associations with relevant, timely and effective national meetings and conference that keep members informed, provide professional development and promote effective networking opportunities.**

- *Annual conference*
- *Spring and autumn meetings (president induction)*
- *Manager and senior teacher hui*
- *Issue meetings as required*

A very successful 2008 Conference was held in Hastings and hosted by Heretaunga Association.

National meetings were held in May and October 2008. In May 59 people attended from 23 Associations (79%). It is of concern that attendance from elected governance people was from only 16 (55%) member associations. The members with no representation were from our smaller associations.

Favourable feedback was received on sessions on changes from 20 free hours (71% excellent) governance (65% excellent) and breakout groups 58%.

The October meeting had 75 people with 26 president/board members, 24 managers and 23 senior teachers. Excellence ratings were received on teacher supply (67%), Southland parent support and development programme (65%) and listening to our community (62%). Members also valued the breakout groups.

A leadership symposium convened by the Ministry of Education, kindergarten associations and NZEI Te Riu Roa was held in Wellington in October 2008. The symposium was a result of discussions during the last bargaining round.

Leadership was also the central theme for the senior teacher hui on 4 – 6 March 2009 and general manager hui held on 1 - 2 April 2009. Senior teachers from most associations attended the hui in Christchurch including from the Early Childhood Leadership (ECL) associations - Auckland, Waikato, Franklin and Central North Island. General managers from around the country including the ECL associations, attended the managers hui in Wellington.

Two internal surveys were undertaken – i) kindergarten reorganisation, and ii) on manager and administrators' terms of employment.

As at December 2008, there were over 33 models of kindergarten operation with the most common being Monday to Friday 4.15 hours and Monday, Tuesday and Thursday 2 hours in the afternoon. Fifteen models operated sessions of five hours or longer representing around 10% of NZK association kindergartens. The employment survey provided a snap-shot of the pay and employment provisions of association managers as at March 2009. The results show a wide range of salaries are being paid with the ranges changing if analysed by the numbers of *kindergartens* and by the numbers of *staff*. The results provide a guide to inform decisions rather than to determine manager salary rates.

**To build NZK capacity and capability to provide leadership for kindergarten and improve organisational effectiveness.**

- *Develop and implement the NZK three year strategic plan*
- *Monitor the implementation of organisational changes*
- *Resource development*
- *Appoint board members*

The Strategic plan was circulated for comment and signed off by the NZK board in February 2009.

Two of the three appointed positions on the NZK board were filled by Janice Bromell and Tracy Donald. An approach to a further possible candidate was unsuccessful.

## **To build collaborative and influential relationships within the sector and relevant organisations.**

- *Establish joint projects/contracts (at least one)*
- *Enhance procurement/shared services/sponsorship opportunities*
- *Relationship with new government administration*

A successful tender was submitted to the Teachers' Council to develop and pilot a teacher induction and mentoring programme for ECE teachers. Some 60 provisionally registered teachers and 60 mentor teachers are participating in the pilot across five associations in three regions: Ruahine/Wellington, Nelson, and Dunedin/Otago. Dr Val Podmore is the researcher involved in the pilot due for completion in December 2009.

The board set up an insurance sub-group in 2008 to progress work on a new or revised insurance scheme for members. A proposal from our current insurance brokers Wilkinsons, with enhanced provisions, was presented to managers at the autumn meeting in May 2009. Thank you to group members Anne Hare, Alan Hounsell (Nelson) and Sandra King (Southland).

NZK signed an agreement with Fuji Xerox to supply multi-function devices (MFD) to kindergartens nation-wide. Members have responded positively to the agreement and a number of associations are rolling out the programme currently.

The Laptop Company has provided a proposal for the lease or purchase of laptops for teachers, which is under consideration.

The IBM KidSmart programme and the Fairfax Book Scheme have been maintained. Thirty-five KidSmart kiosks were distributed to low decile kindergartens in several regions and Fairfax provided book series to kindergartens in late 2008 and in February and April 2009.

Meetings have been held with various organisations, a number of which are regularly scheduled. They include meetings with:

- Te Tari Puna Ora o Aotearoa – the New Zealand Childcare Association (NZCA)
- NZEI Te Riu Roa
- Ministry of Education
- Political party Early Childhood Education spokespeople
- Ministers of Education
- Education Review Office (ERO)
- School Trustees Association (STA)
- Early Childhood Education Advisory Committee (ECAC)
- Early Education Federation (EEF)
- New Zealand Teachers Council
- Ministry of Health - Before school checks

## **To maintain NZK as an effective organisation to meet the expectations of members and deliver the annual goals and outcomes effectively and efficiently.**

- *Visits to associations*
- *Develop website and professional image*
- *Enhance the public profile*
- *Build lobbying capability*
- *Delegations/accountability/contract management*

Our chief executive has visited 25 member associations in the past year, meeting with board members, managers, office staff, professional and teaching teams, and visiting kindergartens, and works closely with

associations on specific issues such as constitutional matters and reorganisation. Associations are kept up-to-date with news and information through a weekly *Update* sent out from the office each Friday.

The board approved a redesign of the website which should go live mid-year. It will have general information for parents and others including a kindergarten location directory and secure access for boards, managers and professional teams.

The NZK board submitted an expression of interest in the ABC Learning Centres in December 2008 and proceeded to access information on the business on behalf of 12 member associations early in the new year. We withdrew from the process in February 2009 and continue to monitor developments.

## **Bargaining**

The Kindergarten Teachers, Head Teachers and Senior Teachers' Collective Agreement expired in February 2009. Nominations were called for NZK representatives on the Ministry of Education bargaining team and Sherryll Wilson and Beverley Richards were selected with Wendy Logan and Clare Wells supporting the team.

A multi-employer collective agreement (MECA), covering non-teaching staff in kindergartens, was negotiated for the first time in 2008.

## **Conclusion**

On a personal note, as I am retiring as your president this year I want to thank the many people in kindergarten who have supported and assisted me during my years with kindergarten, not only as national president but also as a national board member and member association board member over the last 15 plus years.

The main reason I have stayed involved with kindergarten for so long is firstly, the great people I have worked with and secondly, the sense of contribution that one can make to a very important institution that adds a great deal of value to our society and which could do even more. Plus we have had a bit of fun on the way through!

As president, I wish to thank some special people – our chief executive, Clare Wells, who has made a tremendous contribution in her first year – thank you Clare. It has been great having you on our board and this has changed the workload for the individual board members.

I also want to thank our board members for their work over the last 12 months. I want to acknowledge Beverley Richards' significant contribution over her time on the national board since she is standing down.

I also wish to thank Sherryll Wilson and her team who led our bargaining team in the negotiation of the teachers' collective employment contract.

Lastly, to all who have contributed to the national organisation, organising hui, giving presentations, contributing to surveys and submissions – thank you and all the very best for the future.

Jeremy Neild  
President  
on behalf of the NZK national board