

ISNZ Newsletter

Confidential to ISNZ Member Schools

April 2008, Issue 2

ISNZ: Who are we? What do we do? What are we working to achieve?

During the first few months as Executive Director for ISNZ, I have pondered these questions in my pursuit to come to terms with this multi-faceted role. In doing so, I thought it timely to restate our purpose, our goals and our desired outcomes.

The primary purpose of this organisation is to serve its members. Through professional development seminars, research into educational and demographic trends, networking opportunities and representing the views of our member schools, we hopefully provide you with a voice, valuable information and a collegial and collaborative network.

Are we doing a good job? Can we improve? We can always do better. We would welcome feedback from Board Chairs, Heads and Bursars as we constantly work towards improving the services we provide.

As the umbrella organisation for independent schools, ISNZ has a strong focus on communications. "Spreading the word" and promoting the face of independent schooling, both nationally and internationally, is an essential component of our work. We are currently conducting a communications audit that will identify the organisation's communications practices, their effectiveness and where we might make improvements. Again, we would value your feedback and constructive criticism.

The recent search carried out by Colmar Brunton highlights that there appears to be some public confusion as to which schools are independent and which are integrated or state. We shall use the data analysis to help frame a communications strategy that will redefine independent schooling and inform the wider community.

We are also looking at our website and how we can improve on it as an essential communications tool. In the first instance, I would like to use the website to tell some of our success stories. Visitors to our website could be motivated to consider one of our schools as an education option by reading a story that highlights the achievements of some of our students. We would like to profile some of the high achieving graduates, a website Rogues Gallery, if you like. We would be grateful for images and biography notes of some of your most notable high profile graduates. Graduates from the foundation years of your school through to more recent graduates could be profiled on the ISNZ website.

We would also like to profile the successes and achievements of Heads and staff in our member schools – again photos and bio notes will be gratefully received.

Special stories about special people are very powerful.

Another promotional communications tool we would like to start developing is a generic DVD promoting independent schooling. This tool could be dual purposed in attracting prospective students and in recruiting teachers to the independent sector. If you have some video footage that we could include in a DVD, we would love to see it. Like most not for profit organisations, we have limited resources and would welcome any assistance from the expertise within your schools to help with the production of a promotional DVD.

The third major focus of the ISNZ office is in the area of advocacy/lobbying. Being an election year we are actively meeting with politicians from the main political parties and putting forward our case for increased funding. You can help! Invite Members of Parliament into your schools. These are some of the facts you can present them with:

- Independent schools currently save the government \$180 million.
- There has been a 42% real decrease in funding levels since the Labour led government capped the funding at the 2000 levels. The decrease has resulted from both inflation and the increase in student numbers.

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- The funding currently sits at about 20% of the cost of educating a child in the state sector.
- The NZIER Report "Funding Arrangements for Independent Schools", completed in 2003, calculated that the state could fund independent schools up to 46% of the cost of educating a child in the state sector and still save money.
- It is a myth that private schools are wealthy schools.
- It is myth that only the wealthy send their children to private schools (tell stories of huge sacrifices that parents make to send their children to your school).
- Choice in education lifts the bar, it raises standards across the education sector.
- Without an increase in funding, some of our independent schools will face integrating into the state sector – a cost to the government that would far exceed increased subsidies.
- Independent schools are not asking for funding that would exceed the cost of educating a child in the state sector.

Once we have the education policy from all the political parties, we will furnish you with their main points which you may wish to distribute to your school community.

The ISNZ office is small with a staff of only three. Judy Burge multi tasks as PA, Office Manager, Operations Manager, Events Manager and Receptionist!! She is highly efficient, fastidious and has been an absolute God-send in these early days with ISNZ. Derek Oldershaw works part-time as the organisation's accountant. He has exercised great patience and understanding in bringing me up to speed with the financial processes and systems unique to ISNZ. With three separate Boards, each with its own financials, investments and strategic direction, there have been some initial challenges!

I extend my heartfelt thanks to Judy and Derek for their commitment and loyalty to the organisation. I would also like to thank Joy Quigley for her very warm welcome and her willingness to be on the other end of the telephone and answer numerous questions! My thanks to ISA, ISNZ and AHIS Boards for their encouragement and support during the first two months, especially to Lynda Reid, whose institutional knowledge and expertise has proved invaluable.

The friendship, camaraderie and welcome from schools, Boards, Sponsors, education agencies and other associated groups has been overwhelming. I feel privileged to be working with so many people who share the same passion for independent schooling in New Zealand.

Deborah James

ISNZ Conference: The three Rs for the 21st Century Resilience, Relationships and Respect ISNZ Conference 23-24 May 2008 The Hyatt Regency Auckland, Princes Street, Auckland

Registrations for the conference have been steadily coming into the ISNZ office. If you have not yet registered, please visit the ISNZ website www.isnz.org.nz to register. Information about some of the speakers is also online. We have an outstanding line up of speakers including Dr Michael Carr-Gregg, Dr Michael Grose, Dr Derek Roger, Dr Rosalind Hursthouse and Deborah Stevens.

Should you have any queries regarding the conference, please do not hesitate to contact us.

Excellence in Teaching Awards

Mrs Gail Thomson has completed the evaluation of the candidates for the 2008 ISNZ Excellence in Teaching Awards. Mrs Thomson visited all teachers in their classes and spoke to their Principals. The excellence in teaching was very evident and the candidates were, as expected, of a very high standard. The recipients will be presented with their awards at conference.

HISST Grants

Applications for 2008 grants have closed. We are currently reviewing the applications and hope to advise the successful recipients in early May.

Sponsors

We would like to welcome a new Silver sponsor to ISNZ. Programmed Maintenance Services, a provider of workforce, property maintenance and asset management services. Its services include painting, tailored maintenance painting programmes, property condition audits and surveys, landscape and design services, industrial, drain maintenance and management systems.

One of our Bronze sponsors has had a name change: Alleasing NZ Ltd is now known as Red Plus for Education.

Comment from Spotless Services (NZ) Ltd:

Food safety—where are you at? We are all mindful of our students' safety, but do we really know what is happening in our catering department? A case of food poisoning will likely have the most negative impact on your boarding house reputation. Do you have a food safety programme? Do you have the best food safety programme?

Spotless was the first food services company in New Zealand to achieve HACCP accreditation and has worked with food safety experts to develop food safety places approved by the Ministry of Health.

Spotless' dedication and approach to food safety was recently recognised by Hamilton City Council, who awarded the "Excellence Award for Food Safety" award to St Paul's Collegiate School. To determine the winner of this award, the Hamilton City Council conducted an audit covering physical environment, food preparation and handling practices, cleaning and sanitising procedures, staff training and food safety management systems.



Matt, catering assistant at St Paul's

In 2005 Christ's College was the first boarding school in New Zealand to gain food safety exemptions at site level from the NZFSA with a Spotless team on site.

We acknowledge the wonderful support of our sponsors and encourage you to support them by ensuring they are given an opportunity to quote and/or supply your goods and services.

ISNZ research

Colmar Brunton Public Attitudes to Independent Schools

As mentioned in this newsletter, we are using this valuable data to assist in our communications plan, our branding development and strategic direction in targeting our external stakeholders.

Castalia Research on Independent Schools Market Share

This research will provide a guideline to forecasting school rolls to 2026. There has been a delay in the releasing of the projections at the Ministry of Education. John Beckett from Castalia has informed us this week that the projections have gone to the Deputy Secretaries and are on their way to the Ministers prior to release.

John Beckett will present the conclusive data at a workshop at the ISNZ conference and explore ways an ISNZ Member School can use this information.

For your interest—data on non government school enrolments in Australia

In 2007 there were 3,416,523 full-time school students. The proportion of these students attending government schools was 66.4%, down from 70.3% in 1997. From 1997 to 2007, the number of full-time students attending government schools grew by 1.7% (from 2,230,052 to 2,268,377), while the number attending non government schools increased by 21.9% (from 941,572 to 1,148,146).

Governance: Selecting the right Chief Executive (Principal). Questions for Referees

Reference checking should not be an afterthought as it may be a significant factor in your final choice.

Information from referees will help you make an assessment of the vital “soft” qualities of leadership and to check the veracity of what candidates have told you.

A common recruiter’s question of referees who have been past employers or managers of a candidate is “Would you employ this person again?” A better starting question for chief executive candidates that can elicit valuable feedback—and from a wider range of referees is “If you were an investor (or funder, sponsor, etc) putting \$10 million into this company/organisation, given what you know about this candidate would YOU want him/her to be responsible for its effective utilisation?”

In terms of other questions, what you need to know is which candidate is best able to integrate the skills of a host of other specialists and motivate them to take the organisation through the next phase of its development. You need to get the fullest possible account of a candidate’s ability to “move human hearts”. To get as close as possible to the sort of understanding you need, possible questions could be:

- Does the candidate lead consistently in a way that inspires followers to trust him or her?
- Does the candidate hold people accountable for their performance and promises?
- Is the candidate comfortable delegating important tasks to others?
- How much time does the candidate spend developing other leaders?
- How much time does the candidate spend communicating his or her company’s vision, purpose and values? Do people “down the line” apply that vision to their day to day work?
- How comfortable is the candidate sharing information, resources, praise, and credit?
- Does the candidate energise others?
- Does the candidate consistently demonstrate respect for follows?
- Does the candidate really listen?

Leave plenty of time at the end of the process to seek such views in a systematic way. Do not prematurely commit to a particular candidate after interviews by suggesting or even implying that “the job is yours if your references check out”. The selection process is not over until it’s over.

From Governance Issue 61, p10.

Death of English?

The European Commission has just announced an agreement whereby English will be the official language of the European Union rather than German, which was the other possibility.

As part of the negotiations, the British Government conceded that English spelling had some room for improvement and has accepted a 5- year phase-in plan that would become known as “Euro-English”.

In the first year, 's' will replace the soft 'c'. Certainly, this will make the sivil servants jump with joy. The hard 'c' will be dropped in favour of 'k'. This should klear up konfusion, and keyboards can have one less letter. There will be growing publik enthusiasm in the sekond year when the troublesome 'ph' will be replaced with 'f'. This will make words like fotograf 20% shorter.

In the 3rd year, publik akseptanse of the new spelling can be ekspekted to reach the stage where! more komplikated changes are possible. Governments will enkourage the removal of double letters which have always ben a deterrent to akurate speling. Also, al wil agre that the horibl mes of the silent 'e' in the languag is disgrasful and it should go away. By the 4th yer people wil be reseptiv to steps such as replasing 'th' with 'z' and 'w' with 'v'. During ze fifz yer, ze unesesary 'o' can be dropd from vordskontaining 'ou' and after ziz fifz yer, ve vil hav a reil sensi bl riten styl. Zer vil be no mor trubl or difikultis and evrivun vil find it ezi tu understand ech oza. Ze drem of a united urop vil finali kum tru. Und efter ze fifz yer, ve vil al be speking German like zey vunted in ze forst plas.

Congratulations

We would love to hear of the achievements and successes of your staff and students—please do let us know so that we can inform the wider community and our stakeholders of some outstanding achievements.

We warmly offer our belated congratulations to **Tony Sissons**, Headmaster at King’s School, who has been awarded a Woolf Fisher Fellowship for a study visit to the USA, Canada and the UK this year. The award includes a nine day course at the Harvard Principals’ Centre in Boston. The Woolf Fisher Fellowships acknowledge and encourage excellence in educational leadership and “in-school” practice in New Zealand.



Woolf Fisher Fellowship— Tony Sissons

We also congratulate the **Huntley School Jazz Band** that won the Nationals in Tauranga over Easter. The band could not enter in the Primary Division so had to enter in the Secondary Division, which they won!! The band was awarded the Massey University Trophy for Best Secondary School Jazz Combo.

Congratulations to **Kristin School** which turns 35 years this year. We loved the photograph of the 1680 students and 200 staff taken on the school field, in the shape of the number “35”.

Warm congratulations to **Angela Chou** from Diocesan School for Girls in Auckland, who has been selected as one of eight students from around New Zealand to attend the Australian International Space School. The travel and registration for the students have been subsidised by the Talented School Students Travel Award which is funded through the Ministry of Research, Science & Technology, and administered by the Royal Society of New Zealand.

Congratulations to **James Ruddell** and **Sam Brookman**, students at Saint Kentigern College last year, who are two of only eight recipients nationally to receive Premier Awards in 2007 Scholarship examinations.

Two Pinehurst students have won awards from CIE. **Te-Eun Hong** won a first in New Zealand in AGCSE Japanese, and **Storme Sen** won a first in New Zealand and first in the world in the AS General Paper. Congratulations to these students.

We congratulate **John Li Chen**, a Year 11 student from King’s College, for gaining top equal in the world in IGCSE English Literature and top in the world in IGCSE Physics. He also gained top equal in the world in AS Level Mathematics, a qualification usually sat by Year 12 students.

Charlotte Airey from Corran School won a top of the world award for AS French. **Natasha Ovely**, top of New Zealand for AS Photography, **Nadia Mysliwicz**, top of New Zealand for AS Language and Literature, and **Katie Fyfe**, top of New Zealand for AS Thinking Skills. Congratulations to each of these Corran students.



Finally, we congratulate **Ross Scrymgeour**, Headmaster at Hereworth School, for making the front page of the Dominion Post and the lead story, in the Close Up Television One programme, with a “good time” story. Ross was advocating the school’s “play rough” philosophy and its importance in the overall development and academic achievement of boys.

Ross Scrymgeour and students—school of hard knocks
Photo: Dominion Post

NAIS Conference

Lynda Reid (St Cuthbert’s College), and Sophia Warren (Springbank School) representing ISNZ, attended the 2008 NAIS annual conference held in New York earlier this year. The theme—Schools of the Future: Embracing the Educational ReNAISSance, focused on acknowledging what works well and the inspirational possibilities for educational enlightenment. Delegates were stimulated by several keynote speakers, talking on global correctness, creative expression and right-brained leadership. If you would like a detailed report from the NAIS conference, please let us know and we shall send you a copy.

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(formerly Alleasing)

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national Examinations

Welcome to new Principals and Chairs in 2008

We extend a warm welcome to Ms Kate Stagg, the new Principal at Matahui Road School. We wish Kate every success in her new role and welcome the contribution she will make to independent schooling.

We also welcome Mr Tony Batchelor as Acting Principal of St Mark's Church School, replacing Tina Leach.

Ms Bozena Michalska is welcomed as Acting Head at Wanganui Collegiate School, standing in for Craig Considine's replacement, Tim Wilbur, who begins at Collegiate from Term 4.

We also extend a warm welcome to Mr Grant Close, the new Board Chairman at Rangī Ruru Girls' School. Mr Close has worked as the Deputy Chairman and succeeds Mrs Rosemary Whyte. We wish him well in his chairmanship.

Farewells in 2008

At the end of March we farewelled Tina Leach from St Mark's Church School. Tina has taken a position with a human resources company in London.

Gillian Eadie has left her principalship with Samuel Marsden Collegiate School. We wish her well for the future.

We also farewelled Craig Considine from Wanganui Collegiate School, who has gone to the UK to be Headmaster at Millfield School, Somerset.

Dates for 2008

21-24 May—Annual conference

15 July—Welcome to independent schools, Selwyn House School, Christchurch

8 August—New board induction seminar, Wellington Airport Conference Centre

22 August—Non ISNZ Member Forum, Auckland or Wellington

1-2 September—Forum, Holiday Inn, Wellington

2 September—Chairs' seminar (half day with Principals), Holiday Inn, Wellington

9 September—Aspiring Leaders seminar, Southwell School, Hamilton

16 September—PAs' seminar, Wellington Airport Conference Centre

31 October—ASBA workshop, Wellington Airport Conference Centre

Enclosed:

- 1 Contents page of Independent School, Spring 2008 (Chairs, Principals, Bursars)
- 2 Newsletter from AHIS President giving update on the April Executive meeting (Principals)
- 3 Summary report of CEO Day held in Wellington 9 April 2008 (Principals)
- 4 CEO Day papers for those Principals who did not attend
- 5 ISNZ inhouse telephone directory (Chairs, Principals, Principals PAs, Bursars, Sponsors)