

Independent Schools of New Zealand

Professional Development Programme 2017

HR Seminar

**Te Wharewaka Function Centre
Odlins Square, Taranaki Street Wharf
Wellington**

Thursday 10 August 2017, 9.00 am-4.30 pm

8.30 am	Registration and arrival tea and coffee	Speakers
9.00 am	Welcome and Introductions	Deborah James Executive Director ISNZ
9.15 am	<p>The Education Council is the professional body for registered teachers. This session will provide you with an overview of the Council’s strategy and an update on recent changes that you need to be aware of including:</p> <ul style="list-style-type: none"> • New code of professional responsibility and how to use it. • New standards for the teaching profession and how they relate to appraisal. • Mandatory reporting. • Development of a leadership development strategy for the profession. • Proposals to change initial teacher preparation. • Future thinking about our registration policy. 	Pauline Barnes General Manager Professional Services Education Council
10.15 am	Morning Tea	
11.15 am	<p>Staff Wellbeing and Pastoral Care — what are our responsibilities, why we should care, and what more can we do?</p> <p>In this session we’ll hear about the most common issues that New Zealand’s largest Employee Assistance Programme provider is dealing with and the impact of poor employee health on our economy. We’ll understand why there’s been an increase in Employee Assistance Programme (EAP) usage and the benefits to organisations that promote mentally healthy workplaces.</p>	Tim Horne Account Manager EAP Services
12.15 pm	Lunch	
1.00 pm	<p>Navigating stormy waters A brief guide to contractual conundrums in the employment sphere.</p> <p>In this session we will endeavour to decipher some of the common pitfalls that employers in the education space may encounter. This includes:</p> <ul style="list-style-type: none"> • 90 Day Trial Periods; • Sick leave and navigating scenarios where sick leave has drawn out for too long; • The impact of the new Vulnerable Children Act 2014 upon contractual negotiations and the engagement of staff; and • The interaction between the Education Council and your contractual obligations to staff. 	James Pullar Senior Associate Taylor Shaw

	This session will be interactive in nature and you are encouraged to come prepared with your own examples or questions relating to contractual and employment law issues that you have faced in your own Schools.	
1.45 pm	<p>Performance Management: From Compliance to Growth</p> <p>Fixing Appraisal? Yeah Right! We realised that it wasn't appraisal we had to focus on; it wasn't the system that counted the most - it was our attitude towards it that needed to change. Challenging our own professionalism and shifting teachers and leaders from within: moving from the traditional 'tick box' nature of appraisal to a <u>self-directed</u> model which focuses on inquiring into and reflecting on our own practice.</p> <p>Creating Our Professional Learning Culture Innovative teachers are at the heart of our schools. Consequently we need to invest in creating a culture of collaboration and reflective practice by providing a learning platform for our teachers. At Saint Kentigern Boys' School we have begun the journey of creating a professional learning culture that has collaboration, reflection and research at the heart of everything we do.</p>	<p>Kate Burkin Assistant Principal Diocesan School for Girls</p> <p>Kellie Carpenter Saint Kentigern Boys' School</p>
2.45 pm	<p>Union Negotiations</p> <ul style="list-style-type: none"> • The Union Environment in Education. • The Negotiation Stages. • Considerations in the Current Environment. • Going Forward. 	Linda Harris Human Resources Manager Diocesan School for Girls
3.30 pm	<p>Open Forum: topics/issues for discussion</p> <p>Delegates are free to submit topics for discussion prior to the seminar and/or raise topics on the day.</p>	Chair: Deborah James
4.00 pm	Seminar close and afternoon tea	