

NEW ZEALAND KINDERGARTENS

BENEFITS OF NZK MEMBERSHIP 2017



VISION: KINDERGARTEN - FIRST CHOICE ECE SERVICE

PURPOSE: GROWING AND STRENGTHENING KINDERGARTEN ABOUT NEW ZEALAND KINDERGARTENS

NZ Kindergartens *Te Pūtahi Kura Pohou o Aotearoa* (NZK) is an incorporated society and registered charity with Charities Services, Department of Internal Affairs. The objects of the constitution set out the role of NZK to:

- support affordable access to quality early childhood education for all children in New Zealand/Aotearoa
- assist member associations to provide and develop high quality and accessible early childhood education services
- support and promote the interests of member associations
- do all things which shall be thought to be conducive to the carrying out of the above objects and the furtherance of early childhood education.

Alongside the constitution is the membership agreement which provides the rules of engagement for NZK and member associations. It sets out the principles and values of NZK and its member associations, standards for membership to ensure our vision for kindergarten is realized and protocols and expectations of the parties.

NZK and the associations co-operate in a federal structure. Although each of the associations and NZK are separately constituted and governed, we collaborate in the pursuit of mutually agreed objectives. We believe kindergarten should be high quality, affordable, accessible and inclusive and:

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

BEING A MEMBER OF NZK

While NZK as an organisation works to give effect to constitutional objects and mutually agreed objectives, NZK member associations are autonomous and independent entities and as such NZK has no authority over associations or formal role in associations' decision-making. It does however, have an obligation to the membership and organisation as a whole, to ensure members meet agreed obligations, responsibilities and expectations.

The benefits of NZK membership are significant. Belonging to NZK reflects the commitment of associations to the philosophy and values of kindergarten, ensuring continuity of purpose and vision. Associations work together sharing ideas, resources and expertise, and providing support. Making links and connections builds capacity across the network: working together to share and develop knowledge and skills strengthens capability.

Associations, as part of a national organisation, have increased influence and collectively realise economies of scale. They have access to a range of people, resources, information and opportunities that are not available to non-members. NZK national office and officers represent and advance members' collective interests in a range of ways.

SOME OF THE WAYS WE RAISE ISSUES AND INFLUENCE POLICY

NZK articulates and represents kindergarten interests and issues to Ministers and government officials, for example quality ECE, curriculum, funding, learning support, teaching workforce, planning services, licensing and regulatory issues and property.

We influence policy through membership of advisory groups, working parties and reference groups, including Ministry of Education Early Childhood Advisory Committee, the Minister of Education's, Cross Sector Forum on Raising Achievement, Education Council of Aotearoa New Zealand, Vulnerable Children Advisory Group and Education Funding System Review Ministerial Advisory Group.

We advocate and lobby for kindergarten, for example:

- regular meetings with Ministers and government officials and political party spokespersons, influential organisations
- feedback and comment - e.g. submissions to parliamentary committees and inquiries such as the inquiry into Pacific languages in ECE, and other bodies such as the Ministry of Business, Innovation and Employment and Ministry of Social Development on proposals
- work with government officials - e.g. regular meetings with ERO, the Ministry of Education
- promote kindergarten in the public arena - e.g. representation at conferences and meetings, media presence, presentations to conferences such as the ECE Convention, publications such as *Success for every learner* and *The Kindergarten Offer*
- provide support for professional issues - e.g. advocacy and representation, NZK Ethics committee and panel; Joyce Barns Travel Trust Grants, host working groups, hui and meetings
- we are opinion leaders: the 'go to' organisation for the media; invited to be engaged on advisory and reference groups; present and speak at conferences.

We develop policy through NZK working groups such as the communities of learning working group, insurance panel, and photocopier panel. We negotiated a High Trust Relationship Agreement with the Ministry of Education for funding for initiatives to increase ECE participation.

EXAMPLES OF THE SUPPORT AND ADVICE WE PROVIDE

NZK works with individual associations:

- governance - e.g. working with chair/president, legal and constitutional matters, employment issues, strategic planning, annual planning, financial and statutory issues, risk management
- management - e.g. industrial and employment matters, policy, funding, property, licensing, regulation, new services, increasing participation initiatives, insurance
- professional teams - e.g. special education working group, current research.

We have collaborated with associations on a survey on kindergartens' relationships with schools, communities of learning working group report, *The Kindergarten Offer* publication on Communities of Learning | Kāhui Ako, regional meetings with leadership teams on engaging with Communities of Learning | Kāhui Ako, a survey and report on children with additional learning needs and initiatives to increase ECE participation.

We publish occasional papers to inform members of significant government legislative or regulatory changes such as cohort entry, targeted funding for disadvantage in ECE, health and safety and the Te Whāriki update

We provide immediate support to associations in difficult or emergency situations, for example:

- assistance to Kidsfirst after the Canterbury earthquakes including support to the chief executive, liaising with the Ministry to ensure continuity of funding, changes required to licencing requirements, dealing with staffing matters, working with insurers, working with neighbouring associations to identify extra capacity for families leaving Christchurch

- helping financially vulnerable associations including undertaking an association review, bringing in expertise, providing advice on how to ‘turn things around’
- support to associations where general managers have left including providing management support for the employer role, ensuring business-as-usual continues, supporting the board to determine next steps, advice and support to staff in acting roles, ensuring compliance with licensing and legal requirements
- assisting boards in difficulty: insufficient members for a quorum, ineffective or damaging relationships impacting the work of the board, ensuring business-as-usual (authorities in place to ensure the association can continue to operate), providing facilitators and training, providing legal advice, supporting the management team.

During bargaining we represent NZK members in bargaining and undertake preparatory work, advise on employment matters, advise on interpretation and application of collective agreements and liaise with NZEI Te Riu Roa. We also:

- analyse the impact of proposals and new policies such as the impact of government budget announcements, the revision of Te Whāriki and the Education (Update) Amendment Act 2016
- provide training for governance board members on topics such as strategic planning, reporting, evaluating board performance and bi-culturalism
- convene meetings, hui and conferences targeted to different groups such as governance, management, teaching and learning
- convene the NZK Ethics Panel, supporting a research culture
- provide media advice, copy and comment, as well as key messaging
- provide presentations and workshops for associations on specific topics at board meetings, staff meetings, community meetings, AGMs
- provide national and regional statistical overview of trends impacting provision.

ECONOMIES OF SCALE

NZK represent associations in bargaining with the Ministry of Education and NZEI Te Riu Roa (teachers’ agreement), support bargaining for the non-teaching staff agreement (KASSCA), compliance, interpretation and application of employment agreements and preparation of *KTCA Companion Guide*.

We commission legal advice on constitutional, employment and copyright matters. We also commission and disseminate research - e.g. *Perceptions of Kindergarten (UMR)* We negotiate the national insurance scheme with Rothbury Wilkinson Insurance Brokers, undertake annual reviews and go to market periodically (three years). We have national programmes for procurement:

- Ricoh - photocopiers (consumables, servicing, and business systems)
- Office Max - office and art suppliers with OfficeMax, lowest price guaranteed and association rebates
- GOSH - online health and safety reporting and monitoring
- the development of the NZK app for mobile devices.

We negotiate membership pricing - e.g. mobile applications, e-portfolios, and first aid training. We provide governance and management PD and training opportunities - e.g. network sessions, hui, meetings and conferences. We consult and provide representation on matters impacting across associations - e.g. legislative changes and regulatory reviews. We represent NZK interests to Early Childhood Leadership (ECL) group (four associations not affiliated to NZK).

SOME OF THE RESOURCES WE PRODUCE

- Undertake research - eg: kindergarten models, managers' employment conditions, bargaining surveys and teaching workforce.
- Publications - eg: *The Kindergarten Offer*; *Economics of ECE*; *Kindergarten Profile*; *Quality ECE: worth the investment*; *Kindergarten Models*.
- Occasional papers - e.g. Oranga Tamariki; Targeted Funding for Disadvantage in ECE; Safety Checking; Summary - Growing Up in NZ Now we are Four; Cohort Entry.
- Guides - e.g. teachers' employment conditions and kindergarten models.
- Website - e.g. information and resources, meeting presentations and policy examples. We also developed a kindergarten history website.
- Working with the media - e.g. providing media release templates, key message lines.
- Kindergarten profiles - e.g. association data - demographics and trends, workforce surveys .
- Election resources - e.g. what happens in early childhood matters for a lifetime strategy.

SUBMISSIONS MADE SINCE 2015

- Measuring and Improving State Sector Productivity - September 2017
- Proposed Regulations for Fire and Emergency New Zealand: Evacuation Schemes and Infringement Offences - September 2017
- Digital Technologies draft curricula for consultation - August 2017
- Proposals for Future-focused Initial Teacher Education (ITE) - July 2017
- Tapasā - cultural competencies framework consultation - June 2017
- Our Code, Our Standards draft for consultation - April 2017
- Children, Young Persons and their Families (Oranga Tamariki) Legislation Bill March 2017
- Draft Earthquake Prone Buildings Regulations - December 2016
- Te Whāriki Update - December 2016
- Proposals for Changes to Food Safety Regulations - December 2016
- Education (Update) Amendment Bill - November 2016
- A National Strategy for Environmental Education for Sustainability - October 2016
- Disability Strategy - August 2016
- Incorporated Societies Bill - June 2016
- Proposed Establishment of a new Education Council of Aotearoa New Zealand Competency Authority - April 2016
- Education Legislation Bill submission - February 2016
- Proposed Education Council of Aotearoa New Zealand Rules 2016 response - February 2016
- Updating the Education Act 1989 submission - December 2015
- Education and Science Committee - Inquiry into the identification and support for students with the significant challenges of dyslexia, dyspraxia and autism disorders in primary and secondary schools - September 2015
- Disability Action Plan 2014-2018 response to consultation - September 2015
- Support for Children in Hardship Bill submission - July 2015
- Playground Safety Standards submission - July 2015
- Productivity Commission More Effective Social Services response to draft report - June 2015
- Health and Safety at Work (General Risk and Workplace Management) Regulations 2015 submission - May 2015
- Children's workforce Core Competencies Discussion Document response - May 2015 Advisory Group on Early Learning survey response - April 2015
- Proposed Regulations under the Food Act 2014 general submission - April 2015
- Health and Safety Reform Bill submission - April 2015

All governance board members are provided a secure login to access a full range of information and resources from the NZK website at www.nzkindergarten.org.nz

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KURA PUHOU
O AOTEAROA



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KINDERGARTENS

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