

# ICP



# Linking Leaders Magazine

**Edition 2**  
**November 2018**



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# COUNCIL BULLETIN

## AUGUST 2018

Many thanks to all the ICP Council attendees who traveled to Killarney, County Kerry, Ireland from 15 nations to work together to strengthen partnerships through the Power of the ICP Network.

There were many new faces, lots of positive energy and enthusiasm from participants and now the ICP Executive have plenty of work ahead to incorporate the views of its member associations into the 2019 work plan.

Sincere thanks go to the organising committee, lead by Past President and Life Member, Virginia O'Mahoney. The capable team made up of members of the Irish Primary Principals Network (IPPN) and the National Association of Principals and Deputies (NAPD) who jointly hosted the Council. They worked tirelessly to ensure the meeting was well planned and executed.

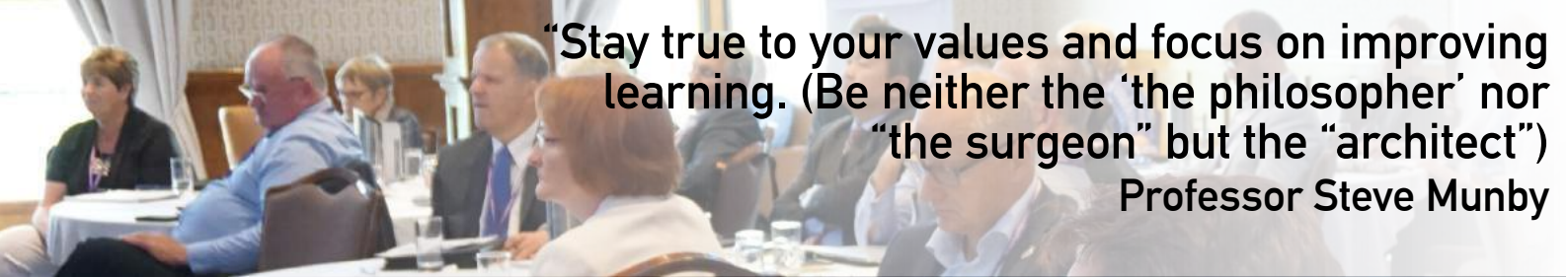
Sincere thanks also to the ICP Executive who shaped the agenda to ensure that there was a blend of learning and ICP business.

All in all it was as our New Zealand colleagues remarked a 'fantastic gathering of the People of the Four Winds from the corners of the globe' coming together with a common moral purpose and developmental mindset.

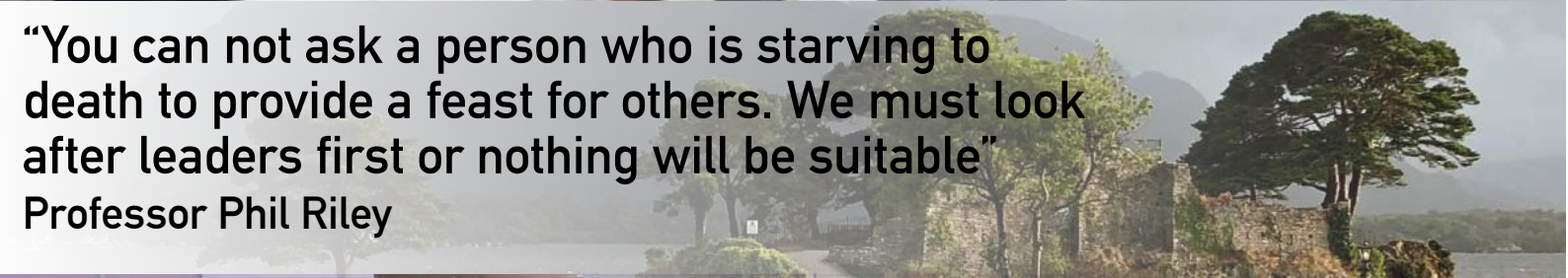
The final session of Council was a powerful presentation from Ireland about Wellbeing. Attendees were humbled by the power of the personal narratives that were given by a school leader, student and parent. These incredibly candid snapshots were highly personal and poignant. Woven together with the Irish policy perspective, this made for a compelling session to end the two and a half days in Killarney.

Fiona Forbes  
President

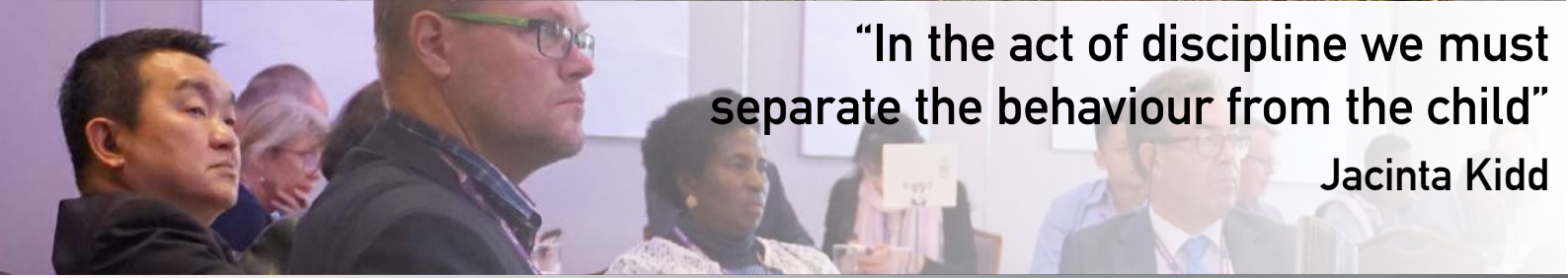




**“Stay true to your values and focus on improving learning. (Be neither the ‘the philosopher’ nor “the surgeon” but the “architect”)**  
Professor Steve Munby



**“You can not ask a person who is starving to death to provide a feast for others. We must look after leaders first or nothing will be suitable”**  
Professor Phil Riley



**“In the act of discipline we must separate the behaviour from the child”**  
Jacinta Kidd



**“Talent and Human Capital are key”**  
Minister Richard Bruton



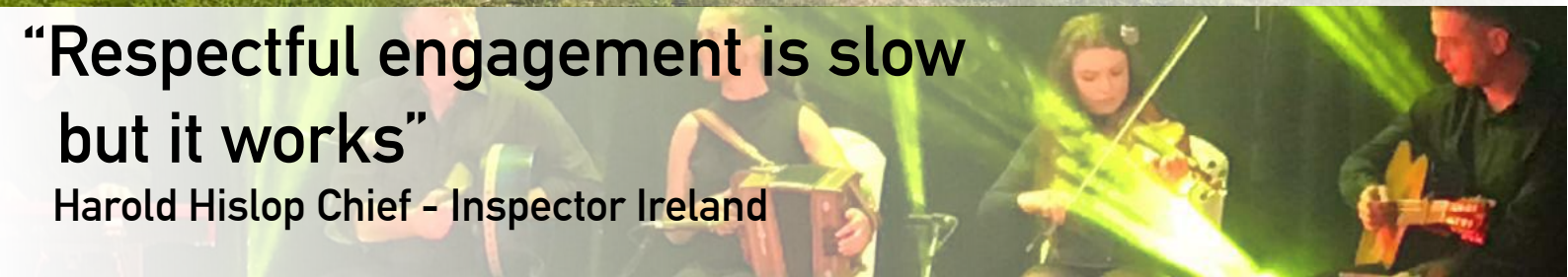
**“We all want to be a game changer”**  
Dr Karen Edge - University College London



**“Don’t take yourself too seriously”**  
Jacinta Kidd



**“The most powerful community in todays world is Human Capital”**  
Minister Richard Bruton



**“Respectful engagement is slow but it works”**  
Harold Hislop Chief - Inspector Ireland

**REGISTRATION OPEN**

**SHANGHAI 2019**

**CONNECTING LEADERS, CREATING THE FUTURE**

**23<sup>RD</sup> - 25<sup>TH</sup> OCTOBER 2019**

**SHANGHAI CHINA**

**[WWW.ICPCONVENTION2019.COM](http://WWW.ICPCONVENTION2019.COM)**

# ICP & NESLI PARTNERSHIP



At a meeting in August 2017 between the International Confederation of Principals (ICP) President Fiona Forbes and the Chief Executive Officer of The National Excellence in School Leadership Initiative (NESLI) Damien Farrell an idea was explored that has developed in to the newly launched - International Executive Leaders Program (ELP).

The ELP program was designed and developed extensively over many months with ICP and NESLI experts in academia, online learning and pedagogical considerations and has resulted in an engaging and transformative program structure.

Feedback from leaders in schools who have participated in NESLI

courses is overwhelmingly positive about the quality of the offerings and the online facilitation and support. ICP chose NESLI to partner with because of their reach to many countries and an exceptional International reputation.

ICP are excited and delighted to be working with a commercial company with sound ethics like NESLI. ICP and NESLI have developed a model based on trust and shared values. NESLI and ICP are deeply committed to this partnership and its intended outcomes.

Fiona Forbes  
ICP President

Damien Farrell  
NESLI – CEO





# THE INTERNATIONAL EXECUTIVE LEADERS PROGRAM (ELP)

A transformative leadership journey: Equipping executive leaders with the knowledge, expertise and connections to succeed within a global educational context & community.



# ENROLMENT, FEES AND ENQUIRIES

*The ELP is designed for high performing educational leaders including principals (7 + years' experience), system leaders, leaders of professional associations and sector leaders.*

All applicants enrolling into the program must satisfy NESLI's admissions criteria and adhere to standard admissions policies and procedures.

The program enrolment fee is USD \$5,200. The enrolment fee covers all tuition and coaching, program related materials and access to the online learning portal.

# PROGRAM EQUITY AND GLOBAL ACCESS

NESLI and the ICP are committed to supporting candidates from low GPD countries to participate in the ELP. Accordingly, a number of subsidised program places are reserved for participants from a designated list of countries. To check on the availability of any subsidies to support your enrolment in the ELP. Please contact NESLI's enrolments office: [enrolments@nesli.org](mailto:enrolments@nesli.org)

# ABOUT ICP

The ICP is the only global association that brings together the representatives of school principal organisations from all over the world to discuss the challenges facing school leaders wherever they work. ICP was established in 1990 by Principal Associations from 10 countries - Australia, Canada, Germany, Ireland, Japan, The Netherlands, USSR, United Kingdom and United States of America - as the peak global organisation for principals. Today ICP reaches out across four regions of the globe. ICP is non-political and non-sectoral with members from government and non-government sectors and from primary, secondary and specialist schools.

# ABOUT NESLI

The National Excellence in School Leadership Initiative (NESLI) offers responsive and high quality professional learning programs that focus on school leadership. NESLI provides school leaders with the skills, knowledge, frameworks, and confidence to thrive in the complex leadership challenges they face in today's school environment. NESLI's professional learning programs enable educational leaders, schools, and departments to benefit from rigorous and evidence-based research, and to be informed by an exclusive network of global leaders, facilitators, practitioners, and scholars. NESLI undertakes work in all school sectors across Australia and has an ever-increasing presence in the school sectors of New Zealand, Asia and the USA.

# CLICK HERE TO VIEW PROGRAM





# **NEW PARTNERSHIP PRINCIPAL HEALTH & WELLBEING IN FINLAND**

Congratulations to Antti Ikonen President of Surefire, the Finnish Principals Association, and Damien Farrell CEO of National Excellence in School Leadership Initiative (NESLI), who met at the August ICP Council meeting and are now embarking on an exciting joint Principal Health and Well-being project.

ICP meetings are about building networks, forging partnerships and working in collaboration for the benefit of the school leaders from across the globe. This partnership between NESLI and the Finnish Principals Association is a perfect example of the opportunities provided to our member association by ICP through our Councils and Conventions.

We are excited by this collaboration which includes another ICP Partner, Professor Phil Riley as well as Universities in Australia and Finland. ICP value the open and transparent way that this new collaboration has been communicated by including ICP President Fiona Forbes in all email correspondence. Damien Farrell will travel to Finland to participate in the Surefire conference in late November and develop a Memorandum Of Understanding.

We look forward to watching the progress of this collaboration with interest and we thank NESLI for their ongoing commitment to global school leadership through this partnership.

# 2018 RESULTS



**1000 MEMBERS  
37 SCHOOLS**

Took part in a life-changing journey to improve their physical and mental health



TOOK  
**1 BILLION STEPS**



EQUIVALENT OF

**212**

TRIPS FROM SYDNEY TO PERTH



AVERAGE OF  
**3.3 KILOGRAMS LOST**



AVERAGE OF  
**29 MINUTES OF EXTRA SLEEP PER NIGHT**



BURNT OFF OVER  
**182,727,966 KILOJOULES**

EQUIVALENT OF  
**175,000**



SLICES OF CAKE

# IMPRESSIVE RESULTS

**DURING 2018 ICP MEMBERS PARTICIPATED IN THE FIRST ROUND OF THE ICP/VIRGIN GLOBAL CHALLENGE AND THESE ARE THEIR RESULTS.**



Reduced their stress levels



Are more productive



Are more aware of their employer's commitment to wellbeing

In 2019 as a result of feedback from members and ICP Executive Virgin Pulse have organised a Global Challenge that will see **all schools across the world** being able to **participate together** as a community in the first ever **Education Global Challenge**.

# ICP Virgin Pulse Global Challenge

The Global Challenge is a complete wellbeing and engagement solution that builds sustainable habits that improve physical health, nutrition, sleep, psychological

In order to achieve this, there is a need to focus on the social, mental and physical wellbeing of our educators, including leaders, educators and non-teaching staff.

Ensuring that educators can take care of student outcomes is crucial to the sustainability of education around the world.



## Why choose Global Challenge?

### Simple & Easy to Roll-Out

The Global Challenge is a turnkey solution that is easy to roll-out and run. Our job is to make your job easy, so you'll have access to a full suite of exciting, creative and multilingual marketing materials designed to maximise the anticipation and participation of your employees.

### Advanced Reporting

We leverage aggregated health information shared by your employees to provide rich, real-time reports with measurable outcomes and a credible set of metrics that give you demonstrable proof of the value and impact of your investment in your workforce. You'll gain a baseline understanding of the health profile of your people, then see the changes that occur over the 100-day journey and beyond. Topical reports will let you dive deep into the challenges unique to your organisation so that we can correlate the health of your people to the health of your business – from creating a resilient workforce, to reducing absenteeism, increasing productivity and more.

### Fusing Science and Fun

While everything that we do is underpinned by science and proven results, we believe that you can't bore people into change. Every time we interact with your employees, we do so in a fun, exciting and engaging way. The result is participation and sustained engagement rates that are far beyond those of any other provider in the market.

### Designed for Everyone

Improved health shouldn't be a luxury reserved for a select few, it should include everyone. The Global Challenge supports businesses and employees alike, no matter where they are on their health and wellbeing journey, regardless of fitness level, health, role and location. Whether your business has 7 or 700,000 employees, the Global Challenge consistently delivers on your goals.

### Beyond the Journey

Our ultimate goal is to embed healthy habits that last a lifetime. So, after the 100-day journey, your employees will continue to build on their progress with ongoing access to flexible challenges, a global community, and full use of the Global Challenge website and apps for the entire year.



# LET YOUR ADVENTURE BEGIN

*Calling all Global Educators!*

*The Global Challenge is a fun, team-based event that takes you on a 100 day virtual journey around the world. As you unlock exciting locations with your team, you will also be making small changes that will help you become a happier, healthier version of you. All it takes is 3 simple steps:*

1

**FIND**

2

**TRACK**

3

**GET STARTED**



## **FIND YOUR TEAM OF 7**

Gather seven of your colleagues and nominate a team captain.

## **TRACK YOUR ACTIVITY**

To track your activity, you'll receive a brand new activity tracker that syncs with the award-winning Global Challenge app.

## **LET YOUR ADVENTURE BEGIN**

The more active you and your team are each day; the more mystery locations your team unlocks.



Starts February 27

**Get your whole workplace on board**

**Join now at <http://gcvp.co/icp-information>**

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# THE ATLANTIC RIM COLLABORATORY

The Atlantic Rim Collaboratory is a global group of educational systems that aims to advance equity, excellence, wellbeing, democracy, and human rights for all students within high quality, professionally-run systems that promote improvement, innovation and inclusion in schools and larger societies.

The founder is Professor Andy Hargreaves (Boston College, USA) in partnership with Learnlab and Imtec in Norway. It does not have sponsorship -participating countries and other affiliated associations such as ICP share the costs between them.

Its first summit was in Reykjavik in September 2016. The following education systems attended the first summit: Finland, Iceland, Ontario, Vermont, California, Scotland, Ireland and Aruba. Most delegations included representatives from the minister for education (or equivalent), senior officials and union/professional associations. Leaders from Education International (EI) and the International Congress of Principals (ICP) also participated. At this summit the delegates considered how to promote well-being, positive mental, emotional and physical health and equity and inclusion. They also considered and discussed the characteristics of effective system change.

There was a mini-summit in Dublin focusing on well-being in February 2017. The second annual summit took place in Ireland in September 2017. The attendance at the second summit was very similar to the attendance at the first one, with every education system except Aruba sending delegates, (most including ministers, senior officials and professional association representation), including ICP and EI, and with the addition of delegates from Wales and Sweden.

The third summit was in Los Angeles in September 2018. Unfortunately delegates from Sweden, Vermont and Ontario were unable to be there but we were joined by new systems: Oregon, Washington, Nova Scotia and Mexico. ICP once again attended but EI were unable to be there.

Expert thought leaders attended each of the three summits to provide challenge and advice on a pro bono basis. However, the key point is that this is a summit rather than a conference. It is an interactive event, with systems sharing ideas, discussing the strengths and the challenges in their own systems in a climate of trust. The key session is always the one where we pair systems together and ask each system to providing consultancy and challenge to the other. The thought leaders present across the three summits have been Andy Hargreaves, Sir Ken Robinson, Beatriz Pont, Pasi Sahlberg, Jonathan Jansen, Henry Braun, Pak, Tee Ng, Jeannie Oakes, Vicky Colbert, Pedro Noguera and Amanda Datnow. Steve Munby has facilitated each of the three summits.

The focus of the discussions at the second annual ARC summit was on:

1. Making equity and well-being a priority and how to make an impact on this in schools.
2. How to better support creativity in learning for young people
3. How to develop accountability processes that satisfy the need for public transparency and public confidence whilst limiting any negative impact on students or the teaching profession.

The focus of the third annual summit in Los Angeles was on:

1. The equity challenge and how to address it
2. The use of assessment data to support and enhance equity
3. The challenges facing education as a result of technology and population growth.

The aim of ARC summits is not so much to produce a report that we can all sign up to but much more for each system at the end of the summit to outline what they are going to do to improve their own system in the coming year and then report back on progress at the next summit. In the future we think there may well also be some system to system peer reviews taking place between summits. More recently the Welsh Government has requested a peer review from some ARC systems of its annual self-evaluation statement.

The main difference between ARC summits and international conferences is that the delegates, including ministers, officials and professional associations, from very different education systems agree to speak openly about their challenges, in a trusting environment, and to work together on common issues. This is what makes ARC summits unique and why it is so important for ICP to be involved.

Steve Munby  
November 2018



# WISE ALL-IN

The Agile Leaders of Learning Innovation Network (ALL-IN) is targeted at policymakers, leadership development providers, academics and other relevant experts interested in co-designing sustainable school leadership development programs.

ALL-IN draws all of them together to share innovative approaches and accelerate the design of new high-quality, high-scale models.

ALL-IN aims to:

1. Curate discussions with school leadership development providers by creating a community of practice.
2. Develop ways of thinking about evaluating and learning the impact of leadership development and principal support initiatives.
3. Serve as a springboard for research that captures and designs coherent school leadership policies and high-impact practices in the network and beyond.
4. Positively impact student achievement and well-being outcomes through innovative and effective school leadership approaches.

In 2018 ICP were invited by WISE to attend in Accra in Ghana and in New York USA. Fiona Forbes ICP President attended in New York in

September. The highlight of that meeting was to look at how WISE could facilitate further conversations on how providers of Professional Learning for Leaders could support leaders with PL that offer a better 'how' rather than just focusing on the 'what' they need to develop. The ALL-IN Working Session gathered school leadership development organizations and school leader associations, who are creating sustainable school leadership development programs in support of their school leaders.

The NY participants agreed that there was a need for a more agile mindset in providers and subsequently leaders. The Workshop participants saw there was a need for a global network to focus on leadership development and perhaps WISE could facilitate this through having a Global and Regional Convening role, with an online platform, webinar series and research. They could also develop WISE Fellows who would be supporters of the work.

The WISE work on agile leaders through the ALL-IN dovetails with the ICP Strategic Plan in priority three - Advocacy. The need for ICP to structure the Global Narrative on behalf of school leaders through these types of initiatives becomes ever more pressing. The next opportunity to participate will be at the next meeting in Paris in February 2019. The WISE Summit will be in Doha after the ICP Convention in late Oct 2019.



# THE BELT AND ROAD COUNTRIES SECONDARY SCHOOL PRINCIPALS FORUM

The Belt and Road Countries Secondary School Principals Forum was held in Shanghai on October 16th to 18th. This forum was organized by National Training Center for Secondary School Principals, Minister of Education and cooperated by the other departments in East China Normal University. Nearly 300 well-known middle school principals, education administrators and experts in education participated in this forum. Among them, more than 100 are from the “Belt and Road” countries, such as Malaysia, Laos, Sri Lanka, Pakistan, Jordan, Indonesia, Mongolia and other countries. There are also more than 150 well-known school principals in China participated the forum. The theme of the forum is Education for better future, the subtheme includes teachers, key factors for students' growth; technology for teaching and learning in future; curriculum provide more interspace for students' development.

Wang Sizheng, Inspector of the Shanghai Development and Reform Commission; Li Yongzhi, deputy director of the Shanghai Municipal Education Commission, Mohamed Al-Amandin Hassan, Deputy Minister of Education of Ethiopia, President of the International Confederation of Principals (ICP), Fiona Forbes, and the Association of Directors of the Malaysian Chinese School Secretary-General Huang Zaixing, and Secretary of the Party Committee of East China Normal University, Tong Shijun, Executive Deputy Secretary of the Party Committee and Vice President of East China Normal University, Ren Youqun; Director of National Training Center for Secondary School Principals, Minister of Education, DAI Ruihua attended the opening ceremony. Vice President of East China Normal University Wang Rongming presided over the forum.

On the opening Ceremony, the Secretary of the Party Committee of East China Normal University Tong Shijun said that October 16th, 2018 is the 67th anniversary of the East China Normal University's

establishment. On this special day, holding the Belt and Road Countries Secondary School Principals Forum has tremendous significance. The principals from the belt and road countries are pursuing a common ideal that is to create a better life for human beings through education. This forum is a platform to exchange and share successful experiences, and refine and refine advanced ideas, in order to solve more problems in the field of education, especially in basic education.

The main forum in the morning session was hosted by Professor DAI Ruihua, Director of the Training Center of the Ministry of Education, and four experts and scholars from Australia, the Netherlands, Malaysia and China gave a keynote speech. Prof. Yuan Zhenguo gave an opening speech with the theme “China Education Reform: Experience and Trends”; Professor Robert Cologne, former Vice President of the University of Leiden, the Netherlands, gave a speech on the theme “Student and Responsibility for Their Education”; the President of International Confederation of Principals Ms. Fiona Forbes, gave a keynote speech titled “How Education Creates a Better Future from the Perspective of the International Principal Alliance”; Mr. Huang Zaixing, Secretary General of the Malaysian Schools Association of Directors, spoke on the theme “The future development of Chinese independent education in Malaysian.



In the main forum of the afternoon session, Professor CHEN Yukun, Senior regional consultant of UNESCO Institute of Statistics, regional coordinator of the former non-Asia-Pacific EFA evaluation and policy evaluation, Professor Dong Kezhi from Stockholm University, and Dr. Zhang Tong of Changchun Experimental School, Prof. FAN Guorui, the incoming President of International Confederation of Principals, Alta Van Heerden, Li Jing, Principal of Yunnan Qujing No. 1 Middle School, gave a keynote speech.



The Belt and Road Countries Secondary School Principals Forum last for three days. On October 17, more than 100 foreign guests were divided into 5 groups and went to five schools for a one-day site visit. On the morning of October 18th, 12 experts from Malaysia, Namibia, Egypt, Pakistan, and China, and representatives of well-known school principals, respectively, “The key to “teachers, supporting the growth of students”, “Information Technology, Future Teaching and Learning”. To provide students with more room for growth, the three themes will be exchanged and discussed.



Prof. Dai Ruihua, Director of the National Training Center for Secondary School Principals, Ministry of Education, made the concluding remarks for the whole forum in the closing ceremony, he said that the success of running this forum has laid a good start for the further exchanges and cooperation between the countries along the Belt and Road. Education plays an important role in the development of the society and human civilization. It is expected that under the joint efforts of education colleagues in various countries, education will make greater contributions in the construction of a community of shared future.





# CONFERENCE 2018 NEW ZEALAND PRINCIPALS FEDERATION

## President Whetu Cormick Abridged Address

This time last year, I stood at the conference podium in Queenstown and pleaded with Education Minister Nikki Kaye to STOP!... I begged her to give away her ambition to introduce National Standards Plus!

It is hard to believe that one year later I stand here and ask, 'Does anyone even remember national standards?' When the new coalition Government was announced in October last year, national standards, along with charter schools were immediately sent to the scrap heap.

We have entered a new era and now we have been handed the responsibility of helping the new Government reshape our education system for the next thirty years. We start from a good place.

We all agree that:

1. We need a high-quality public education system where every child can attend their local school and every local school will be a great school
2. We want our curriculum, not data and targets, to drive schooling decisions
3. We need a long-term plan for education that will not be disrupted by changes of Government in the future
4. We want schools to have all the support and resources they need to give every child the education best suited to them
5. We need our teachers and our leaders to be well supported, and to have access to advice, mentoring and coaching as and when they need it
6. We want an end to competition between schools and within schools
7. We need Equity to sit at the heart of education
8. We need support for schools to embrace and value cultural diversity
9. We want a system that is excellent. Not in a competitive way but in a qualitative way
10. We need the best teachers in front of our young people every day
11. We need a workforce that is sustainable and a profession that enjoys high status in our communities

12. We need to attract the best young kiwis into the profession
13. And it is essential that teachers and principals are paid well.

These are our shared aspirations. Now the work begins to make them a reality.

Today I am going to update you on some of the important things that have been happening this past year. I will then address some of the issues that I know are concerning you right now.



But first - let me extend a very warm welcome to Minister Chris Hipkins, Minister Tracey Martin and Minister Jenny Salesa. Naumai Haere mai etc. We are deeply honoured to welcome all three of you to our conference this morning. I also thank another senior Minister Grant Robertson, for attending our Powhiri last night and officially opening our conference. Your presence here today Ministers and participation in our conference, sends a strong message that you respect our profession and you want to work with us.

To the President of the International Confederation of Principals, Fiona Forbes, a very warm welcome to you and to our colleagues from the Australia, Dennis Yarrington, Ian Anderson and Lorraine Hodgson a very warm welcome to Aotearoa.



To my peak bodies colleagues: Lorraine Kerr, Paul Ferris, Rawiri Wihapi, Vaughn Quee O, Judith Nel, and Sharon Keen and in particular I want to acknowledge both Lynda Stuart and Jack Boyle for the outstanding and I know difficult work you are both doing with your respective unions during the industrial negotiations. Nga mihi e hoa ma.

I want to mihi to those of you who attended the powhiri last night which reflected your commitment to embracing tikanga Maori. By attending you were acknowledging the importance of the Maori world view in the work we do in our schools and in particular the work we do with our Maori young people, rangatahi, mokopuna. Your presence last night highlighted the respect you have of the Mana Whenua, Taranaki whanui as our hosts for our 2018 National NZPF Conference. To all principals right here in front of me this morning, well done for attending the conference. You deserve time out from your schools to reenergise and refresh yourselves. I want to personally thank you for the stunning work that you do every day in your schools. I heard Minister Hipkins once say about principals, 'We gave you an impossible job'. It is so complex and so demanding and stressful, and you do it with minimal support.

What's more, it is getting even more difficult by the day. What is remarkable about each one of you is that your core motivation is always to do the absolute best you can for each of the children in your schools. Leadership is not about position, rather it is about action. You are extraordinary people and on behalf of all your children, staff and parents I say thank you!

To all the presidents of regional associations out there, welcome to you, and my personal thanks to each of you. Thank you to everyone who has invited me to your regional meetings and events this year and thank you for attending our Moot in March. You helped set the agenda for the NZPF executive for the year...

This year, our conference theme "Creative Leaders, Flourishing Futures" centres around creativity in its broadest sense – creativity of thought, endeavour, spirit and leadership. We want to explore the ways in which we can be creative, all the while acknowledging the tensions, challenges and realities of leading learning in our own schools.



We have some fantastic keynote speakers to provoke and challenge your thinking, and others who will take you right out of your comfort zones to show you an alternative world view you may never have thought possible. It is time to let your creative side out and see where it might take you...

We are also looking forward to debating some other new ideas and we are especially excited about the notion of a Leadership College. Earlier this year I discussed Centres of Leadership with our colleagues from Ireland, Ontario and the UK, who were attending the ICP meeting and I look forward to sharing some of these ideas when we begin work on developing our own Leadership College. What we know that in our context currently there is no structured system in place to grow aspiring leaders.

And for our beginning principals, once they have graduated from their two years of support they are left to fend for themselves. I think we can and should do more to grow, support, nurture and sustain our school leaders.

Alongside this exciting work some not so exciting problems have surfaced. I know that these are some of the most concerning issues you as principals are facing right now. The first of these is NOT new and is the result of a policy called INCLUSION. I have yet to meet the principal who would not support the right of every child to have access to an education that is best suited to their needs and as far as possible to have that education delivered by the child's local school. What went wrong was introducing the inclusion policy without the support to go with it!

We have watched support for young people with special learning needs erode over the past decade and at the same time we have experienced huge growth in the number of young people presenting with severe behavioural challenges. There are no winners from this situation.

Teachers cannot manage these children in their classes; other children's learning suffers; parents complain; principals are constantly under pressure to mediate, to work harder to get the expertise these young people need, and all too often, that expertise is nowhere to be found.

This has gone on too long. And Minister Martin knows that. She has been one of our greatest allies in the special education space for a very long time, long before the last election. Two weeks ago Minister Martin launched a draft Disability and Learning Support Action Plan. On being elected to Government, Minister Hipkins also acknowledged the state of special education and said, 'we will not have a review of special education. We already know what the problems are. We will go straight to the plan. That's what Minister Martin has done and the plan is out for consultation right now. I urge you, please send in your feedback. This is what you have been asking for - for a very long time! Another serious issue facing us now is the ever increasing teacher supply crisis affecting many regions and many schools.

To begin with, the supply figures were unclear as the Ministry had not before had a Workforce Strategy or any data on staffing projections. There was no planning model to work from. Teacher shortages crept up on us and before we knew it, we had issues right across the country.



I appreciate that, like us, you too Minister were not aware of the severity or extent of this problem until more recently.

We too are examining our own contacts to identify any areas or countries that have trained teachers out of work who may be able to fill the shortfall in 2019.

It is unlikely however that our best collective efforts will be enough to cover all 850 vacancies for next year.

Minister, if you have any new ideas on solving this troubling issue, please do share them with us!

Last night at the opening powhiri the Associate Minister of Arts, Culture and Heritage Grant Robertson said he knows the Minister of Finance. Apparently this Minister is a fine fellow and just may have a putea kete that could help you!

But I am not about to dwell for too long on the negatives. I'm sure, Ministers, you have taken all the notes you need!

This week we are here to get creative, to network, to collaborate, to soak up a bit of Wellington culture and to return to school filled with a new sense of freedom, to dig deep back into our world class curriculum, to take some risks, to be creative, but most of all to challenge our young people with fresh new ways of seeing their world.

No reira



It didn't help that we had trained 40% fewer teachers in the previous decade, even though we had 100s of thousands 400,000 more children and that the morale of the profession had been significantly reduced over the past ten years.

The problem is, we now face shortages that we are unlikely to fix before the start of next year. I acknowledge the work you are doing Minister, pouring resources into recruitment drives and advertising and now the Ministry of Business, Innovation and Employment has finally listed Teaching as an area of skills shortage in New Zealand.

It is no wonder we have this crisis.....after nine years under the previous government, the status of the profession has been eroded. Our new government has much to do to fix this issue.

Having our Minister of Finance (the man with the money bucket), with us at the powhiri last night and having you here today, Minister, I hope signals to us that this government does value us as school leaders and does value the teaching profession.

The challenge, for our new government and in fact the challenge for all of us here in this room, is.... how will all of us do this "lifting together?" However, I must question our government as to its plans to grow our workforce and to make the teaching profession a more attractive career option for our young kiwi high school graduates.

# 2018 WEBINAR SERIES

Many thanks to all those who have participated in the ICP Webinar Series for 2018. The series has been a great success picking up momentum after a slow start and ending on a high note.

Our thanks to Dr Karen Edge for her expert facilitation and commitment to ICP and School Leaders. It has been a pleasure working with her to launch the first series. Thanks must also go to the ICP executive who contributed to bringing the series to ICP Members.

As we head into planning for 2019 it would be good to have your thoughts and ideas on if you believe we should continue to invest in the series again in 2019. Here is a link to a quick 3 minute survey – we would appreciate your feedback.

**CLICK HERE TO TAKE THE SURVEY**

# ICP



# Linking Leaders

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