



Briefing Note: Auckland Primary Principals' Association Breakfast

To:	Hon Chris Hipkins, Minister of Education		
Date:	29 October 2018	Priority:	Medium
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Purpose of Report

The purpose of this paper is to provide you with Questions and Answers and a speech to support your role at the Auckland Primary Principals' Association Breakfast.

Note that this Briefing will be proactively released.

Summary

- The Auckland Primary Principals' Association Breakfast conference is on Wednesday, 31 October at Alexandra Park.
- A Question and Answer session will follow your speech.


John McKeefry
Associate Deputy Secretary Workforce
Early Learning and Student Achievement

29/10/2018

Questions and Answers

1. **How accurate are the estimated teacher numbers for next year?**

It's the best estimate the Ministry has produced, particularly for demand in the short term. The tool is however a work in progress. The Ministry will continue to work with the sector to refine and improve the tool's planning assumptions for out years. The assumptions include student population and net migration forecasts teacher exit rates and expected new and returning teachers. The initiatives announced on 14 October, together with others already well underway that will also deliver additional teachers, aim to increase teacher numbers by up to 1400 next year. We're taking this approach to create a buffer in case demand is higher than expected and/or some of the initiatives don't deliver the desired impact.

2. **What does the planning show in terms demand and supply after 2019?**

The Ministry will release more information about the modelling in the near future, once sector groups have been fully briefed. We're releasing next year's planning assumptions now, because we want to get on with promoting the new and expanded recruitment initiatives so that schools and prospective teachers can get on with it.

3. **Do you have a regional breakdown of the numbers?**

The Ministry has a regional breakdown for Auckland that is where we anticipated the most pressure. This shows that 260 extra primary teachers and 130 extra secondary teachers will be needed to meet demand in Auckland. Further regional supply breakdowns are being considered. We need to be sure the model produces reliable results for areas with small numbers of teachers. We are being told of demand pressures in other areas, for example: Southland, Queenstown/Wanaka are facing pressure for primary teachers and Northland and Tauranga for secondary teachers.

4. **Where will the overseas teachers come from?**

We're continuing to focus on bringing NZ-trained teachers home. Our second focus is overseas-trained teachers who come from countries with teaching qualifications that are similar to ours. This means these teachers will mostly have their qualifications pre-approved, which speeds up things up. Those countries are: the United Kingdom, Ireland, Canada, South Africa, Australia and Fiji.

5. **What support will be provided for overseas-trained teachers to understand the New Zealand context?**

The Ministry is working with the Teaching Council to improve the support available to overseas-trained teachers, including a focus on induction that builds the culturally responsive practices needed to work in New Zealand.

6. **Why didn't the Ministry already have a robust planning process to anticipate the teacher demand and supply outlook?**

The teacher education, recruitment and appointment systems are not integrated and do not provide good central information yet. This is not simple, but we are working to improve the demand and supply planning system.

7. **How many beginner teachers will graduate this year?**

We're expecting 860 secondary and 1,520 primary teacher graduates this year. There has been a decline in the number of graduates in recent years, but indicative data from April 2018 records of enrolment show that more people are starting ITE qualifications than the same time last year.

The Government is also looking at options to strengthen the Initial Teacher Education (ITE) sector, including looking at ways to make teacher training more flexible so we can support a wider range of people with different sets of skills into the profession.

8. **How successful have the existing teacher supply initiatives been?**

The Ministry has made a good start and, working with the sector, we are picking up the pace. Here's the uptake so far:

- [Teacher Education Refresh](#) - 1,274 enrolments since the subsidy opened on 1 February 2018.
- [Overseas Relocation Grant](#) - 253 ORG applications, of which 207 have been approved since the beginning of 2018 - including 60 for NZ-trained teachers coming home.
- [Schools Finders' Fee](#) - 76 finder's fee applications of which 57 have been approved. Note: initial funding was for a maximum of 100 ORGs and finder's fee applications per financial year and this funding has now been increased.
- [Teach First NZ Expansion](#) – 70 offers have been accepted so far for the 2019 cohort.
- [3R National Fund](#) – 5 applications approved.
- [Voluntary Bonding Expanded Scheme \(VBS\)](#) – grant applications for teachers who started in the job this year will first be received in 2021.
- [PCT Project \(formerly called the Auckland Beginning Teacher Project\)](#) - Schools continue with their recruitment for Provisionally Certificated Teacher's (beginning teachers). Confirmation and acceptance letters have been delivered to approved schools.

Proactive Release

9. It is intended that this briefing is proactively released as per your expectation that information be released as soon as possible. Any information which may need to be withheld will be done so in line with the provisions of the Official Information Act 1982.

Agree / Disagree

CA 30/10/18

Annex

Annex 1: Draft Speech