

In confidence

Office of the Minister of Education

Chair, Cabinet Appointments and Honours Committee

## **Tomorrow's Schools Review: Appointments to the Independent Taskforce**

### **Proposal**

- 1 This paper outlines my intention to make the following appointments to the Independent Taskforce that will undertake the review of Tomorrow's Schools.

Name	Type	City/town	Start date	Term
Bali Haque	Chair	New Plymouth	3 April 2018	Until 21 December 2018
Cathy Wylie	Member	Wellington	3 April 2018	Until 21 December 2018
John O'Neill	Member	Palmerston North	3 April 2018	Until 21 December 2018
Barbara Ala'alatoa	Member	Auckland	3 April 2018	Until 21 December 2018
Mere Berryman	Member	Tauranga	3 April 2018	Until 21 December 2018

### **Background**

- 2 The Tomorrow's Schools Review (the Review) is a key component of the Government's 2018 work programme that Cabinet has previously agreed to [SWC-18-Min-0004 refers]. The Review will consider our current underpinning governance and regulatory framework for the New Zealand school system, to ensure the fitness of the school system to meet the challenges we face, and to achieve equity and excellence for all students.
- 3 The Review will be undertaken by an Independent Taskforce. The Independent Taskforce is responsible for providing me with a report by 9 November 2018 that establishes any case for change and sets a direction for a 2019 detailed design work programme for the Ministry. The Independent Taskforce's report will be informed by consultation with a wide and representative spectrum of stakeholder views, including children and young people, (especially those for whom the current system is not effective), the teaching profession, parents, whānau, iwi and Pasifika communities, leaders and employers. The Independent Taskforce will also be supported and informed by a designated cross-sector advisory panel.
- 4 On 12 March, the Cabinet Business Committee agreed the Terms of Reference for the Review [CBC-18-Min-0029 refers]. I am now seeking the Cabinet Appointments and Honours Committee's approval for the membership of the Independent Taskforce.

### **Comment**

- 5 I have considered a range of candidates for the Chair and members of the Independent Taskforce. I intend to appoint the following people to the Independent Taskforce from 3 April 2018 to 21 December 2018:

- 5.1 As Chair, Bali Haque. Bali is an education consultant, and brings strong experience in educational leadership to the Independent Taskforce. Bali has been the Deputy Chief Executive of the New Zealand Qualifications Authority, and the President of the Secondary Principals Association of New Zealand and member of multiple sector wide groups. His significant expertise in educational leadership and practical experience in leading organisations will add value and guide the delivery of the Review.
  - 5.2 Mere Berryman, Ngāi Tūhoe, Ngāti Awa, Ngāti Whare, is an Associate Professor at the University of Waikato and Director of Poutama Pounamu. She aims to challenge the pervasive and historical discourses that perpetuate educational disparities for Māori students and disrupt these through school leadership and reform initiatives. In 2016, she received the New Zealand Honour, Officer of the New Zealand Order of Merit for services to education and to Māori in education.
  - 5.3 Barbara Ala'alatoa has over 30 years' experience in teaching, and working across the education sector. Barbara is currently Principal of Sylvia Park Primary School in Auckland. In 2015, she was appointed as inaugural Chair of the Education Council of Aotearoa NZ. Barbara brings significant frontline experience to the Independent Taskforce.
  - 5.4 Cathy Wylie is a Chief Researcher at the New Zealand Council for Educational Research, where she has worked since 1989. She has led extensive research in education policy and how it impacts on learning, teaching, school leadership and its ability to provide more equal learning opportunities. Cathy has published the book *Vital Connections* which asks what has been the impact of Tomorrow's Schools and suggests system level changes to strengthen education for all.
  - 5.5 John O'Neill is the head of the Institute of Education at Massey University. Early in his career he spent ten years as a teacher of students with special educational needs in primary and secondary schools in the United Kingdom. John has served on the Marsden Fund Social Sciences Panel and the Performance Based Research Fund and brings academic rigour to the Independent Taskforce.
- 6 Probity checks are currently being undertaken for each of the candidates and are expected to be completed by the end of March 2018. Their appointments will be subject to these being satisfactory. A public announcement on Independent Taskforce members will not be able to be made until probity checks have been completed for all members.

### **Representativeness of appointments**

- 7 I am satisfied that the appointments will provide for a reasonably well-balanced Independent Taskforce in terms of gender, ethnicity and geographic representation, and an appropriate mix of skills and experience, comprising:
- 3 women and 2 men
  - 1 Māori, 1 Pasifika, 1 other ethnicity and 2 European/Pākeha members
  - 1 member from Auckland, 1 from Wellington, and 3 from regional New Zealand
  - 1 member with experience working with students with learning support needs
  - 1 member is a current Principal and 3 other members have been Principals or teachers.

## Remuneration

- 8 The Independent Taskforce is consistent with the characteristics of a Group 4 Level 1 board under the Cabinet Fees Framework. The fees allow for up to \$800 per day for each member and \$1,062 per day for the Chair under the Office Circular CO (12) 6 - *Fees framework for members appointed to bodies in which the Crown has an interest*. In line with this, I intend to pay members fees of \$750 per day, and to pay the Chair fees of \$1,000 per day.

## Appointment process and consultation

- 9 I confirm that an appropriate process has been followed in selecting the proposed appointees with reference to the State Services Commission appointment guidelines and Crown Entities Act 2004. In summary, given the specific skillset required, nominations were sought from colleagues and nominating agencies. Nominations and other candidates were considered against identified criteria. I also considered the balance of the Independent Taskforce in terms of ethnic and gender composition, and the appropriate skills mix required to successfully undertake the review.

## Conflicts of interest

- 10 The potential for conflicts of interest for the candidates has been examined. No conflicts of interest have been identified for Bali Haque, Cathy Wylie, Mere Berryman and John O'Neill. Manageable conflicts of interest were identified for the following candidate in relation to my portfolio interests:
- Withheld under Section (9)(2)(f)(iv) of the Official Information Act 1982 (maintain confidentiality of advice)
- 11 The interests identified above have been disclosed to the Chair. It is unlikely a position on the Independent Taskforce will conflict with any of the identified interests. Should the Independent Taskforce decide on a matter which causes a potential conflict with members' interests, the relevant member will refrain from the discussion.

## Timing and publicity

- 12 I will arrange for a media release announcing these appointments when they are confirmed and after the probity checks have been completed.

## Recommendations

- 13 I recommend that the Committee note my intention, pending satisfactory probity checks, to:
- 1 **appoint** Bali Haque as Chair of the Tomorrow's Schools Review Independent Taskforce for a term from 3 April 2018 to 21 December 2018

- 2 **appoint** Cathy Wylie, John O'Neill, Barbara Ala'alatoa and Mere Berryman as members of the Independent Taskforce for a term from 3 April 2018 to 21 December 2018.

Authorised for lodgement

Hon Chris Hipkins

Minister of Education

# Organisation Form

Cabinet Appointments and Honours Committee

## Organisation

Tomorrow's Schools Review Independent Taskforce

## Current Membership

Name	Age	City/Town	Date of original appointment	Expiry date of present term
N/A – the Independent Taskforce has not yet been set up				

## Brief Outline of the Functions and Responsibilities of the Organisation

The Independent Taskforce will undertake the Tomorrow's Schools Review. The Tomorrow's Schools Review will review the underpinning governance and regulatory framework for the New Zealand school system, to ensure the fitness of the school system to meet the challenges we face, and to achieve equity and excellence.

It's functions include:

- Providing independent advice on the future arrangements for the governance, management and administration of schooling in New Zealand beyond 2020 to meet the needs of all New Zealanders. The Taskforce will report to the Minister for Education by 9 November 2018.
- Consulting widely to gather a representative spectrum of stakeholder views, including children and young people, (especially those for whom the current system is not effective), the teaching profession, parents, whānau, iwi and Pasifika communities, leaders and employers, and capturing these views in the final report;
- Evaluating the environment within which schools operate, including the roles of the Ministry, ERO, NZQA, Education Council and NZSTA in supporting schools and whether these continue to be fit for purpose;

- Considering how schools interact with social and wider government services;
- Basing its advice on best practice, insight and sound evidence; and
- Evaluating the relative efficiencies and effectiveness of proposed changes and the potential impacts of change for children, schools and their communities.

**Date: 19/03/2018**

**Candidate CV Forms** – Withheld under S(9)(2)(a) of the Official Information Act 1982 (to protect the privacy of natural persons)

## Annex 1: Terms of Reference for the Tomorrow's Schools Review

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Section (18)(d) of the Official Information Act 1982 – information is already publicly available at [www.education.govt.nz/tsr](http://www.education.govt.nz/tsr)