



School Network Reviews NZPF Position Paper

NZPF representation is mandatory at all stages of any Network Review.

NZPF holds to the following beliefs:

- The Ministry of Education needs to consider undertaking initiatives to develop sector and community capability;
- Sponsor independent non-Ministry evidence based research on cultural/behavioural change in the schools that have been affected by the first round of school network review policy;
- Sponsor independent non-Ministry evidence based research on the support systems required for cultural shifts to impact on student learning. This evidence would guide schools in making a difference to student learning as opposed to putting energies into measuring student learning;
- Sponsor independent non-Ministry evidence based research on what learning occurs in the first year of a network review;
- Publish principal narratives on *Leadspace* on successful methodologies used during the first year of a network review;
- Shift the Ministry of Education emphasis more to school improvement and less on property economic priorities. This could be signalled by replacing the term *Network Review* with *School Improvement* and place responsibility in the hands of a more appropriate group within the Ministry of Education;
- Position resources, support and human resources well before any re-culturing or restructuring process commences (Principals need access to adequate support for property and personnel issues to ensure they can deal with the business of re-culturing the re-constituted school minus additional and competing demands);
- Involve sector groups in the analysis and evaluation of the school network review policy. Policy without understanding of behavioural and cultural issues is flawed as research shows;
- Consider seconding a support action team of experienced credible principals who can guide school principals, boards and the community on re-culturing merged schools;
- Review the difficulties experienced by principals and teaching staff in merger schools-the review data will enable the MoE to plan effectively if in the future the network review policy is continued;
- Second a support team to work alongside all principals and re-constituted school boards . this team could be a composite team of STA and NZPF;
- Develop a team of lead principals to assist behavioural/cultural change;

- Develop school community capacity to clearly identify current student learning outcomes which are then discussed prior to any decisions being made about school network review;
- Demand that Ministry officials analyse school data and evidence of student achievement with principals prior to any decision making process-NZPF believes no evidence is available in the guiding of school network review decisions;
- And, finally-that unless there is a clear economic reason concerning a school's viability that all decision making be around best learning and teaching outcomes tracked back to current New Zealand research.

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