



# ST IGNATIUS CATHOLIC SCHOOL

## BOARDTALK

July 2017

### Term 2

It is hard to believe that we are already nearing the end of Term 2 and half way through our school year. This month we celebrate the one year anniversary of our three year tenure as the current St Ignatius Board of Trustees. It has been a busy year for us with the completion of the Catholic School's Office review last year, ERO review this term, along with our key focus of continually reviewing and monitoring student achievement for all our learners here at St Ignatius.

In this edition of Board Talk we look at the challenges schools are facing with recruiting staff, our recent ERO review and our upcoming charter review.

#### **Board of Trustee Members:**

Clodagh Hoare (Chairperson/Proprietor rep)  
 Jane Penney (Staff Representative)  
 Stephen O'Neill (Parent elected rep)  
 Greg Pinches (Parent elected rep)  
 Karen Rassie (Proprietor rep)  
 Kim Ballinger (Proprietor rep)

Carol Sullivan (Principal)  
 Owen Hicks (Parent elected rep)  
 Nikki Peck (Parent elected rep)  
 Margo Thomas (Parent elected rep)  
 Peter Brown (Proprietor rep)

Contact details: [stignatiusbot@gmail.com](mailto:stignatiusbot@gmail.com)

### Our Place – Working Bee

The Board would like to express its appreciation and thanks to the families involved in our recent working bee and for the generous donations towards planting of new greenery and sausage sizzle to feed the workers.

Approximately 50 parents were involved in completing not only all the listed jobs but also a range of jobs that were identified through the weekend! Weeding, soil / concrete moving, planting, gardening, water blasting, painting, general cleaning, small building jobs, were just some of the tasks completed.

We know there were some tired bodies and sore muscles afterwards but the school looked so much cleaner after the weekend. Thankyou to everyone involved!

### Education Review Office

Approximately every 3 years, schools are reviewed by the Education Review Office. The purpose of ERO's reviews are to provide external independent evaluation of performance in terms of excellence and equity, in addition to supporting schools in their improvement journeys. The review also gives parents and the wider school community assurance about the quality of education and care that schools provide and children receive.

We recently welcomed two reviewers from ERO who spent a week in our school. They spent time with the Board, leadership team, staff, children and some of our parent community. The Board have

received the report from ERO and are pleased that our school has received a very positive review. ERO noted that "children are achieving very well" and the school "culture has had a positive impact on student motivation and engagement in learning". The report will be published by ERO next week.

The board would like to thank all who were involved in the review for their contribution, particularly our staff who spent many hours preparing for it.

## Staff Update

Mrs Claire Evans has recently resigned from her position at St Ignatius Catholic School. She has accepted a teaching job close to her home as this will considerably reduce the time spent travelling to and from St Heliers in Auckland's congested traffic.

Mrs Evans last day with us was 30th June. She was farewelled with a gathering by staff and children, Mrs Evans is travelling overseas before taking up her new role in term three.

We very much appreciate and would like to thank Claire for the valuable contribution she has made to our place during the last three and a half years and wish her well at her next school.

A new appointment has been made and we are expecting Miss Megan McMahon to start at the beginning of September. Miss McMahon is currently teaching in Northern Ireland until the end of their school year.

Until her arrival, our part time teachers Mrs Chris Lawson and Miss Ann Quickenden will teach in Kia Hari.

## Staffing challenges

The St Ignatius Board of Trustees wish to address concerns families may have with the current well publicised challenges facing our school and other schools across Auckland with recruiting teachers. We are aware that parents may have concerns that teacher turnover could affect their children's learning, and we wish to assure parents that the Board's focus is to ensure the best outcomes for each of our children here at St Ignatius.

The following are some frequently asked questions, if you have further questions you would like the Board to address, please e-mail us at [stignatiusbot@gmail.com](mailto:stignatiusbot@gmail.com)

### **How does the MOE funding for teacher's salaries work?**

This is based on a certain student to teacher ratio calculated on the number of students enrolled at our school across different year groups at fixed points throughout the year. The funding also includes our Principal and Associate Principal's salaries. At St Ignatius a goal of the Board of Trustees has always been to fund an extra teacher over and above our MOE quota with the aim of having student to teacher ratios slightly better than those provided by the MOE. The MOE fund on the following basis; year 1 – 1:15, year 2/3 – 1:23, year 4/5/6 – 1:29.

### **As a Catholic School do we have particular staffing requirements?**

Under the school's Integration Agreement we are required to have 8 'tagged/S65' teachers. To become 'tagged' a teacher must be a practising Catholic and be approved by the Catholic Diocese. We must fill our permanent tagged positions as priority. If we fall below our required level of tagged teachers then we can only offer a permanent position to a tagged teacher. We can fill the position temporarily on a fixed contract basis with a non-tagged teacher.

### **Can we offer teacher incentives such as a higher salary or bonus?**

No. Salary levels are set nationally by the Ministry of Education (MOE).

### **Why do we use relievers teach our children?**

Teachers are entitled to a set amount of classroom release time (CRT). The MOE funds each teacher to receive 2 days of non-contact teaching time each term. Beginning teachers in their first year of

teaching receive one day per week CRT and ½ day per week CRT in their second year. At St Ignatius we budget for Learning Community leaders to receive one day release per week. Our Director of Religious Studies is entitled to one day per fortnight. The leadership team have developed a strong pool of regular relievers that are familiar with our school, our learning objectives and our children to provide CRT.

### **What are the BOT doing to recruit teachers?**

Vacant positions are advertised in the Education Gazette within New Zealand. Due to the teacher shortage in Auckland it is currently extremely difficult to find suitable candidates using this traditional forum. We are also speaking with recruitment agencies overseas in order to secure teachers looking to come to New Zealand. As a result we successfully recruited Miss O'Mahony currently teaching in Atawhai. Using overseas recruitment agencies does result in additional costs and time. Increased cost due to recruitment fees. Increased time as we need to ensure their teaching certificate is recognised in New Zealand, as well as assisting in securing NZ work permits.

### **What can families do help?**

Be kind and respectful to our teachers. They work very hard for our children and are a critical and valuable resource to our school.

Do you know a teacher, moving to the area or relocating from overseas? Please feel free to put them in contact with us, e-mail [principal@stignatius.school.nz](mailto:principal@stignatius.school.nz)

Do you have self-contained accommodation that we could use at a competitive rate either short or long term as an incentive to bring teachers to our area? In particular we would like to offer accommodation to Miss Megan McMahon who will arrive from Ireland in September, can you help?. E-mail details to [stignatiusbot@gmail.com](mailto:stignatiusbot@gmail.com) or [office@stignatius.school.nz](mailto:office@stignatius.school.nz)

## **Charter Review**

The Board of Trustees use the strategic goals in the School Charter to continually monitor and measure our progress. The school charter is available on our website [www.stignatius.school.nz](http://www.stignatius.school.nz)

In Term 3, the Board will host two sessions to consult with our community on the strategic direction of the school for 2018 - 2020. We will discuss and review our Mission Statement, vision, values and strategic goals as a school community. Please save the date either Wednesday 13th September 7.30pm or Friday 15th September 1.30pm. Further details will be advised closer to the time.

### Our Mission Statement

St Ignatius Catholic School, in partnership with parents and within a caring and supportive Catholic environment, is committed to quality education and achievement where the focus is on the development of the whole child, guiding each child on their faith journey and helping them to grow up as caring and contributing members of the community

### Our Vision

Learners will live and celebrate our Catholic faith, follow our values, and become actively engaged, connected lifelong learners.

### Our Values

Striving to be respectful, responsible, generous and happy learners

### Strategic Goals

Underpinning our strategic goals is our commitment to being a Christ centred community, celebrating

with pride our Catholic spirituality, and traditions and identity as a Josephite school.

1. To value and celebrate strong home, school, and parish partnerships.
2. To provide a learning culture that enables all children to continuously develop to excel.
3. To deliver contemporary teaching and learning practices which are consistently experienced through our school.

## Social Media Expectation & Guidelines

In recent years, social media such as Facebook have grown in popularity and many people use them to communicate with family, friends and others. As you may be aware there are some St Ignatius Facebook groups. We would like to ensure the protection of our children and our school by issuing some guidelines for safe and respectful use of social media.

The vast majority of people who use social networking show respect in their communication with others and this is something that we must encourage to show our children that we are positive 'digital role models' honouring our school values to be responsible and respectful.

To reinforce the positive role model position the Board of Trustees has decided to issue the following Social Media Expectations and Guidelines with regard to St Ignatius Catholic School based or focused social media. Any such social media forums

- Should be a closed group
- Should be restricted to current school community members only
- Should be mindful of Privacy rules
- Should be mindful of our school values
- Should seek permission before using photographs of other children
- The owner or moderator of such media should advise the principal as to their involvement with the social media

If at any time parents feel that they have an issue regarding the school or staff, we would ask this not be shared on any social media. An appointment should be made with a teacher or the leadership team so that the issue can be discussed and resolved in an appropriate manner.

**“Do all you can with the means at your disposal and calmly leave the rest to God”**  
*Saint Mary MacKillop (1891)*