

REAPANZ Chairperson update from National Executive meeting held 6th & 7th November 2014

The latest National Executive meeting was held the evening and the day after the combined chairs and managers meeting of 6th November 2014. This gave the National Executive members an opportunity to start addressing the implementation of the new governance structure agreed to at the Chairs and Managers meeting.

An implementation plan is being drawn up to cover the transition from the present structure to the new governance body. Work will begin immediately on new documentation required (this work had already been started by the Review panel) and any other necessary paperwork. The EO, the Chair and Ryan Morrison will work on this as they were all members of the review panel. At this point we will be taking a staged approach to implementation so that the current business of the organisation is able to carry on uninterrupted. At this point we are proposing an endorsement of structure and its Constitution at the March 2015 AGM with the new board to be elected by mid-year and in place around August 2015. We are hoping current administration services will remain in place until the new Board moves to appoint its first General Manager. The implementation plan will be circulated as soon as possible.

Other key items arising from the meeting:

Hauhake

National Executive welcomed Jay Rupapera from Far North as the replacement Hauhake Governance member and received a report of the recently held Hauhake Hui a Tau held in Wellington. There was in-depth discussion at the Executive table as to how we can engage all our REAPs to participate in Hauhake and as communication is a key part of this we will be shortly asking all REAPs to submit the name of their local Hauhake contact so that Secretariat always has an up to date list of where key communications can be sent to. Likewise this will be useful for Chairs' groups and Managers' groups to keep Hauhake informed of key items of interest from their meetings needing to be passed on. For Hauhake to work well the support of individual local REAPs for their Hauhake members is really important and after the successful atmosphere of the recent Hui a Tau there is much new enthusiasm to get an upsurge of interest and involvement from all REAPs not just those located in areas with high Maori populations. Next year Hui a Tau will be held earlier in the year and will be hosted by West REAP on 23rd and 24th February 2015. This should give all REAPs the chance to ensure the cost of attending is able to be considered for inclusion in the budget for 2015.

EO and Managers Meeting Report back

Everyone at the large meeting heard the report back from the manager's session. Two important areas introduced by the Executive Officer and to be addressed by managers working groups are "The Outcomes Agreement and Measures" and also "Performance Measures". The latter to be addressed before year end so we can have a common set of performance measures. The Executive Officer also reported that planning and reporting numbers within the schools programmes was being addressed to give a clear picture to MOE about the numbers and size of schools REAPs are interacting with. It is hoped to have a meeting with MOE set up before the end of the year. Also addressed at the Managers' meeting was insurance with the current insurance broker attending to outline what our present insurance set up covers. It is hoped that a summary of his talk will be available to be circulated to all REAP chairs and Boards so that we are well prepared to address any issues coming up given the new Health and Safety legislation that is due to become law by 1st April 2015. The Communications Survey carried out to ascertain how well we are communicating internally has been completed and was partially reported during the large meeting. The full results of this will be circulated to all REAPs over the next few days. Some of the information coming from this survey has highlighted the need for National Executive to revise its communication policies and

procedures to show clearly how the different components of the organisation communicate with each other e.g. Chairs among Chairs and National Executive with Managers and Hauhake and vice versa.

Chairs Report back

The Chairs had a short evening meeting on Wednesday 5th November 2014 prior to the large meeting of Chairs and Managers held on Thursday 6th November 2014. The meeting was attended by eight out of our thirteen REAPs. One item that came up was Manager Appraisal models and Tina Karaitiana, Chair of Tairāwhiti REAP will send round some material to all chairs. Another item was depopulation of our rural areas and the suggestion was made to get a speaker on this topic for the up and coming conference. There was discussion on how we get more participation from chairs and governance people in the Chairs teleconferences which we would like to see become a regular occurrence. Also discussed was the suggestion that in support of succession planning REAPs should consider from time to time bringing two governance people i.e. Chair and one other to the November meeting or the AGM so that other board members can have the opportunity of seeing how the wider family of REAPs operates. In the same vein it was suggested that managers too should consider bringing their deputy or another key staff member to managers meetings from time to time to encourage leadership development. It is realised these suggestions all depend on available budgets.

Review and Evaluation

In 2014 two external review pilots were carried out and the learning from this process noted. The Review and Evaluation Committee has agreed that in the reports coming out of any external review it will be useful to keep to similar headings to be addressed in the reports. It will also be helpful if at the time of sending in the annual self-review report summary (only one concise page required based on the annual self-review plan) that REAPs keep Secretariat up to date about whether they have undergone any other external reviews during the year or coming up in the next year (e.g. MSD and NZQA reviews). Peer Reviews have been continuing during the year and currently one or two are being carried out before the end of the year. A new development with Peer Review is for new managers to have an opportunity if they wish to accompany the Peer Review team from another REAP to observe how it is being done. This year the Self Review summaries (due end of the month) will be collated by Deirdre McGrath and Dianne Bunn who are members of the Review and Evaluation Committee and who have volunteered their time for this task.

Reference Groups

These groups continue to develop and gain momentum. Currently all three groups i.e. Schools, ACE and ECE are revising their Terms of Reference. Now that they are in the third year of operating the members of these groups are getting into their stride and are addressing common issues and sharing best practice. It is still a lot of work for the convenor to set up the meeting dates and agendas for Telehui and get everyone there so lots of thanks are due to those people who have taken on the job.

2015 Conference

The organisers will be sending out more detailed information in the next two weeks. It is scheduled for March 26th, 27th and 28th 2015 at the Quality Hotel in Wellington. The AGM will be held on the Friday 27th March 2015 and this will be an important one as the new structure proposals are endorsed.

As this will be the last update for 2014 it only remains to add best wishes for the up and coming festive season and thanks and appreciation to all those who have made the extra effort this year to sit on task groups or working parties or review panels to allow our organisation to continue with its development for the good of our learners.

Kind regards to you all,



Jean McCombie, REAPANZ Chair