



career framework project

Member engagement— discussion questions

From now until 4 August we are encouraging everyone in the primary education sector to discuss the proposed career framework concept and to give feedback to the working group to inform the next stage of development work.

We are bringing a conceptual idea to you for discussion as it is important that everyone has a chance to really weigh up the pros and cons of this approach and to have an opportunity to shape its ongoing development.

The working group will spend term 3 and 4 this year processing the feedback from this engagement process, along with research and expert input to develop a detailed career framework which we will share with the sector through an engagement process early in 2018. After that we will need to decide what claims to take into bargaining to allow for the framework to be introduced.

The working group requires feedback from this process by 4 August. The time period has been set to run over a couple of months to allow plenty of time for everyone to thoroughly consider and discuss the proposed concept. The discussion is divided into two parts to make it more manageable. You may wish to have each part of the discussion at a different time to allow people time to process information and develop their own thinking.

Part one—overall direction

We recommend you start with a SWOT analysis of the proposed concept to start your thinking off. If it raises questions for you, note these down to feedback as well.

Please discuss which of the following statements best fits how you feel about the framework.

We will ask the people who are reporting back on discussions to let us know how many people in your discussion selected each option.

- I'm strongly in favour of the concept of introducing a tiered framework for teachers and principals to move through on the basis of developing increased knowledge, skills and attributes
- I generally support the concept of introducing a tiered framework for teachers and principals to move through on the basis of developing increased knowledge, skills and attributes but want to see more detail before I make a definite decision
- I am neither for nor against the concept of introducing a tiered framework for teachers and principals to move through on the basis of developing increased knowledge, skills and attributes. I would like to see more detail before making a definite decision.
- I don't support the concept of introducing a tiered framework for teachers and principals to move through on the basis of developing increased knowledge, skills and attributes

In the feedback process, there will be an opportunity to provide additional comments if you wish.

Part two—informing ongoing design

If we were to introduce a tiered framework for teachers and principals to move through on the basis of developing increased knowledge skills and attributes please indicate your views about the following questions

1. How do you think we could reflect the treaty partnership and Māori success in the framework?
2. What do you think are the unique features of the New Zealand context that we need to ensure are supported and recognised by the framework (eg bilingual and immersion schooling, small schools...)?
3. How many tiers would you expect to be available, taking into account a framework that spans a whole teaching/principal career?
4. What sort of knowledge, skills and attributes would you expect to demonstrate in each of the following areas?
 - Adult to adult collaborative learning and development
 - Adult and child teaching and learning (pedagogy)
 - Curriculum knowledge
5. Do you agree that these are the three appropriate focus areas for the framework? Are there other potential focus areas which you would include?
6. What sort of processes would you like to see introduced for teachers and principals to demonstrate their knowledge, skills and attributes to move through the scale?
7. What questions do you have about the potential new framework? Is there an answer you would like to suggest for your question or something you think we should be thinking about in the next stage of development work?

