



TIRIMOANA SCHOOL

ALLOCATION OF UNITS POLICY

RATIONALE:

The Primary Teachers' Collective Agreement includes provision for the allocation of units for senior and middle leadership, for Community of Learning/Kahui Ako roles, and for developing leadership career pathways. It is the responsibility of the Principal and Board to ensure these units are allocated fairly and effectively to meet the strategic goals of the school.

PRINCIPLES:

- The unit allocation supports a logical and transparent career structure within the school.
- Units are allocated, and new roles created, based on the identified needs of the school.
- Units are allocated to provide recognition and reward for leadership of teaching and learning, not simply workload.
- Allocation of units is based on specific criteria to positions rather than to specific individuals.
- The requirements of the PTCA are met.
- The principal and Board may at any time provide resourcing for additional R-Units from Board funds.

GUIDELINES:

1. The provision of units available to the school to allocate will be determined by the Ministry of Education annually through the staffing entitlement notice.
2. Boards with an entitlement of 4 or more units may allocate up to 40% of the units on a fixed term basis.
3. Deputy Principals and Assistant Principals will hold a mix of permanent and fixed term units.
4. The allocation of all other units, both permanent and fixed term, will be done in a manner which is fair, objective, and subject to consultation with the senior leadership team, executive officer, and Board when necessary.
5. Any teaching staff member may hold one or more units. However, the principal is not entitled to hold any units.
6. All positions with units attached will have clear Job Descriptions and will be subject to performance appraisal processes.
7. Occasional adjustments to the number of units available for allocation may occur part way through a calendar year due to changes in the student roll and staffing. The principal will allocate any occasional part year units on a fixed term basis.
8. The principal, executive officer, senior leadership team and NZEI staff representative will form a committee to review the Allocation of Units Policy annually.
9. The allocation of units will reflect the school strategic plan.
10. The allocation of fixed term units will be reported to the Board annually.

CONCLUSION:

This policy provides direction to the allocation of units to ensure that the process is fair and effective, and that leadership positions are rewarded as per the requirements of the PTCA.

NELP Objective 3: Priorities 5 & 6

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