

Dunedin Rudolf Steiner School Board Meeting

Monday 19 June 2023 from 5.30pm at 1 Fern Road, Maia.

The Board is legally responsible for the school. Our role is to watch the far horizon, to support its direction as a Steiner school, and to ensure it arrives safely within the law. The Board provides guidelines within which the staff manage the school.

Present : Jerry Hsu (JH), Clare Ridout (Board Secretary), Cassino Doyle (CD), Michelle McGrath (MM), , Anna Noble (AN), Esther Gilbert (EG), Emily Czibere (EC), Kesava Sampath (KS)

Apologies : Natalie Bartonova (NB)

1. Karakia, apologies, conflict of interest, reading from SEANZ curriculum guidelines	Who
As above. No conflicts of interests declared. Apologies from NB. There was some shared reflection on the SEANZ curriculum guidelines, the Unhurried approach etc.	

2. Minutes, Matters arising, Six year olds in kindergarten	Who
Accuracy of minutes agreed. EC moves that they are accurate, MM seconded.	
Kes was welcomed as a new Board member. For the start of the meeting he attended via remote link.	
Matters arising from past minutes	
Protocols for teachers , communication yet to be discussed and established and brought forward to next meeting. Structure document to be noted in newsletter.	AN CR
Landscaping proposal should not be parked – to be discussed later in meeting.	
Physical restraint – AN has worked on procedure – will go to staff for consultation and then back to the Board	AN
No newly turned 6 year olds to authorise their education in Kindergarten.	

2. Principal's Report	Who
The report had been read.	
Focus on the Goal of Nurturing the mana of Te Tiriti	
The Board is very keen to support a trip to the marae even if it is at quite a high cost now that there is no Ministry support for such trips. Place, identity and connection are all key values that such a trip would serve.	
AN will initiate with teachers. Perhaps marae for class 3 or 4 up and Sinclair wetlands may be appropriate for younger children.	AN
Standdowns and suspensions can be done by Principal. This delegation is approved by the Board – proposed by EG, and seconded by EC.	
The Board will need a disciplinary subcommittee to deal with any expulsion.	AN
Anna is in the process of redrafting Policy/ procedure.	

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2. Principal's Report	Who
How are we implementing our bicultural obligations? This would be good to document for the Board. Could each teacher report on how they use the "He Reo Pūāwai".. Might also be useful in the newsletter. Could be a matter for the Kaupapa Māori Group too.	AN
3. Staff well-being	Who
Some wording to be reviewed before the survey is done again. Is there a standardised questionnaire for staff? To compare with other school staff in NZ Could "why" be added if people answer negatively. Or another Text box? Should we have a n/a answer option as the survey was for teachers, teacher aide, office staff, cleaner. What else do we need to know as Board? Provide a snapshot of the results. What would now make a difference? There was concern that staff may consider that the survey does not prompt any action. Can a Board member speak confidentially to staff?	
Kes will look at the survey and at developing a new one for next time. He will also prepare a synopsis for staff about the current survey results. Then MM would be available for staff to speak to.	KS MM
He will email the synopsis around the Board before it goes on to staff.	KS
4. Principals Performance Agreement	Who
Difficulty in establishing this as Principals Professional Growth Cycle has been developed but not yet put in place by NZSTA. The policy has been shared with the Board. Giving effect to Te Tiriti or to the principles of Te Tiriti. CD suggested that we look to the principles of Te Tiriti. However this wording may be appropriate due to the Education and Training act. Suggested that we should amend another sentence so that it is not for the Trust to consult, but partner. JH proposed and EG seconded that the policy is accepted subject to these amendments. CR will amend Policy and JH can sign off. It was noted that the workload on the member with the Personnel portfolio is quite heavy and it was suggested that the Board co-opts Angela Clark to join the Board and potentially share the portfolio or take it up. All approved.	
MM and JH and AN will arrange a date to continue the Principal Performance Agreement work.	MM/JH/ AN
5. Code of Conduct	Who
Proposed – as provided in the Board papers. This is a Ministry requirement. EC approves, CD seconded.	

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6. Enrolment Procedures	Who
These have been updated and circulated to community. They do not require Board sign off.	

7. Proprietors report	Who
The Trust has looked at Out of School care programme. A survey has been completed. This is now being recruited to. PJ has requested to join the Trust. Staff well-being report has been completed for kindy and other Trust staff. Resource consent application has been drafted to get the increase to kindy to 45 spaces approved. Should take a month to 6 weeks. It will be submitted tomorrow. Lower classroom not yet signed off by council due to some minor work.	

8. Any other business	Who
NZSTA courses for Board members were noted as very worthwhile, a very good resource. MM had just attended one on Te Tiriti. Landscape plan – it was agreed that we should bring this to joint meeting on 12 August Saturday, invite more widely, including to the Kaupapa Māori Impulse Group.	

Closing verse

Next meeting Monday 24 July 5.30pm Meeting closed 7.35pm

Key to Initials : Clare Ridout (CR), Cassino Doyle (CD), Management Team (MT), Proprietors Trust (Props), Emily Czibere (EC, Michelle McGrath (MM), Natalie Bartonova (NB, Jerry Hsu (JH), Anna Noble (AN), Esther Gilbert (EG), Kesava Sampath (KS).