

4 April 2017

Dear Parents

Thank you for your high level of engagement with the school over the last fortnight in the wake of staff resignations and ahead of the forthcoming period of transition in the Junior Pod teaching team. We have received plenty of feedback from the community expressing concern, support and asking questions. This letter from the Board has some information relating to that issue, but there are also updates here about other matters that are of critical importance to our school.

Enrolment Scheme - update on progress and implementation

The Board is progressing steadily with the Ministry towards implementing an Enrolment Scheme (ES) at CDPS. The formal consultation period ended on 17 March. Seven formal submissions were received. The submissions were supportive of the introduction of an ES, but understandable concern was expressed around the ability of out-of-zone siblings to gain access to enrolment at CDPS in the future. All of the submissions received have been forwarded to the Ministry of Education for consideration.

Our next steps are around seeking formal approval from the Ministry of Education for the implementation of the ES. Due to the current pressure on our roll, we are applying for approval to shorten the statutory stand-down period that exists between the Board's adoption and implementation of the ES. Our discussions with the Ministry suggest that this request will be approved, and we therefore hope that the ES will take effect before the end of May. We will keep you informed if it becomes apparent that this timeline will change.

School Charter

We are delighted to now provide you with a link to our new [School Charter](#). The purpose of a school charter is to capture the key values and principles of a school community and its goals. It also forms a critical foundation document for the Board in its decision making. The new charter incorporates the valuable input that we received from the community through the surveys and focus groups held in Term 4 of last year. We encourage you to have a read.

A big thank you to Judith, Annie and Pam

The Board is tremendously sorry to be losing three highly valued staff members in the coming weeks. We want to acknowledge and thank Judith, Pam and Annie for their dedication and contributions to CDPS.

Annie and Pam have both been critically important members of our Junior Pod team in recent years, bringing to their roles compassion, insight, intelligence, love and care for the children, along with high standards of classroom practice. Each has created a special place in the hearts of both children and parents in this school community, and they will be sorely missed. We wish them both well as they move into new phases of their working lives.



Judith has been a long serving and outstanding contributor to this school. In her nine years with us, she has not only been a ground-breaking classroom practitioner, but she has also worked incredibly hard in her leadership role, promoting, guiding and supporting the school tirelessly. Her insight and intuition with respect to the children is second to none, and her courage to be innovative in her classroom has been inspirational to others. We are very sad to see her go, but Judith leaves with our very best wishes for the new challenges that lie ahead. We are thankful to have had her service and commitment to CDPS for nearly a decade.

Feedback on parent drop-in sessions and Board review process

Thank you for taking the opportunity to attend the parent drop-in sessions last week. We had 34 parents attend, from 32 families, most of whom have children in the Junior Pod. The key issues that were discussed (in varying detail) across all three drop-in sessions were:

- Maintaining our school culture and ethos at a time of high staff turnover
- Class sizes and teacher/student ratios
- Funding streams for learning support
- Continuation of the play-based curriculum in the junior school
- Recruitment processes and timing
- Board review of the current situation

It is extremely unusual for a school to have three teachers resign at this point in the school year. Because of this, the Board has initiated a review process. The purpose of the review is to identify if there are any key contributing factors to the current situation, to use this information to improve the school (consistent with our school charter), and to ensure that we have appropriate policies and procedures in place to support all staff and students.

The Board's review process will include (but is not limited to):

- gathering information and insights from departing staff and remaining staff
- consideration of parent feedback gathered through the drop-in sessions
- analysis of information gathered and identification of any key issues
- audit of relevant existing policies, processes, procedures and operating systems
- identification of positive changes that could be made, and the subsequent implementation of such changes.

The Board will advise the community of the outcome of the review in due course.

Appointment processes

Recruitment processes are run by Toby. Teaching positions in the Junior Pod have already been advertised in the Education Gazette and publicised through a number of professional networks. Toby will be announcing appointments as soon as the recruitment process is complete and information about new staff is at hand.

It has been a busy and challenging term for many in the school community, but we appreciate your ongoing support and commitment to the school. As the term draws to a close next week, we wish you all safe and enjoyable holidays with your children.

Kind regards

Robyn McInnes

Chairperson, Board of Trustees

