

### 13. NZSTA Programmes and Services

#### A. Background

*This policy identifies:*

- *the Board's priorities for the provision of NZSTA services, and*
- *the Board's expectations for the operational services that NZSTA member boards and their regional executives receive from the GM/CEO and his/her staff.*

*Providing services and resources to NZSTA member boards and their elected representatives to support effective board governance is the core business of NZSTA and takes priority over other NZSTA activity. Non-member boards may gain some of these benefits through NZSTA contracts with external agencies, provided that does not compromise NZSTA's provision of services to member boards.*

*All NZSTA programmes and services are designed and delivered in a way that is consistent with current understanding of good practice, are thoroughly researched prior to commencement and are carefully monitored and reported on once established.*

*This policy replaces the National Provision of Services Strategy (NPSS).*

*This policy should be read in conjunction with 1a – Policy definitions.*

#### B. Strategic direction

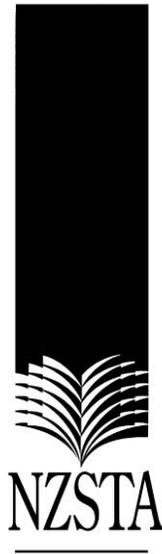
All member boards will gain the competencies, knowledge and services needed to govern their schools effectively. NZSTA advice, resources and professional development for trustees will contribute to a demonstrable improvement in school board performance.

NZSTA will provide the best possible representation, advocacy, resources and services that can be achieved within the available budget(s).

Services funded from membership subscriptions will be clearly and unambiguously identified as members-only.

#### C. Operational requirements

1. All NZSTA programmes and services are aligned to NZSTA's mission, key result areas and priorities.
2. New NZSTA programmes and services are established only when:
  - a. they can be adequately resourced, taking account of existing demands on staff and other physical resources,
  - b. they have been carefully and accurately costed to ensure they can be adequately resourced, and
  - c. they align with existing NZSTA priorities as defined by the Board.
3. The outcome of all programmes and services is regularly monitored and this information is used to improve the design and delivery of the programmes and services NZSTA offers.



## **NZSTA POLICY FRAMEWORK INTEGRATED POLICIES**

4. The GM may delegate responsibility for these requirements to other NZSTA employees, but remains accountable to the Board for meeting the requirements of this policy.

### **Support for Members**

5. The General Manager must ensure that:
  - a) every member board regardless of size or location enjoys equitable access to a consistent quality, range and level of relevant and timely support, advice and resources including high quality professional development and HR advice to assist them in governing effectively,
  - b) the benefits to NZSTA member boards of belonging to the Association are clearly articulated and communicated to every school board of trustees in New Zealand,
  - c) the capacity and capability of NZSTA employees and organisational systems to meet members' needs continuously improves,
  - d) the benefits to NZSTA member boards of belonging to the Association continuously improve,
  - e) all NZSTA employees receive regular professional development that enables them to support good board governance and good governance practice through their work for NZSTA,
  - f) NZSTA organisational systems reflect Te Tiriti o Waitangi and the Association's obligations toward Māori,
  - g) NZSTA employees are knowledgeable about Te Tiriti o Waitangi and the Association's obligations toward Māori, and
  - h) NZSTA organisational systems and NZSTA employees are able to respond to the needs and aspirations of Māori members according to the appropriate tikanga and kaupapa.

### **Support for NZSTA Regions**

- a) The General Manager must ensure that sufficient funding is budgeted in each financial year to provide the support and professional development required to permit NZSTA regional executives to operate effectively.

### **Policy and Advocacy**

1. The General Manager must ensure that NZSTA employees are respected lead advocates of improved student and school performance at regional and national level through:
  - a) a consistent, clear and compelling vision of effective school self-governance and its impact on student outcomes,
  - b) advocacy and policy advice that is independent, credible and of high integrity, and
  - c) modelling effective organisational behaviours, including a demonstrated understanding of and respect for effective governance practices.

### **Non-members**

2. Providing services and resources to non-member boards is an acceptable activity for NZSTA employees when:
  - i) those services or resources are provided in fulfilment of a formal contract (e.g. commercial contracts, government funding for services to all boards of trustees),

## NZSTA POLICY FRAMEWORK INTEGRATED POLICIES

- j) the Board is satisfied that the benefits to NZSTA member boards have been demonstrated to be greater than the costs to NZSTA member boards,
- k) members-only services and resources are of a quality that is at least as good as services or resources offered to other parties in fulfilment of the contract,
- l) members-only services and resources are clearly differentiated from those provided to other parties in fulfilment of the contract, and
- m) all services and resources generated by NZSTA staff are clearly branded in a way that preserves NZSTA's proprietary rights and reputation.

### ***Reviewed and approved by the Board***

On this date:

14 March 2014

Signed on behalf of the Board

Lorraine Kerr

President

