

**PROGRESS REPORT ON THE IMPLEMENTATION OF
RECOMMENDATIONS FROM THE STRATEGIC REVIEW OF
EARLY CHILDHOOD EDUCATION CENTRES, FACILITIES,
SERVICES, KŌHANGA REO AND KŌHUNGAHUNGA**

17 MAY 2010

Below you will find progress toward implementation of the ECE Strategic Review recommendations to date. The terms of reference for the ECE Reference Group and for the proposed feasibility study are also included, as this study will consider the various options available to the University for implementation of a particular review's recommendations.

Progress Report

Recom. No.	Review Recommendation	Progress Report
1.0	That the Work Life and Family Policy statement that 'The University is committed to providing high quality Early Childhood Education Centres on campus, and as an educational institution, the University has a commitment to excellent standards in early childhood education', be retained and implemented	Completed
2.0	That The University of Auckland amends the policy to include a commitment to the 'provision of high quality ECE centres utilising research and teaching expertise and opportunities'	Completed
3.0	That the University ensures the governance for ECE centres meets University strategic objectives, staff and student needs and ensures consistent, high quality provision. Consideration to be given to the establishment of a Quality of Campus Life accountability to manage this governance responsibility	Campus Life portfolio established in 2009

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3.1	Governance and management structures are reviewed to ensure consistent high standards of provision and clear accountabilities which are relevant to the users of the ECE centres and support appropriate engagement with whānau	The Vice Chancellor has appointed an ECE Reference Group to advise on ECE strategy and policy. The Terms of Reference for the Reference Group is published on the website (insert ref.) Clarification of Terms of Reference of ECE Committees being undertaken on a progressive basis with a view to ensuring a consistent approach, clear accountabilities and appropriate engagement with whānau
4.0	That the University commits to provision of high quality ECE facilities on each campus for staff and student parents and caregivers in current and future planning	An ECE facility has since opened at the Tamaki campus
4.1	That there is urgent development of a quality brief, consistent with the review recommendations for the provision of high quality ECE facilities that will be incorporated into the current planning for campus development	It is intended to commence the feasibility study by June 2010 with a view to completing the report by September 2010
4.2	That the University includes in its planning the steps necessary to ensure the physical environment of all centres to meet high quality standards	Ongoing Property Services is aware of and supports the need for planning an appropriate physical environment for ECE centres. Since the Strategic Review, Property Services has initiated plans for an improved centre on the Epsom campus
4.3	The University should aim for waiting lists of no longer than two months in each centre	Consideration of how this recommendation will be progressed will be included in the Feasibility study requested by the VC

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4.4	That administrative systems in HR and student recruitment (including post-graduate), include processes to ensure the earliest possible signal of demand for ECE places and hence effective waiting list management	HR – IT and the SMS team will investigate further to identify a feasible solution and will report back to the ECE Reference Group Q4 2010. Meantime Project Focus has included a link to further information about ECE in the new Application for Admission which is scheduled for implementation later in 2010
5.0	<p>That the University ensures it adopts a high quality approach to ECE centres and staffing to ensure services meet the needs of parents and children by:</p> <ul style="list-style-type: none"> • Provision of pay parity across the compulsory education sector • Non-contact time for staff • An increased level of professional development • Monitoring staff turnover to ensure it is lower than the sector norm. • Provision of support for provisionally registered teachers • Strategies to proactively recruit staff to University ECE centres 	<ul style="list-style-type: none"> • Pay parity was addressed for a number of ECE staff (especially Supervisors, Assistant Supervisors and Trained staff) as part of the two year ECE Collective Agreement which was agreed with the NZ Education Institute in June 2008. This also helped to reduce staff turnover and assist with the recruitment of new staff • Non-contact time for staff is covered by the ECE Collective Agreement and fully complied with • Professional development for staff has always been an area of focus and is something which has increased in recent years • Provisionally registered teachers to attend a monthly meeting to ensure each staff member is progressing toward meeting the dimensions set down by the Teachers Council and are kept up to date with current thinking in early childhood. Provisionally registered teachers are also required to attend professional development sessions

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		<ul style="list-style-type: none"> - Staff turnover in previous years appeared higher due to the use of casual staff employed only for the University academic year. Turnover is now lower than it has been in previous years as more permanent trained staff have been employed. The last NZCER survey in 2007 indicated an average staff turnover rate for the sector of 23%. The University of Auckland staff turnover rate for permanent positions during 2009 was 33% overall
5.1	That each ECE centre, Kōhanga Reo and Kōhungahunga aim to be a centre of innovation within 10 years	Government changed policy – centres of innovation no longer resourced
5.2	That the University aim for high quality staff: child ratios that exceed minimum standards to maximise government funding opportunities and the meeting of compliance requirements of registered staff ahead of the 2012 deadline	ECE centres are currently on track to meet the compliance requirements of registered teachers as required by the Ministry of Education. The Ministry deadline for 100% registered teachers by 2012 has been moved out
6.0	That up-to-date and comprehensive information about ECE centres, Kōhanga Reo and Kōhungahunga services and facilities is easily accessible through the University website and in printed material	Student Contact & Support can facilitate with input from ECE regarding content. To be completed by end March 2010
6.1	That the University develop online registration for centre waiting lists and personal follow-up.	Consideration of how this recommendation will be progressed will be included in the Feasibility study requested by the VC
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6.2	That the University provide administrative support for e-newsletters being sent on behalf of the centres to parent users	To be completed by end April 2010
6.3	That website links are created between ECE and Faculty of Education material	To be completed by end April 2010
7.0	That opening hours ECE centres	

	reflect the University's standard hours of 8.00 am – 6.00 pm therefore opening from at least 7.30 am – 6.30 pm	<p>Currently opening hours vary across the 7 University centres.</p> <p>Alten Rd, Symonds St and Park Ave Centres: 7.45am – 5.15pm</p> <p>Epsom Ave: 7.45am-5.30pm</p> <p>Tamaki: 7am-6pm</p> <p>Kohanga Reo. Kōhungahunga, 8am-5pm.</p> <p>We are engaging with staff and parents about the possibility of extending opening hours. Ongoing research into needs of student parents and staff will also be undertaken to support business planning. In the event the research finds that demand is for a different standard for opening hours this will be reported to the ECE Reference Group with an appropriate recommendation for consideration</p>
7.1	That the University maintain accessibility for part time and full time staff and student users of Centres	Consideration of how this recommendation will be progressed will be included in the Feasibility study requested by the VC
7.2	That access to the centres is available to all staff and students with caring responsibilities for 0 – 5 year olds, including grandparents and other caregivers	Consideration of how this recommendation will be progressed will be included in the Feasibility study requested by the VC
7.3	That the University maintain affordable and competitive rates for staff and students at all centres	Consideration of how this recommendation will be progressed will be included in the Feasibility study requested by the VC
7.4	That the University urgently implement childcare deductions before tax for staff	The required functionality in the University's payroll system that will enable this to be implemented is expected to be available in Quarter 3 2010

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7.5	That the University evaluate the feasibility of an explicit subsidy to its ECE provision at a similar level to that of other New Zealand universities	Consideration of how this recommendation will be progressed will be included in the Feasibility study requested by the VC
8.0	That the University continue to provide both Kōhanga Reo and Kōhungahunga centres	This recommendation has been endorsed in principle. It has been further endorsed that the two centres which have a special Maori perspective and with historic parent association should be developed with Tikanga Māori consideration
9.0	That the planning brief includes provision for a Pacific Language Nest	Consideration of how this recommendation will be progressed will be included in the Feasibility study requested by the VC
10.0	That the University increase the promotion of school holiday programmes to staff and students	A new section on staff facilities and support services is being written for the relaunch of the intranet in Q4 2010.
10.1	That the University investigate the feasibility of campus school holiday programmes including the possibility of utilising the ECE centres	This investigation will be undertaken by Campus Life in Q4 2010
10.2	That the University increase the provision of breast feeding and expressing spaces including in the centres themselves	To be included in planning brief for new centres and centre renovations. Campus Life will engage with each centre to ensure appropriate information is available for student parents and staff by Q3 2010

Terms of Reference for the ECE Reference Group

1. To advise the Vice-Chancellor on the implementation of the University's commitment to provide high quality Early Childhood Education Centres on campus utilising research and teaching expertise and opportunities.
2. To review reports from the Director Campus Life on ECE provision on campus and to make recommendations as appropriate.
3. To engage with and receive reports from whānau, student parents and staff users of ECE Centres on campus.
4. To review the feasibility study, implementation plans and progress reports relating to the recommendations from the ECE Strategic Review, approved in principle, in April 2009.
5. To provide an annual report on the provision of ECE Centres on campus.

Membership:

- Director of Administration (Chair)
- Dean, Faculty of Education
- Coordinator Pacific Strategy
- Pro Vice-Chancellor Māori

- Pro Vice-Chancellor Equity
- Student Parent Resource Officer
- Member of the academic staff with a research interest in early childhood education or another discipline which is relevant to the provision of ECE
- Director Campus Life
- Other members with specific expertise co-opted by the Reference Group from time to time

Terms of Reference for the Proposed Feasibility Study

1. What are the financial and other implications of the following recommendations of the ECE Strategic Review:
 - a. 4.1, 4.3, 6.1, 7.1, 7.2, 7.3, 7.5, 9.0
2. What operating models and implementation approaches should be considered, taking into account the full set of ECE Strategic Review recommendations and the wider operating context? The report to include, by option:
 - a. Financial implications
 - b. Impact for Student parents
 - c. Impact for Staff
 - d. Impact on University equity objectives
 - e. Other impacts
3. Expertise Required
 - ECE expertise (ECE research, operating model, quality measures and staff/training requirements)
 - Financial (management accounting)
 - Property related

Working Group:

- Andrew Creahan and/or nominee
- Rob Cameron or Colleen Seth
- External resource for writing, data collection & analysis
- Assistance to extract data from internal Management Information Systems
- ECE expert(s)

Project Sponsors:

ECE Reference Group members as above