

Nau mai haere mai! Welcome to Recruitment and Induction

We will begin soon.

All cameras and microphones have been turned off due to the number of participants.

**A copy of this presentation and recording will be online tomorrow in the
Resource Centre Learning Library.**

Please use the Q&A function to ask any questions as we go.

Preparing our minds for the session

Whakataka te hau ki te uru

Cease the winds from the west

Whakataka te hau ki te tonga

Cease the winds from the south

Kia mākinakina ki uta

Let the breeze blow over the land

Kia mātaratara ki tai

Let the breeze blow over the ocean

E hī ake ana te atakura

Let the red-tipped dawn come with a
sharpened air

He tio, he huka, he hau hū

A touch of frost, a promise of a
glorious day!

Tīhei mauri ora!

Whakawhanaungatanga

Is the process of establishing links, making connections and relating to others.

Kate Lethbridge – Principal Adviser
Employment Relations Practice

Carla Palmer – National Employment
Relations Adviser

Maynard Scott – National Employment
Relations Adviser



Where this learning fits

Live Event
Recruitment and Induction

Learning Library

Recordings of previous live events, such as
Recruitment webinar Feb 23



Online Courses

Getting started
Introduction to school boards
Board meetings
Community engagement
Student achievement

Resource Centre

Help for Principals

Recruitment and Induction of Staff in Schools and Kura – Feb 2023

This webinar, designed for principals and those within the school dealing with new employee matters, explored:

- The principles and key elements of an effective recruitment process.
- Why consistency, objectivity and policy compliance are important.
- Fixed term vs permanent employment.
- The legal aspects of recruitment required to be compliant and reduce risk to boards and principals.
- NZSTA's recruitment resources and support.

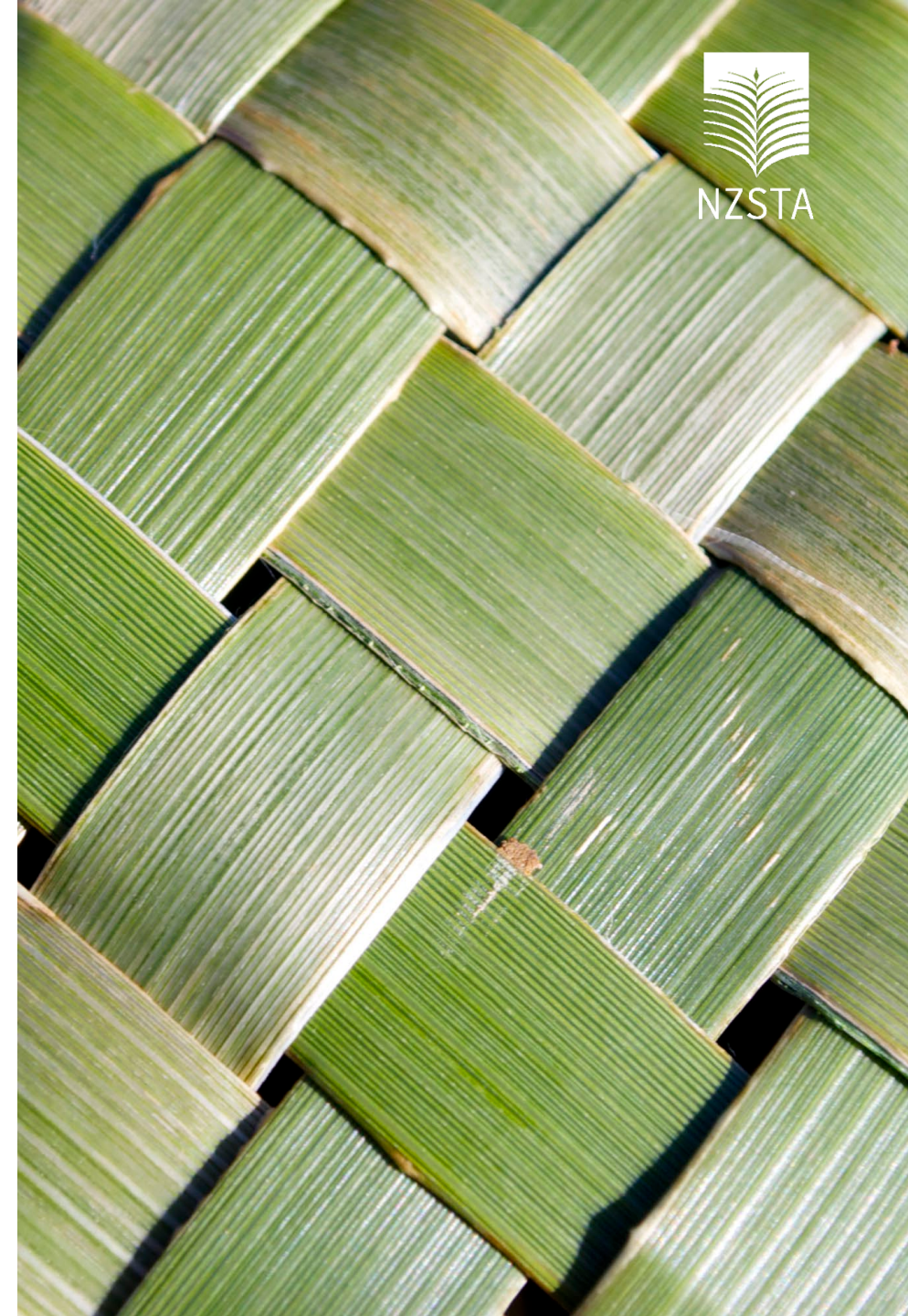
What we'll cover today

- Recruitment process – key hints and tips.
- New Principal Eligibility Criteria (PEC).
- Induction planning and practices.
- What is available in the NZSTA Resource Centre to help you with recruitment and induction?
- Post webinar evaluation reminder.

Recruitment 101

The principles and key elements of an effective recruitment process:

- The importance of consistent, objective processes and policy compliance.
- Legal requirements of recruitment required to be compliant.



Inducting new school staff

Involves providing information, training, observation, and mentoring.

All school employees can play a role in inducting new colleagues.

Benefits:

- Supports new staff to feel welcomed, emphasizes staff well-being, and promotes success.
- Familiarises staff with their working environment, school/kura culture, and aims.
- Ensures understanding of school policies and procedures, code of conduct and/or expectations, and how to participate in reviews and consultations.
- Identifies and addresses any specific professional development needs.

Inducting new school staff

- Beginning and provisionally registered teachers – Teaching Council Induction Mentoring guidance for school leaders.
- Useful reference and another “Induction and Mentoring” model you can refer to, implement and/or modify to fit the needs of your school/kura.
- Child Protection policy familiarisation is a key priority, along with what staff should do if they have any concerns about the welfare of a student.
- CPP detailed guidance available through the ‘Help for Boards’ section of the [Resource Centre](#).

Q&A Time



NZSTA
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Next Steps

- Resource Centre
- Online Courses
- Live Learning Events
- Advisory and Support Centre
- A recording of this webinar and a copy of the slide deck will be posted online.
- You'll find these in the [Learning Library](#) section of the NZSTA Resource Centre.
- **Post-webinar evaluation.**

Closing the session

Kia whakairia te tapu

Kia wātea ai te ara

Kia turuki whakataha ai

Haumi e. Hui e. Tāiki e!

Restrictions are moved aside

So the pathway is clear

To return to everyday activities

Enriched, unified and blessed!

Ngā mihi nui!
Thank you!



NZSTA