

**Wellington College Board of Trustees  
held in the College Pavilion on  
Monday 8 February 2010 at 6.00 pm**

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<b>Present:</b>	<b>Dr Neil Quigley</b>	<b>(Chair)</b>
	<b>Mr Roger Moses</b>	<b>(Headmaster)</b>
	<b>Mrs Tofa Gush</b>	
	<b>Mr Stephen Sawrey</b>	
	<b>Mr Richard Grant</b>	
	<b>Mr Mark Unsworth</b>	
	<b>Mr Robert Hill</b>	
	<b>Mr James Edgecombe</b>	
	<b>Mr David Gush</b>	
	<b>Mrs Heather Oldershaw</b>	<b>(Minute Secretary)</b>
<b>In attendance:</b>	<b>Mr Dave Ashby</b>	<b>(Associate Principal)</b>
	<b>Mr Robert Anderson</b>	<b>(Deputy Principal)</b>
	<b>Mr Gregor Fountain</b>	<b>(Deputy Principal)</b>
	<b>Mr Phil Bergin</b>	<b>(Assistant Principal)</b>
	<b>Mr Darrell Harvey</b>	<b>(Assistant Principal)</b>
	<b>Mrs Heather Benfield</b>	<b>(Administration Manager)</b>
	<b>Dr Stuart Slater</b>	<b>(Guidance Counsellor)</b>
	<b>Mr Graeme Steven</b>	<b>(Development Director)</b>

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Richard Grant acted as Chair of the meeting for the election of the Board Chair. The Board agreed to re-appoint Neil Quigley as Chair (Moved Roger Moses/ Seconded Stephen Sawrey).

Neil Quigley welcomed Darrell Harvey and Phil Bergin, the new Assistant Principals, to their first meeting with the Board.

### **1. APOLOGIES**

An apology was received from Andy Marshall.

### **2. MINUTES OF THE PREVIOUS MEETING**

The minutes of the previous meeting of the Board held on Monday 14 December 2009 were confirmed as a true and correct record (Moved Neil Quigley/ Seconded Stephen Sawrey).

### **3. MATTERS ARISING**

The action list from the previous meeting was noted.

- Item 4.2.2: Neil Quigley said he wrote before Christmas to the Chair of St Mark's School Board concerning the cost of using the College grounds, but has not yet received a response. He will follow up and report back to the next meeting.

- Item 4.5: Stephen Sawrey, Neil Quigley and Andy Marshall met with Mazz Scannell who advised them that College Mothers is not pressing for relocation of the uniform room as the current room is manageable.
- Item 4.5: Neil Quigley suggested that the Board consider co-opting the College Mothers President onto the Board. Roger Moses said this could be seen as a precedent, and suggested that the Board consider co-opting Mazz Scannell but not making a general commitment to co-opting the President of College Mothers into the future. Neil Quigley asked Heather Oldershaw to find out if the Board currently has the scope to second someone. Otherwise, the Board could look at secondments following the election in May.

## **4. REPORTS**

### **4.1 Headmaster's Report**

The Headmaster's report was received. Roger Moses said he is delighted with the quality of new staff starting this year. With the late appointment of Charlotte Pascal in Social Studies and Music the school is now fully staffed.

Roger Moses circulated a comparison of 2008/2009 NCEA results for Levels 1 to 3, and said the results for International Students appeared to be negatively affecting the overall pass rates. The disappointing 2009 results may also have reflected the large number of students returning to Year 13. Ten students had come from other schools and failed NCEA and they comprised 3.3% of the Year 12 cohort. Poor attendance in Year 13 may have had an impact and he wanted to target this in 2010. He planned to focus on the international students and find out if they are taking the right courses.

Richard Grant asked whether the 2009 results would affect international marketing. Mark Unsworth asked whether other schools are retaining students at Year 13, and Roger Moses said the Ministry's performance indicators show we are way ahead of other Decile 10 schools. In 2009 there more students in Year 13 than in Year 9. The goal of NCEA had been to retain students. In addition, the job market is tougher and some students simply want to stay on.

Roger Moses agreed there needs to be a plan for international students. Darrell Harvey said that the timing of placement in classes is important so that they have sufficient English to understand the teaching. Neil Quigley suggested full-time TESOL may be necessary until they are ready for full-time study of the academic subjects. Rob Anderson said there are some students from other countries who were living in zone, and if they are included in the figures it would give further credence to the situation. Some start during the year, some leave early, some miss the exams and all these factors need to be carefully considered.

Roger Moses said John Bednall is a researcher who did work for Lindisfarne College and Palmerston North Boys' High. In the spirit of self review it might be prudent to invite him to look at what the College is doing for its international students. Neil Quigley agreed, and said it would be good to filter out some of the weaker students. Phil Bergin asked whether international students are coming for NCEA qualifications or to improve their English. Roger Moses said there is now better consistency in NCEA, and Gregor Fountain agreed that there are procedures to ensure this happens. Neil Quigley asked Roger Moses to raise with John Bednall the possibility of a review of international students, and the cost. However, more analysis was required in the interim.

Roger Moses said that Dave Keat and Martin Vaughan met with Byron Kelleher who proposes setting up a 'Kelleher for Youth' Foundation with three schools, one of which is Wellington College. The Board agreed in principle that Roger Moses explore this possibility.

## **4.2 Finance Report**

Richard Grant said he is still working through the end-of-year finances and will have a draft for the next meeting. The Board noted the letter dated 19 January from Deloitte concerning the 2010 audit.

## **4.3 Development Report**

The Development Report was received. To date, \$32,100 has been received from the 2009 Annual Giving Appeal, and over the next six months it is expected this will raise to around \$40,000. The Board approved the allocation of \$35,000 as follows (Moved Richard Grant/ Seconded Stephen Sawrey):

- Music, Drama, Media Studies - \$15,000
- Archives - \$10,000
- Teacher Scholarships - \$5,000
- Student Support - \$5,000

Graeme Steven said he will convey this information to the new Chair of the Foundation, John Marshall, and put a note in the next *Collegian*.

### **4.3.1 Feedback on Staff Scholarships awarded in 2009**

Feedback was noted from the 15 recipients of last year's Teacher Scholarships who received a total of \$11,000.

## **4.4 Strategic Plan**

The first draft of the Strategic Plan 2010-2014 was tabled.

### **4.4.1 Feedback on Draft Strategic Plan for 2010-2014**

Bob Hill provided a paper with his feedback on priorities, and proposed moving the international students from the priority area 'Bicultural, multicultural and international dimensions' in section 7 and creating two sub-sectors: Maori progress and Pasifika progress. The meeting agreed, and noted it was also important to consider those who are not European, Māori or Pasifika students. Bob Hill said priority groups are on the government's radar, and he will provide a further paper to Board members.

Bob Hill said he was keen to progress the development of a marae facility. Mark Unsworth asked about sponsorship and Bob Hill said this process to be worked through with the Board Chair.

Gregor Fountain said senior management had considered the draft Strategic Plan over two sessions and had come up with some changes such as the inclusion of the Wellington Loop, some e-learning phrases, a query about the measures of

performance, and gifted and talented students. The proposed changes were circulated to Board members.

Neil Quigley said that the assignment of priorities and the person responsible for each section was not necessary at this stage, and would be included in annual planning when a timeline would be prepared.

Gregor Fountain agreed to write the strategic theme in line with the Learner Profile.

Mark Unsworth said there was nothing referring to behaviour, ie attendance and lateness, and Roger Moses said these issues have been identified by senior management. Neil Quigley suggested they be included under Educational Offering.

Mark Unsworth said interest in the different sports codes is changing, eg. from rugby to soccer, and perhaps Dave Keat could put pressure on parents to assist with coaching. Roger Moses said more and more is being asked of staff in the classroom so they do not have the time to coach sports. Also, more expertise is expected than in the past. Partnerships with clubs may be a possibility. Mark Unsworth said it was important for boys to be involved in sports teams. Roger said that the most organised sports codes developed clubs as a framework for organising parent support, but these also are reliant on parents whose involvement often is limited to the time that their boys are at the College.

Bob Hill asked about the recruitment of staff from the UK, and Roger Moses said that teachers from the UK fit into our system very well. While on sabbatical in the UK he planned to do some recruitment.

Neil Quigley said he planned to table the final draft Strategic Plan at the March Board meeting, and asked Board members to provide written comments to him with a copy to Heather Oldershaw. He and Gregor Fountain will get together in two weeks' time to incorporate these. After the March Board, the College community will have the opportunity to look at the final draft on the website and provide feedback so that the Strategic Plan can be finalised at the April meeting.

#### **4.5 Property and Administration Reports**

Stephen Sawrey said the Property Committee has not yet met. Considerable work was completed over the holidays, and he invited Board members to a tour of the property starting in the Atrium at 5.30pm on 15 March prior to the Board meeting.

Heather Benfield reported that one of the prefabs has been developed into a multi-purpose room, another has had a facelift and is being used for Health and PE, and the drama room has been reconfigured to make it more workable. The Atrium now has Flotex on the floor, wall coverings and less chairs. 42" screens will be put up, and educational programmes as well as TV channels will be available. Gregor Fountain said the screens could provide a video link to assemblies. Heather Benfield said the Library is still being finalised. Kelwyn D'Souza and his team have been working hard through the holidays and staff seem happy with what has been provided. The Board offered special thanks to Kelwyn D'Souza.

A letter from the Collegians Squash Club dated 17 December 2009 noted the requirement to vacate the facilities by 31 December 2010. Heather Benfield said refitting of the Squash Club will need to be considered. Bob Hill asked about the Maori Department being relocated there, and Heather Benfield said this will be raised at the next Property Committee meeting to which Bob Hill was invited.

#### **4.6 Personnel Sub-committee**

There was no report this month.

#### **4.7 Student Discipline Report**

There was no report this month.

#### **4.8 Communications Report**

There was no report this month.

#### **4.9 ICT Committee Report**

Board members noted that Gregor Fountain will take responsibility for ICT in 2010, and the Steering Group will meet on 10 February. The Board approved the proposed reporting lines. Gregor Fountain suggested Mark Callagher be invited to attend a Board meeting to talk about the new College intranet, MyColl. A shift has been made to Gmail which caused a few hiccups. Helen Jones, the new ICT Services Manager, is settling in well.

### **5. LIAISON REPORTS**

#### **5.1 Curriculum Report**

Minutes from the HOD meeting held on 1 February were noted. Professional Learning Groups will be introduced in 2010 to allow teachers from different curriculum areas to work together to develop their understanding about different aspects of learning.

This year there will be departmental reviews in English, Mathematics, Careers/Tourism and Technology.

The Board ratified the proposed rewording of Policy 1.11 concerning students with special needs to give more specific reference to students with dyslexia, in line with the Ministry's recommendations and Dyslexia Foundation guidelines (Moved Stephen Sawrey/ Seconded Bob Hill). Stephen Sawrey asked about measuring Dyslexic students' success rates, and Gregor Fountain said Gillian Thomas is monitoring this.

Board members noted themes for the proposed Friday PD sessions for the year.

##### **5.1.1 Feedback on PISA 2009**

The Board noted results for 28 Wellington College students who participated in the Programme for International Students Assessment (PISA) in August 2009. Rob Anderson will provide the full report to the Board in December.

## **5.2 Arts Report**

The Arts Report was received.

## **5.3 Sports Report**

There was no report this month.

### **5.3.1 Update on Sports Funding**

Noted.

## **5.4 Student Report**

David Gush said he had just returned from The Hague in the Netherlands where he attended the Model United Nations. 4,000 students from around the world attended and it had been a great experience. He would definitely recommend it to other students.

## **5.5 International Student Report**

There was no report this month.

## **6. REVIEW OF MEMBERSHIP OF BOARD SUB-COMMITTEES**

Board member portfolios were amended for 2010, with the acknowledgement that these will change after the elections.

## **7. GUIDANCE COUNSELLOR**

Dr Stuart Slater, the College's Guidance Counsellor, was welcomed to the meeting. Stuart Slater said that some days his work is hectic and could be classified as 'unsafe', and other days there is not much counselling required. At present, he is organising Peer Support and team building for Year 9 students. He has received considerable support from volunteers who deal with low level counselling. He finds Year 10 students are a high counselling usage group. This is simply a stage, and the main issues are home behaviour, depression, drug use and relationships. 25% of the College's families are single parents or have step parents. He has regular phone calls from parents. Outside agencies give some support, but there have been recent cutbacks in government spending on youth and mental health. Depression is on the increase, but this is often at a low level. Gaming (computer) addiction and pornography addiction have been challenges as there are no resources or support agencies in New Zealand.

Last year he tested two year levels for depression and found a strong relationship between depression and other problems. The complexity of youth issues has increased over the last decade. There is a lack of early intervention, youth have become secretive, there is less adult support, and life is more complex for modern youth. He appreciated the Board's support in paying for supervision and staff counselling. Current youth trends are binge drinking at weekends, hidden drug use (marijuana is much more potent now than 20 years ago), depression and suicidal thoughts. He is concerned that when under pressure he has insufficient support, and felt the College needed to employ another counsellor.

He had noted that modern youth have a tendency to be great or do nothing. There was also a fear of the future. He agreed with author Celia Lashlie that mothers tend to do too much for their sons.

Stuart Slater said he works closely with Dave Ashby who refers students to him. Neil Quigley asked how Liz Pa'u provides support, and Stuart Slater said she is currently meeting with students who have come in from other schools, and is running the 'Activity Group' for lonely students where the seniors support the juniors.

Richard Grant queried the figures for staff requiring counselling and Stuart agreed they are under stress, as are all teachers. A number of those sessions were about students in their class. Richard Grant asked about the pressure to achieve, and Stuart Slater said that with some students there is a tendency to do the minimum, but fortunately there are a number of students who are goal focused. He suggested it would be worth looking at the mediocre students. Bob Hill asked about the lack of whanau support, and Stuart Slater said parents tend to be busy and extended families are scattered. Binge drinking tends to happen at weekends, not at school.

Neil Quigley thanked Stuart Slater for his presentation and comments, and Stuart Slater then left the meeting.

Neil Quigley asked about workload, and Roger Moses said he has met with Stuart Slater to discuss this. Roger Moses felt the counselling budget is above what most other schools receive. Part of the budget will be used to bring in relief counsellors to assist with periodic heavy loads and Stuart Slater said he is happy with this measure for this year. Neil Quigley said that counselling is an important part of the school, and funding for Guidance should be monitored.

## 8. GENERAL

- 8.1 **Correspondence and Publications.** Noted.
- 8.2 **Letter from Max Honey.** Noted.
- 8.3 **Report on the Ballot, January 2010.** Darrell Harvey said sufficient places were available for the Years 10 to 13 students who applied for the ballot, and therefore a ballot did not have to take place.
- 8.4 **NZSTA Memo: Triennial Elections.** The Board agreed to appoint Heather Oldershaw as the Returning Officer for the 2010 election, for a fee of at least \$900 (Moved Roger Moses/ Seconded Richard Grant). Neil Quigley said it would be helpful to inform potential candidates of what is involved in being a trustee.
- 8.5 **NZSTA Memo: End of Term 4 Catchup.** Noted.
- 8.6 **History Study Tour to Europe, 2011.** Approved (Moved Neil Quigley/ Seconded Stephen Sawrey).
- 8.7 **NZSTA Memo: Start of Term 1.** Noted.

The meeting concluded at 9.12 pm.

The next meeting of the Board is on Monday 15 March 2010 at 6.00pm in the Pavilion.

Signed: \_\_\_\_\_ Date \_\_\_\_\_  
Chairperson