



Our number one priority is the day to day wellbeing of our learners and our community – this included ensuring our learners could get to school safely, their anxiety levels and what the community could do to support this. The Covid-19 lead team met every week to think about and discuss the following:

- Manage the safety of teachers, learners, parents, cleaners and our entire community.
- A vulnerable learners list was put together.
- Would the curriculum need to be changed and if so, how?
- What would learners need when they got back to school? Some would be anxious about their credits, others will need to be connected back with their friends and those they confide in before being able to move forward.
- Will extra resources be needed in the guidance and nursing departments?
- Learners will need to be monitored more clearly for various cases that have affected them during this time
- Some learners will have enjoyed the at home/online learning platform and will be reluctant to go back to classrooms
- Management and wellbeing of staff
- Management and wellbeing of learners
- This is all a great unknown for parents with at home learning and parents have a key role in this. There is a huge amount of learning for them while many of them are still working and have more than one child.

Kim has been working closely with the lead team as well as with the International Department. Kim has done a lot of prep work before the holidays regarding possible risk factors for some of our learners. CYC and Mental Health offer support online. Due to learners not being able to access our counsellors via Facebook, Instagram etc, it is often the counsellors who reach out to the learners they're aware of before the learner reaches out to a counsellor. If learners don't get back to us, they are being referred to Oranga Tamiriki or the Police so that they can follow up on them on our behalf.

Kim has also been contacting each learner celebrating their birthday during this lockdown period and these often open up discussions where the learner shares what's happened in their home life like a parent losing a job, etc – information that we wouldn't otherwise be aware of. Some families have reached out asking for help with food vouchers. Many of our learners and families in our community will be feeling fatigue, distress financial insecurities etc. We need to be mindful of this.

In the International Department, learners have been worried about being across the other side of the world to their families. Kim has ensured that when the learners return to their country of origin, they have what we recommend for their care and what follow up is needed as this is our duty of care.

We need to be open-minded and proactive. We are working to provide a safe, non-judgemental environment for everyone to return to. This is a fluid and evolving process. Each individual need and family needs to be catered for.

Alex was asked for feedback on how she and her peers felt – the biggest issue was the feeling of “what does this mean for us?” being Year 13's. It's hard to connect and learn online. Learners were worried about getting less credits than they were wanting and expecting for future studies. There was miscommunication from teachers who gave conflicting replies and opinions.

Kim mentioned that this was a form of grief – Year 13's were looking forward to their final year but some things will likely be taken away from them like camps, the ball, trips etc. When school opens up again, there needs to be a period of normalisation – we can't go straight back to a normal timetable. Our priority will be to get Year 13's back to normal. The MOE are rolling out online (at home) learning starting with the senior levels.

Suggestion of a survey to our community to get the general tone or find out individuals who are uncertain about at home learning or bigger stuff where we need to refer them? Privacy and how the questions would be worded is tricky.

Graeme has caught up with a group of teachers overseas a few times and says we're doing awesome during this challenging time keeping it as normal as possible.

A text was sent out yesterday to our school community to find out if each child had access to a device and the internet. Marina mentioned that she only received one text but both her children attend school – James and Caroline to look into this.

The MOE are getting a device to everyone and getting them connected.

Communication to go out tomorrow to our school community advising what is the expectation of the parent – parents are being bombarded with emails from each of their children's teachers and find this overwhelming. Sometimes people won't make initial connection to the school so hopefully learners share their/their family's struggles with one another and the Kaiarahi picks up on that.

Our learners at Northern Health School have specific learning needs and an educator usually works one on one with them at home – is this being managed?

TA's have and will again contact families of learners they usually work with and give support where possible. Support will be different to what learners are used to – the Learner Support Team are working on this.

Connection is priority then some work. Everyone is learning through this time.

Stress can be caused if learners get mixed messages; so calm, consistent message are important.

There was a short timeframe before lockdown so teachers are doing what they believe is best – everything is so uncertain and there are challenges to work through. Clear expectations need to be set.

Before sending out communications to the community, James shares it with the SLT and Exec teams. Emails are felt to be a slow way of communications but an easy way to get to everybody.

James will give teachers a 'how to do it' and expectations we have of all staff.

How do we look after our staff so that they don't fall over?

- What are we delivering?
- How are we delivering it?
- What are we not delivering?

The Board are representative of our community and feedback is appreciated.

Questions/considerations we need to think about:

- Short term
- Medium term
- Long term

- How will we cope for the rest of the year with reduced surplus from International Dept?
- Financial implications – where can we reduce costs?
- How do we staff the school next year? We need to recruit 15+ staff due to our increasing roll.
- We'll need the ICT Suite for space.
- What are the additional costs due to Covid-19?
- What do we no longer need?
- How do you make your resourcing go further? Work more closely with outside organisations like CYC?
- Year 7 entry experience and Year 13 leaving experience are critical experiences of school life.
- There are 12 weeks in Term 2 – how do we look after our team and how do we keep them well?
- Loss in revenue and financial assistance for businesses – is there any way we can ask for financial aid? The Minister of Finance said money is not for public servants (us) so that's a 'no' at the moment – as time goes on, this can be part of the discussion.
- International revenue is cut but also parents who can't pay fees – will we be putting whanau into trouble by offering camps, trips etc? Nice to do vs have to do.
- Opportunity to reduce cost – less revenue than before so we have an environment where learners are very tech savvy and enjoyed online learning – could some subjects be online with other schools like Harbour Net?
- What can we learn from online for face to face and vice versa? Could possibly cut costs but enhance delivery.

James thanked everyone for their support.

Heidi thanked James for his amazing, calm, informed leadership during these changing times. His regular communications have been strong and well received as have the videos uploaded to our website for the community.

## 8. Sub Committee Reports

Finance – the Finance Committee didn't meet last week due to the uncertainty at this time. Meetings will be delayed until we get more clarity. The budget will need to be revised. Course related costs are important to our school but unsure if these will be paid in this economic climate. Our reserves can get us through a rainy day but we don't want to eat into them but they're there if needed. Debbie is doing scenario planning due to loss from internationals and course fees.

Property – Ginny Catterall had a lot of work done to revamp the ICT Suite which can go ahead as it's part of the 5YA.

Are we going to go ahead to spend the \$400k? If so, what do we want to spend it on? The Government will need to continue to invest in infrastructure. Re-turf and drainage on the field has been given to Nick, the new consultant. James can initiate a project then get approval from the Board then send it to the MOE

Suggested the Property committee get something to the Board for resolution to get to the MOE for approval.

5YA and 10YPP approved – work can start as soon as we get out of lockdown.

Board funded building – the Marae build, will need discussion.

### Personnel & Discipline

Moved into Committee at 9.31 pm for the Personnel report. Out at 9.48 pm.

Motion: *“That under section 47 (1) (d) of the Local Government Official Information and Meetings Act that the public be excluded from the following part of the meeting. The Board wishes to discuss the matter in private as it involves the privacy of students/staff.”*

Policy – Just a recognition of the situation creating different dynamic – is online learning at home classed as ‘in our care’? Due to at home learning / Covid-19 etc, we may want to update some policies.

James and Caroline to look at definition for role of Board Chair and Deputy Chair. A rough draft will be sent through to Heidi and Ian.

### **9. Karakia/Farewell** BJ read out ‘Whakataka te Hau / Cease the winds’ then all sang Te Aroha

Heidi Parlane, Chair \_\_\_\_\_

Meeting Closed at 9.58 pm

**Next Strategic meeting**  
Wednesday 20 May 2020

**Next Business meeting**  
Wednesday 10 June 2020