



EC-Menz Update May 2018

This is our first newsletter since the successful summit held at Gems Shotover Country near Lake Hayes. It was a wonderful opportunity to get together in one of the most awesome spots in this beautiful country of ours and many thanks to the team who put this together. A report is attached with this and is also placed on our [EC-MENZ](#) website for further details.

We are very pleased to announce that in May 17, 18 and 19 2019, the EC-MENZ Summit will be hosted by [Noah's Ark Early Learning Centre in Whanganui](#) so begin your planning now. Kevin, Ben and the team we are certain will put on a great event and this will be another wonderful weekend where men from all over Aotearoa/New Zealand can get together and share comradeship and ideas in a very supportive environment.

We have a new Committee this year with Russell Ballantyne (President), Robin Christie (Vice President), Stu Millar (Treasurer), Joseph James (Secretary), Lyle Champness (membership) and Cyrus Taraporvala (website). We have created a new role in the committee to make membership and maintenance of our database a separate responsibility due to the importance of keeping our lists of men in ECE updated. We look forward to the day when this is impossible due to the large numbershowever in the meantime if you know of any man who is teaching and he would be happy to have his name recorded on our lists please get him to send his email address to lylechampness@hotmail.com.

There has been some interesting moves both within and outside of New Zealand over the past few months and it will be great to update you with these. Pamphlets have been published and have been sent to all training providers. We will be getting more printed to circulate widely to ECE organisations in an effort to remind leaders of our presence and ability to help them support gender diversity in our sector. There is also at moment the Education Conversation being held and all have the chance to contribute to the online forms at <https://conversation.education.govt.nz/education/korero-matauranga/>

Please do this as we need the role of gender diversity and a greater presence of men across all areas of education but especially so in ECE – it takes very little time to complete and is really important. We

also urge you all to attend local regional meetings when they happen to ask what is being done to encourage greater gender diversity within ECE and the other areas of education?

2018 AGM report from EC-Menz President Russell Ballantyne

Tena koutou, tena koutou, tena koutou katoa

Nau mai haere mai ki tenei hui

Nga mihi nui, nga mihi mahana,

Tena koutou, tena koutou, tena tatou katoa

It is with great pleasure that I present this 2017 Report to our Annual General meeting that is being hosted in Lake Hayes this year.

2017 has been a challenging year with some steps forwards, whilst other issues have been confronting in terms of overall operations. The changeover of committee and especially the secretary role was not smooth and has resulted in a loss of co-ordination of information. This impacted severely on information being circulated to the wider community and has led to the planned review of the database, with a refreshing of our contact lists being a priority for 2018.

The major achievement of 2017 was the completion of the EC-MENz pamphlet with the necessary permissions obtained so we now have something to offer services to promote and explain our role.

This was highlighted in discussions post summit last year as being pivotal to the next steps in growing our presence. ECMENZ pamphlets have been circulated to the major training institutions, requesting that they be circulated to any males on their courses. In line with this we have also been advised that there has been an ECMENZ trainees branch established at the Victoria university by Max Christie and Josh Allen. This is a brilliant initiative and will offer an authentic support and encouragement for any males training in Early Childhood Education at this campus, as well as introducing them to our organisation.

Other highs have certainly been the regional networks training days, with successful events being held in Wellington, Auckland and Christchurch. Our thanks goes out to the facilitators of these events for promoting this organisation and bringing men together. On this particular note we wish to announce that the winner of the Adam Buckingham Memorial Award for 2018 goes to Robin Christie aka Dr Bob for his incredible skill in bringing men together wherever he travels. In testament to this he was recently made the New Zealand Honourary Consul to the new national men in ECE group (about time) recently formed across the ditch. His positivity and sense of fun helps unite groups and he is the glue that links the cities. Together with the incredible support of the Childspace Institute, we are in their debt and it certainly makes all of our jobs much easier. A very well deserved recipient indeed.

During this past year we have also had two opinion articles published in the Early Childhood Council publications Swings and Roundabouts and this is something we are looking to continue in 2018.

There were also featured articles in Stuff, TVOne online and interviews on Radio live as the issue of men in early childhood education was raised in a number of forums. Keeping this issue alive and debate rational is an ongoing challenge and is something that we as a group are continually responding to in an effort to keep the focus on the positive. It is important we counter the negative narratives with positivity so that men see this an option for them and that children and workplaces get the gender balance that they deserve.

As we move onto 2018, we have ahead of us some very interesting opportunities to help make this journey a far more co-ordinated and purposeful one. The major news of the past year was the change of government and this new government has already pushed ahead with plans for major educational reform. Within this brief includes the renewal of a strategic plan and I believe that this is something that we need to be involved in and requires us to be very proactive to do so.

We also need to help advance our position within the Early Childhood sector as a voice for many that are not heard and that our stories and experiences are included in the emerging narrative being created. This includes challenging the bias that exists within our sector and demanding better information on numbers and participation rates of men within the early childhood community.

In May I will be presenting at the Knights of the Round Table day conference hosted by Ron Blatz in Winnipeg which will be the first National Men in Early Childhood event in Canada. As an aside our own Matt Te Maro Seymour is presenting in the major conference that follows with Frances Carlson on Big Body Play which is a huge honour for him and deserves a thousand accolades on this achievement.

So again there is much work to be done and this responsibility will again fall onto a very small group of men who along with full time responsibilities will work hard to help fight the good fight of creating gender equity within our sector. To that end I again thank our committee, especially Robin for his energy and endless positivity, Stu for his stewardship and his direction and Cyrus for the maintenance and continual update of our most visible entity, the [EC-MENz](#) website. I also take time to thank the other committee members for their considerations, their thoughts and their responses to information requests and/or ideas. We have outlined the challenges ahead and we will continue to work wherever possible to keep championing the need for our children to experience a wide and diverse range of teachers which includes most importantly men (in their infinite variety), within their daily early childhood experiences.

No reira

Tena koutou, tena koutou tena tatou, katoa



Report on the EC-Menz Summit held at Gems Shotover Country

16 to 18 March 2018

Friday 16 March

The conference began with kai, followed by the famous EC-MENZ AGM. Again it was a most fabulous occasion with the report on events for 2017 being tabled along with the financials being presented.

An offer was received for the the 2019 Summit to be hosted in Whanganui on the weekend of 17, 18, 19 May which was dutifully accepted. The meeting closed at 8.27 pm and the group adjourned to network and connect.

Saturday 17th March

The morning began with a session led by Karen Hayward (from Interlead) Titled “Getting Wired – Knowing your “Why” to up your motivation and Growing your resilience to thrive as a professional.

This was a fascinating session in which we were challenged to look at why we do what we do and how to keep the motivation to make a difference every day. The wero to maximise the success of every learner is a big task and depends greatly on our shoulders as teachers. Karen highlighted recent stats

that suggested more than 60% of New Zealand employees were not engaged in their work while another 15% were deemed to be totally disengaged. She then went on to discuss forms of motivation and how important Intrinsic Motivation is to drive our behaviour – with a strong connection to the “Tom Sawyer” effect where you turn work into play. Intrinsic behaviour also promotes greater physical and mental well being.

But to be Motivated Intrinsically teachers need Autonomy, Mastery and Purpose

Autonomy is the desire to direct our own lives and it is acting with choice and Karen related that teachers need autonomy over Task, Time, Technique and from the team. If teachers have autonomy this has a powerful affect on performance and attitude and leads to engagement. If engaged then more likely to seek Mastery.

Mastery is defined as the urge to get better and better at something that matters. For Mastery to occur teachers need an inquiring mind, a willingness to experiment, to be open to finding fresh solutions and need to “be in the flow”- living in the moment, utterly in control and engaged. Karen also highlighted the need to find Goldilocks tasks which are defined as challenges not too hot and not too cold. She explained that if what staff must do exceeds their capabilities the result is anxiety and when the must do’s fall short of their capabilities they get bored. So this balance is very important in ensuring our teachers remain motivated and excited by their work – not over nor under -whelmed.

She defined Purpose as the yearning to do something that matters and doing it well. Being a professional with purpose is “doing the things you love to do, on the days you don’t feel like doing them” Julius Erving.

Karen said those that have a purpose set goals – which are learning based not performance based. They choose their words carefully and talk of we rather than they and at the end of each day asks “was I better today than Yesterday”.

The next part of Karen's session was built around resilience and the impact change has on us.

Resilience was defined as “The ability to absorb high levels of disruptive change while displaying minimal dysfunctional behaviour” (Daryl Connor).

Resilient people are not immune to change and are still impacted by it. Being resilient appears to result in the change not damaging them as much as others and they are able to see more opportunities than dangers in the turbulence of their environment.

They bounce back rather than become victims of change, They are able to maintain their physical and emotional health, they continue to achieve and their quality and productivity remain high. They remain more optimistic and are much more calm in periods of instability. In other words resilient people tend to be optimistic and are more likely to view change as an opportunity whereas inflexible people tend to be pessimistic and view change as a danger.

The problem with danger orientated people is that they see change as a threat and can often feel victimised. Often they lack a strong sense of vision and purpose for their lives and struggle to re-

orientate themselves when disruption happens. They have an either/or view of life and don't cope with ambiguity or the grey aspects of life. They feel insecure in themselves and their ability to manage change. They are often reactive and blame others for the problems caused by change and they can be immobilised and react with fear denial and complacency.

Whereas opportunity orientated people view challenge as a natural part of life and can come to view it as an opportunity or advantage, they expect confusion and use their strong life vision to guide them through this. They see disruptions and problems as being a part of life and minimise negative events and its impact on their lives. They don't invest time in and effort trying to change what they can't and are creative in overcoming obstacles. These people are just as vulnerable as the danger orientated people but the difference is in how they react to the dangers/challenges as they meet them.

By looking at motivation and resilience, this helped set the benchmark for performance as a professional in a rapidly changing world. Karen has a really simple model of professionalism in which she had a line and put the motivation and resilient attributes above it and said we must always aim to keep above the line – this is what professionalism is. We are naturally wired to go below the line and seek safety but we must be strong to keep in focus and at the end of each day ask ourselves “was I better today than yesterday?”.

The next session was led by Morgan, one of the staff at Gems Shotover country, recapping her journey that has led to their very own Forest School weekly session that is presently offered by their centre. This was a journey that began on a farm down south by Colac Bay, a teaching degree and experience in a London School and a bad Ofsted (English equivalent of ERO) report.

As a result of the bad report, a new programme was designed including the need for transformation of the outdoor area. After uninspiring designs by the professional designers, she spent time designing and improving the outdoor learning environment firstly in her home school, in the North East of London, and then in a neighbouring school. Within ten months the report was turned around and they went from a school needing special measures to one with a judgement of outstanding.

This was a good lesson in the importance of a quality outdoor environment that allowed children to test themselves. Whilst in England she completed papers on forest schools and when it was time to return home, a call from her former employer with the plan for a forest session was enough to bring her back to the future.

Morgan discussed the challenges of setting up the forest school and shared the many ideas she has gathered including the importance of looking for positives and focussing on the benefits as opposed to always looking at the risks. That is not to say that risks shouldn't be considered – of course they are important but sometimes she considers the emphasis is heavily weighted on the dangers rather than the advantages. If we turn that emphasis around then the focus being on the benefits makes it a much more important learning experience.

Morgan then shared her paper forms to explain what they do to prepare and to ensure that risk is effectively planned for.

After this session it was then up the hill behind the centre. This is a most wonderful hill that is on one side of the flight path of the aeroplanes landing in Queenstown. The 4 year olds at Gems climb this as a rite of passage and some of us older ones took their time to take in the sights as we meandered to the top.(There was a suggestion that there could be a café half way but no...that was local folk lore and very disappointing however referring back to the previous session it was a wonderful motivation to keep going and pure resilience managed the ensuing disappointment!!!!) This was a wonderful and memorable way to finish the day.

A barbecue dinner again at night and time for more connection.

Sunday 18th March

Sunday morning began with a discussion on strategies on how to promote Early Childhood as a great career option for men and these will be utilised throughout the year.

VUW ECMenz



VUW ECMenz is a study/support group for the promotion of men in early childhood.

Men are vastly under-represented in early childhood education and **VUW ECMenz** will provide a platform for males and females to celebrate men in early childhood and share their experiences in ECE teaching.

Our overall goal is to promote early childhood education to men and provide support for those already studying.

We will meet once a month with the first meeting to commence at 2.15pm, Friday 16 March in AM 103.

All students welcome.

Contact: Max on 027 522 7041 or Josh on 022 678 1611

VUW EC-Menz

A chapter of EC-Menz has been set up at Victoria University in Wellington. Led by Josh Allen and Max Christie, their first meeting was attended by representatives from all three years of the Bachelor of Education (ECE) programme, as well as lecturers and tutors from across the department.

The lecturers were a welcome addition, with many new insights shared between the attendees. For many of the teaching staff, this included the realisation that many of our male undergraduates can struggle with literacy, with a higher-than-average number of dyslexics in our ECE intakes. Anecdotal evidence from our other local training providers would seem to reinforce this pattern.

EC-Menz applauds the proactive actions of this group of students, and acknowledges the incredibly supportive attitude of Victoria University.

Some articles in the media...

Kathy Wolfe of Te Rito Maioha discusses male representation within the sector

<https://www.ecnz.ac.nz/news/opinion-men-can-play-vital-role-early-childhood-education>

Some news about our brothers in Australia, who have just formed a national group for male ECE educators

<https://www.geteduca.com/blog/male-early-childhood-educators-shortage/>

David Farrar gives 'mad props' to men in ECE on Radio New Zealand's The Panel (segment starts about 6 minutes in)

<http://www.radionz.co.nz/national/programmes/thepanel/audio/2018639040/the-panel-with-david-farrar-and-ali-jones-part-2>

Russell's centre gets a profile in Sunday Magazine, looking especially at the men working there.

<https://www.stuff.co.nz/life-style/parenting/103379761/Early-Childhood-on-Stafford-Welcome-to-the-school-of-life>

EC-Menz Wellington Half-day Professional Development

Following the huge success of our event last year we are very excited to be extending a warm welcome to you all to join us at our 2018 Wellington region professional development hui. Held at the legendary Childspace Workshop in the beautiful Ōhāriu Valley, this half-day Saturday format is perfect for teachers and students, with a wide-ranging, quick-fire format presented by quality speakers who are experts in their respective fields.

This is a great chance to meet other men and women in the field, tell your own story, and be inspired. Wāhine most welcome, please do come!

Details:

Saturday 8 September

9am-1pm (morning tea and all materials provided)

Childspace Workshop
189 Ōhāriu Valley Rd, Johnsonville

Only \$20 per person, bring the whole team!

Please contact Robin at robin@childspace.co.nz for more information and to register.

On that note - we hope to run more events like this in other regions so get in touch if you can help to facilitate this!

Subs

It is that time of the year again to call of our annual subs for ECMENz. These subs allow for our awesome annual summits to take place annually, as well as general maintenance on our website. The annual cost are \$20, with a reduced rate for students of \$5.

Below is a copy of the financial records for the past three years, and an invoice, should you need one to pass on to your employer.



INVOICE

EC-MENZ inc.

Men in Early Childhood Education (NZ) inc.
www.ecmenz.org

INVOICE # 2018
DATE: JUNE 7, 2018

Attn: S J Miller,
Po Box 51 055 Tawa,
Wellington City 5249.

stuart@ecmenz.org

ELECTRONIC TRANSFER TO:	PAYMENT TERMS
ANZ Bank, Octagon Branch, Dunedin Account number: 06 0901-0394801-00.	Due on receipt

DESCRIPTION	TOTAL
Annual Subscription (When paying please state whom for)	\$20.00
TOTAL DUE	\$20.00

Make all cheques payable to EC-MENZ Inc.

THANK YOU CELEBRATING THE MANY ROLES OF MEN IN ECE! :->

EC-MENz Annual Accounts for							
1/1/17 to 31/12/17		1/1/16 to 31/12/16		1/1/15 to 31/12/15			
Opening Balance	\$6,066.20	Opening Balance	\$3,518.48	Opening Balance	\$1,781.75	Member payments 1/1/15 to 31/12/15	
Income		Income		Income		Full	32 \$20 \$640
Subs	\$780.00	Subs	\$720.00	Subs	\$670.00	Student	6 \$5 \$30
Summit 17	\$5,318.00	Summit 16	\$3,895.00	Summit 15	\$1,192.79	Totals	38 \$25 \$970
Scholarship Donations	\$111.00	Scholarship Donations	\$926.10	Scholarship Donations	\$690.00	Member payments 1/1/16 to 31/12/16	
Interest	\$9.51	Interest	\$34.55	Interest	\$42.83	Full	34 \$20 \$680
total	\$6,218.51	total	\$5,575.65	total	\$2,585.61	Student	8 \$5 \$40
Expenses		Expenses		Expenses		Totals	42 \$25 \$1050
Dopy-hui 17	\$877.79	Summit 16	\$3,017.41	Summit 15	\$575.00	Member payments 1/1/17 to 31/12/17	
Summit 17	\$1,402.00	Interest	\$10.52	Summit 16	\$256.74	Full	38 \$20 \$760
Interest	\$3.16	total	\$3,027.93	Interest	\$14.14	Student	4 \$5 \$20
total	\$2,082.95	total	\$3,027.93	total	\$848.88	Totals	42 \$25 \$1050
Closing Balance	\$10,201.76	Closing Balance	\$6,066.20	Closing Balance	\$3,518.48		
surplus	\$4,135.56	surplus	\$2,547.72	surplus	\$1,736.73		
Bank accounts	\$10,201.76	Bank accounts	\$6,066.20	Bank accounts	\$3,518.48		
Chq	\$1.00	Chq	\$1.00	Chq	\$30.00		
Sav	\$10,200.76	Sav	\$6,065.20	Sav	\$3,488.48		

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