



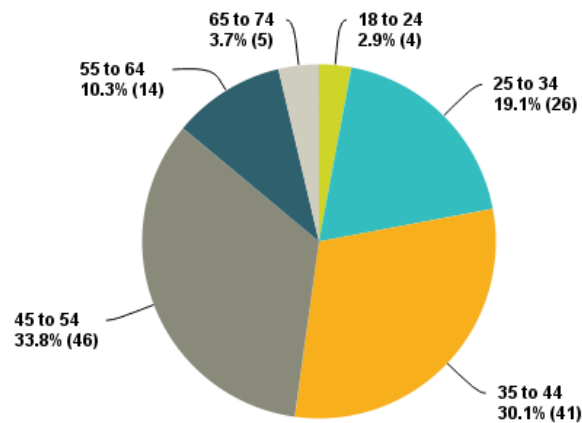
MANZ Census 2014 Summary

Teachers in Montessori early childhood centres

1. Number of teachers who replied to census - 148
2. Most respondents were from Auckland - 43%
3. Most respondents worked fulltime - 70%
4. Most respondents were classroom teachers - 45%
Others were head teachers - 33% and centre managers - 19%
5. Age of workforce - 87% aged between 35-54 years.

Q6 Age range of teachers in Montessori early childhood

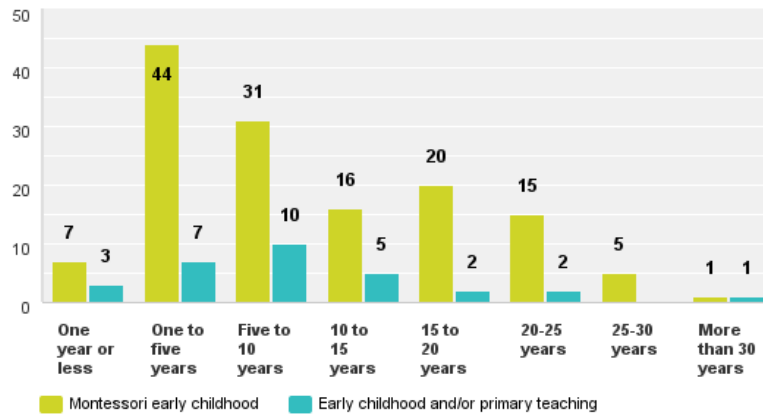
Answered: 136 Skipped: 10



6. The majority of teachers (31.6%) had 1-5 years of experience in Montessori early childhood.

Q4 How many years experience do you have teaching in Montessori early childhood and/or early childhood or primary?

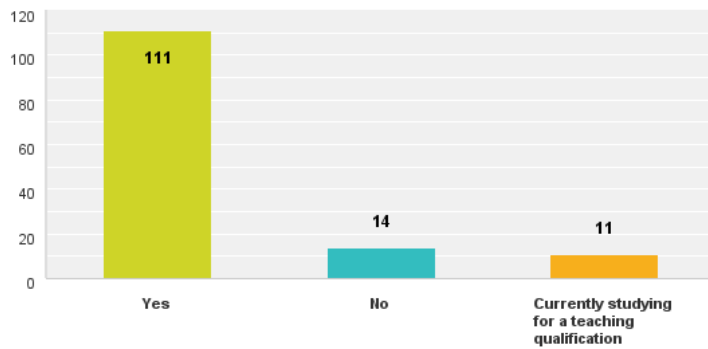
Answered: 139 Skipped: 7



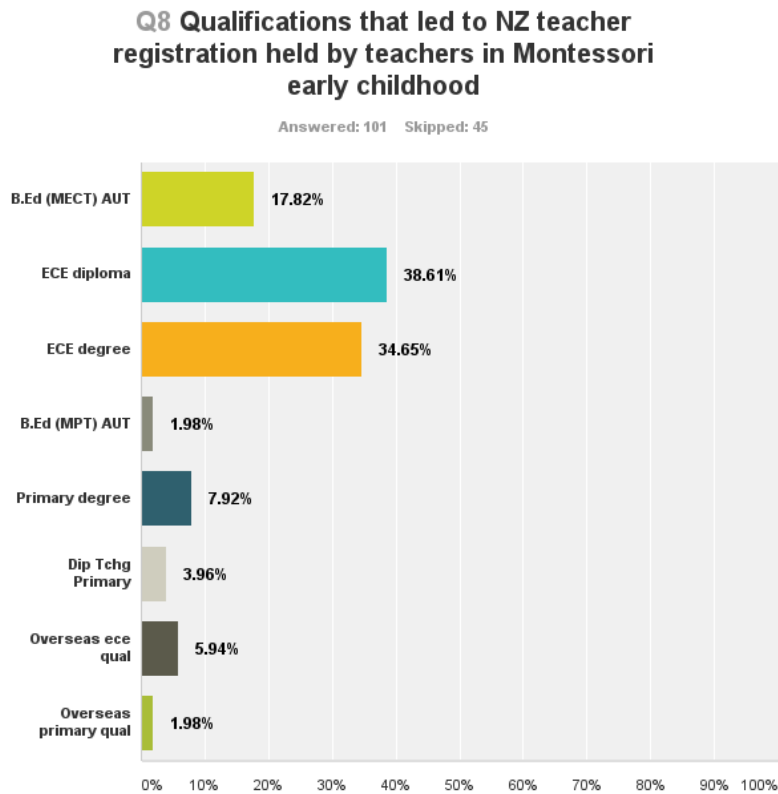
7. 81% (111) respondents held NZ qualification that led to NZ teacher registration

Q7 Do you hold a teaching qualification that leads to NZ teacher registration ?

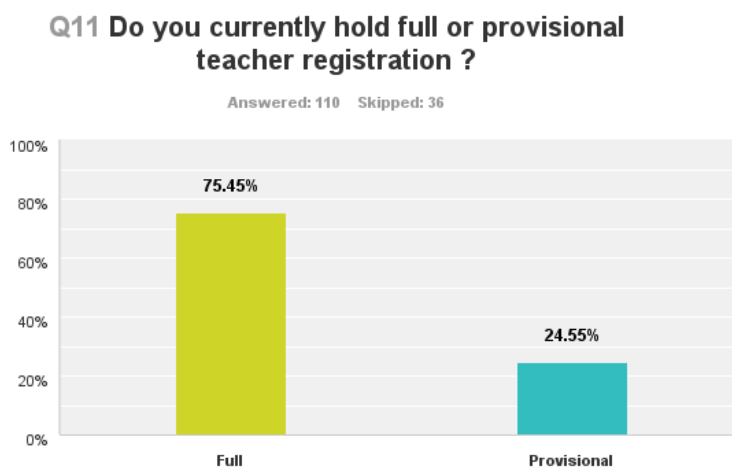
Answered: 136 Skipped: 10



8. Most commonly held qualification that led to NZ teacher registration was early childhood diploma, then early childhood degree. 17.8% held B.Ed (MECT) from AUT.



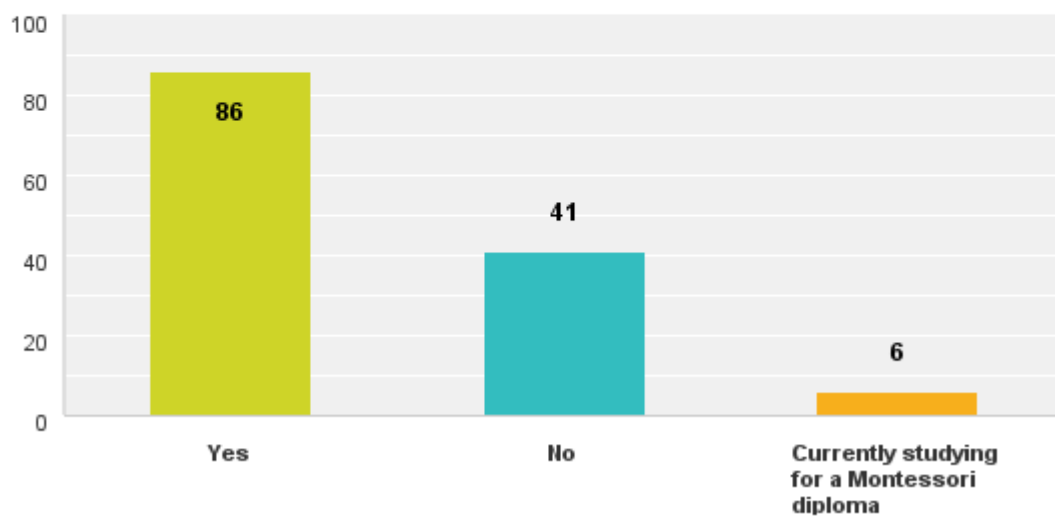
9. Of the respondents that held a qualification that led to NZ teacher registration the majority (75%) held full registration



9. Approx 70% teachers in Montessori early childhood reported holding a Montessori diploma or qualification (133 teachers responded)

Q13 Do you currently hold a Montessori diploma or qualification ?If you hold a BEd (MECT) you have been included in earlier question - so answer 'No' here.

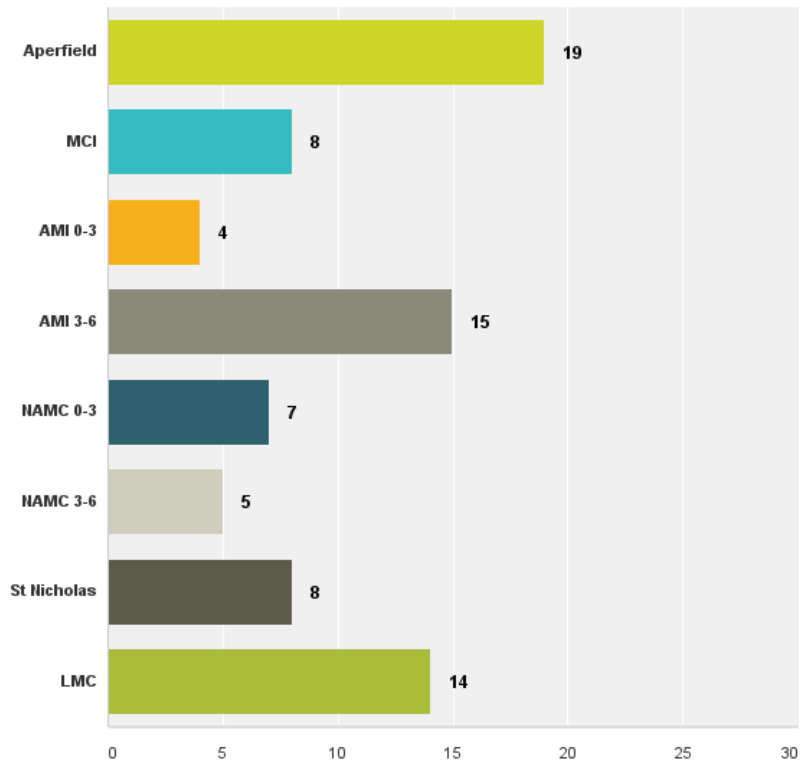
Answered: 133 Skipped: 13



10. Montessori diplomas or qualifications held by teachers in Montessori ece
(NB: Many teachers did not answer this question – only 76 responded)

Q14 What Montessori diploma(s) do you hold ?

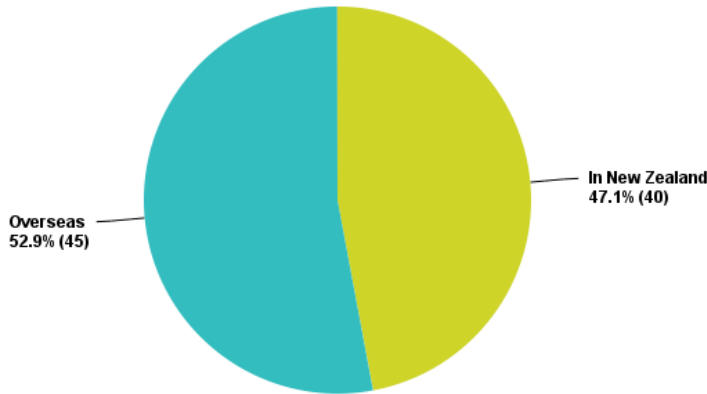
Answered: 76 Skipped: 70



11. There were slightly less Montessori diplomas gained in NZ than overseas.

Q15 Was your Montessori diploma gained in NZ or overseas ?

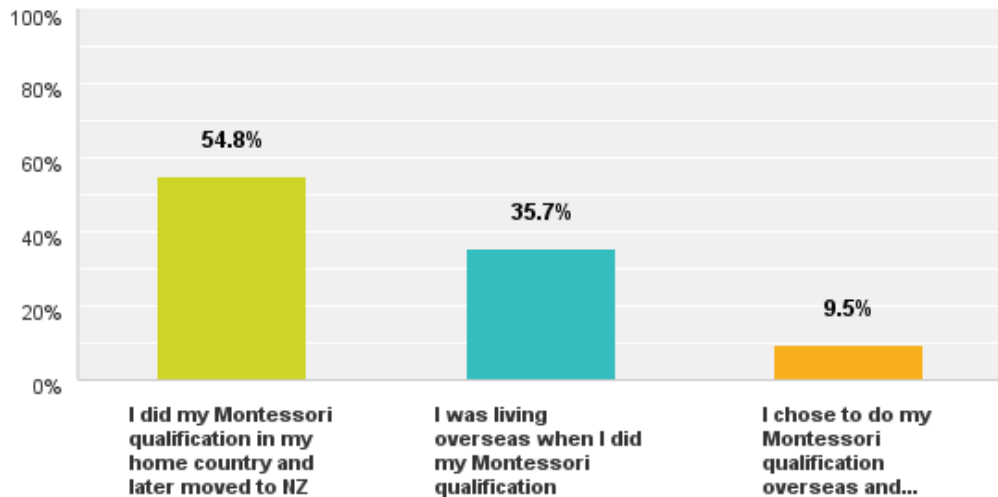
Answered: 85 Skipped: 61



10. For respondents who had gained Montessori qualification overseas, only 9.5% travelled overseas specifically to do qualifications. Majority did Montessori qualification and immigrated to NZ (54.%) or were NZers who happened to be overseas and did Montessori qualification.

Q16 If your Montessori qualification was gained overseas what was the reason for this ?

Answered: 42 Skipped: 104

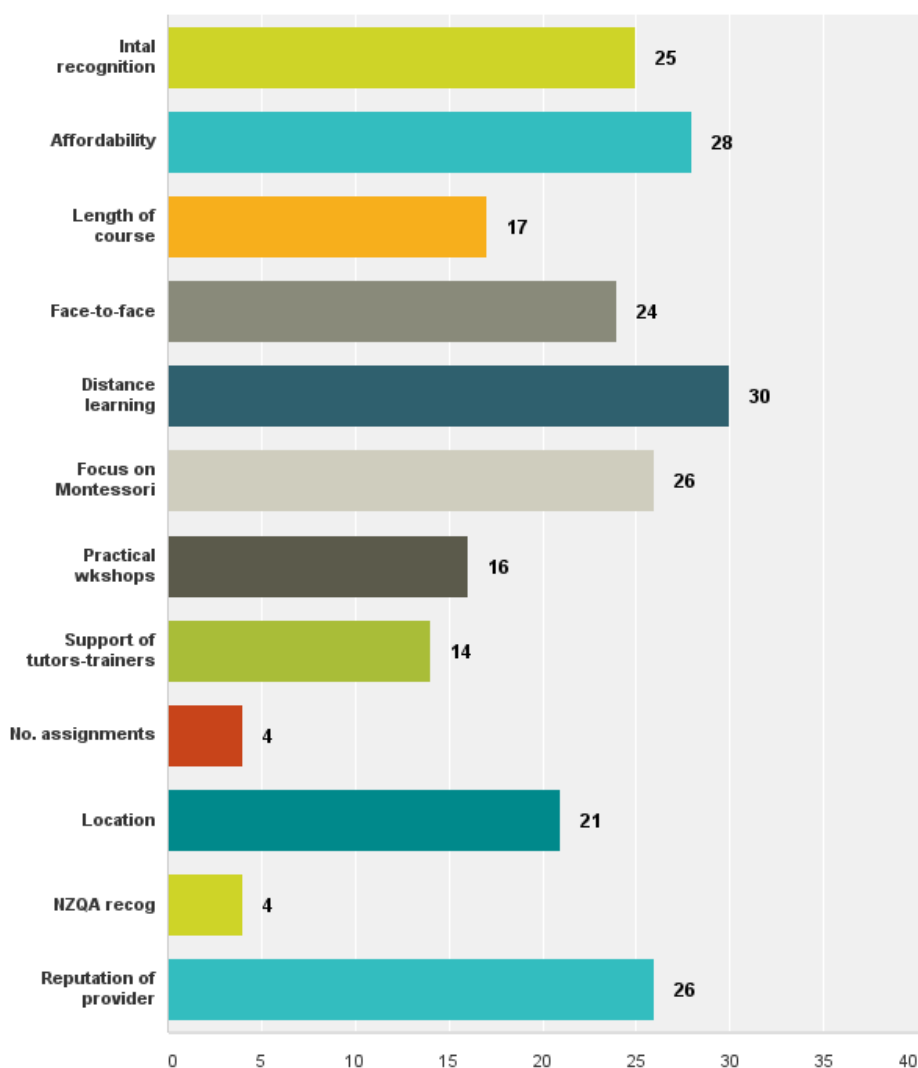


10. Only seven respondents were currently studying for Montessori qualification and five were doing Aperfield Montessori Diploma.

11. Respondents listed distance learning and affordability as two top influences on their choice of Montessori qualification, followed by focus on Montessori and reputation of provider – and all four were very closely ranked.

Q19 There are many Montessori training providers in New Zealand and overseas. Select the factor(s) below that influenced your choice of Montessori training .

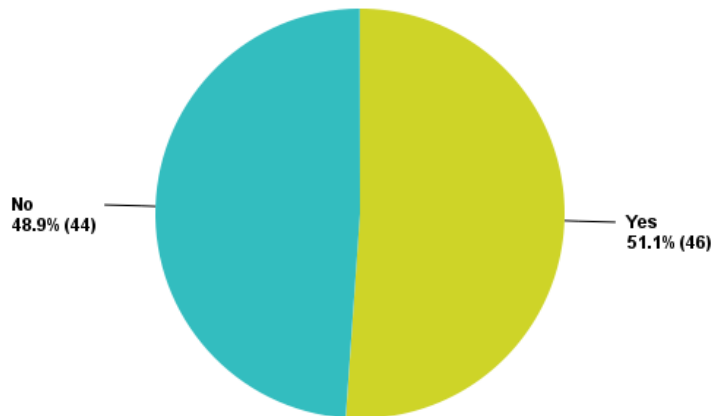
Answered: 62 Skipped: 84



Several teachers commented that the qualification they had chosen was ‘the only one available in New Zealand at the time’.

Q20 Does your centre have a requirement that teachers hold a Montessori qualification ?

Answered: 90 Skipped: 56



Comments included:

Head teachers must hold a face-to-face Montessori qualification, pref. AMI |

Current strategic plan to ensure all teachers Montessori trained

We believe that in order to provide a sound Montessori Education all staff should hold or be training toward a Montessori qualification.

All head teachers are required to have a Montessori qualification. Some teachers have Montessori qualification and the rest have ECE Diploma.

Our centre is working towards everyone having Montessori qualifications

We strongly encourage, and support, our teachers to study for a Montessori qualification. Individual circumstances are taken into account (young children, other study such as first ECE qualification of provisional to full registration may mean we do not insist or are willing for teachers to postpone)

Teachers are expected to either hold or gain a Montessori diploma

I am the only teacher that holds a Montessori qual at my centre

All head teachers must, assistant teacher needs to be willing to undergo some Montessori PD but not necessarily a full Montessori qualification

The lead teacher at least must be Montessori qualified, with internal training and employment commitment to upskill any ECE teachers currently untrained.

Teachers are paying for themselves, our company does not like too many registered teachers in the centre. Some teachers are not interested in learning more.

There must be at least one trained Montessori teacher in each classroom

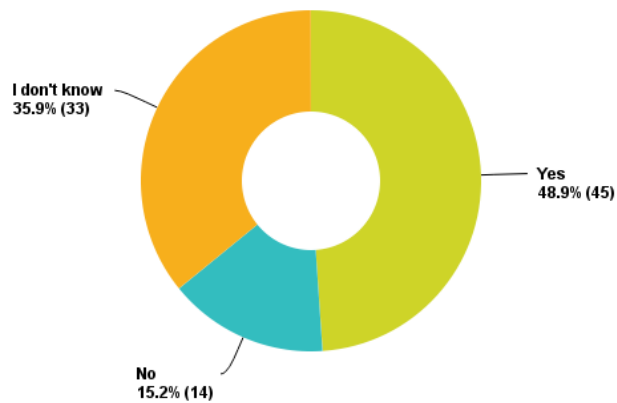
We have a number of Montessori teachers to maintain authenticity. We are now looking to ensure all other teachers attain a Montessori qualification if they stay with us. This has come about as the pool of Montessorians is so small in our area. Our company are looking at how we may support this training as well. This way people dedicated to the philosophy will strengthen the practice and program me.

We employ as many Montessori-trained teachers as possible but the pool is very small.

12. Teacher knowledge of centre support for Montessori training

Q22 Does your centre have a budget for Montessori training for teachers ?

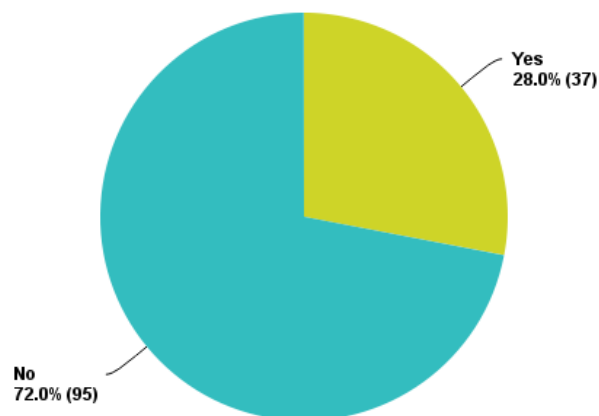
Answered: 92 Skipped: 54



13. Teacher knowledge of centre budgets for staff PLD

Q24 Do you know how much your centre budgets for your annual professional development ?

Answered: 132 Skipped: 14



Montessori ece teacher respondent suggestions for the development of a sustainable Montessori workforce in New Zealand

Comments have been grouped into themes.

Affordability

AMI needs to be more affordable and not just offered in the North Island.

Funding and more access towards Montessori courses.....have observed a number of students at my centre who would be great Montessori teachers, but the cost and access to good t Would like to see more affordable PD opportunities raining has been a stumbling block for them.

Lower the cost of training courses in NZ.

To make training more affordable as most have already spent a lot of money on ECE degrees

Accessibility

Needs to be a wider range of locations available for PLD opportunities. This is the way to the future.

If the whole teaching team can afford do PD together what a difference this would make.

Accessible and affordable Montessori training in New Zealand for both directress positions and assistant positions.

More flexibility in how to attain Montessori qualifications especially for those who wish to up skill/re skill but are working full time and have only 4 weeks annual leave a year.

Support

I think there needs to be support offered to the Montessori trained teachers to obtain an ECE or similar qualification.

Support for assistants to be trained in basic Montessori practices, before starting teaching in the environment.

Support for teachers in Montessori training, especially traveling wise and study leave wise. I notice that these kinds of things are hard for my colleagues who are studying, they have to take annual leave to study for instance and traveling to workshops is hard as well.

More money available for teachers who would like to do Montessori training as ECE training is already expensive and you have to have that first to teach in ECE.

It would be great if there was funding available to assist teachers who wish to further their studies, either to gain the NZ ece degree or a Montessori teaching qualification.

A nationwide minimum PD allowance that is clearly defined (ie should not be used for relievers) for Montessori employers.

Individual schools to develop a five year training/budget plan

Funding/scholarships for training or a requirement from MANZ that schools must offer opportunities for Montessori training and to fund it or part of it.

National approach

All Montessori centres to be part of a shared collective where there is a clear pay scale system that recognises teachers Montessori and ECE qualifications and years of service to that Montessori centre.

A one degree easily accessible throughout NZ that prepares new teachers to be fully competent with Te Whariki and Montessori.

Establish Montessori training centre all around the country to provide a variety of courses and diplomas specific to the Montessori community.

Need an affordable Montessori qualification designed specifically as a re-train for NZ early childhood qualified teachers, which can be studied while working in a centre, with mainly online/distance study and face-to-face held at weekends in a location within easy travel distance (not too often), combined

with centre mentoring.

The quality and standards of Montessori training needs to be consistent across the whole country. I feel saddened when I go into Montessori preschools and find that the teachers there are not very "Montessori" at all in their teaching practices. They have the Montessori only in name but not in their teaching practice even though some of the teachers have been Montessori trained.

MANZ

I think MANZ should offer part-time courses for teachers wishing to gain Mont qualification. Courses need to be flexible and affordable.

I hate to suggest it but MANZ may need to offer training.

Montessori PLD

continuing to offer PD opportunities and workshops for teachers and teachers in training.

More Montessori PD opportunities in the South Island

More opportunities for professional development, particularly in the South Island

Continue with the excellent MANZ PD provided - eg conferences and other training. MANZ trainings has truly built the confidence and understandings of the teachers at our school. They are now keen to do the AMI training at some point.

More one day workshops around the entire country.

Recognition of Montessori quals by NZQA and Govt

Recognition of Montessori qualifications by NZQA

Recognise overseas-trained Montessori professionals. Provide them with NZ registration, perhaps with a single module of study about NZ specifics eg Treaty, culture and legislation.

Inform education leaders in the government the importance of trained Montessori teachers and the positive impact this has upon the children, families and teachers.

Maybe the government might like to recognise the Montessori training, as it does an ECE degree or diploma...

Work with Immigration and Teachers Council to make it easier for Montessori teachers to work here.

Also, a change to government funding, so that it is not strictly linked to NZ registered teachers but rather there is recognition for services such as Montessori to have teachers with alternate training to uphold their character and uniqueness, without being compromised. Recognising and giving the AMI / or equivalent Diploma NZ Registered ECE Teacher status.

Other ideas

Collaboration of training providers to create a qual. to fit the NZ model

Create options for degree students through exposure to Montessori at university level

Create a Montessori degree.

Montessori training needs to be affordable, accessible and valued equally - of a high standard. There appears to be disparity between Montessori EC training providers that impacts on the quality/ authenticity of educational program and job satisfaction/ value of teacher.

Actively educate some tertiary training institutions about Montessori in order for them to encourage graduates to consider our philosophy as a viable option for their teaching career.

AMI

The opportunity to access AMI 3 - 6 diploma in Auckland is a fantastic start, I would like to see the 0 - 3 course offered in Auckland, with the possibility of holding on the the summers within the South Island. Offer a billeting system to assist with the cost. Recognition for AMI with a shorter training in mainstream to complete BA.

Encourage people to attend the AMI diploma being offered in Auckland so that this continues

to be viable and there are more options of hiring within NZ rather than having to advertise internationally.

There needs to be a permanent Montessori training center (AMI) in New Zealand.

Montessori Journey to Excellence

Many of these suggestions may be met through the development of the Montessori Journey to Excellence inquiry community being proposed by MANZ.

Regional support advisors.

The MANZ conference brings teachers together and share ideas and thought. There should be more interaction.

Mentoring services to build teacher capacity.

Teacher exchanges with other Montessori centres.

Lose some of the mystique around Montessori - it seems to be a power struggle between those who are Montessori trained and those who are not which becomes a barrier to teachers who - like myself - are qualified but not too confident. Maybe I have too high expectations of what I should be able to do. More workshops would be good, even online resources, or somewhere to go for online community discussions etc as can't always get to workshops outside of local area.

A database/group of experienced Montessori teachers who are available to provide some mentoring...either for individuals or groups. Someway of learning from one-another...there are a lot of great things happening in the community but how can we better connect/find out about/ learn from each other and from our more experienced ones.

MJ2X could further build interest, strength and satisfaction for teachers and centres alike. Strong interested and excited teachers will build sustainable schools through building parent enthusiasm.

These teacher will also want to improve their training standards.

More PD available with reasonable charges and also some professionals to be available to go out to centres to support them when their need help.

More networking opportunities - setting up/supporting localized and national connections/sharing. Sustainability depends on the quality of the service therefore there should be guidelines/ accessible PD available for Montessori centre managers/teachers who are not Montessori qualified to help understand the basics of providing a quality Montessori method.

Collect national evidence to inform leaders in education in the government about the research that is on Montessori education and the many benefits of Montessori education.

The Journey to Excellence is the best document for all Montessori centres and schools to adopt.

I really like the idea of the Pilot self review programme and think all centres should be involved.