



MANZ Census Summary

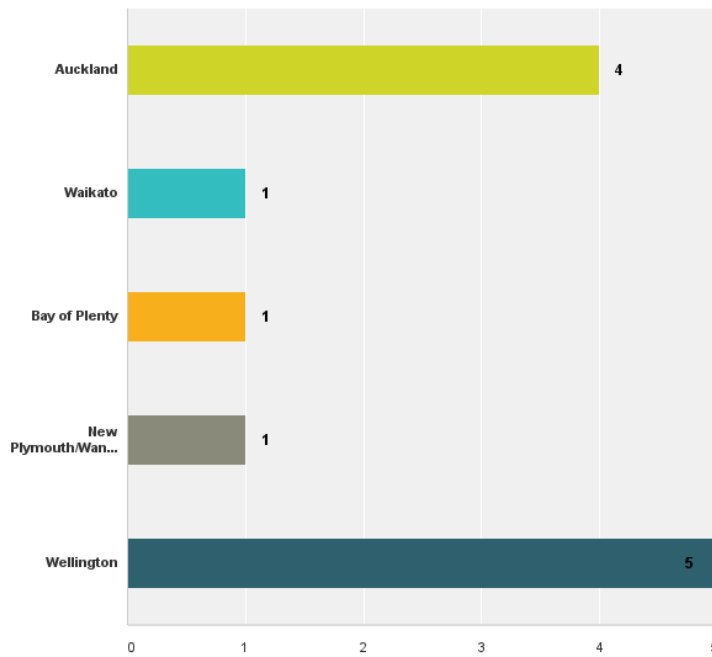
Montessori primary plus employers

Characteristics of NZ Montessori primary plus

1. Location of respondents (obviously not all known Montessori primary responded to the census).

Q1 What is the location of your Montessori class, school or high school ?

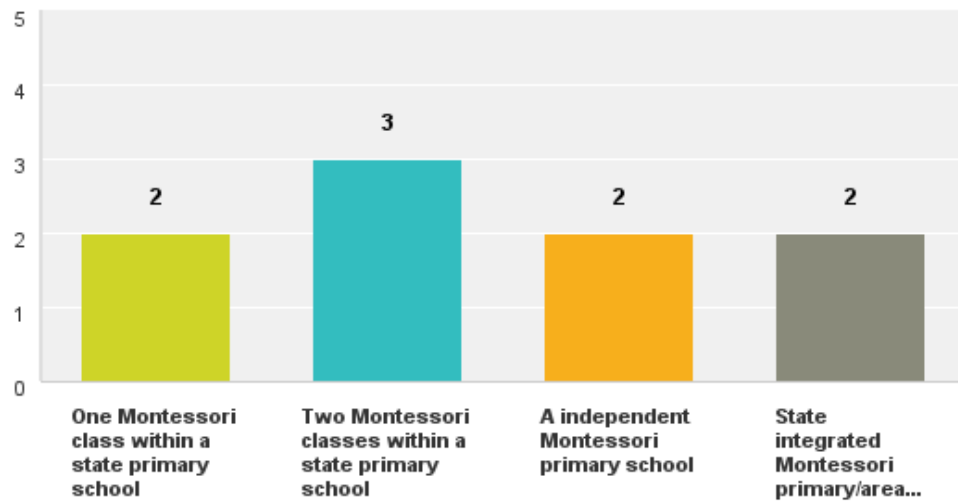
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2. Most Montessori primary classes are in state schools.

Q2 Model for Montessori primary plus

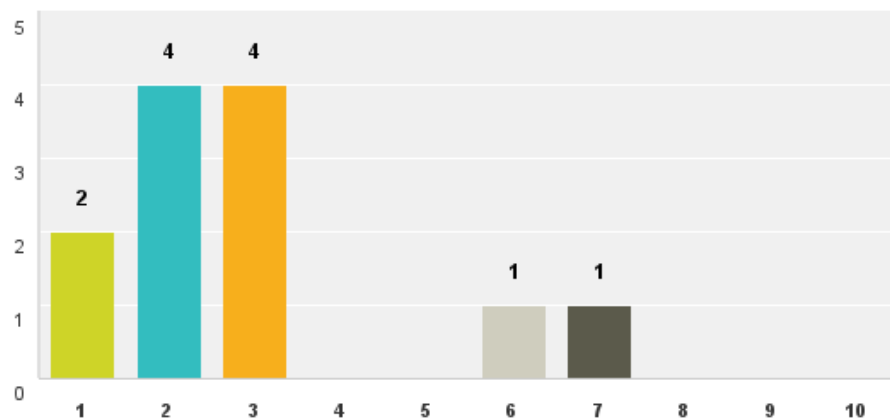
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3. Most schools had two or three Montessori classes within their school.

Q3 How many Montessori classes operate in your state, independent or state integrated school?

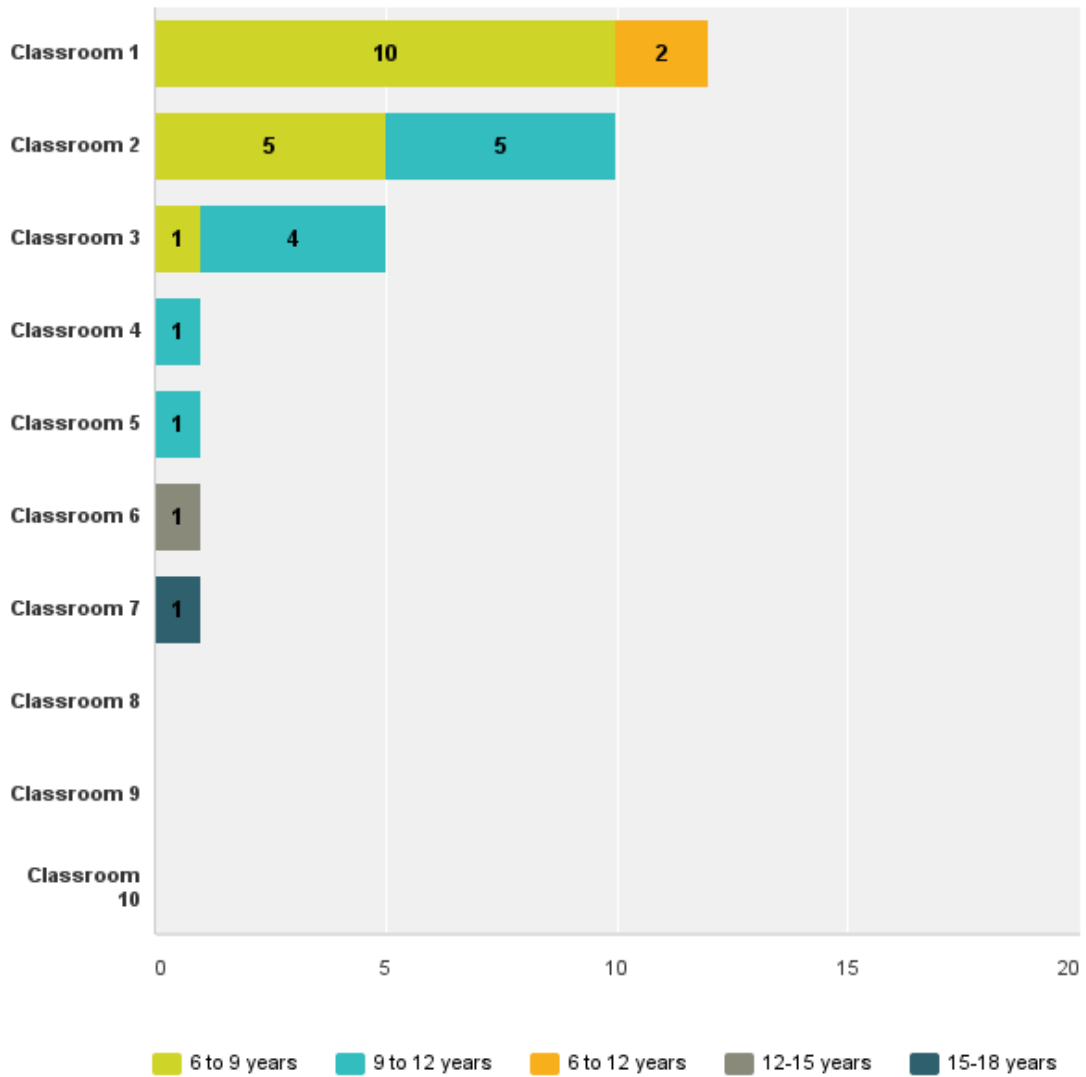
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4. The most common age range was 6-9 (16 classes), 9-12 (11 classes), 6-12 (two classes) 12-15 (one class) and 15-18 (one class).

Q4 What is the age range in each class or group?

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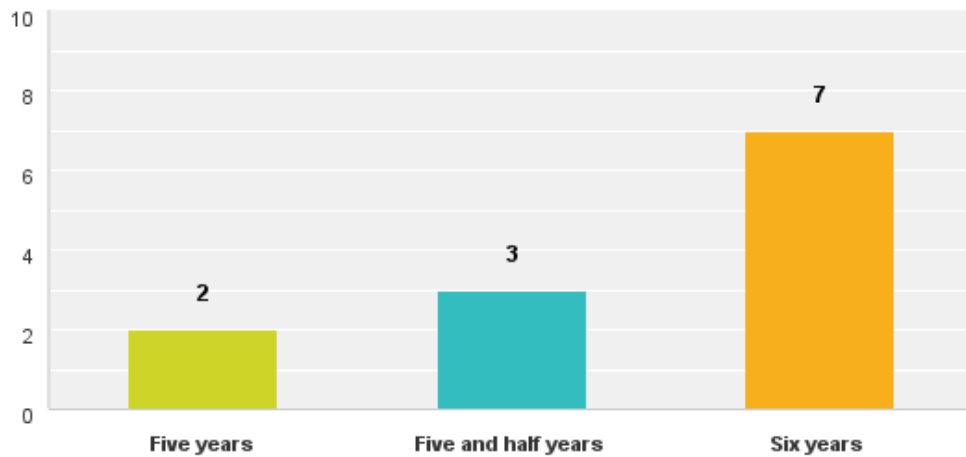
5. The range in the number of students in each class is shown below.

Class	Range in student numbers
1	18-44
2	6-30
3	15-32
4	46
5	24
6	36
7	18

6. The majority of schools accepted children at six years.

Q6 What is the youngest age at which students are accepted into your Montessori primary classes ?

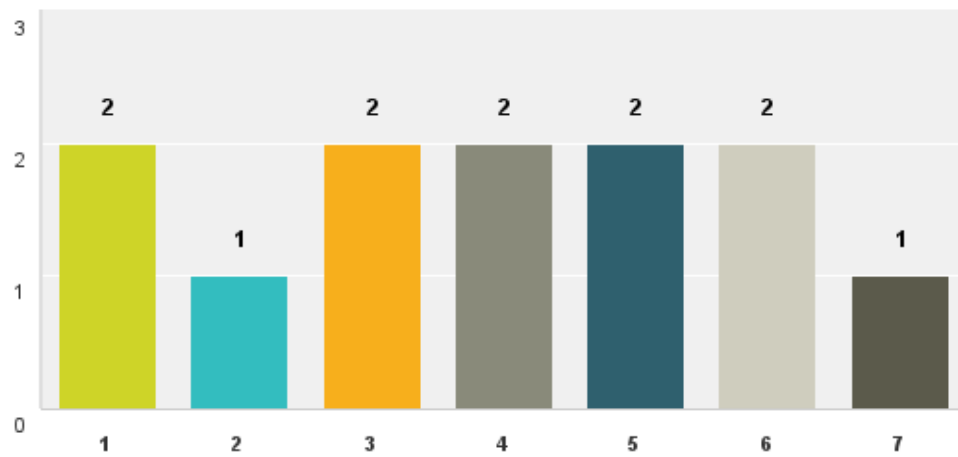
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7. The number of Montessori ece centres that contribute students to the primary class ranged from 1-7.

Q7 How many feeder Montessori early childhood centres contribute students to your Montessori primary classes or school ?

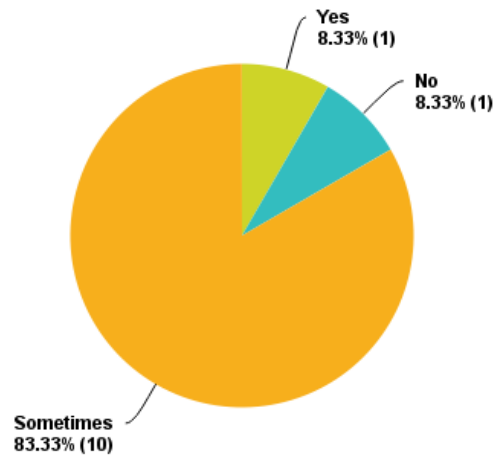
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8. The majority of Montessori primary classes accepted children who had not attended Montessori early childhood 'sometimes'.

Q8 Does your Montessori primary class or school accept students who have not attended Montessori early childhood into your primary class ?

Answered: 12 Skipped: 0



Current Montessori primary plus workforce

1. The number of teachers employed in each age range across all schools and the average number per school is shown below. The majority of teachers are in 6-9 classes.

	Average Number per school	Total Number in all schools –
6 to 9 teachers	2	21
9 to 12 teachers	2	17
12-15 teachers	4	4
6 to 12 teachers	2	3
15-18 teachers	2	2

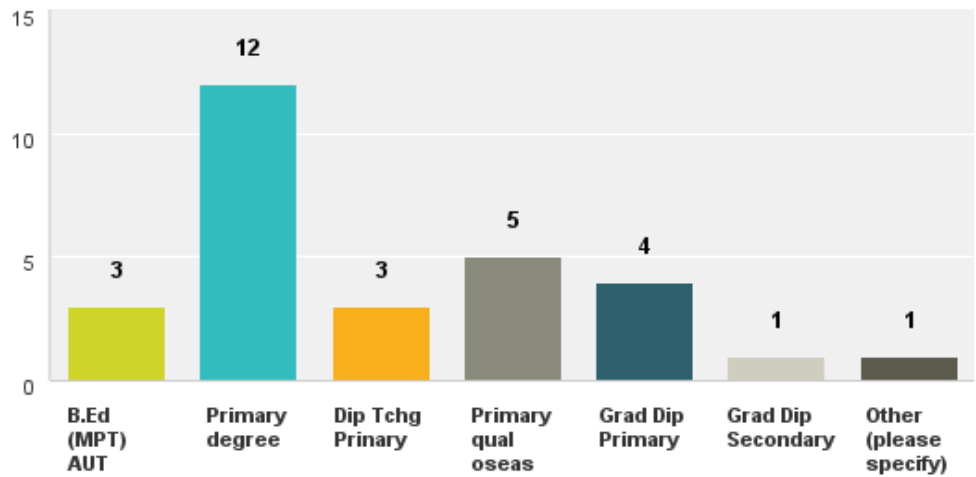
2. 21.2% have been employed one year or less and 51.8% have been employed in their current school two years or less (very similar to Montessori ece).

Length of time teachers employed in centre	# of teachers	% teachers
Less than one year	9	23.1%
One to two years	11	28.2%
Three to four years	4	10.2%
Five to six years	6	15.4%
Seven to eight years	2	5.1%
Nine to 10 years	2	5.1%
11 to 12 years	3	7.7%
13 to 14 years	1	2.5%
15 to 16 years	1	2.5%
Total	39	

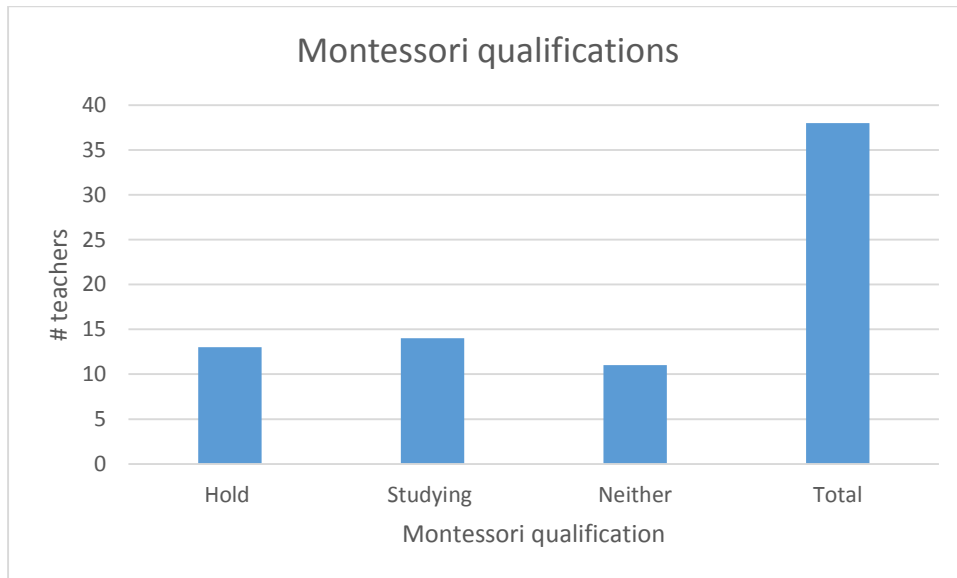
3. Most common state qualification that led to NZ teacher registration was a primary degree from a NZ university.

Q16 State qualifications that led to teacher registration

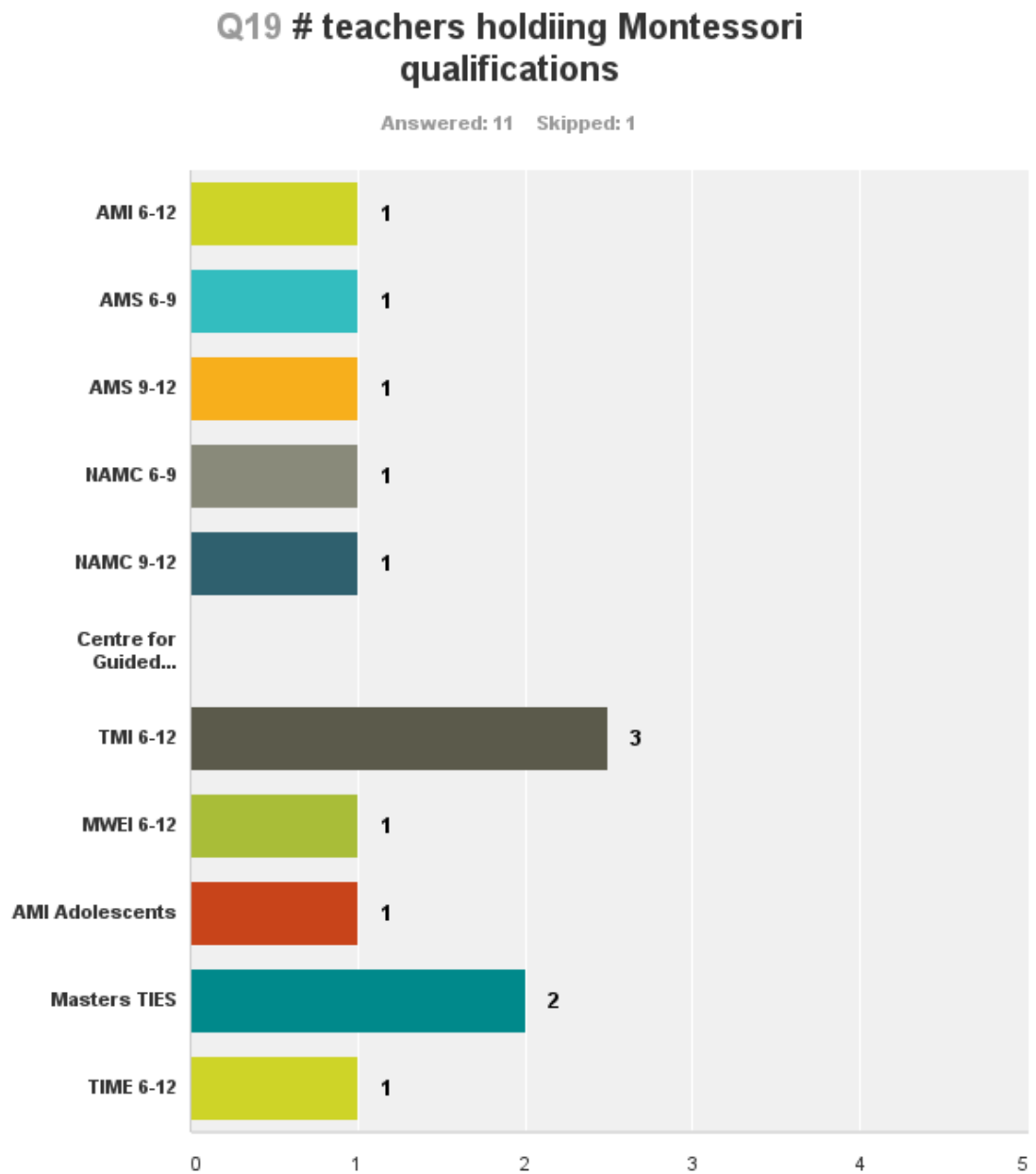
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4. Employers reported that 70% of Montessori primary plus teachers employed held or were studying for Montessori qualifications. This is same as % self-reported by Montessori primary plus teachers (NB: Also similar to the 70% self-reported by Montessori ece teachers, but more than the 47% reported by Montessori ece employers).



- Montessori primary employers reported the number of teachers holding different Montessori qualifications



CGMS – Centre for Guided Montessori Studies

NAMC – North American Montessori Centre

AMS – American Montessori Society

TIME – The Institute of Montessori Education (ran for a few years in Chch offering 6-12 for NZ teachers)

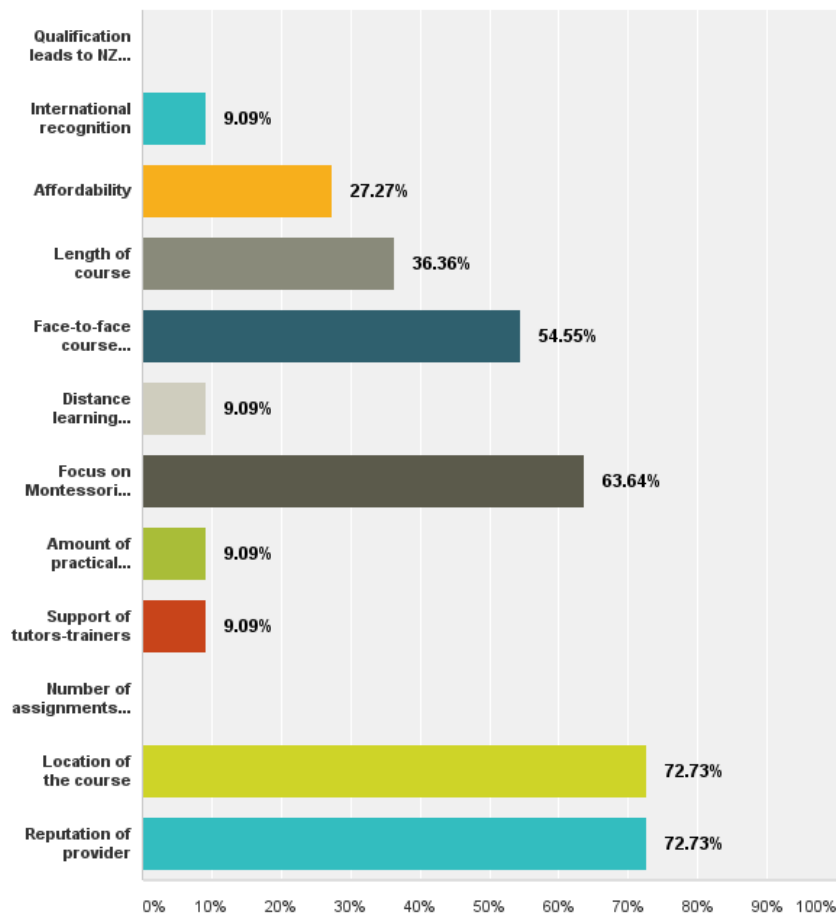
TIES – Masters of Montessori Integrative Learning

- The top two influences on choice of qualification were reputation of provider, location of course (both 72.3%) followed by focus on Montessori philosophy (63%)

Compare to the Montessori primary teacher responses (face-to-face component of qualification (80%), reputation of provider (70%) and the qualification not being available in NZ (65%)).

Q23 What are the main factors influencing teachers in deciding which Montessori diploma or qualifications to study ? Tick the options you think are the most influential.

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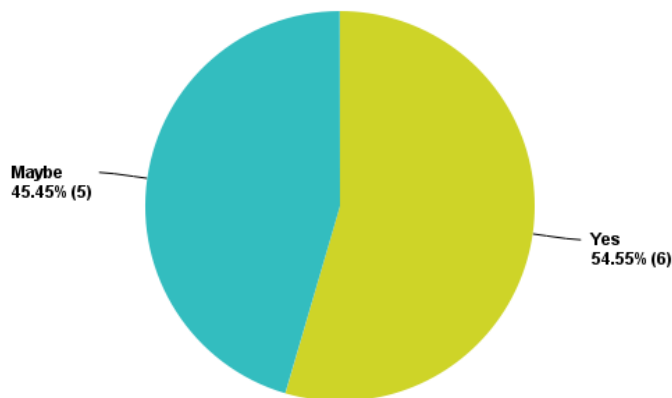


Current approach to employment in Montessori primary plus

1.

Q27 Is it currently a requirement for teachers employed in your Montessori class(es) or school to hold or begin studying for a Montessori diploma or qualification ?

Answered: 11 Skipped: 1



It is ideal for everyone to be highly trained but unrealistic, we have to live with some partially completed studies at present. Experience in a Montessori school has been a more realistic prerequisite.

School will hire non-Montessori teachers provided they show a strong interest in Montessori and a readiness to undertake Montessori training. Match with the whole school's educational philosophy is also very important.

We have deferred the start date of the study but it is a requirement - just not so immediate

Depending on the role. All our full time staff are expected to hold a Montessori qualification or enter into an agreement with the Trust to travel abroad to obtain this qualification. Our support staff in the junior class will not generally have Montessori training until (if/when) they move into a permanent role.

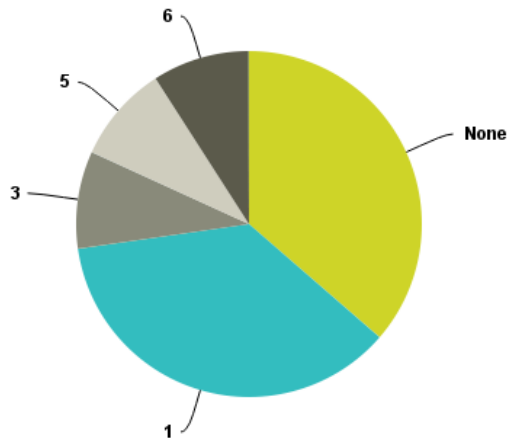
Depending on the job. When we employ permanently it is an expectation that if the candidate does not have a Montessori qualification that the trust will support them to work towards this face to face training.

We are working towards all staff holding Montessori qualifications, however small numbers make this extremely difficult logistically.

2.

Q33 How many Montessori primary teachers have been employed by schools from overseas in last decade

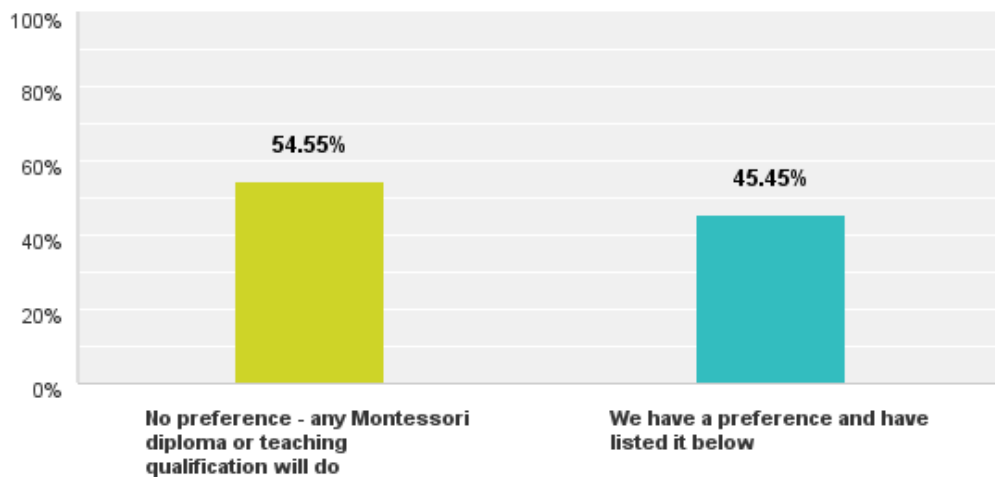
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3.

Q31 Does school have a preference for Montessori qualifications?

Answered: 11 Skipped: 1



Comments included

AMI is the most appropriate and accessible qualification in keeping with the NZ school environment.

AMI, AMS, Guided Studies

At the moment it has been a luxury to find Montessori teachers that have diplomas.

Face to face training - AMI, AMS, TMI

Future Employment in Montessori primary plus

1. How hard is it currently for Montessori primary plus to employ the teachers needed?

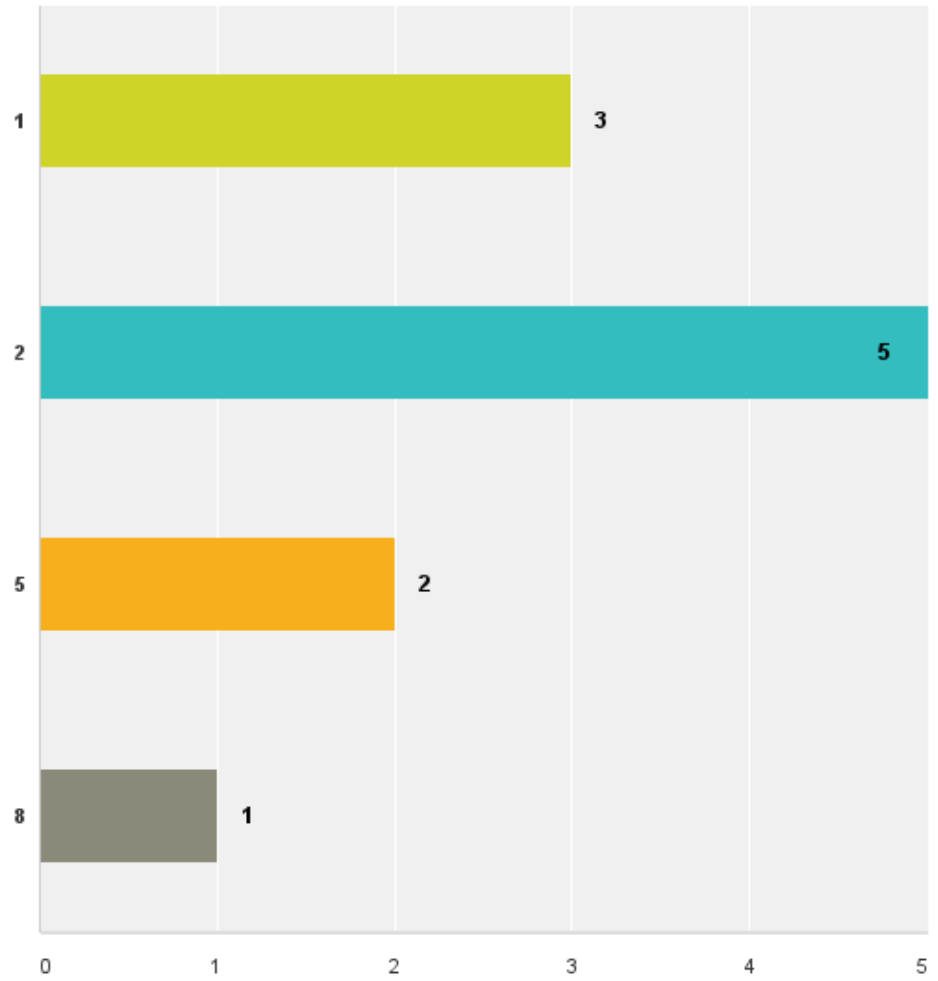
–	Very easy –1	2	3	4	Practically impossible –5
– Teachers with primary qualifications and NZ teacher registration	18.18%	45.45%	36.36%	0.00%	0.00%
– Teachers with Montessori primary qualifications	0.00%	10.00%	20.00%	20.00%	50.00%
– Teachers with Montessori adolescent qualifications	0.00%	0.00%	20.00%	0.00%	80.00%
– Teachers with Montessori primary qualifications and NZ teacher registration	0.00%	0.00%	10.00%	0.00%	90.00%
– Teachers with Montessori adolescent qualifications and NZ teacher registration	0.00%	0.00%	0.00%	0.00%	100.00%

The majority of Montessori primary plus employers find it relatively easy to find teachers with primary quals and NZ teacher registration, increasingly difficult to employ teachers with Montessori primary qualifications and practically impossible to find teachers with Montessori primary or adolescent quals and NZ teacher registration.

- 2. Future employment needs in Montessori primary plus. The majority of employers (5/11) need to employ two teachers, 3/11 need to employ one teacher in next five years etc. The 11 employers who replied need 31 teachers in the next five years..

Q34 The number of teachers Montessori primary plus employers anticipate needing in next five years

Answered: 11 Skipped: 1



3. **What suggestions do Montessori primary plus employers have about how more teachers can be enabled to gain Montessori qualifications?**

Having a NZ based programme would make it more accessible and affordable for schools and teachers.

Provide subsidies for the cost of study, provide reliever support to make it easier to release staff from the classroom regularly, provide NZ based high quality training. Offer NZ-based training or face-to-face workshops. Offer Montessori modules to all teachers. Would love NZ training option - must be rigorous! Different model options close by (if not in NZ).

Get the philosophy of Montessori out into our community more, and allow people to gain a better understanding. Encourage parents to take up study.

Find the right person and invest in them by sending them for training. This shows commitment and belief from the school and a high level of dedication from the teacher, establishing a win/win relationship and a stable workforce (all going well)

Bring the training to NZ.

Generous Trusts! Advertising of open days / schools for more public awareness - more students = more dollars = more training. Having a glass classroom? At an education expo. Training that can be done during NZ holidays, either here or partially here (NZ).

Have some kind of postgraduate course available closer to home - can we get a course situated here - even one? An affordable one that is...

4. **Montessori primary plus employer respondent suggestions for the development of a sustainable Montessori workforce in New Zealand**

Support

Getting schools to budget for paying for the qualification, with teachers committing to working for them.

Advertising - more students = more teachers needed = more chance of having a training in NZ.

Recognition of Montessori quals by NZQA and Govt

Change the eligibility criteria for non NZ trained teachers.

National approach

As more schools take on Montessori as a part or whole of their curriculum, more opportunities will develop for teachers to apply for and move between. This in turn will develop greater demand for Montessori qualifications.

Improve our international profile and credibility so that international staff will want to come here,

I believe there needs to be more information available to teaching college students on the Montessori philosophy and potentially a specialisation in Montessori through the main teaching colleges/Universities.

Talk to universities as to what is possible. See if someone is prepared to come here and offer something.

Open a training centre!

Maybe schools could collaborate on paying for a trainer to come to NZ for 4 - 6 week blocks.

MANZ

Provide a level of expectation that there be qualified staff in NZ classrooms and that employers should hold this as a very high priority.

More awareness of where you can study

Provide a referral or information network on where to go for training and what has been others experience - a Montessori Education Information specialist or database for potential trainee guides and employers (make it easy to find out about Montessori training options and that is kept current).

Other ideas

Publicise Montessori approaches in non-Montessori schools, make them known, to attract teachers into Montessori and into Montessori qualification training.