



## MANZ Census Summary

### Montessori early childhood employers

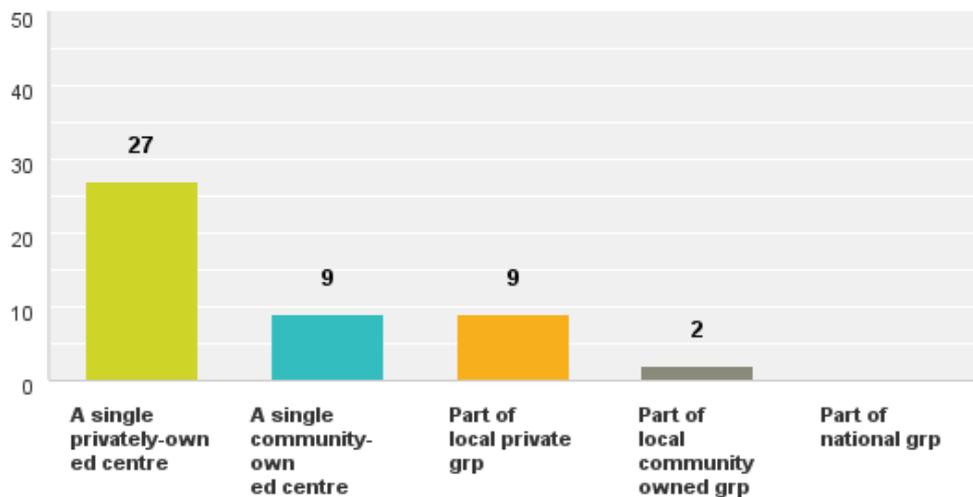
1. Number of Montessori ece employers who responded to census – 47 (55% of MANZ ece members) and two non-members.

### Characteristics of NZ Montessori ece centres

2. Most respondents were from single privately owned centres.

### Q3 Select the option that describes the ownership of your centre

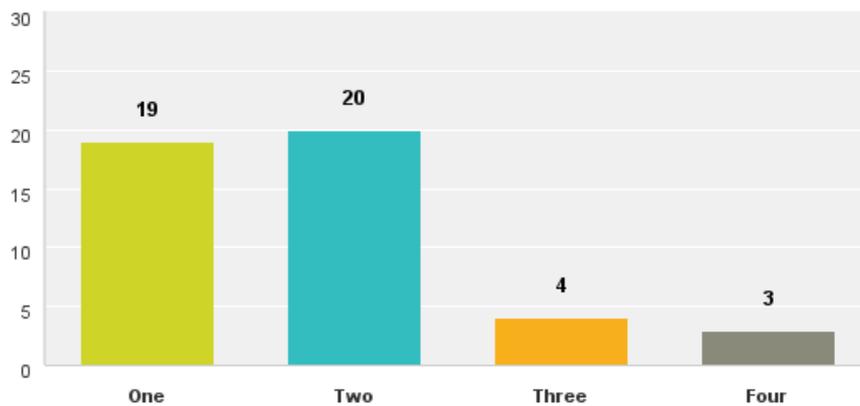
Answered: 47 Skipped: 2



3. The majority of Montessori ece centres are one or two classrooms in size.

#### Q4 How many classrooms does your centre have ?

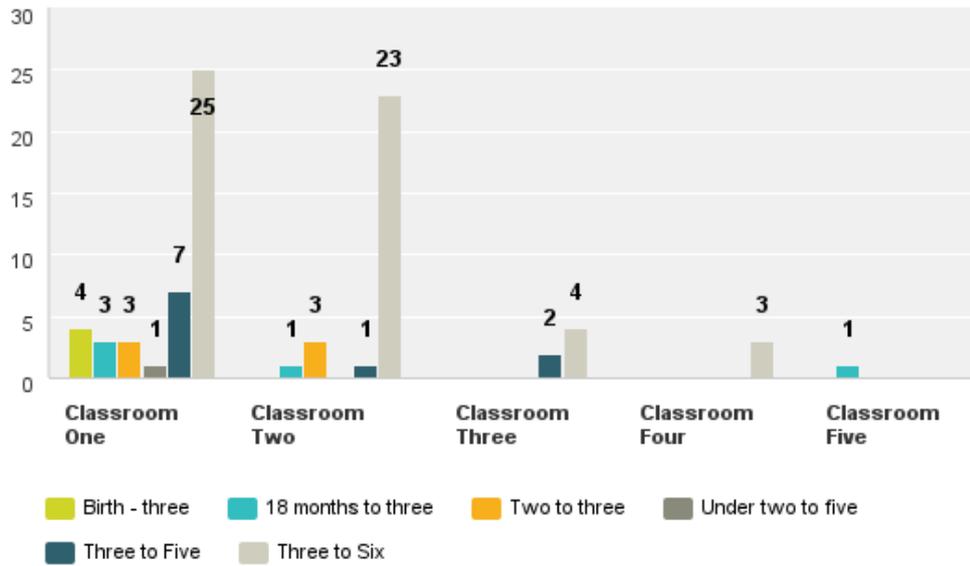
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4. The majority of classes were for 3-6 year olds.

### Q5 What is the age range in each class?

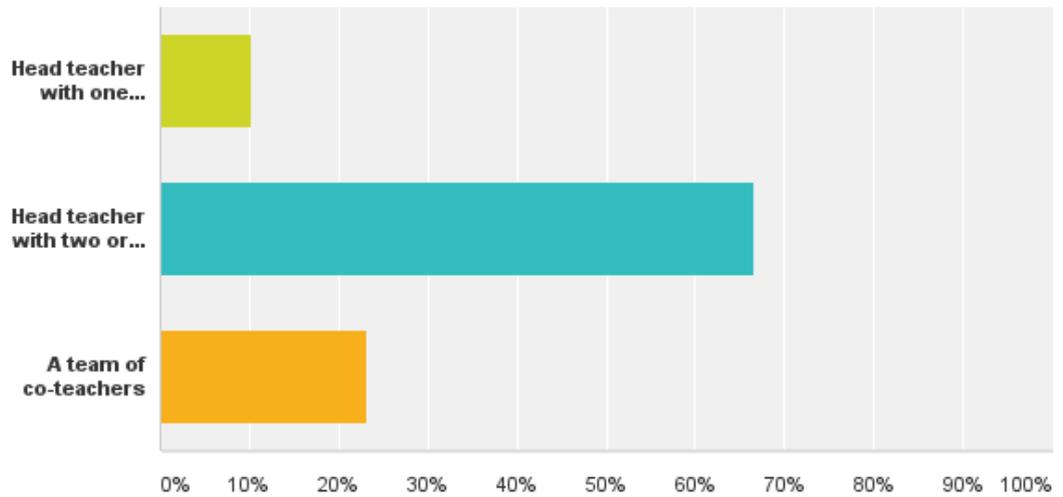
Answered: 44 Skipped: 5



5. The majority of centres report that their team works with a head teacher with two or more co-teachers (66.7%), a team of co-teachers (23.1%) and only 10.3% had a head teacher and one co-teacher.

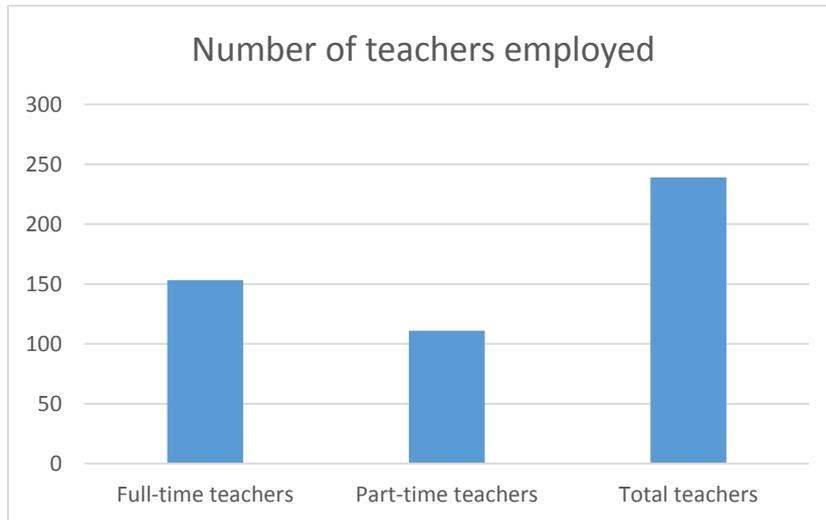
### Q16 What kind of team structure do you have in each class in your centre ?

Answered: 39 Skipped: 10



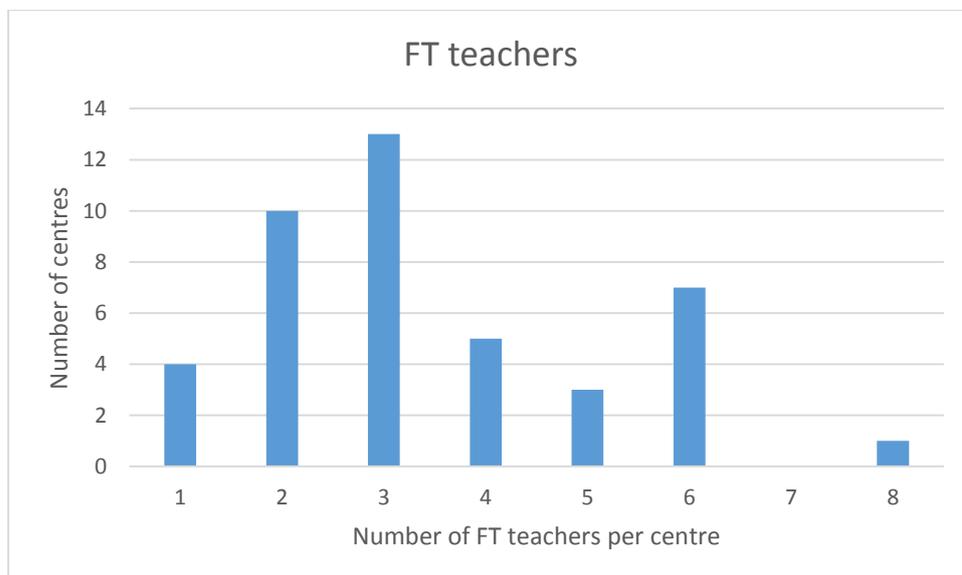
## Current Workforce in Montessori early childhood

1. The respondents reported that there was a total of 239 teachers employed in their classrooms, with the majority employed fulltime (153) and others part-time (111)

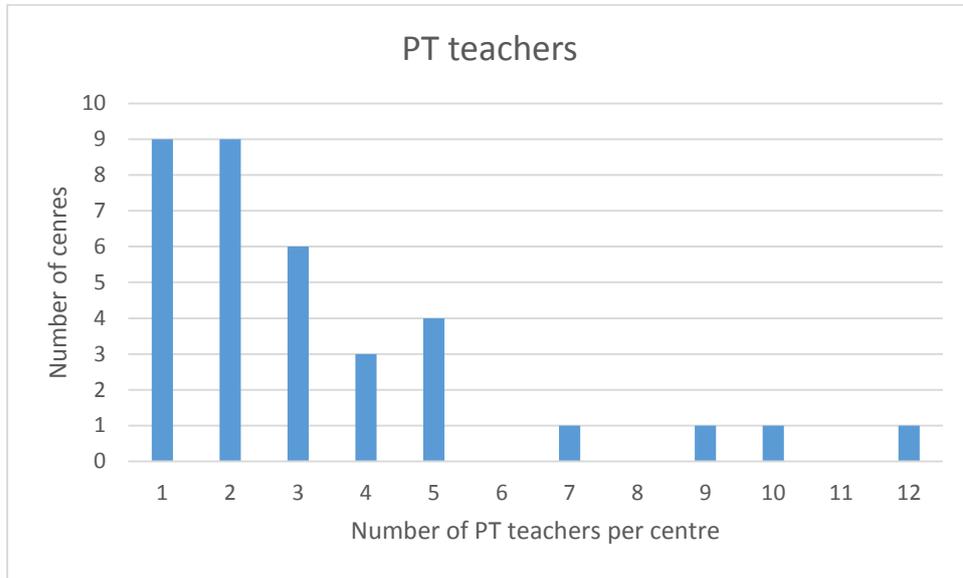


2. Employers were asked to indicate how many full-time, part-time and total number of staff employed.

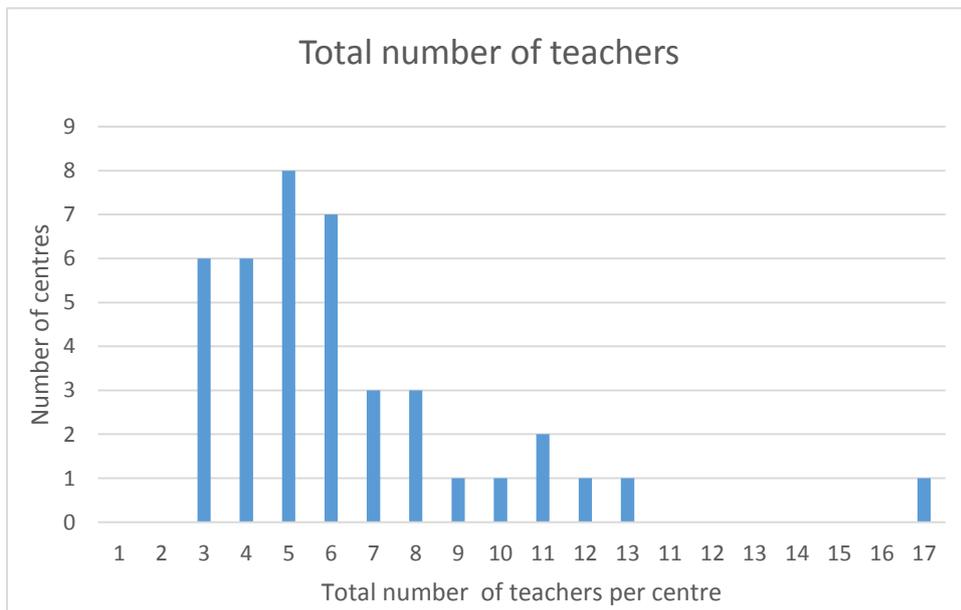
Four centres employed one FT teacher, two centres employed 10 FT teachers etc...and one centre employed 8 FT teachers.



Nine centres employed one PT teacher, nine centres employed two PT teachers ...and one centre employed 12 PT staff.



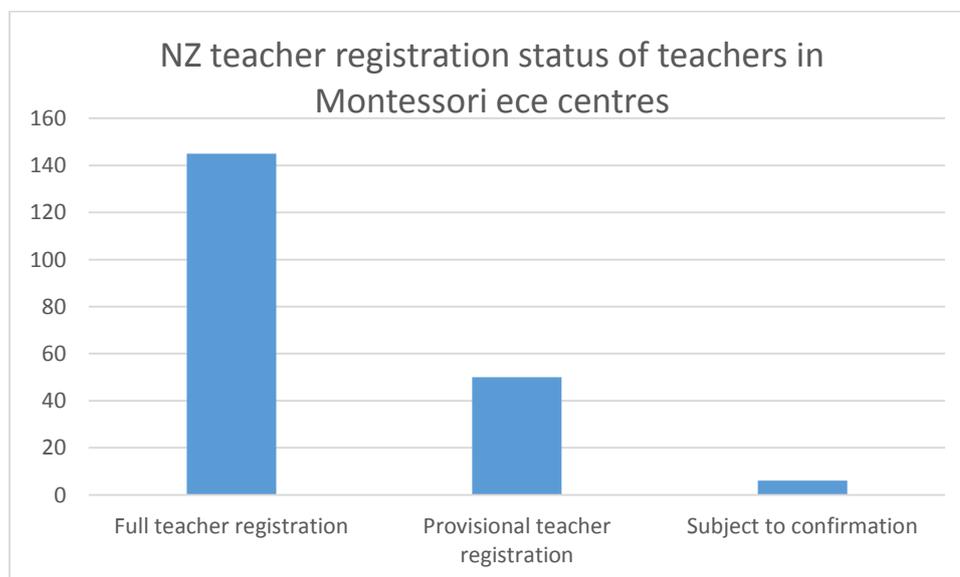
Six centres employed three teachers in total, seven centres employed six teachers etc ... and one centre employed 17 teachers.



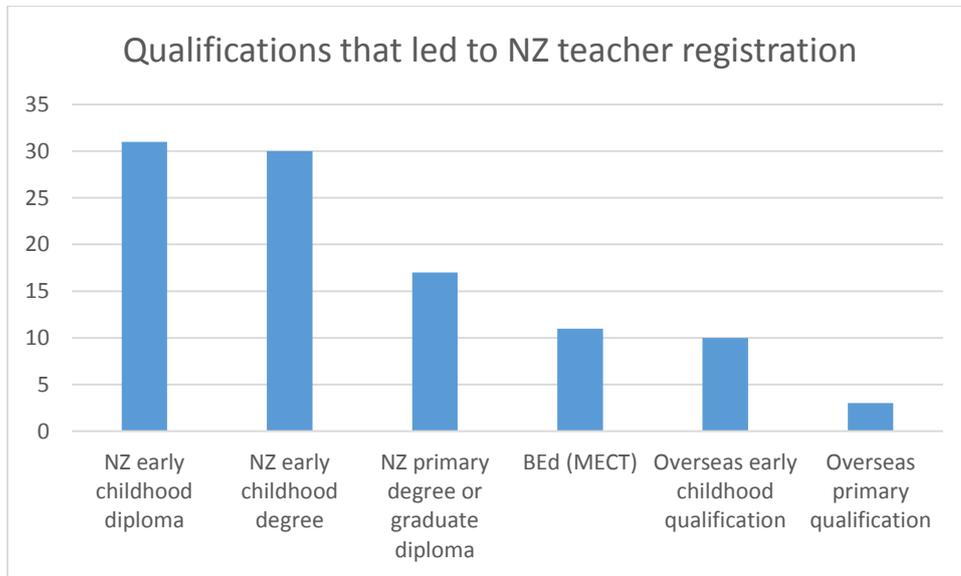
3. 23.1% of the workforce has worked in Montessori for one years or less. 59% has worked for four years or less.

Length of time teachers employed in centre	# of teachers	% teachers
Less than one year	59	23.1%
One to two years	53	20.7%
Three to four years	39	15.3%
Five to six years	33	12.9%
Seven to eight years	21	8.2%
Nine to 10 years	18	7.1%
11 to 12 years	6	2.4%
13 to 14 years	8	3.1%
15 to 16 years	8	3.1%
17 to 18 years	1	0.4%
19 to 20 years	3	1.2%
More than 20 years	6	2.4%
Total	255	

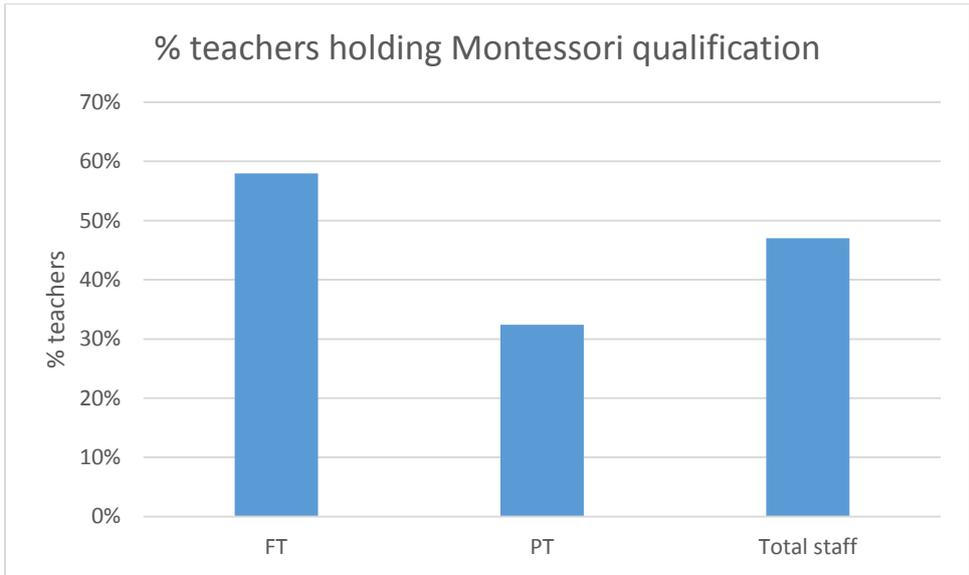
The majority of teachers employed have full teacher registration (72%) with 25% provisionally registered and 3% subject to confirmation.



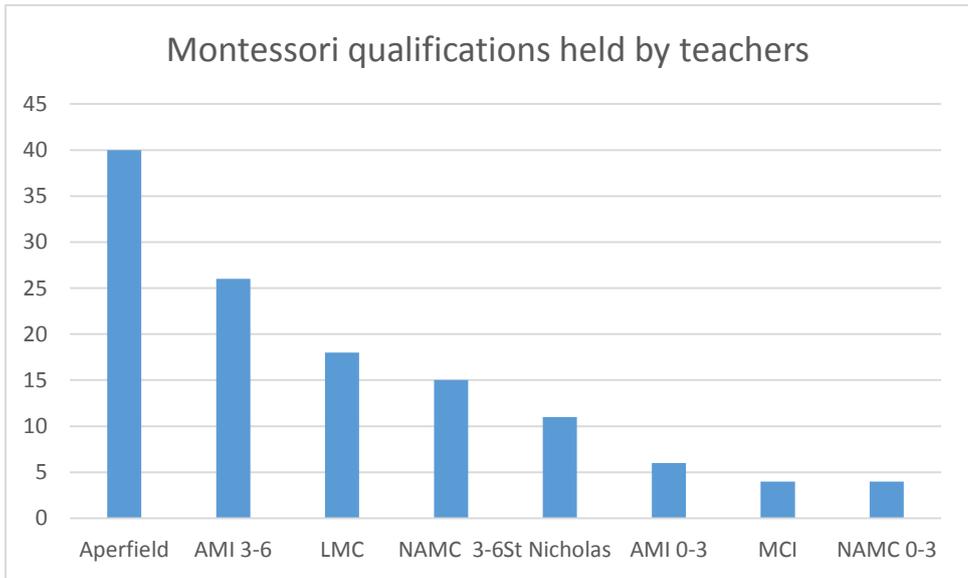
4. The majority of teachers held an early childhood diploma (30%), followed by an ece degree (29%). Only 10% held a B.Ed (MECT) from AUT.



5. Employers reported that only 47% of teachers in their centre held a Montessori qualification – with more FT teachers (58%) holding a Montessori qualification than PT teachers (32%). (NB; 10 employers skipped this question). Compare this to the Montessori ece teacher census where 70% teachers in Montessori early childhood self-reported holding a Montessori diploma or qualification.



6. The majority of teachers held Aperfield Montessori diplomas (32%), 21% AMI 3-6, 15% London Montessori Centre, 12% NAMC 3-6, 9% St Nicholas, 5% AMI 0-3 and 5% NAMC 0-3.

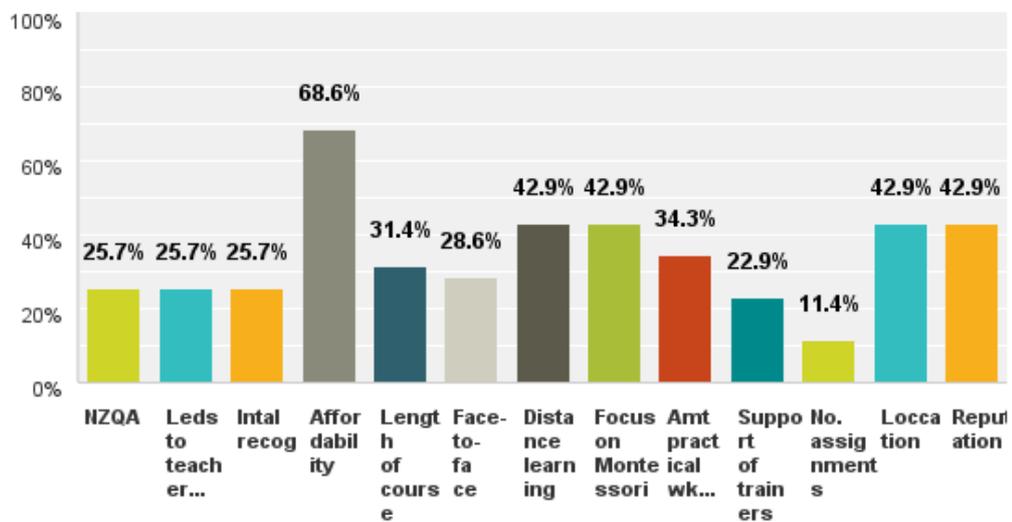


## 7. Factors influencing choice of current Montessori qualifications

Montessori centre employers felt ranked affordability was the most important influence on their teachers choice of Montessori qualification. Other factors were rated much lower. This compares to the response from teachers where the top four - distance learning, affordability, focus on Montessori and reputation of provider were very closely ranked.

### Q37 What are the main factors influencing teachers in your centre in choosing the current Montessori qualifications available in NZ? Tick the options you think are the most influential.

Answered: 35 Skipped: 14

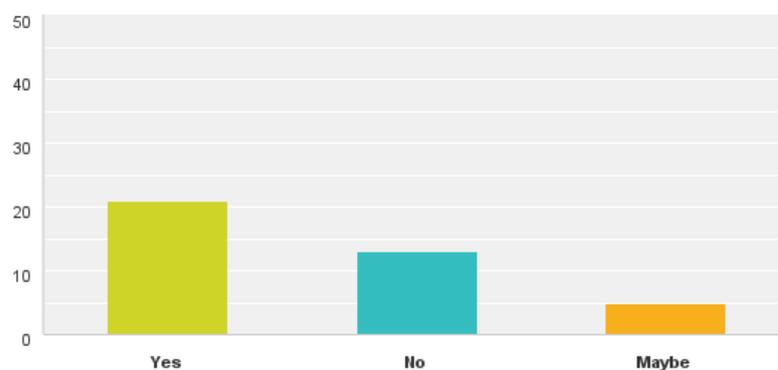


## Current approach to employment in Montessori early childhood

### 1. Montessori ece employer requirements for teaching staff

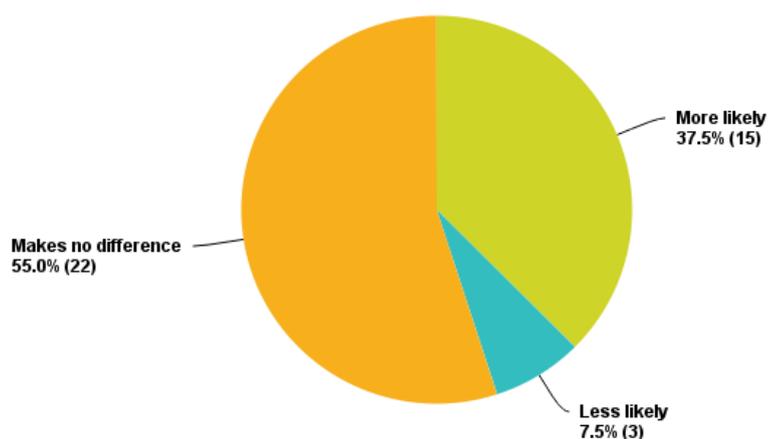
**Q28 Is it currently a requirement for teachers in your centre to hold or begin studying for a Montessori diploma ?**

Answered: 39 Skipped: 10



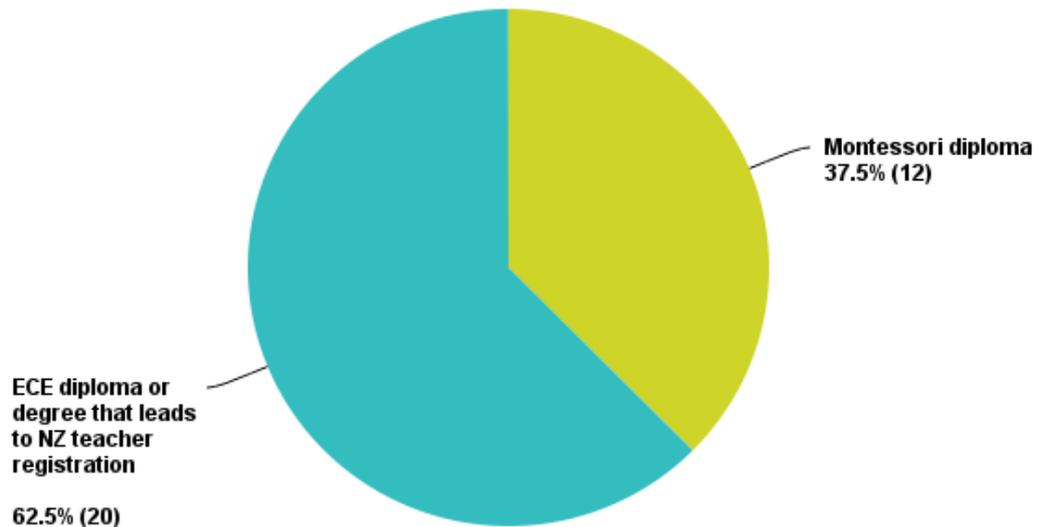
**Q33 Now that the 100% registered teacher target has been abandoned is your centre more or less likely to employ a teacher holding only a Montessori diploma and no ece qualification?**

Answered: 40 Skipped: 9



### Q34 What are your centre's current qualification priorities when employing a new teacher ?

Answered: 32 Skipped: 17



Comments included:

Depends in role but must be fully qualified and registered preferably in ece. If head teacher must be ECE registered and Montessori qualified.

we prefer our teachers to have Montessori training, however cannot always achieve this. We live in hope.

Our priority is that they hold both! It is impossible to get away from the requirement for registered teachers. We equally strongly value Montessori experience and understanding

As previous answer, as a financial necessity we have to have NZ registered teachers to maintain our 80% funding or the centre cannot survive. If this were not the case, Montessori diploma would be our first priority. Need to maintain position in top funding band so minimal opportunities for teachers who are not NZ registered as financial implications are too significant.

All teachers have the full registration...experiences in Montessori or diploma so if I hire another person, my first pick will be a person with the Montessori diploma.

Montessori ideally, but we are able to train an ECE registered candidate with the right 'fit' to the organisation. Montessori is ideal, however when we see a culture fit with an ECE registered candidate, we know that training may be given through Montessori Centre Aotearoa.

We would prefer that a candidate has both qualifications, however if we see a good fit with a NZ registered teacher, we will train through Montessori Centre Aotearoa to upskill teaching staff with a Montessori qualification.

Once a teacher holds a basic teaching qualification, they must undertake a Montessori diploma study.

I would give greater consideration to a teacher that held both qualifications

As we get a lot of teachers via AUT then they come with a certain level of Montessori knowledge anyway.

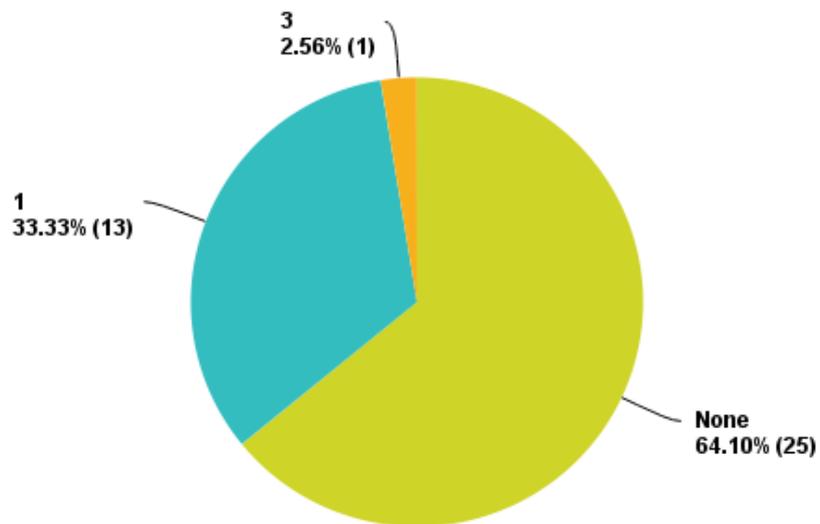
Securing funding has to come first in order to be able to afford to hire them.

We must keep our 80% ECE qualified for funding, but this also means that one space can be unqualified and therefore we would employ a Montessori trained teacher (mainly from overseas)

2.

**Q39 Montessori ece centres in NZ have historically employed Montessori qualified and experienced teachers from overseas. Please note below how many Montessori teachers your centre has employed from overseas since beginning of 2012?**

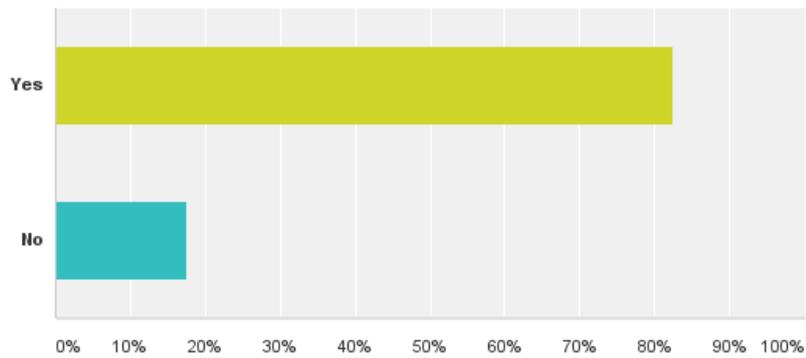
Answered: 39 Skipped: 10



3. The majority of Montessori ece employers had a PLD budget and some reported between \$400-\$1500 per teacher annually.

**Q31 Does your centre have an annual budget for professional development for teachers ?**

Answered: 40 Skipped: 9



## Future Employment in Montessori early childhood

### 1. Preferred qualifications and experience

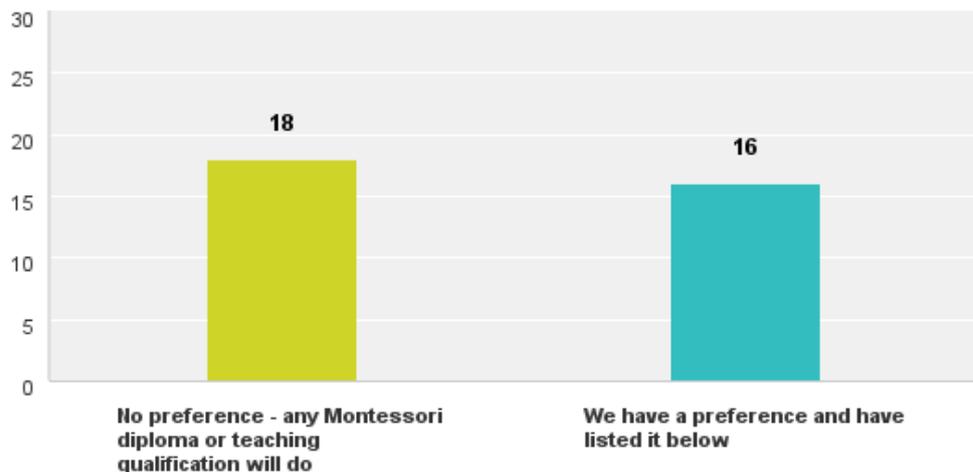
#### What teacher qualifications/experience Montessori employer would prefer

Montessori diploma	2.56%
Montessori diploma and experience	20.51%
ECE diploma/degree and teaching experience in Montessori ece	7.69%
ECE diploma/degree and NZ teacher registration	7.69%
ECE diploma/degree, NZ teacher registration and teaching experience in Montessori ece	17.95%
<b>ECE diploma/degree, NZ teacher registration, Montessori qualification and teaching experience in Montessori ece</b>	<b>76.92%</b>
ECE degree with Montessori content that leads to NZ teacher registration	10.26%
ECE degree with Montessori content that leads to NZ teacher registration and teaching experience in Montessori ece	17.95%

### 2. Montessori employer preferences for existing Montessori qualifications

#### Q36 Do Montessori employers have a preference for certain Montessori qualifications ?

Answered: 34 Skipped: 15



Comments included:

AMI but more importantly they must be registered ece for funding

We use Aperfield now to standardise the training.

AMI

AMI

MCI through Montessori Centre Aotearoa to provide consistency in the classroom practice.

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October 2014

AMI

AMI is superior. Unfortunately the cost is prohibitive in many circumstances.

AMI

AMI, AMS or MACTE approved organisation

St Nicholas, AMI

NAMC 3-6

AMI or London Montessori. If any other then at least 4-6 years experience

AMI

AMI for head teachers

### **No preference**

We hold no particular bias. We are more interested in the individual's level of understanding, competency and capacity with children and delivering a Montessori programme.

I have staff with different Montessori qualification, it is the qualification, the knowledge and the passion that is important to me. Not everyone has the opportunity to gain AMI

Most important is to find a combination of qualifications/ experience and the right person for our team

From my past experiences - any Montessori diplomas would work in our classroom. How well present materials to children aren't really matter, deep understanding Montessori philosophy and how this can be shown each day at work. On-going self reflections, study and attending to PDs are enough to grow the teacher's quality and abilities.

Will consider anything. The person is important.

Prefer a diploma that has practical content, i.e. not online

The Montessori-ness of the teacher is more important than any particular piece of paper

### **3. In what way do these current Montessori teacher training courses in NZ meet Montessori ece employers requirements for Montessori qualified teachers?**

Comments on existing Montessori teacher education providers:

Have historically used Aperfield and will continue to do so in the short term.

We use Aperfield to standardise our training.

The distance learning component of Aperfield is ideal for us.

Aperfield allows ECE qualified teachers to continue working while studying long distance

There were a range of comments about the B.Ed (MECT) from AUT University and the amount of Montessori content in the degree.

There were a range of comments about MMEF – that AMI is the standard required with several employers commenting on the cost of course, travel, accommodation and length of blocks making it incompatible with family and working life.

Hopefully MMEF can supply more teachers with each course they offer, so far most have been already bonded to a school, so not available to employ.

Hard to attract our teachers to do training (already settled down, young families) and MMEF as yet does not appear to be adding to the pool of teachers in the workforce - NZ teachers training are already attached to a school.

The MCI course holds inherent appeal as it enables teachers to study while continuing to work and is reasonably costed.

Other comments:

These courses don't meet our requirements. We just have to try and employ people with the relevant qualifications.

Teachers undertaking these courses seem to stay in the main cities - we never seem to hear of them in our part of NZ.

We need teachers to not be away from the centre for too long.

Need Montessori qualification that will give teacher registration from NZ Teachers Council and you can do distance with practical workshops in blocks.

As long as teachers can work and attend courses part time or distance modules

We do not use these courses. We prefer NAMC.

Need somehow to make training more of a desirable option to young school leavers. Continue to fund and encourage current teachers.

4. How hard is it currently for Montessori ece centres to employ the teachers needed?

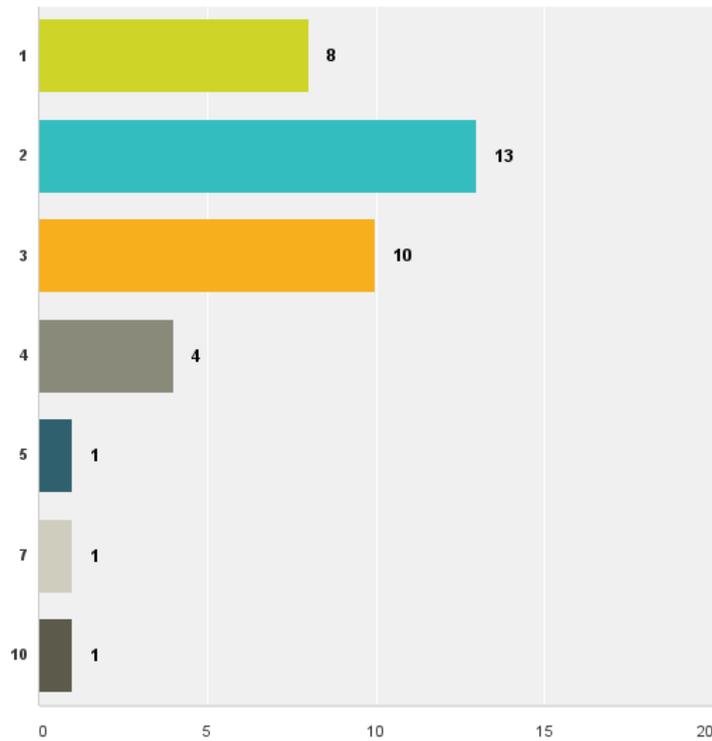
The majority of employers find it relatively easy to find teachers with ece quals and NZ teacher registration, increasingly difficult to employ teachers with Montessori qualifications and practically impossible to find teachers with Montessori quals and NZ teacher registration.

	<b>Very easy 1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>Practically impossible 5</b>
Teachers with ece or primary qualifications and NZ teacher registration	26.47%	<b>47.06%</b>	20.59%	2.94%	2.94%
Teachers with Montessori qualifications	8.57%	8.57%	31.43%	<b>42.86%</b>	8.6%
Teachers with Montessori qualifications and NZ teacher registration	8.6%	0.00%	17.1%	28.6%	<b>45.71%</b>

5. Future employment needs in Montessori early childhood. The majority of employers (13/38) need to employ two teachers, 10/28 need to employ three teachers in next five years etc. The 38 employers who replied need 102 teachers in the next five years. Extrapolating this out to the existing 85 Montessori ece centres that are MANZ members suggests around 200 teachers are needed in next five years.

**Q40 The number of teachers Montessori ece employers anticipate needing to employ in next five years**

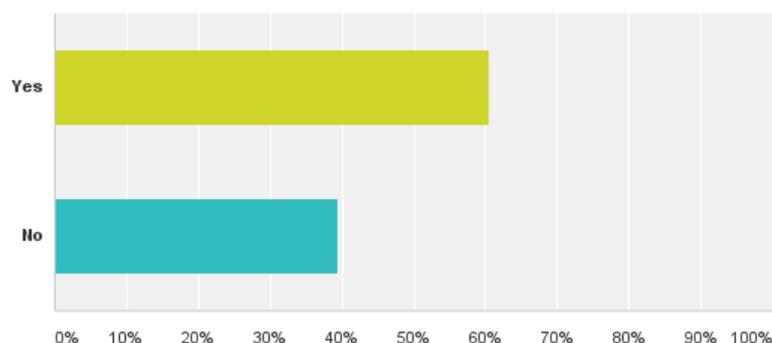
Answered: 38 Skipped: 11



5. Strategies Montessori ece employers had for employment of Montessori qualified staff.

**Q32 Does your centre have strategies to enable the current and future employment of Montessori and early childhood qualified teachers ?**

Answered: 38 Skipped: 11



Comments included:

It is a desired part of our employment contract that ece qualified teachers also hold a Montessori qualification or are prepared to undertake same.

Support trainee teachers, building relationships and mentorship. Our team is everything. I think as management we spend the majority of our time supporting our teaching team. We provide encouragement, acknowledgement, respect, prof dev. Seek their opinions, ideas and really find out about what interests them as as people.

Policies and procedures that only teachers will necessary qualifications will be employed, or if only ece qualification is held, an otherwise suitable applicant will immediate gain Montessori qualification.

We are controlled by the enrolments. We advertise and promote our school so we are a pre-school option in this area.

Advertise for Montessori-qualified and ece qualified teachers, prefer to employ them, offer financial and other support and encouragement for teachers to gain qualifications.

Its in our policy documents, and linked to the strategic planning. We favour teachers who are qualified in ECE as well as Montessori. It's our priority when we employ new staff and keeping the current staff at right level, with appropriate qualifications.

Have people in training as assistants - ready to move up to head teacher when someone leaves

It is a requirement of employment

Policies state that Head Teachers must hold a Montessori Qualification Professional development budget ensure teacher are fully funded to complete qualifications

Qualified staff equals quality outcomes for children. Objective is to have a complete Montessori team of teachers within 2 years

e have no shortage of fully trained wishing to work in our centres

Student support through practicums and observations job descriptions and purposeful support of Montessori training and professional development

Funding for training - still not always easy to make it happen though

6. **Montessori ece employer respondent suggestions for the development of a sustainable Montessori workforce in New Zealand**

**Affordability**

There needs to be a quality/affordable Montessori qualification in NZ

**Accessibility**

Professional development that is accessible to all areas of the country Continue to allow distance learning options.

**Recognition of Montessori quals by NZQA and Govt**

In past years we have employed overseas trained teachers with Montessori qualifications and experience, and borne the costs. They have held degrees, (often post-graduate), Montessori experience and yet NZQA do not recognise them. Hence no funding. More collaboration with NZQA please, accepting these teachers who offer so much experience to our schools.

A wider national understanding of Montessori as a recognised and quality Early childhood education system. Recognition by the policy makers and MoE. |

Keep advocating for Montessori method and not let MoE dictate the way we run our Montessori programme.

**National approach**

Ideal situation is to have ECE registered using mainly one provider for Montessori qualification instead of teams with AMI, Aperfield, St Nicholas.... For this to happen, the Montessori qualification need to be easily accessible.

Could other tertiary institutions e.g Auckland University be encouraged to adopt Montessori modules like AUT?

We need a rigorous qualification that fulfils both learning requirements ie ECE knowledge relevant to NZ plus robust Montessori.

Combined NZQA Montessori training with primary focus on Montessori with NZ ECE context applied to count towards registration.

Develop more available qualifications that hold both ECE and Montessori qualifications within Degree/diploma and recognition for this.

**MANZ**

Continue MANZ workshops MANZ conference MJ2ex work with workshops, and regular update to school MANZ website, great tool!

This survey and MANZ strategy are essential

**Montessori PLD**

Local practical workshops

## **Other ideas**

Working to have ongoing A.M.I. courses available in New Zealand. Reaching the ece students to let them know that they can take their Montessori A.M.I. course during the summer parallel to their ece degree.

More males and more teachers but how?!

Do something to bring Montessori to the attention of school leavers - as a viable career choice.

## **Montessori Journey to Excellence**

*This suggestion may be met through the development of the Montessori Journey to Excellence inquiry community being proposed by MANZ.*

There seems to be such a difference in the collective vision of what Montessori is. I seem to be fighting inflexibility in most Montessori teachers. They have a propensity to be overbearing at times and crush the children. They are very frightened to experiment and make mistakes even in a supportive environment where an action that doesn't get the result you want is seen as a great opportunity to learn and grow, just as our children do. I am a firm believer in freedom within boundaries but to teach a love of learning, true independence and thinking outside the box with foresight and understanding. At times some of the teaching I see appears to be far from what I see Maria Montessori's vision was. Having a strong vision for your centre is important as a framework but as an owner I find the most difficult task is to encourage unity amongst the team and a love for children in action and by truly following the child. So I guess in writing this a reflection for me is that my teachers may benefit in being inspired again. My teachers seem to be resistant to any extra reading or courses or even discussion about philosophy so I will need to find a way to reignite this passion for Montessori.