



## The Yin and Yang of Principalship – Balancing Management & Leadership

This week's topic relates to our provisional staffing for 2026, which will have been received recently (available on Pourato. Click rolls tab/2026 and also staffing tab/2026)

This provides *indicative* staffing and funding entitlements for 2026. This is based on where the MOE believes your roll will be at **10<sup>th</sup> October 2026**



**\*\* Important** – *funding will always increase/decrease based on roll returns, so it is better to base your initial budgets on your own conservative roll estimate. I usually budget 5% lower than what my own prediction is {for 10<sup>th</sup> October}, but then readjust this for the midyear budget review, once we have greater certainty over our roll numbers and any increase/decrease.*

The MOE calculates our provisional staffing as a predicted roll we will have by 10<sup>th</sup> October 2026, by using March/July roll return figures, local trends etc.

It is quite common for these provisional roll totals to be on the “low side” (especially for new entrants and the corresponding new entrant adjustment) and it is well worth the process to submit a provisional roll review.

More info below

<https://www.education.govt.nz/education-professionals/schools-year-0-13/funding-and-financials/school-staffing-cycle/apply-provisional-roll-review>

While this can be a frustrating process, if you can gain even a small amount of extra staffing then it may be worth it. e.g. gaining 0.2 extra staffing is worth approx. \$14k minimum, so it is time well spent for perhaps 1-2 hours work.

For smaller schools it may well be the difference between 2 teachers and 3 teachers due to the maximum average class size policy for schools less than 176 students, where the “magic multiples” of 25 are important.

<https://www.education.govt.nz/school/funding-and-financials/resourcing/school-and-kura-staffing/entitlement-staffing/#Curr>

You will need to provide a compelling case to try and show 5% variance (note – I suggest using the staffing calculator here <https://www.fundingcalc.minedu.govt.nz/Staffing/Default.aspx>)

If your expected roll is “junior heavy”, you may not have 5% variance but will likely be entitled to more staffing due to the lower class size ratio for Year 1-3 learners {for larger schools}

As part of your submission you ideally need a list of confirmed pre-enrolments that includes name, start date and MOE funding year level. This can be challenging to know these names

early in some areas, but try to be proactive here to ensure you know the names (e.g. visit ECEs, ensure you have all details of pre-school younger siblings etc).

Include names of all students (any year levels) that are due to enrol between the date of your submission and 1<sup>st</sup> March 2026.

**If your provisional staffing indicates that you are in a surplus staffing situation, refer to the guidance that the union/NZSBA will offer**