**General**

Principal Wellbeing is paramount. Recent Survey data suggests that nearly 1:2 principals are just or not coping with the stress load of the position. Many obstacles need to be eliminated to make us more effective educational leaders delivering student success.

Questions are also raised regarding the affective mechanisms we currently have in place to raise, prosecute and resolve members issues and concerns.

We should undertake a process of review and redirection with the purpose of developing new processes and practices that enhance membership advocacy.

Here are some 5 proposals to consider.

1. **Workload Reforms**

Request to the Secretary and new Dep Secretarys that a 2018-2020 coordinated overview of systems and plans be delivered to our members in the same 5P plan format that schools use. Schools can then better align their processes to that of the DoE and the NSW PPA can have more effective input into future directions

1. **New Reference Groups**

Only have reference groups that enhance membership advocacy that reflect contemporary strategies focusing on specific or core issues.

These would be

1. Principal Wellbeing
2. Business and Administration
3. School Performance and Excellence
4. Human Resources
5. Disabilities and Student Wellbeing
6. Aboriginal Education
7. Asset Management

* Each reference group would be tagged to the Secretary, Deputy Secretarys or Leaders.
* Reference group chairs could refer issues directly to these leaders.
* Communication and resolution of issues should increase.

1. **Principal Wellbeing and Support**

The NSW PPA commit to extra resources for Principal wellbeing support and advertisement of new programs or strategies. These could include

* Principal support officers
* Expansion of Flourish
* A mentor program
* Business Managers

1. **Continue with only 2 Standing Committees.**

These would be

* Legal / EPAC / Corporate
* Conference Committee

Other Standing Committees Could be formed on a needs basis and operate only while the issues are current.

1. **Work Place Bullying and Violence**

A coordinated approach to reduce the stress/ loss of time due to stress leave/ WH&S claims/ absenteeism etc, due to adult v adult intimidation and violence. This could be part of the principal wellbeing Reference Group or a separate program run by the NSW PPA

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| MOTION: The GPPA questions the current reference group structure as the most effective mechanisms to raise and prosecute members? issues and concerns. The GPPA members call on the NSW PPA Executive to commit to a process of review and redirection with the purpose of developing new processes and practices that enhance membership advocacy in more agile and transparent ways, reflecting contemporary strategies that focus on specific core/key issues (no more than 5-6) for limited periods of time. Examples include; 1. Business and Administration, LMBR/RAM 2. Principal Well Being 3. School Performance or School Excellence (all things High Performance) |
| **Rationale:** | GPPA discussed the current Reference Groups and the importance of updating those groups to reflect the education landscape. The following motion was presented. |
| **Recommendation:** | The GPPA members call on the NSW PPA Executive to commit to a process of review and redirection with the purpose of developing new processes and practices that enhance membership advocacy in more agile and transparent ways, reflecting contemporary strategies that focus on specific core/key issues (no more than 5-6) for limited periods of time. Examples include; 1. Business and Administration, LMBR/RAM 2. Principal Well Being 3. School Performance or School Excellence (all things High Performance) |

The group comprising – Andrew Stevenson, Shanti Clements, Matt Hobbs, Jude Hayman, Tony Gadd and Robyn Evans discussed this issue as well as offered further suggestions forward to investigate. The issue raised asks the NSW PPA Executive to commit to a process of review and redirection with the purpose of developing new processes and practices that enhance membership advocacy in more agile and transparent ways, reflecting contemporary strategies that focus on specific core/key issues.

* Review the constitution – executive tenure to be investigated – staggered tenure so as the same situation doesn’t arise as it did in term 4 2016.

ACTION: initial discussion to PPA Exec – to the wider membership

* Investigate the role of the Vice Presidents on the NSWPPA Executive – are there adequate numbers to cover the change in priorities and demands.

ACTION: Revisit role statements and seek clarity on the currency in the current reform implemetation

* Review the culture and systemic practices on the NSWPPA Association

ACTION: Investigate strategies to inform future focus and practices

* Review the communication strategy - what is actually happening behind the scenes and how can this be communicated regularly to the membership widely.

ACTION: PPA exec discussion – Communications and Engagement SC

* Awards Negotiation – who sits at the table in such matters and who decides that

ACTION: Refer to NSWPPA President

* Investigate the idea that the NSWPPA becomes an industrial body – is there a place for an industrial arm of the Association for Principals – Federation has a Teachers focus.

ACTION: Invetigate systems that provide such an arm and report back to State Council

* Investigate using Survey Monkey to hear from the membership more regularly – a collaborative, transparent and consultative approach.

ACTION: PPA Executive to use Survey Monkey at State Council on Friday mornings commencing Term 2 2017. Survey Monkey to be used when appropriate to get information back quickly to Executive.

* NSWPPA as a Professional Learning body. Presently offering the Credential, the Art of Leadership

ACTION: Investigate wellbeing support – Flourish/Welllbeing Australia etc, LMBR PL, also investigate NESA Accreditation

* Review the number of Reference Groups and Standing Committees – investigate the role the members on these groups hold – chairpersons and member – review alignment with NSWPPA priorities, review the notion that some of our members hold positions on two of these groups, review the process of how these reports are presented to State Council. Review the expectations and roles the membership of these groups have. Are these groups sustainable and viable? Can some of these groups be merged?

ACTION: Open and transparent discussion with Executive – Chairpersons, Delegates and the membership both of the group and the wider membership. Review State wide representation – how do we ensure we have the right people in these positions.

* Investigate reducing the number of PPC’s – widen the network – discuss representation from the Directorates. Cost to be investigated.

ACTION: Revisit the Constitution before the investigation and discussion commences

* Investigate the NSWPPA leading innovation – clarity, consistency, context and alignment

ACTION: Learning Innovations + all SC and RG focus on this

* Investigation of equity for programs and access across the state eg. L3, TOWN TEN Reading Recovery review and curriculum delivery.

ACTION: NSWPPA Executive to put this to DoE personnel for discussion at State Council

* Ensure the DoE are briefed with the Principal Well Being issues across the state and see what systemic responses are available from the Minister and the Secretary – WHS and CESE.

ACTION: PL for Wellbeing part of PL through NSWPPA – one source Flourish – Dr Adam Fraser – equity and priority areas for the membership.

Investigate Business Managers as a FTE or accessible through RAM allocation for flexibility across schools.

Share practice of RAM funding usage across the state.

DoE priorities to be transparent and milestones so as silos disappear and a strategy is in place across the state.

* Look at accountability in achieving priorities the NSWPPA are aiming to achieve.

ACTION: Ensure roles and responsibilities of Executive, Delegates and Chairpersons and the membership of these groups is clear and communicated.