

NSW Primary Principals' Association Inc.



State Council Meeting

Term 3 2018

6 and 7 September 2018

Reports

CORPORATE PARTNERS



BUSINESS PARTNERS



Contents

Reference Group Reports

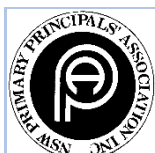
Aboriginal Education.....	3
Assessment, Planning and Accountability	4
Asset Management	5
Curriculum	6
Disability Programs	7
Finance & Administration	8
Human Resources	9
Principal Support	10
Schools for Specific Purposes	12
Student Wellbeing	14
Teaching Principals	16
Technology	17

Standing Committee Working Party Reports

Annual Conference	18
Communication & Engagement	19
Leadership	20
Legal Issues	21
Rural Education	22
School Viability	23

Observer Group Reports

Central Schools	24
Environmental Education Centres	25
Principal School Leadership	26
Professional Support Officer	28
Retired Principals	29



New South Wales Primary Principals Association State Council Report

Term 3 Aboriginal Education Reference Group

Chairperson: Paul Byrne

email: paul.byrne@det.nsw.edu.au

Executive Liaison: Louise Green

Regional Representation:

Hunter/ Central Coast: Kevin Greaves	Western NSW: Annie Downes (apology)	Sydney: Joanne Graham
New England: Julianne Crompton (apology)	Illawarra/South Coast: Vicki Muscat	Western Sydney: Sue Finn
South West Sydney: Dan Sprange	North Coast: Paul Byrne	Northern Sydney: Tina Lee
Riverina: Sean Scott (apology)		

Summary of matters working on/ or issue received this term:

- Joint meeting with the Student Wellbeing RG focusing on the findings from the Sydney University Research Group around trauma informed practice, oral health and community engagement. Funding from the Poche family to establish the Poche Centre which spends \$900,000 per year on oral health programs. The collective impact method engages all aspects of the community. Their scholarship program upskills locals to gain tertiary qualifications and work in their communities as fully-qualified dental assistants. 96% of scholarship recipients complete the program. Schools with significant Aboriginal enrolments are encouraged to contact the Sydney Uni team if they feel that their community could benefit from Poche Centre programs.
- Healthy Skin Healthy Kids program is in place in rural communities of NSW to use culturally appropriate and effective treatments to assist in treating and preventing bacterial skin infections. These types of skin conditions and health issues can severely impact a child's attendance at school and their continuing educational development. Health checklists are available for schools to access.
- All Principals are strongly encouraged to attend their local Connecting to Country program to gain a deeper understanding of the community they work in. Healthy Culture Healthy Country is a new program rolling out soon. Could be worth looking into. Its content is unknown at this stage.

Specific matters of which the delegates are to take back to their PPC's:

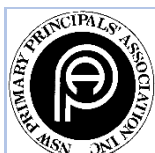
- The Aboriginal Education RG will be working towards compiling a knowledge bank which Principal colleagues can access when looking for information regarding programs, contacts, cultural protocols, etc... The likely platform to house this "bank" may be the NSWPPA website.
- Following the success of our Term 2 study tour, 2019 RG meetings will be spread across Western Sydney, Queanbeyan and the Hunter to gain further information from those on the ground. Schools interested in participating are encouraged to contact the Chairperson as we would like to hear about as many worthwhile programs and practices as possible.
- If possible, regions are encouraged to maintain their Aboriginal Education RG members for the 2019 school year.

Specific matters of which the NSW PPA Exec/ State Council need to be made aware:

- Since restructure there has been no Aboriginal Education Advisor in the old Sydney Northern area. This position has been moved to the Central Coast. Schools in this area struggle to access information.
- Seeking information regarding the funding of STEM camps in Sydney. Are they DoE funded? There has been a push to hold STEM camps outside of Sydney, but use non-government schools as locations.

Draft Position Paper for Council this term? NO

Collaboration with another RG/WP/SC?



New South Wales Primary Principals Association State Council Report

Term 3 Assessment Planning and Accountability Reference Group

Chairperson: Bob Willetts

email: robert.willetts@det.nsw.edu.au

Executive Liaison: Robyn Evans

Regional Representation:

Hunter/ Central Coast: Leonie Clarkson	Western NSW: Scott Sanford	Sydney: Michelle Shelton (Samantha Nicol)
New England: Cara Cracknell	Illawarra/South Coast: Bob Willetts	Western Sydney: Kerrie Beeby
South West Sydney: Hamish Woudsmah	North Coast: Narelle Kessey	Northern Sydney: Matthew Fuller
Riverina: Jayne Gill		

Summary of matters working on/ or issue received this term:

NAPLAN: transition online.

External Validation: Timing of self-assessment, external validation processes and SPaRO.

NESA Registration: Registration Processes and External validation.

NSW Curriculum Review: Provided feedback about the terms of reference.

Assessment and Reporting of General Capabilities: 4C's, ACARA progressions and research, NESA Critical Thinking Test.

Specific matters of which the delegates are to take back to their PPC's:

NAPLAN Online - CESE still aiming for Scout data release 10th September (online & pen/paper).

National summary report was released 28th August (Link: <http://reports.acara.edu.au/NAP/NaplanResults>)

CESE view: At a school level the data won't be used as a measure at this point. Some small schools' variability is greater than usual. The data is going to be a bit unreliable for 2018 and 2019 and isn't a fair measure for all schools. DELs and Principals to be provided with consistent messaging via webcast with Murat Dizdar & Jenny Donovan. See also ACARA website. <http://www.nap.edu.au/docs/default-source/default-document-library/how-to-interpret-the-sssr.pdf?sfvrsn=2>

New Syllabus Implementation website including professional learning links: <https://education.nsw.gov.au/teaching-and-learning/curriculum/key-learning-areas/new-syllabus-implementation>

Literacy/Numeracy Funding (Re: Reading Recovery) - New modelling still to be finalised, information planned to be released in line with staffing timelines.

Best start- Information released in Schoolbiz 31st August.

Learning Progressions and PLAN2 - Significantly enhanced evaluation and feedback methodology leading to improved professional learning. All participants are encouraged to complete feedback surveys.

<https://education.nsw.gov.au/teaching-and-learning/curriculum/literacy-and-numeracy>

External Validation: NESA interested in viewing EV to see what registration elements could be met without changing EV processes. APARG proposed EV data could be harvested remotely and captured across all EV schools.

NESA Registration: Looking at changes to processes, trial of combined schools meetings for cyclical registration.

Specific matters of which the NSW PPA Exec/ State Council need to be made aware:

NAPLAN Online: APARG working on position paper and enhanced support for Principals in regards to transitioning to NAPLAN online. APARG advised CESE to have a single data release with accurate data, rather an earlier release that may be inaccurate. Recommend Goran Lazendic (ACARA: Senior Manager, Research and Development) be

Draft Position Paper for Council this term? NO

Collaboration with another RG/WP/SC? NO



New South Wales Primary Principals Association State Council Report

Term Three: Assets Reference Group

Chairperson: Brent Kunkler

email: brent.kunkler@det.nsw.edu.au

Executive Liaison: Di Robertson

Regional Representation:

Hunter/ Central Coast: Stuart Wylie

Western NSW: Eileen Day

Sydney: Robert Jennings

New England: Murray Cox

Illawarra/South Coast: Phillip Katen

Western Sydney: Doug Perrott (alt)

South West Sydney: Brent Kunkler

North Coast: Julian Mostert

Northern Sydney: Megan Lockery

Riverina: Clare Crawford

Summary of matters working on/ or issue received this term:

- Planned maintenance 2018/2019: Principal input as to how the money is expended in their schools. Allocation of funding methodology to be communicated by SINSW.
- New cleaning contract. Contract will be award this year. The successful tenderers will begin the new contract in March 2019. No loss of jobs. Allocation of cleaning will be based on square metres not hours. The review of methodology to clean future focussed schools and furniture.
- Tree Audits: As per previous years the principal must demonstrate due diligence in the completion of the audit. AMU will coordinate but has no funding to carry out recommendations. The principal will determine the level of AMU involvement in the audit process. FM web is being upgraded. Where to upload current arborist reports and audit documents will be communicated.
- Fire Safety Statement: Due to a change in legislation Principals can no longer sign of the FSS. To help facilitate the process and remove from the workload Principal's desk the AMU has coordinated with the managing contractors in most regions to complete the process at a cost to the school. The necessity to have a fire extinguisher within 20 metres of all demountables is being reviewed.
- Vermiculite (asbestos) testing is currently underway for all identified primary schools. Minimal impact of identified sites.
- The need to increase maintenance funding to SSP's and schools with specific units.

Specific matters of which the delegates are to take back to their PPC's:

- The continuing review of the AMU - 10 recommendation have been assessed but waiting on the Minister to sign off. Principals are still able to have input
- School and Community Funded Works - Three Tiered Works Initiative
- All of the above

Specific matters of which the NSW PPA Exec/ State Council need to be made aware:

- AMU review and its final recommendations + plus ensuring implementation of recommendations
- New maintenance / Cleaning Contracts specifically input into cleaning review
- Allocation of maintenance funding methodology
- School overcrowding v capital works programs
- No educational voice in SINSW / AMU

Draft Position Paper for Council this term? NO

Collaboration with another : Disabilities / SSP



New South Wales Primary Principals Association State Council Report

Term 3 Curriculum Reference Group

Chairperson: Norma Petrocco

email: norma.petrocco1@det.nsw.edu.au

Executive Liaison: John Mularczyk

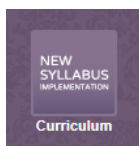
Regional Representation:

Hunter/ Central Coast: Lee-Ann Saurins	Western NSW: Denise King	Sydney: Ross Angus
New England: Michael Windred - Apology	Illawarra/South Coast: Michelle Fahey	Western Sydney: Norma Petrocco
South West Sydney: Lisa Ritherdon - Absent	North Coast: Judi Albans	Northern Sydney: Julie Organ - Apology
Riverina: Bouts Sayasenh	Observer: Sally Hogan - Apologies	Early Childhood Representative: Jacqueline Murphy-Cann

Summary of matters working on/ or issue received this term:

- Cheryl Best (A/Executive Director, Teaching and Learning) and her team are working with School Services to provide quality support for new syllabuses using a blended professional learning model. DoE is willing to work with NESA in this space.
- Paul Wood (Director, Literacy and Numeracy) discussed on going professional learning for the Learning Progressions and Plan 2 and professional learning to be provided this term for EAfS Instructional Leaders. A suite of resources will be available for Best Start 2019 including enrolment status information for SAM in SchoolBiz.
- Tanya Coli (Inspector, Primary) & Lyndall Foster (Executive Director, Curriculum Standards) NESA update on syllabuses - Science and Technology K-6, PDHPE and Creative Arts and the Curriculum Review.
- Danielle Cavanagh (Curriculum Specialist General Capabilities, ACARA) update on work with the Australian Curriculum, General Capabilities and Aboriginal and Torres Strait Islander Histories and Cultures. Primary Matters - Science and STEM theme. Available on the ACARA website.

Specific matters of which the delegates are to take back to their PPC's:



- DoE:** New Syllabus Implementation Curriculum tile available for principals and teachers. Go to My Websites. Scroll to C - Curriculum. Save to My Essentials. One-stop-shop for all resources and links to register for professional learning for new syllabuses.
- Recruitment to commence of SEO1s and SEO2s by Teaching & Learning & School Services Directorates to support syllabus implementation.
- Best Start 2019** - Suite of resources plus enrolment status information for SAM in SchoolBiz in the coming weeks. Folders should arrive to schools in the first 2 weeks of Term 4. Best Start (Kindergarten) will feed into PLAN 2.
- PLAN 2/Learning Progressions** - further training has commenced including e-learning package.
- EAfS** - 3 day conference for Instructional Leaders across the State in Week 7 this term.
- NESA: Science & Technology K-6 Syllabus** - all schools will receive 2 printed copies with an additional page 23 to replace the one in the hard copies. Advice from NESA is to encourage teachers to use the online syllabuses as these are the most up to date.
- Implementation of Syllabuses** - Science & Technology K-6 implementation 2019. PDHPE K-6 trial 2019.

Specific matters of which the NSW PPA Exec/ State Council need to be made aware:

- NSW Curriculum Review
- PPA representation on the DoE newly established Curriculum Support Project Control Group to address commitment 1.1.2 (high quality support for new curricula) of the Educational Services Review.

Draft Position Paper for Council this term – No. Submission to NSW Curriculum Review.

Collaboration with another RG/WP/SC – Assessment, Planning & Accountability RG



New South Wales Primary Principals Association State Council Report

Term 3 Disability Programs Reference Group

Chairperson: Graeme McLeod email: Graeme.n.mcleod@det.nsw.edu.au

Executive Liaison: Jackie Malecki

Regional Representation:

Hunter/ Central Coast: Graeme McLeod	Western NSW: Sharon Murray	Sydney: Lesley Bruce
New England: Denise Smoother	Illawarra/South Coast: Karen Brown	Western Sydney: Denise Lockrey
South West Sydney: Wayne Simpson (apology)	North Coast: Jenni Smedley	Northern Sydney: Gail Smith
Riverina: Andrew Pryor		

Summary of matters working on/ or issue received this term:

1. Funding Support requests are still being held up in some area offices. The turnaround should only be a few weeks as these do not go to a panel. Funds will still take some time to get to the school but advice should be received in a timely manner. If there are specific holdups that Principals believe are unreasonable please contact a Reference Group member to follow up or Graeme McLeod and they/he will follow up.
2. Placement Panel Guidelines. Disability Programs are about to review the Placement Panel Guidelines. We continually emphasise the need for some consistency across the state.
3. Staffing- The Reference group provided some information to the HR Reference group on some of the ways that Mainstream schools with Support classes are disadvantaged in staffing including GA allocation, office and executive staffing.
4. Delivery team- The Reference group have again met with some members of the Delivery Team plus some members have been involved in workshops with external agencies and organisations that are looking at the recommendations of the Inquiry into the Education of Students with a Disability and the future for Special Education. We have emphasised the need for specialist and expert support for students and schools, enhanced training for staff, timely support, and the need for the full range of supports for students in schools, eg SSP's, Support classes in mainstream schools, Integration funding support and enhanced support by LAST's and APLA's.
5. We have continued to highlight ongoing issues eg, lack of placements available in some areas, 4:1 ED Class programs, Complex behaviour, professional learning, Wellbeing team turnover and support, lack of School Counsellors etc.

Specific matters of which the delegates are to take back to their PPC's:

Specific matters of which the NSW PPA Exec/ State Council need to be made aware:

Draft Position Paper for Council this term? NO

Collaboration with another RG/WP/SC?



New South Wales Primary Principals Association State Council Report

Term 3 Reference Group Finance and Administration

Chairperson: Karen Mortimer

email: karen.mortimer@det.nsw.edu.au

Executive Liaison: Louise Green

Regional Representation:

Hunter/ Central Coast: Owen Dalkeith	Western NSW: Dafydd Thomas	Sydney: Leanne Noon
New England: Adrian King	Illawarra/South Coast: Jacqueline Piggott	Western Sydney: Adam Wynn
South West Sydney: Karen Mortimer	North Coast: Mark Downward	Northern Sydney: Sakuna Pho
Riverina: Theresa Kane		

Five guest presenters and their colleagues presented to us.

Summary of matters working on/ or issue received this term:

Delivery Unit

Director, Kelly Edmunds, is developing a change free period calendar with support from the PPA and SPC. They are well aware that the first 5 weeks of Term 1 and the last 5 weeks of Term 4 cannot be included in planning for changes, reforms, updates and tasks. More PPA and SPC connection on this calendar later on.

Local Schools Local Decisions

2019 SBar is expected for release in late October.

SFLM and eFPT

Corporate finance are trialling a face-to-face support program in selected networks, where each Principal and SAM will have individual time with a finance expert (like the health check model). There is a step-by-step guide on how to allocate the SFLM budget in eFPT. It is envisaged that a 'reports' tile will be added to the eFPT dashboard. They are well aware of the need to support new Principals and have plans in place to activate this need.

EDConnect

PPA have approximately 20 Principals attending a dashboard trial organised by Carmel Senese (Louise may have more to say on this). There are changes coming to remove written pre-approval permissions for some PCard users.

Schools Finance

If you have a more important financial concern, request Level 3 support, bypassing Levels 1 and 2. Schools Finance showed us a new 2019 Utility funding model. The message was no school would be worse off. Expect changes to the cash form signature approval systems.

Specific matters of which the delegates are to take back to their PPCs:

2016 community building partnership program one-off grant allocated to each school – check it has been expended.

Congratulations to PPA and SPC for their role in ensuring HR Payroll was put on hold. A great deal of liaison behind the scenes.

Specific matters of which the NSW PPA Exec/ State Council need to be made aware: n/a

Draft Position Paper for Council this term? YES / NO

Collaboration with another RG/WP/SC? n/a



New South Wales Primary Principals Association State Council Report

Term 3 Human Resources Reference Group

Delegate Glenn Walker

Chairperson: Glenn Walker

email: glenn.walker@det.nsw.edu.au

Executive Liaison: Terry Fisher

Regional Representation:

Hunter/ Central Coast: Patricia Bowen	Western NSW: Debbie Pritchard	Sydney: Kim Self
New England: Kaye Terry	Illawarra/South Coast: Skye Seymour	Western Sydney: Glenn Walker
South West Sydney:	North Coast: Gareth Hockings	Northern Sydney: Kerry Maxwell
Riverina: Kirrilee Post		

Summary of matters working on/ or issue received this term:

Casual Teacher survey

657 Principals responded to survey.

Survey results reflect the difficulty for regional schools to attract adequate casuals to service school programs - whether they are quality or not.

Western/ Rural and Remote and even Western Sydney schools are approaching crisis point.

Trina Schmidt, Executive Director, to access survey data before auctioning.

Staffing Methodology, Staffing Entitlement Guidelines - Rian Thompson

3 broad themes, 1. Staffing Entitlement, 2. Staffing System (Central/Local), 3. Staffing Arrangements

Benchmarking Exercise currently taking place and finishing in September. How do some of the other large and comparable systems work with staffing issues? Five countries being examined. Will share results/findings with the PPA upon collation.

• Drought Affected Schools. HR has placed a moratorium on nominated transfers of teachers in these schools until the impact of the drought can be ascertained. At present they are identifying such schools and the teachers that this is impacting on.

Specific matters of which the delegates are to take back to their PPC's:

Beginning teachers support program.

All temporary teachers who are classified as Beginning Teachers have been identified in the "wash-up round". If schools have any eligible teachers who they feel should have attracted such funding they should notify HR for determination. Email Susan.Tasca@det.nsw.edu.au

Specific matters of which the NSW PPA Exec/ State Council need to be made aware:

- HR will be reviewing staffing entitlement in primary schools this year. Teaching, executive and SASS in small, large, SSP and hospital schools.

Draft Position Paper for Council this term? YES - Merit Selection

Collaboration with another RG/WP/SC? No



New South Wales Primary Principals Association State Council Report

Term 3 Principals Support Reference Group

Chairperson: Anne van Dartel

email: anne.vandartel@det.nsw.edu.au

Executive Liaison: Lyn Davis - apology

Regional Representation:

Hunter/ Central Coast: Cindy Sadler	Western NSW: Anne van Dartel	Sydney: Gai O'Neill - Apology
New England: Leonie Byrne	Illawarra/South Coast: Kathy Remariz	Western Sydney: Grace Palamara
South West Sydney: Carolyn Wallace - Whelan	North Coast: Nickie Bartlett	Northern Sydney: Judy Goodsell
Riverina: Darren White	Geoff Scott and Wendy Buckley	

Summary of matters working on/ or issue received this term:

Working with Kathy Powzun - **Director | School Operations and Performance** and Kelly Edmunds **Director, Strategic Projects | Delivery Unit** "What's coming off the Principal's Desk?" And new project lead by 3 seconded Principals looking at relationships and partnerships that are working in schools across NSW.

Issues causing great angst around consistency of and absence of guidelines for Placement Panels and the absence for funding for students in DoE preschools having significant support needs. We would like to thank the Disabilities Reference Group for their initial follow up. Kay Smith to take our concerns back to Melissa Clements for clarification.

Specific matters of which the delegates are to take back to their PPC's:

- New Principals Support Chart Flow chart for discussion. Focussing on the importance for seeking assistance at a local level initially.
- A Strategic Direction for PPC to understand the group roles, responsibilities and processes.
- Handout developed by PPA to support Principals - Dealing with Difficult People. (in the kit)
- A Wellbeing Framework to be released to Principals in 2019. PPA and SPC are working alongside the WH&S team to develop. But in the meantime, we encourage all principals to complete -

The Dr Phillip Riley Principal Health and Wellbeing survey. The survey will remain open until the end of Term 3, 2018. Remember that you can come in and complete parts of the survey as often as you like. There is a Participant Information form to complete initially.

To complete the survey, click on the following URL (if clicking on it doesn't work, please try copying and pasting it into the address bar at the top of your browser):

<https://www.principalhealth.org/surveys/33132/lang-en/tk-sdhp8atb>

- What the Delivery Team are working on currently to reduce the number of items on the Principals Desk. (Handout attached)
- WH & S -New Recovery at Work Program - PPC can request training. This replaces the old return to work.
- IMEX training still available.
- Term 3 RG meeting -We will be working on "Senarios" that could be used at PPC meetings to build collectively efficacious understanding of support, when needed. If individualised PPCs have a current example of a difficult situation for principals to work through, and build knowledge please write a simple description of the situation and send to Anne.vandartel@det.nsw.edu.au

Specific matters of which the NSW PPA Exec/ State Council need to be made aware:

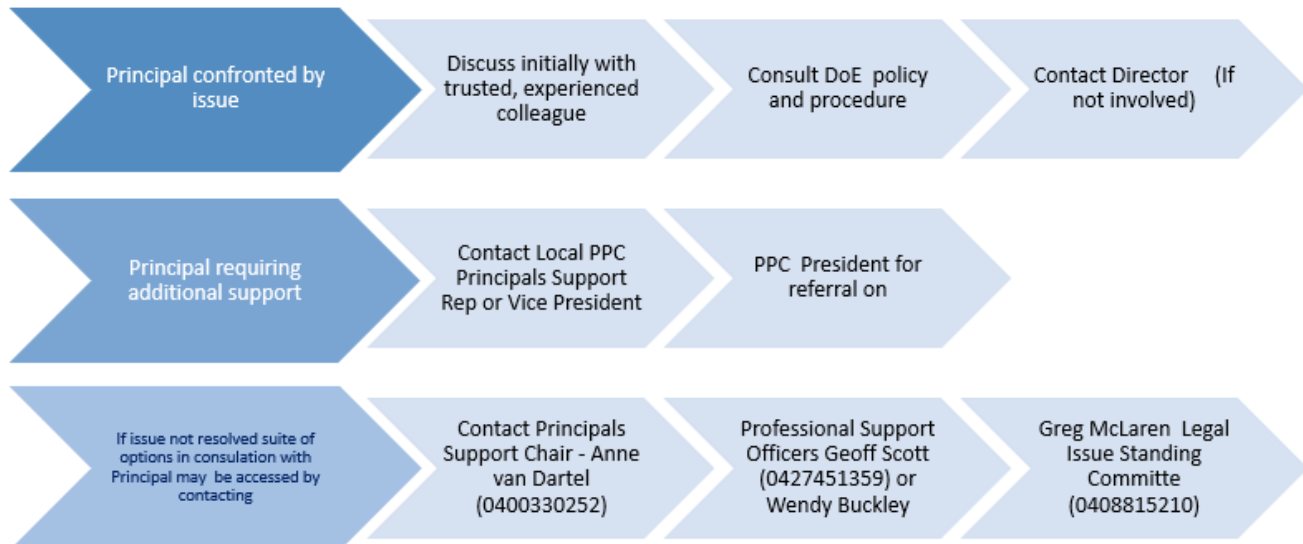
The effect of old Directorate/ Region rules and local decision making in some Educational Services in regard to the placement of students and allocation of support funding. Highlighting the need for Placement Panel guidelines.

The absence of funding for preschool students in DoE preschool with significant support needs.

Draft Position Paper for Council this term? NO

Collaboration with another RG/WP/SC? Legal Issues Standing Committee

NSWPPA Principals' Support Structures





New South Wales Primary Principals Association State Council Report

Term 3 SSP Reference Group

Chairperson: Mark Gosbell

email: mark.gosbell@det.nsw.edu.au

Executive Liaison: Diane Robertson

Regional Representation:

Hunter/ Central Coast: Brendan Rodd	Western NSW: Jane Crosland [apologies]	Sydney: Michelle Gomes
New England: Brett Pearson	Illawarra/South Coast: Katrina Eyland	Western Sydney: Kylee Thorson
South West Sydney: Anne Flint	North Coast: Helen Rea	Northern Sydney: Mark Gosbell
Riverina: Moiria Kingwill [apologies]		

Summary of matters working on/ or issue received this term:

Parent positive feedback re: provision of specialist education in a specialist setting. Descriptor - specialist setting with expert staff providing intensive intervention for complex learners

Suspension - long suspensions when a student is suspended from mainstream schools i.e. 20 days for violence. Mainstream schools are expecting students to be out of school for 20 weeks when they are on a 1 day per week integration.

Casual teachers - significant issues with casual availability across all schools. Classes without SLSOs

Support for schools pending placement in a specialised setting. Particular concern regarding availability of places in Arndell/Coral Tree, Redbank.

ASTP issues and concerns

Issues regarding logistics not communicating with education having an impact on students' access to transport.

ASTP - applications unsuccessful to transport students to respite services. Impact is that students are not attending school.

Assets Management (pools, PMW, accessibility)

Swimming Pools: assets reference group looking at issues regarding out-dated allowances, lack of knowledge

Specific matters of which the delegates are to take back to their PPC's:

Health and safety issues within SSPs ongoing reality - frequency and severity of staff injuries continue to be a significant concern

Multiple concerns regarding reactive approaches, not preventative

NEW EAP services include a SSP and rural and remote

Reminder re: available training; Incident Management Exercise (IMEX), Emergency Planning and Response Workshops, STRETCH Manual Handling Training Courses

Delivery unit will continue to consult with the reference group regarding entitlement review

Conversations between advocates for families and SSP principals, very positive in terms of a future system. Ongoing, in the meantime - move forward with priorities and initiatives needed now. Very important to recognise positive parent engagement and response to the provision of specialist education in a specialist setting. An example descriptor to work with in discussing SSP settings - specialist setting with expert staff providing intensive intervention for complex learners.

Literacy and Numeracy: Noted and discussed that the current systems and supports do not meet the needs of students with disability work at levels below the beginning markers of the currently available tools. Numerous SSPs have implemented SWANS assessment tool which has been taken up and supported in all states and territories except NSW.

Noted and discussed that the early years text grant has been made available to schools with primary enrolments. While this is appreciated that SSPs have now been included in this funding there are numerous SSPs, staffed on primary formula but having solely high school student, the majority of which have significant need in developing literacy skills, that are not included in this funding.

Specific matters of which the NSW PPA Exec/ State Council need to be made aware:

A document has been prepared highlighting a number of issues of inequity in the current staffing entitlement. This has been shared with the PPA executive. Noted is a general lack of equality across staffing entitlement. While being equal may be considered a step in the right direction, equality may not provide equitable support for our students. It was discussed that the allocation (old ones) and make up of staffing in SSPs are embedded in historical decisions dating back to the assumption of many SSPs into the public education system. This has resulted in allocations that are not equitable across the state. Notional allocation of staffing in some schools does not match actual enrolments ... ED/BD settings again odd/not matched. Shared enrolments create additional complexity in that students are not in SSP as their census school. Not doing numbers of classes but rather taking snapshot Current Factor of Need system has no means to recognise that students identified with the same factor of need often have significantly higher resource requirements. It has been noted that as a system there is recognition that SSPs received and support students with higher need yet there is no distinction between FON applied in mainstream v support unit v SSP settings. While the discussion focussed on SSPs, it is clear that inconsistencies are present for student with disabilities in mainstream settings and support units. Consideration need be given to students in rural and remote where there are limited options around resourcing provision for people with disability when compared to larger regional centres and metropolitan schools.

Draft Position Paper for Council this term? YES / NO

Collaboration with another RG/WP/SC?



New South Wales Primary Principals Association State Council Report

Term 3 - Reference Group: Student Wellbeing

Chairperson: Helen Craigie

email: helen.craigie@det.nsw.edu.au /phone: 0411440915

Executive Liaison: Jackie Malecki

Regional Representation:

North Coast: Helen Craigie	Western NSW:	Sydney:
New England: Margaret Cobb	Illawarra/South Coast: Lisa Freedman	Western Sydney: Libby Gledhill
South West Sydney: Teresa Gosche	Hunter/Central Coast: Lesley Burley	Northern Sydney: Margaret Foott
Riverina: Derek Noffke		

We welcomed Lisa Alonso-Love who is the new Exec Director Learning and Wellbeing. Lisa spent much of her working life in Child Protection - leading the work around the FACs Mandatory Reporter site/Childstory; time is Western NSW, Lithgow- Broken Hill, moving as boundaries changed, also experience in Out Of Home Care.

Summary of matters working on/ or issues received this term:

Shared presentation with Aboriginal RG members-

*Kylie Gwynne- Adj/Assoc Professor, Poche Centre for Indigenous Health: Sydney Uni with input from Prof. Ian Hickie- expert in brain development

Our Kids Brains Matter (project) - Co-design: Collective Impact /Thematic Analysis Results: 1: Story Telling/2: Rewards Based -'The Good Behaviour Game'/3: Family Involvement (positive male involvement and influence)

*Kylie Taylor: 'The Healthy Skin Project'; strategies for more effective management: PHC service oriented, Community based, school based, respecting cultural values, 'traditional remedies and family/communities ways of working, builds on social connectedness. Development of prevention packs (with community consultation/advice)

Robyn Bale: Director Learning and Wellbeing, Alison Benoit, Joanna Clark (rel Director Child Wellbeing)

***Network Specialist Facilitator update:** Challenge has been quality, consistency and accessibility. Because of change to School Services model delayed. In T2 Facilitators met with coordinators and School Services directors - discussed what the model is and materials about what it entails; also working with other staff APLaS, SEO1/2, PEOs. Directors to brief principal groups about model and how it may be accessed. Timeframe/ communication formats- being finalised.

*** CWU update:** two new online modules currently being prepared for Dec 2018/19

***Anti Bullying Conference and Showcase events-** Monday 29th- 30th Oct (St Conf week). Information going out in the next couple of weeks focused on practitioners working with students (good for teachers to attend too). Venue being finalised. 18 of the world experts coming together for the conference; the intention being to provide practical input for issues in the classroom. Next year would be a follow up about good practice that has been developed across the year with a leaders aspect developed over the next 18 months to support

No cost to attend conference, only cost will be release, Rural/ remote travel expense to be covered.

Anti-Bullying: Thursday and Friday will be workshops for teachers, parents and kids - Sydney, Ballina, Wagga ??

***Behaviour Strategy-Working party** currently being developed including a literature review/ support package being developed to support schools.

***Review of Student Discipline Policy working party-**currently being reviewed/ draft consultation phase. Suspension and expulsion processes/ wording and guidelines to be simplified and relevant for current needs and taking into account complex and diverse learning needs and backgrounds.

Specific matters of which the delegates are to take back to their PPC's:

- *Anti Bullying Conference info- School Biz notice
- * CP online modules being updated -
- *New Child protection legislation-s43B of the Crimes Act and s316A- (see Legal Issues Bulletins/ website)

Specific matters of which the NSW PPA Exec/ State Council need to be made aware:

- *Policies currently being reviewed (above)
- * Anti Bullying Conference and Showcase events across the state- Term 4, Week 3- School Biz

Draft Position Paper for Council this term? NO

Collaboration with another RG- AB ED RG



New South Wales Primary Principals Association State Council Report

Term 3 Teaching Principals Reference Group

Chairperson: Bek Zadow

email: rebekah.zadow@det.nsw.edu.au

Executive Liaison: Rob Walker

Regional Representation:

Hunter/ Central Coast: Kristen Kime	Western NSW: NIL (issues forwarded by Shelley Darcy)	Sydney: Kate Drury
New England: Andrew Rodgers	Illawarra/South Coast: Gillian Irvine	Western Sydney: Bek Zadow
South West Sydney: Sharon Ihlein	North Coast: Leanne Parker	Northern Sydney: Paddy Rich
Riverina: NIL		

Summary of matters working on/ or issue received this term:

- SAP HR Payroll:** (a) Transition tasks out of control and no warning was given about the extensive list of tasks, nor the expectation of such a fast turn around. Workload issue for SAMs. (b) More adobe connects only available during class teaching times - why aren't there other options for TPs ie to watch a recorded one?
- External Validation:** We really need to adopt a less time intensive process for Teaching Principals. The TPRG has put forward many options since EV began, and there has been no change for TPs. We are not against the process, but it is time to make it a fairer process.
- Human Resources:** (a) Staffing Codes - is there a way to add a code for a small school setting? (b) Tired of getting staff with codes they don't have the skills for.
- Technology/Assets:** (a) Connecting Country Schools program has been fantastic, however they spent \$20,000 connecting an art room that doesn't need connectivity, and their staff continue to have to use a demountable sub-standard toilet facility.
- No Boundaries/Bus Travel in country schools:** (a) students continue to access free bus travel using government bus subsidies and bypass their local school to travel to a school further away. As there are no defined boundaries in many rural settings, there is little TPs can do. Should the government be paying additional money for these students to bypass a local school?
- Finance:** \$5000 incentive for TPs in rural settings - as this is paid in a lump sum, most is lost in tax. Can this be paid in another way?
- Mentors for new Principals:** Excellent - couldn't have survived without it. Inconsistency with mentors - some get one, some didn't.
- Drought:** losing families because there is no work. School numbers dropping significantly. Is DoE going to be sympathetic to this? Federation staffing moratorium for drought affected schools re nominated transfers.

There are job losses for teachers and pay decrease for Principals/loss of classification level. Request: Can we have a 12 month freeze on staffing changes for 2019 while we wait for the drought to break and for communities to grow again?
- Professional Learning Review Initiative:** 200 schools chosen - How? What is it?
- Support for our SAMs:** is there a flourish option for SAMs?

Specific matters of which the delegates are to take back to their PPC's:

- Draft Position Paper

Specific matters of which the NSW PPA Exec/ State Council need to be made aware: All

Draft Position Paper for Council this term? Yes - attached

Collaboration with another RG/WP/SC? Thank you to Glenn Walker (HR) for his assistance re TP issues.



New South Wales Primary Principals Association State Council Report

Term 3 Technology Reference Group

Chairperson: Clint White

email: Clinton.white@det.nsw.edu.au

Executive Liaison: Ian Reeson

Regional Representation:

Hunter/ Central Coast: David Ireland	Western NSW: Glen Bourke	Sydney: Craig Snudden
New England: Vacant	Illawarra/South Coast: Fiona Senior-Conroy	Western Sydney: Bert Lo Campo (a)
South West Sydney: Reg Corney	North Coast: Andrew Kuchling	Northern Sydney: Matt Pinchbeck
Riverina: Richard Busby (a)		

Summary of matters working on/ or issue received this term:

- Working with EdConnect for service improvement
- Working with Business Systems on MyPL feedback

The TRG have been working on the following Project Control Board and Groups:

- Andrew Kuchling - T4L Achieve Project Control Group
- Reg Corney - T4L Support Project Control Group
- Clint White - 3PI (Third Party Integration) PCB
- Clint White - Student Administration and Management Project Control Group
- Clint White - Online Advisory Group
- Glenn Bourke- Connecting Country Schools PCG
- Mel Wood - STEMshare PCB
- Craig Snudden - Learning Tools Reference Group
- Fiona Senior-Conroy and Craig Snudden - Multimedia Solutions State Contract Steering Committee and Evaluation Panel.

Specific matters of which the delegates are to take back to their PPC's:

- Microsoft Teams available to staff through the portal and very beneficial for school use including video conferencing
- SharePoint online is coming from DoE as an option for file cloud storage.
- Microsoft Transforming Education Ebook a great resource articulating future technology in education
https://news.microsoft.com/uploads/prod/sites/66/2018/06/Transforming-Education-eBook_Final.pdf
- Using Minecraft at your school - Minecraft DET links - <https://education.nsw.gov.au/technology/guides-and-forms/technology-for-school-users/learning-and-collaboration-tools/minecraft-education-edition>
- STEMShare 2nd round of bookings to be released soon.
- Connecting Country Schools Work has commenced in 150 schools. Work is continuing in groups 2,3,4.
- T4L points released on ratio of 1:6 students. Under 160 students allocation provided last year.

Specific matters of which the NSW PPA Exec/ State Council need to be made aware:

Draft Position Paper for Council this term? NO
Collaboration with another RG/WP/SC?



**NSW Primary Principals' Association
State Council Report**

Report to the NSWPPA State Executive and State Council

Reference Group/Standing Committee/Working Party: Annual Conference

Regions Represented at Term RG/SC/WP meeting:

Chairperson: Kylie Donovan

Contact number: 0402039632

Email address: kylie.donovan@det.nsw.edu.au

Summary of matters working on and/or issues received this term:

Conference dates: 31 Oct – 2 Nov. Held at Sofitel Wentworth Sydney. Accommodation will be scarce and expensive due to two major events in Sydney. Negotiated with Intercontinental, Travelodge, Radisson and Tank Stream for good room rates for a short time. Rates will increase prior to events. No rooms left at Sofitel for the original conference rate. Still some available at a re-negotiated rate (rate is less than available to the public).

Secretary Scott will be on leave during the conference. Waiting to see who is replacing him (for awards program). Minister Stokes is attending the Opening. Still waiting to hear from the Premier's office.

Speaking Program:

Wednesday: Turia Pitt, Michael Crossland (MC), Eric Sheninger, Stories from the Field, AGM

Social function: Cocktail Reception at Sofitel - 6.30-8.30pm

Thursday

Leigh Sales, Ann McIntyre, Adrian Piccoli, Michael McQueen, PPA Awards

Social function: Luna Park – dinner. Transport to Luna Park wharf by private ferry charter.

Friday

Future Crunch, Jack Manning-Bancroft – AIME, Michael Crossland, Dr Nikki Stamp

Conference is scheduled to finish by 3.15pm for those principals planning flights home in the afternoon.

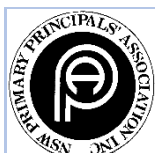
The conference app will be ready to access prior to conference.

Registration is open with approximately 450 enrolled at present.

Draft Position paper for State Council this term?

If Yes – Further Information

Specific matters of which the NSWPPA State Executive/State Council need to be made aware:



New South Wales Primary Principals Association State Council Report

Term 3 Communication & Engagement Standing Committee

Chairperson: Michael Trist

email: michael.trist@det.nsw.edu.au

Executive Liaison: Ian Reeson

Regional Representation:

Hunter/ Central Coast: Simon Mulready	Western NSW:	Sydney: Polly Palaitas
New England:	Illawarra/South Coast:	Western Sydney: Anne Bahnisch
South West Sydney:	North Coast: Michael Trist, Ian Reeson	Northern Sydney:
Riverina:		

Summary of matters working on/ or issues received this term:

- School Website Service (SWS) training and go-live has progressed at an accelerated schedule following the previous platform becoming unavailable due to security issues. The process has received mixed reviews, and the C&E directorate are working to simplify procedures based on the feedback they have received and to increase levels of user support.
- The C&E Directorate are developing their own version of commercially available home-school communication apps such as "Skoolbag" with similar functionality, but at no cost to schools - could be ready this year.
- C&E SC members continue to contribute to upgrades to the Sparo online tool, the Consolidated School Schedule ("Term Planner") and to the next iteration of the DoE Portal, which will incorporate tailored mobile accessibility tools such as Schoolbiz, ESS, and incorporation of functions of AMU/SMU/EMU into a single, streamlined staff access tool.
- DoE policy compliance processes are being simplified to do away with the need for principal use of the AZT.
- The Communication & Engagement Directorate's Facebook support to schools will include increased analytics of user activity & access to centrally produced content. This content will be provided in 3 tiers - for all schools, for specific geographical areas & for individual schools - the C&E SC is negotiating the type and frequency of DoE content to be included in each of these
- Claire Beattie is the Director of Strategic Communications - very keen to get hold photos/videos/stories of kids doing cute stuff (particularly healthy canteen or special day celebrations) and will disseminate via DoE social media etc.
- The C&E SC has continued its trial of the Microsoft Teams platform to bring all of our business into one place, with simple functionality and access. The committee can recommend its suitability to roll out to other NSWPPA RGs, SCs, WPs and State Executive to facilitate their executive communications. To this end we engaged Megan Townes from Microsoft to provide a workshop to State Council.

Specific matters of which the delegates are to take back to their PPC's:

- A number of DoE online platforms are undergoing upgrades to either access or function, including: AZT, SPARO, EdConnect, Schoolbiz, ESS, the Consolidated School Planner and staff access tools (see above). The DoE is actively seeking input from the PPA and SPC to aid this process. There is a stated commitment to provide principals & schools with more efficient digital tools.

Specific matters of which the NSW PPA Exec/ State Council need to be made aware:

- Having now trialled it for several months, the C&E SC can confirm that the Microsoft Teams platform is a practical means for NSWPPA RGs, SCs, WPs and State Executive to facilitate communication to manage their executive functions.

Draft Position Paper for Council this term? NO

Collaboration with another RG/WP/SC? NO



New South Wales Primary Principals Association State Council Report

Term 3 Leadership Standing Committee

Chairperson: Karen Maraga

email: karen.maraga@det.nsw.edu.au

Executive Liaison: Lyn Davis

Regional Representation:

Hunter/ Central Coast:	North Coast:	Sydney:
Northern Sydney:	Illawarra/South Coast:	Western Sydney:

Summary of matters working on/ or issue received this term:

School Leadership Institute

- University of Wollongong was the successful tenderer for the 'Aspiring Principals Leadership Program'. The rigorous selection process for the first two cohorts of candidates has been completed. There will be another opportunity for aspiring principals to apply in Term 1 2019.

NSW PPA Principal Credential

- 87 participants and 19 facilitators participated in the second two day conference for this cohort in August. Keynote speakers included Ann McIntyre and Brian Caldwell. Brian has published a new book '*The Alignment Premium, Benchmarking Australia's student achievement, professional autonomy and system adaptivity*', in which he demonstrates the clear alignment between leading and managing in schools. The final conference will be held in May. The LSC have developed a presentation on the NSW PPA Principal Credential. This can be accessed on the PPA Website.

Leadership and High Performance (Sandra Robinson, Alexandra Mandel)

- Professional Learning Review is underway with Ernst and Young. All principals and staff will be asked to complete a survey. 200 schools have been identified for sampling framework.

Mastery of Teaching (Lila Mularczyk, Kenny Gibbons, Lorraine Rowles)

- The DoE is piloting a Mastery of Teaching Program to identify and support expert teachers to achieve Highly Accomplished accreditation. Aim is to have every network with HALTs operating in all schools. Principals will be involved in an authentic identification process. Pilot being held in Peel and West Wyalong networks.

Specific matters of which the delegates are to take back to their PPC's:

School Leadership Institute

- An Expression of Interest for Principal Facilitators for the 'Aspiring Principals Leadership Program' was published in Schoolbiz last week. Primary principals are encouraged to apply. Applications close on 17 September.

Art of Leadership and Masterclasses 2019

- 7 Art of Leadership courses and 2 Masterclasses for 2019, schools need to consider in their planning for 2019 as positions will fill quickly once advertised.

Specific matters of which the NSW PPA Exec/ State Council need to be made aware:

- Professional Learning Officer - An expression of interest will be advertised to fill the position.

Draft Position Paper for Council this term? NO



New South Wales Primary Principals Association State Council Report

Term 3 Legal Issues Standing Committee

Chairperson: Greg McLaren

email: greg.mclaren@det.nsw.edu.au

Executive Liaison: Robyn Evans

Representation: Norma Petrocco, Greg Grinham, Ginny Latta, Andrew Doyle & Trish Peters. Apology: Ben Matthews

Contributors: Geoff Scott (NSWPPA prof. officer) & Jo Frearson (Manager H&SD)

Summary of matters working on/or issue received this term:

Legal Services

- * Can NSW police enforce Commonwealth orders? Still being followed up by Legal Services.
- * Active - National Redress Scheme from the Royal Commission on Institutional Sexual Abuse.
- * Encourage Principal to read Legal Issues Bulletin 33 - Dealing with Difficult People.
- * New Legal Issues Bulletin No.59- Duty to report and duty to protect a child from child abuse.
- * Legal website contains a new Legal education hub hosting eight 15 minute online learning modules for principals.

EPaC

- * EPaC requests good news stories in regards to complaints management.
- * Need to target consistently underperforming staff. Good number leave improvement program successfully.
- * Face to face training at school's cost - approximately \$600 including non-metro areas.
- * EPaC drafting 'bulletins' similar to Legal Issues Bulletins on EPaC topics. Access will be via links on EPaC site.
- * Significant number of Principals not reporting child protection matters.
- * Letters of directions - pushing back on DELs to writing these themselves.

H&SD

- * WH&S consultants realigned with new structure.
- * Contractor Induction - Facility Site Visit Log sent to each school - notify H&SD if you haven't received.
- * EAPs - out to tender. Release Day 1 Term 1. Link to wellbeing framework.
- * Recovery At Work - e learning module and video now live.
- * Proactive Programs for Safe Work and Learning - WH&S consultants working with principals and DELs.

Specific matters which the delegates are to take back to their PPC's:

- * New Legal Services decision trees to generate instant written advice on a range of common family law matters.
- * Encourage Principals to look at the new legal services online resources.
- * EPaC can be contacted at any time regarding specific issues.

Specific matters of which the NSWPPA Exec/State Council need to be made aware:

- Revision to the current EPaC improvement programs is welcomed by the directorate.
- Address holes in DoE Standard of Care owed by the employer to employees under investigation.
- Reduction of DoE policies is under consideration.



New South Wales Primary Principals Association State Council Report

NSW Primary Principals' Association State Council Report

Report to the NSWPPA State Executive and State Council

Rural Education Standing Committee

Chairperson: Susan Ruffles

Contact number: 0477753519

Email address: susan.ruffles@det.nsw.edu.au

Summary of matters working on and/or issues received this term:

- Discussions with Charles Sturt University representative Dr Matthew Winslade Sub Dean Workplace Learning at Bathurst in regards to issues around teacher education programs and initiatives. There are a range of complexities but some positive initiatives in place including a Hub model around Bathurst. Our next discussion will be with Cynthia Wearne in regards to NSWPPA support for enhancing connections between DoE and Universities and other issues relating to her role.
- Mike Tom and Kimberley Hill from the Rural & Distance Education team joined us for the day. They provided us an up-date on programs and initiatives current and being planned for. Of note:- the team has led a very successful PL linking isolated small schools using technology and Microbit proved very practical (we spoke about the need for DoE to identify key PL and ongoing support focused on technology). The model will be expanded to more schools; Network Initiative Projects of up to \$20,000 will continue for R&R schools and information will be available Term 4; a 2019 R&R Conference is in early stages of planning and our SC suggested that organisers could request content ideas for this conference via PPCs. One idea may be to hold 1-day repeat conference days in various regional locations; and some discussions about Early Learning delivery improvements, up-dates about Aurora College, STEM share kits, R&R funding to continue beyond 2018, waiting for release of CESE report on R&R Blueprint and we will continue to seek clarity as to any next step initiatives that maintain lens on R&R specific issues.
- Stage 3 Aurora College Pilot up-date – 175 students applied. 48 students have been accepted from across 40 schools and transition activities will happen in Term 4 with a 2019 start.
- Sue had met with Adrian Piccoli in his role with UNSW and the Gonski Institute. The Institute is having conversations with DoE in regards to providing research that could be used to inform system improvements in identified areas. R&R is an 'umbrella' focus across other areas they have identified. The SC will correspond to Adrian to say that there would be an interest to be involved in future conversations and possible supports should DoE continue with this idea.
- The SC will be involved in providing feedback to HR on the 'R&R Phase 2 Strategy – Draft Flexible Incentive Package Procedures'.
- The SC provided feedback to Grant Schaefer on the 'Protocols for schools where recess, closure, amalgamation or other educational provision models are to be considered' document.
- The SC looked at the HR surveymonkey results and were informed that these results will be presented at Term 3 Council and to Trina Schmidt. The SC initiated this idea and drafted the possible questions to be included in partnership with the HRRG, are looking forward to seeing some actions to improve the issues around lack of casuals not only in R&R schools but across the state.

Draft Position paper for State Council this term?

No

Specific matters of which the NSWPPA State Executive/State Council need to be made aware:

Covered in the notes above.



New South Wales Primary Principals Association State Council Report

Term 2 School Viability and Educational Provision Working Party

Chairperson: Grant Schaefer

email: Grant.Schaefer@det.nsw.edu.au

Executive Liaison: Robyn Evans

Regional Representation:

Hunter/ Central Coast:	Western NSW:	Sydney:
New England:	Illawarra/South Coast:	Western Sydney:
South West Sydney:	North Coast:	Northern Sydney:
Riverina:		

Summary of matters working on/ or issue received this term:

Currently working with two Primary schools in NSW, through various sections of the protocols that may lead to schools closing permanently, entering a recess of up to two years and one of amalgamation. Also looking at 'other educational provision model' for a school currently in recess.

Phone conversations with Executive Directors and NSW Directors Public School around the HR issue of Teaching Principal placement when a school is placed into recess. The discussion around above establishment placements if suitable position is not found, usually around travel time/distance for rural and remote schools.

Specific matters of which the delegates are to take back to their PPC's:

If you know of any schools where the Director Educational Leadership has had conversations around school viability could you please contact Grant Schaefer via email address above with the details.

Specific matters of which the NSW PPA Exec/ State Council need to be made aware:

Draft Position Paper for Council this term? NO

Collaboration with another RG/WP/SC?



NSW Primary Principals' Association State Council Report

Report to the NSWPPA State Executive and State Council

Observer Group: CENTRAL SCHOOLS

Observer: Michael Windred

Contact number: 0447626886

Email address: michael.windred@det.nsw.edu.au

We are currently attaining a consensus to hold an initial Principals meeting to discuss the process to resurrect a Central Schools Conference.

Purpose: The purpose of this meeting is to address school issues that are typical to Central Schools and the anomalies related to a K – 12 campuses and a K-12 split campus.

Date of the meeting.

We have booked the Aerial Room at UTS in Term 4... Monday, 5th November 2018 and Tuesday, 6th November 2018. That is all day Monday and half day Tuesday so that principals can drive or fly out of Sydney early.

If we can't get the speakers in time for the November meeting, then we may need to look at a date in Term One of 2019.

Content of meeting.

Mark Scott is in support of the conference and will attend the initial meeting. It is important for the Secretary to attain an understanding of the complexities of a Central School.

We will conduct Feedback Sessions with directors and personnel from a variety of directorates ... Such as:

- Staffing.
- Technology,
- Teacher Housing Representative.
- Learning Progressions... K-10 syllabuses.
- Services poor areas.
- GONSKI.
- Listserver.
- Other topics that principals would like to be investigated.
- Professional Learning opportunities ... Keynotes and Lead Paper.

Goals for the meetings:

- As a result of this meeting, we will aim to produce a draft or better still, write a 'Position Paper' to be adopted by the SPC and PPA in due course as their respective official positions in relation to Central Schools and their specific issues/concerns.
- Select a common date to conduct the Central Schools conference each year... decide on the venue, format, committee, sponsorship etc.

Draft Position paper for State Council this term?

If Yes – Further Information

Specific matters of which the NSWPPA State Executive/State Council need to be made aware:



New South Wales Primary Principals Association State Council Report

Term 3 EEC

Observer Delegate: Brian Trench

email: brian.trench@det.nsw.edu.au

Executive Liaison:

Regional Representation:

Hunter/ Central Coast:	Western NSW:	Sydney:
New England:	Illawarra/South Coast:	Western Sydney:
South West Sydney:	North Coast:	Northern Sydney:
Riverina:		

Summary of matters working on/or issue received this term:

- 1) EECs are often invited into schools to help run energy /environmental school “snapshots” during which they have noticed many schools around the state have solar panels that are not connected or that current staff do not know how to connect/operate/monitor. EECs will attempt to investigate, through Assets, the scale of the issue and how best to assist schools to make maximum use of this valuable resource.
- 2) Observatory Hill EEC will probably need to move location from its current Fort St PS site at end of 2018. No new destination is settled yet
- 3) At least six EECs are currently negotiating new leases with their host land-owners. Negotiating and maintaining associations, licenses, operating procedures and fees with land owners/managers is a significant demand on majority of EEC principals.
- 4) New Science and Technology K-6 PL is rolling out across the state smoothly. There has been some demand from schools to offer it early 2019 as a whole-school SDD. Contact your nearest EEC in next couple of months if this is of interest.
- 5) EECs will be supporting Eco-Schools next year as part of their student sustainability leadership effort.

Specific matters which the delegates are to take back to their PPC's:

Contact your nearest EEC now for SDD Science and Technology K-6 PL early next year.

Specific matters of which the NSWPPA Exec/State Council need to be made aware:

Draft Position Paper for Council this term? NO

Collaboration with another RG/WP/SC?



NSW Primary Principals' Association State Council Report

Report to the NSWPPA State Executive and State Council

Observer Group: Principal School Leadership (PSL)

Observer: Greg Wells

Contact number: 0406 990 750

Email address: gregory.wells@det.nsw.edu.au

Summary of matters working on and/or issues received this term:

School Excellence continues to be a key priority of the term three. PSL support as principals undertake the 2018 External Validation process. This year there is a more even distribution of schools across the state undertaking External Validation, as there are no restrictions of geographical areas due to the rolling out of state wide programs as in previous years. In relation to the old Operational areas this equates to Ultimo having 90, Macquarie Park 90, Tamworth 131 and Wagga 134. This will see the PSL team travelling far more extensively across the state. As a result, often a PSL will be located in an area, such as Batemans Bay or Newcastle or Broken Hill from Monday to Thursday to undertake two External Validation processes in two of the schools within that area. It is anticipated that on average PSL's will undertake approximately 11 to 12 External Validation processes throughout the period from week 5 term 3 to the end of week 5 term 4. During this period PSL's continue supporting school who are working on and completing their External Validation submissions as well as supporting their identified principal coachee's, working to support Director Educational Leadership with network meetings and providing support and guidance to colleagues as requested.

Recruitment of PSL's and Principal Coach Mentors (PCM's):

19 newly PSLs were filled in 2018 for up to two years from substantive principals and formerly employed principals and directors. They have been geographically based in network offices across the state. Please watch School Biz for information regarding Principal Coach Mentor (PCM) positions that will be advertised through an EOI process towards the end of this term. There will also be advertisement for additional PSL roles as many existing PSL's will have completed their two year tenure. I strongly encourage you to support this role and enthusiastically encourage our principal colleagues to apply for this outstanding role. It is a role that provides unequal privilege and responsibility through the support, guidance and joy of working alongside principals in their context.

Second Principal Induction Conference (PIC):

A second 3 day conference was held from 14th to 16th August in Sydney. This PIC follows the previous induction of 119 newly appointed or relieving principals. As part of the revised School Leadership Strategy, from 2018 a PSL coach will be assigned (for a two year period) to each of the principals. The coaching roles are undertaken by PSLs and Principal Coach Mentors (0.2). To date there are now 11 Principal Coach Mentors (0.2) activated.

All newly appointed and first time principals (NAFTPs) to be eligible for coaching support as stated by the School Leadership Strategy, must be in the role for two or more terms and have their application supported by their Director Educational Leadership.

Currently there are 334 Principals receiving coaching support. This is broken down into 283 principals being coached by a PSL and 51 principals being coached by a PCM. Interestingly as at 7th August there had been 200 principals appointed in 2018 (with just over 4 months until the end of year) and in 2017 (the full year) there was 183 principals appointed.

Currently there has been some evaluation of the coaching support that has been offered by the PCM's throughout the course of 2018 to assess the effectiveness for those receiving this support and to identify

areas of strength and need. This involved a survey asking 50 principals being supported and coached to answer questions under each of the key areas using a 4 point scale of Strongly Agree, Agree, Disagree or Strongly Disagree.

Coaching has increased my proficiency in each of the following professional practices, Coaching has increased my proficiency in each of the following Leadership requirements and Observations about the Coaching and Support.

This same survey has been sent to 50 principals who have been coached and supported by PSL's as well. The information from both surveys calls out very clearly that 90% or more of principals either Agreed or Strongly Agreed to the questions within each of the subsets of questions and in regards to the third area of focus relating to the observations 88% of principals stated that they Agreed or Strongly Agreed that their coach 'Was Sensitive to My Needs' and 90% of principals stated that they Strongly Agreed or Agreed that the

'Support and Guidance through Contentious and Complex Matters was beneficial'. Interestingly the other 10% stated that they had not been in a situation that required that support as yet. These surveys were only just back to Murray Campbell (Director, Principal School Leadership on Friday 31st August).

External Validation:

There are 444 schools involved in the External Validation process for 2018. This will see approximately 60 % of all schools within the system having undertaken the External Validation process by the end of this year. This follows 442 schools in 2017 and 439 schools in 2016. This signifies a critical mass of participation across the system and with this understanding across our system.

In 2018 there are 226 Peer Principals who have been trained and have or will be participating as panel members. Training as Peer Principals, occurred over two days, across five separate training sessions. Training ensures consistency with process and application of the School Excellence guidelines and policy. It also ensures clarity of purpose and application to the School Excellence Framework version 2.

High Performance, advised that there has been a significant reduction in errors when uploading material and evidence sets to Sparo.

Draft Position paper for State Council this term?

If Yes – Further Information

Specific matters of which the NSWPPA State Executive/State Council need to be made aware:



New South Wales Primary Principals Association State Council Report

Term 3

NSWPPA Professional Support Officer: Geoff Scott

email: Geoff.scott@det.nsw.edu.au

Mob: 0427 451 359

Executive Liaison: President

Summary of matters working on/ or issues received this term:

The NSWPPA Professional Support Officer (PSO) has continued to support colleagues in a variety of circumstances during the past Term. As always, the individual support provided is confidential, but ranges from telephone conversations, referrals to appropriate support sources, meetings with Principals, representations to DoE senior officers and on-site visits. Feedback, both directly and through other colleagues, has indicated that the support structures and processes of the NSWPPA are a valued source of assistance, advice and support. The work of Chairpersons Anne van Dartel and Greg McLaren and that of the members of these groups is acknowledged as extremely valuable for the ongoing well-being of Principals.

Communication and liaison with the DoE Deputy Secretaries, Executive Directors and Directors Educational Leadership as well as the NSW Teachers Federation have continued this Term, as the need has arisen. Attendance and participation by the Professional Support Officer in meetings of the Principal Support Reference Group (PS RG) and Legal Issues Standing Committee (LI SC) have contributed to appropriate co-ordination of support services. The second NSWPPA Principal Support Officer, Wendy Buckley, was welcomed at the Term 3 PS RG Meeting – Wendy will be taking up the second PSO position in 2019.

Specific matters which Delegates are to take back to their PPCs:

- It is vitally important that the emphasis at all Area Council meetings on 'looking after each other', is continued throughout the year, particularly when there are newly appointed colleagues and relieving Principals coming on board.
- A regular section is to be included in What's Hot, which will make reference to any Legal Issues updates and policy updates (with appropriate hyperlinks) of which Principals need to be aware.
- Invitations to DoE senior officers in Legal Directorate, Health and Safety and EPAC to attend and present at Area Council Meetings is encouraged. LI SC Chairperson, Greg McLaren, can assist Area Presidents in arranging these sessions.
- All of these suggestions are to assist Principals to keep abreast of policies and procedures, be pro-active and minimise the risks of 'making a wrong call'.

Specific matters of which the NSW PPA Exec. / State Council need to be made aware:

To enable a greater degree of co-ordination to be achieved in the Association's interaction and advocacy with senior DoE officers, Deputy President Robyn Evans has undertaken to organise two VCs/Meetings per Term of the relevant Chairpersons, PSO and Executive Liaison members with suggested dates in Week 2 (Week 3 at Annual Conference for next Term) and Week 9. These meetings will highlight the main issues of concern and the most appropriate channels through which these will be pursued with the DoE.

To further assist Principals. regular brief items on matters such as Legal Issues and policy updates with appropriate hyperlinks. will be

Draft Position Paper for Council this term?

NO



REPORT TO NSWPPA STATE COUNCIL Friday 7 September, 2018

NSWPPA & LIFE MEMBERS DAY

We are very appreciative of the ongoing support from the NSWPPA and recognition of the contributions of retired principals.

We appreciate the invitation to Life members Day at Annual Conference which this year will be held on Thursday 1 November as part of the Annual Conference from 31 October to Friday 2 November.

The Letters of Invitation to Life Members to attend will be sent out later this month. Our special thanks to Merrilyn Jenkins who has taken on the role of coordinating this special occasion.

CONGRATULATIONS to Vice President Diane Robertson, Clarke Road Special education School, on being awarded School principal of the Year (Government) and prestigious Australian School Principal for all sectors. We also wish to acknowledge those schools who received the prestigious NSW Public Education Awards: Briar Road PS, Kurri Kurri High and Endeavour Sports High

MEMBERSHIP WELFARE SURVEY

We have recently completed our membership Survey and we are in the process of collating the responses from over 40 members.

The Survey is part of our ongoing support network for our members and retired principals, designed to provide us with information on how retirees are managing their retirement and the transition from the workplace.

EXECUTIVE COMMITTEE ELECTIONS

This month we will be conducting the election of our Committee for 2019/20. Nominations will be called for the positions of: President, 2 Vice Presidents, Secretary, Treasurer, Events Coordinator and two Committee members.

We would encourage members to consider nominating as some of the long serving existing Committee are not seeking re-election.

VALE

Since our last Edition we have reported on three more of our colleague friends who have passed away. John Weston, former principal of Lethbridge Park PS; Wayne Morgan former principal of Warwick Farm PS and Coniston PS and Sue Ingram former Principal of North Rocks School for the Blind and Toukley PS.

In addition, we acknowledged the passing of Jack Elliott a former District Inspector and highly involved in In Service Programs. Jack was well known to many in Western Sydney.

HEALTH WATCH

...Malcolm Sandstrom has had a re-occurrence of a brain tumor and has undergone a further operation. However, he advises that the treatment has been successful and he is hoping to join with us at our next luncheon. Our best wishes go with Malcolm for a successful recovery.

...Nev Mison is currently undergoing treatment for a prostate cancer growth and has an operation scheduled for early September. We wish him well for a speedy recovery.

...Ken Boston known to many of you recently also suffered a minor stroke but is recovering well.

...For my part may I offer my sincere thanks to all who visited or sent messages of support during my recent heart surgery.

Please remember to let us know of any retiree who is unwell so we can keep in touch.

OUTINGS and EVENTS

Our Sydney Luncheons held at Kirribilli Club on 5 April and at the Sydney Rowing Club on 7 June were well attended and most enjoyable.

The next city luncheon will be at the Emperors Garden, Chinatown on Thursday 6 September. We look forward to catching up with those able to attend. We have also dedicated this day as a further opportunity for those attending to remember and celebrate the life of Sue Ingram.

Non Metropolitan Events:

Wagga Wagga

Unfortunately our proposed visit to Wagga Wagga has been deferred to 2019. Greg Smith, the Organiser of the visit, has had major travel commitments during the past few months and could not manage the occasion. Life as a retiree is just full on.

North Coast Visit

The offer from new retiree Chisolm Bloch to organise a visit to Yamba is still under consideration. It will provide the opportunity to catch up with our many of our member retirees on the North Coast. According to Chisolm there is much to offer with excellent restaurants, top pubs, good shopping, golf and views to die for. Highlights include a lunch river cruise and the Iluka Ferry fun trip. He is proposing the visit take place during 24, 25 & 26 October.

Newcastle

Our annual Newcastle Luncheon was again held at Hughzies lakeside Brasserie in Toronto on 16 August. It was a lovely occasion attended by 33 people and dedicated to the memory of recently departed Sue Ingram. Sue's husband, George Cattell, and son Phillip joined with us as we paid tribute to Sue's life in education and as a strong advocate for public education.

These occasions enable us to meet up with many of our country retired colleagues not previously involved in Association activities.

Annual Golf Day

The 2018 Golf Day was held at Massey Park Golf Course on 4 May. The number of players was similar to last year with a number of regular players unavailable due to travel and other commitments. It was great to have two lady players join us for the event.

The winner of the ARPP Trophy was Peter Dawson who also paired with Warren Hollis to win the Pairs Event. Other prizes for the Long Drives, Nearest the Pin and Runners-Up were shared around the group.

The presentation followed lunch and concluded a very enjoyable day

A big thank you to all who assisted with the organisation, especially Maurie Bird and Graham Hayton.

Phillips Sydney Memorial Walk

This is a highly regarded guided tour of the Rocks area led by Brian Powyer who regularly takes groups on the tour. This will be held during November. A Notice with details will be circulated with a small donation of \$10.00 being asked for to go towards our ongoing support for Stewart House.

STEWART HOUSE

ARPP continues to support the operation of Stewart House and promotes fund raising and involvement of members. A Training Program designed to support the involvement of our members in assisting the Liaison Officers during their visits to schools has been developed and we are looking to present this in the near future.. The promotion of support for school fund raising activities and the teacher salary contribution scheme needs a major focus. Over 50% of the funding for Stewart House comes from schools and teachers and we would encourage all principals, both current and retirees, to maintain their support for this wonderful organisation that caters for over 1800 children through their 12 day visits to Stewart House. We recently met with President Phil and members of your Executive to promote Stewart House to schools and discussed Communication to principals, the process of offers for 2019 Placements and the alignment of our school groups with PPA Areas. Such arrangements will enhance & promote the operations of Stewart House.

FOSH

ARPP continues to promote the Friends of Stewart House organisation as a key fund raiser for Stewart House and the many events organized for 2018. FOSH President, Kerryanne Knox extends her thanks to all of the retired principals who have renewed their membership of FOSH for 2018. We rely on our membership to keep our support of Stewart House strong. Our last event was at Doyles Seafood Restaurant attended by 70 people to celebrate our FOSH 80th birthday.

Sylvia Corish, the Executive Director of Sydney South East represented the DET, with years of connection to Stewart House as a salary contributor. She talked about the support of the Department to Stewart House and the great work of Stewart House in supporting students across NSW and the ACT. The event raised \$1134 for FOSH to present to Stewart House as part of its annual fundraising.

ENCOURAGING NEW MEMBERS

As always we seek your support in reaching out to recently retired principals and encourage them to join with us as members of our Association.

ARPP was established to provide an avenue for retirees to keep in touch and to be able to meet and share their life in retirement. While many of our members take on roles in a variety of organisations there are many who find the transition more difficult.

Our events, newsletters and website provide news and a communication around the state. All retirees whether they are metropolitan or country can be involved through the various groups as they meet during the year.

Keep well & enjoy the good life
Tom Croker
President