

NSW Primary Principals' Association Inc.



State Council Meeting

Term 4 2018

29 and 30 November, 2018

Council Kit

CORPORATE PARTNERS



BUSINESS PARTNERS



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NSWPPA
TERM 4 2018 STATE COUNCIL MEETING
AGENDA

*Thursday 29 and Friday 30 November, 2018
Novotel Sydney Central, Thomas St, Haymarket.
Bennelong Point and Farm Cove Conference Rooms (Level 1)*

*Area Council Delegates, Reference Group/Standing Committee/Working Party Chairpersons,
Observer Delegates, State Executive*

AGENDA

DAY 1 – Thursday 29 November, 2018
(Sessions chaired by Relieving President, Robyn Evans unless otherwise indicated)

8:30am – 9:15am

1. Commencement of Term 4 State Council Meeting

- 1.1. Welcome**
- 1.2. Acknowledgement of Country**

2. State Council Opening Business

- 2.1. Apologies: Phil Seymour, Fiona Senior-Conroy, Michael Windred.**
- 2.2. Introduction of new members**
- 2.3. Stewart House – arrangements**
- 2.4. Christmas Dinner arrangements – Executive Officer, Mark Pritchard.**

3. Agenda

- 3.1. Items as circulated**
- 3.2. Additional items and variations**
- 3.3. Acceptance**
- 3.4. Development of questions for Guests**

4. President's Report

- 4.1. Report as circulated**
- 4.2. Highlighted items in written report**

5. Minutes of Term 3 2018 State Council Meeting

- 5.1. Corrections**
- 5.2. Acceptance**
- 5.3. Business Arising**

6. Treasurer's Report

- 6.1. Report as circulated**
- 6.2. Highlighted items**
- 6.3. Acceptance**

9:15am – 9:45am CHAIR: Vice President, Lyn Davis

7. Guest: Mark Grant, Executive Director, Leadership and High Performance

7.1. Welcome

7.2. Presentation

7.3. Questions & discussion

9:45am – 10:30am CHAIR: Relieving Deputy President, Rob Walker

8. NSWPPA Business Session

8.1. AGPPA – Relieving Deputy President, Rob

8.2. APPA – Relieving President, Robyn

8.3. NSWPPA Vision – Robyn and Rob.

10:30am – 10:35am Corporate Partner: Sentral

10:35am – 10:55am Morning Tea

10:55am – 11:00am Business Partner: MSP Photography

11am – 12:00 noon CHAIR: Vice President, Craig Redfern

9. Guest: Anthony Manning, Chief Executive, School Infrastructure NSW

9.1. Welcome

9.2. Presentation

9.3. Questions & discussion

12:00 noon – 12:45pm Chair: Deputy President, Diane Robertson

10. Guest: Mark Scott, Secretary, Department of Education

10.1. Welcome

10.2. Presentation

10.3. Questions & discussion

12:45pm – 12:50pm Business Partner: EdPlan

12:50pm – 12:55pm Business Partner: MyPLGoals

12:55pm – 1:40pm Lunch

1:40pm – 1:45pm Business Partner: OshClub/HelpingHands Network

1:45pm - 2:15pm

11. Panel Session 1: Reference Group/Standing Committee/Working Party Chairpersons

11.1. Questions on reports (as previously tabled/circulated)

2:15pm – 3:00pm CHAIR: Treasurer, Michael Burgess

**12. Guests: Gerard Gieseken, Chief Financial Officer and
Scott Thomson, Executive Director, Corporate Services
Delivery Model**

12.1. Welcome

12.2. Presentation

12.3. Questions & discussion

3:00pm – 3:05pm Business Partner: Dance Fever/Multisport

3:05pm – 3:30pm Afternoon Tea

3:30pm – 4:45pm

13. Panel Session 2: Reference Group/Standing Committee/Working Party Chairpersons

13.1. Questions on reports (as previously tabled/circulated)

4:45pm – 5:00pm CHAIR: Relieving Deputy President, Rob Walker

14. Gonski v2 Update

5:00pm Meeting adjourned for Day One



NSWPPA
TERM 4 2018 STATE COUNCIL MEETING
AGENDA

DAY 2 – Friday 30 November, 2018

(Sessions chaired by Relieving President, Robyn Evans unless otherwise indicated)

8:30am – 9:00am

15. Review of Day One

9:00am – 9:30am CHAIR: Vice President, Michael Trist

16. Guest: Mark Greentree, Director, Technology For Learning

- 16.1. Welcome**
- 16.2. Presentation**
- 16.3. Questions**

9:30am – 10:30am

17. Guest: The Hon. Rob Stokes MP, Minister for Education

- 1.1. Welcome**
- 1.2. Presentation**
- 1.3. Questions**

10:30am – 10:35am Corporate Partner: The School Photographer

10:35am – 10:55am Morning Tea

10:55am – 11:00am Business Partner: The Music Bus

11:00am – 11:05am Business Partner: Camp Australia

11:05am – 11:50am CHAIR: Vice President, Ian Reeson

18. Workshop: Future Directions; Reference Groups, Standing Committees and Working Parties, Where To in 2019?

11:50am – 12:25pm Chair: Deputy President, Diane Robertson

**19. Guest: Shannan Judge, Principal, Ermington West PS, Principal in Residence
Every Student Known Valued and Cared For**

- 19.1. Welcome**
- 19.2. Presentation**
- 19.3. Questions**

12:25pm – 12:30pm Business Partner: Pixevety

12:30pm – 1:25pm Lunch

1:25pm – 1:30pm Business Partner: Literatu

1:30pm – 3:00pm CHAIR: Vice President, Bob Willetts

**20. Guests: Liana Downey, Executive Director, Delivery
Kelly Edmunds, Director, Strategic Projects, Delivery Unit
Melissa Clements, Director, Disability, Learning and Support
Jessica Ellis, Delivery Unit**

- 1.1. Welcome**
- 1.2. Presentation**

1.3. Questions

3:00pm – 3:45pm Chair: Secretary, Jude Hayman

21. Guest: Georgina Harrison, Deputy Secretary, Educational Services

1.4. Welcome

1.5. Presentation

1.6. Questions

3:45pm – 4:00pm

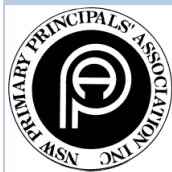
Wrap up and scheduled closure of meeting

Next Meeting

Term One, 2019 NSWPPA State Council Meeting

Thursday and Friday 14, 15 March, 2019

Novotel Sydney Central



Week 7 term 4 already! reflecting on our many accomplishments and areas where we have had great impact this year, I first think of the relationships we have built and the strength and authentic collaboration we have had with key Senior Officers of the Department, the Minister and his advisers The Secretary, Deputy Secretaries, Executive Directors and in particular SPC President, Chris Presland and his Executive team. From the Deputy Presidents perspective I have been part of it, made observations, and heard it often but, having stepped into Phil's shoes this term I have been privileged to have stepped into a space where you recognise the significance of the face to face, point in time discussions that take place – the immediacy of meetings, the quick turn-around times, the high level collaboration and reflection and the action forward that shapes what is being operationalised in our schools. There is much respect for Principals from DoE personnel and the work we do– I know there's times when we don't always feel as if decisions meet our needs nor does the software or systems for that matter yet I have been present in many high level conversations recently and I have to say our voice is very much sought, valued and acted upon. There is much work to be done that is the fact and whilst we as Associations have the necessary people positioned to ensure inclusive, equitable and rich practices happen in our schools I feel we are well positioned. It has been my experience that we as an Association have met with success because of the authentic, consistent, insistent and persistent approach our Executive, Chairpersons and broader membership demonstrate.

As an Association we have continued high visibility at meetings, in forums and discussions aimed at advocating for all principals and schools across the state with greater emphasis on the delivery of educational services.

Key initiatives and successes throughout 2018:

Principal Well-Being and Support:

Our commitment to supporting our principals is our major priority and we offer a range of means to support our colleagues. Our structures at PPC level and our Principal Support Reference Group, along with the local PSL offer the important shoulder to shoulder support when needed. Our chairperson of Legal Services Standing Committee, Greg McLaren, Chairperson of Principal Support Reference Group, Anne van Dartel along with Geoff Scott and Wendy Buckley, our Professional Support officers, offer more intense and higher-level support when required. We welcome Wendy to the team and look forward to the additional support she will offer in 2019.

We have supported the proactive **Flourish** program following a successful pilot in the Shellharbour PPC, Wollongong and Maitland areas. Led by Dr Adam Fraser with support from Berry PS Principal Bob Willetts, this project focuses on auctioning practices to assist principals in achieving better performance, better leadership and better wellbeing. Additional courses in Broken Hill, Tweed Ballina, Castle Hill, Sutherland and Port Macquarie reaped much reward for participants. We acknowledge the \$10,000 from Teachers' Health provided to underwrite the costs of course delivery in rural and remote areas. We are looking at expanding this program to several other PPC's that expressed interest for a 2019 start.

The Leadership Strategy

This multi-faceted strategy supported us in our schools. The **additional \$50m** from the DoE has certainly been beneficial in supporting each of us in our schools. Our survey, completed by 669 colleagues, showed

that across the range of schools, this funding was utilised in a variety of ways to support our principals get back to what we are all about – teaching and learning.

There is a commitment from the Department that this funding is recurrent and will remain flexible, so we can utilise the best way according to your context. The Delivery Unit, under Executive Director Liana Downey, has been working relentlessly on limiting 'red tape' and taking unnecessary 'administrivia' off our desks. I am currently representing the NSWPPA on a working group set up by Rob Stokes – NSW Minister of Education - Reducing the Administrative Burden. This work group has been formed to provide advice to the Department in the form of insights and suggestions on areas of focus to reduce the administrative burden schools from the experience of school based staff. Representation from NSWPPA, NSWSPC, SASSPA, Teachers Federation, Public Services Association, AECG, School Operations and Performances, Educational Services and the Delivery Unit

The PPA and SPC Executive Members were in many discussions focusing on findings from the Deloitte's survey and as a response have been in significant discussions about actions forward and implementation plans. The focus has been on additional administrative support, focusing on those decisions that have been pushed out to schools that were more appropriate at the Centre level (Delivery Unit), reviews of Staffing, HR and AMD processes, the roll out of additional Directors (with a review of effectiveness), piloting support teams for Teacher Improvement Programs and the establishment of The Leadership Institute have all been designed to support us on the ground.

Deputy Secretary Murat Dizdar has conducted a survey of the DELs, with results being presented at our Term 4 State Council meeting. Our advocacy will continue to ensure our colleagues are supported in their efforts to build capacity and ensure excellence in our schools. The Deputy Secretary will again conduct a survey of principals and DELs in the new year to determine if any modifications are needed and we will discuss with him our results. The NSWPPA conducted the same survey inviting feedback from all Principals across the state. Our results have been forwarded to Murat and it is planned that we work together on action forward and design the term 1 survey together against the role description of the Director Educational Leadership.

Deputy Secretary Georgina Harrison has provided feedback on the Ed Services Review report and in the final report "**Striving for Excellence**" 4 broad areas and 15 major projects have been identified.

- **Quality teaching to improve every student** (PL offerings, PL consistency; meeting staff PL needs)
- **Tailored support to improve every school** (co-design support package; expanding networks; identifying and disseminating innovative practice)
- **Prioritising teaching time** (easy access to School Services; streamlining system support; increased access to expert Well-Being advice; easier Access Requests; culture of continuous improvement)
- **Leading the improvement journey** (clarification of Ed Services role; more collaboration within ; develop, retain and attract talent to Ed Services)

We have been part of this key initiative aiming to ensure much better support for our schools regardless of location. The **School Leadership Institute**, led by Director Joanne Jarvis, is taking action to develop the capacity of our teachers and aspiring leaders. We were involved in selecting the candidates & facilitators of the first group. The training for the facilitators and subsequent first day of the project was both insightful and rich in learning. Ann McIntyre, Kylie Lipscombe and Joanne Jarvis presented with Vivianne Robinson , esteemed Professor in Education and author.

[Our role with DoE, NESAs and Ministry](#)

The NSWPPA has continued, through its various groups to advocate for primary students, primary schools and their principals. With 165 members of our Reference Groups/Standing committees & Working Parties, 10 executive members and many members representing on Working Parties, Steering Groups, Project Control Groups, User Advisory Testing (UAT) etc. the voice of primary principals is clearly stated. These members, with their experience, know-how and passion meet formally and

informally with departmental officers, NESAs and the Minister's Office to ensure the best outcomes, best implementation and best procedures occur in our primary schools. We should thank them sincerely for their work on our behalf to achieve the best outcomes for our schools.

Our representatives have been integrally involved in deliberations and sometimes robust conversations to ensure policies, programs and initiatives are school friendly. We have been involved in the Schools Excellence Framework; RAM Principal Working Party supporting the SBAR arrangements; improved staffing formula for the rapidly growing schools; notional staffing for SSPs so they gain their rightful support levels; Early Action for Success and Learning Progressions; Literacy and Numeracy Plan; the SAP HR Salary tool as part of LMBR; Teacher and Principal Accreditation; PSL; School Planning and Accountability; Professional Learning Review; Rural and Remote incentives; Aboriginal Ed; School Registration; External Evaluation and more.

Working with the Public Education Alliance (PEA), we have strongly advised and supported the Minister and State Government in standing strongly for needs based funding of our students. Standing with the SPC, P and C and Teachers Federation we have urged our Government to stand up to the Federal Government and its deals with the non-government school sector.

We have joined with cross sectoral parents, unions and principal associations in also attempting to find solutions for the NAPLAN concerns with the Minister.

Professional Learning

Our Association has steadily been increasing our presence in the field of Professional Learning with our intent to ensure our current and future leaders are supported and developed. Our Leadership Standing committee led by Karen Maraga, has been instrumental in moving us forward in this space. "Leaders developing leaders" has been the driving force in our endeavours and we have delivered the **Art of Leadership** (AoL) to 150 and the **Master Class for the AoL** to 50 this year. An enormous thanks to Vice President Lyn Davis and Nel Brazier (SAO) at Umina Beach PS for their outstanding organisation and to Judy Hatswell & Rob Stones for the exceptional course. As a NESAs provider of professional development, we now have NESAs accreditation for the AoL for 37 hours at Lead level.

Our other significant Professional Learning offering is the "**Principal Credential**" We have offered this 18-month course based on the Principal Standard for a third cohort of school leaders. This extraordinary program, under the mentorship of our outstanding Academic advisor, Anne McIntyre and led by Margaret Charlton and Graeme Ross and a team of facilitators who have given so much time to support their colleagues it is inspirational. We acknowledge the financial support of our Corporate Partner Teachers' Mutual Bank, whose \$15,000 each year for the last 3 years has been instrumental in keeping costs down for participants and supporting the role of the facilitators. This partnership with TMB has been renewed for the next three years and we are very grateful for this.

At the Term 3 State Council we established a more significant role in Professional Learning. State Council agreed to 1.0 Professional Director and 0.2 Admin assistant following a review of the work done by Vice President Lyn Davis. This will make a significant difference to what we are doing and gives us options to expand Professional learning based on identified need. The position will commence in 2019.

Communication:

Over the last two years we have embarked on a path to integrate our communication and with support from Schoolzine, have utilised their platform for a better version of **What's Hot** and launched the **Schoolzine App (SZapp)** successfully. We have now moved to a new website thanks to the enormous efforts of Vice President Ian Reeson and support from Nick Aitkin from Schoolzine.

We are constantly looking to improve our communication channels, so our members are aware of

what is happening in all of our meetings. Our State Council delegates, members of Reference Groups/Standing Committees and Working Parties and Area Council contacts have significant roles to play in providing and receiving information. The Executive are trialing the Microsoft product 'Teams' which hopefully will enable better collaboration and sharing between the extended Executive.

Always at the forefront of our purpose, we refer to our vision:

'to lead, support, advocate for, and empower school leaders to enable student success'

The NSWPPA has had a most successful year in working and advocating on behalf of Principals, schools and students, in representing the views of Principals to the Ministry and DoE, in supporting the well-being of many colleagues and in providing professional development to enhance the standing of Public Primary Schools. We will continue to reflect on our Association priorities, procedures and structures to ensure that we continue to provide the best advocacy and professional support possible for Principals.

Certainly one of the most rewarding roles in the Executive role is the opportunity for President Phil Seymour and on a number occasions myself and some of the Executive have been invited to join you at your local Association (PPC) meetings throughout the year. These visits ensure we hear your voice – your local and contextual issues and we can take them forward to be addressed and actioned. Each regional area has a regional liaison on the Executive to contact and I encourage you to book Phil in for a PPC Meeting or Conference – we look forward to these opportunities to work with you all.

I would like to acknowledge and extend our appreciation to all of Chairpersons and members of the Reference Groups, Standing Committees, and Working Parties you chair – your tireless efforts have made a significant difference to the lives of all Principals. Together, have presented views to government and the department on important Principal issues whilst working full time in your schools.

To our delegates, we rely on you to spread the word, excite the membership and communicate so our message gets through – we sincerely thank you. To the State Executive, your commitment, tireless efforts behind the scene, advocacy, and tenacity are sincerely appreciated by all of us.

Enjoy the remainder of term 4 and in the 'busy-ness' of it all find the bright spots, take time for yourself and plan to rest, reset and reenergise for the 2019 school year awaits us all !

Robyn Evans

Relieving President



NSW Primary Principals' Association Inc.

Term 4 2018 State Council Treasurer's Report

The balances of the NSWPPA accounts on Monday 19th November 2018 were:

Name	BSB	Account number	Account balance
Conference	062 262	1005 0470	\$ 118,651.60
General	062 548	1020 2587	\$ 567,413.10
Business online	062 900	1051 3465	\$ 738,273.44
Term Deposit	062 649	5005 3981	\$ 300,000.00
		TOTAL CREDITS:	\$ 1,724,338.14
		NET POSITION:	\$ 1,757,999.35

A copy of our transactions for the period not covered in the treasurer's report to the AGM is included at the sign in table or handed out for your information.

Our general accounts are separated to maximise the interest we can earn, currently our Business Online Saver account holds funds from our four income streams, membership payments, the NSW DoE Grant, corporate sponsorship and professional learning programs. Our general account will have funds transferred from the Business Online Saver to continue to support our day to day operations as required.

Net Position

Whilst our net position looks strong at this time it is important to note that:

1. The DoE has already paid their annual grant of \$451 000.
2. Final conference invoices are yet to be paid
3. Invoices for PL including Art of Leadership are still to be completed
4. The 2019 budget, endorsed at the 2018 AGM, forecasts a deficit of \$13 176
5. The 2019 budget position relies on increased income from Leadership initiatives as the result of the employment of a Professional Learning Officer

New State Treasurer

Please note that all claims should now come to me and not Rob Walker. My contact details are:

michael.burgess@det.nsw.edu.au

Terrigal Public School Number: 02 4384 4599

Mobile Number: 0439 003 072

We are still in transition as it takes time to be given access to the association's accounts through the bank and update systems. I acknowledge the ongoing support of Rob Walker during this time.

The website and forms will be updated as soon as possible. In the meantime please make your local treasurer aware of the change and who they should contact for support.

The onboarding of new state executive members is underway, so that they are provided with access to the tools and resources to allow them to carry out their duties and support Principals across the state.

Local PPC Treasurers

I will contact all local PPC treasurers in the new year to bring new treasurers up to speed with systems and remind existing treasurers of the need to follow the systems.

Membership Fees

State membership fees are determined at the NSWPPA Annual General Meeting held during State Conference each year, voted on by delegates from each Area Council. At the 2018 AGM, the fees were approved as indicated below. These fees will be applied from the first pay period in 2019.

\$500.00 (GST inclusive) for Primary School Principals, SSP Principals and EEC Principals (\$19.23 per fortnight)

\$250.00 (GST inclusive) for Central School Principals (\$9.62 per fortnight).

It was agreed at the 2017 AGM that from 2018 forward membership payment is made via **salary deduction**. Through Area Treasurers, all members who were not paying via salary deduction have been forwarded salary deduction forms. The required form is available on the home page of our website (under Quick Links) and needs to be forwarded to the relevant fax number for your location on the form. This deduction will commence from the first pay period after DoE has processed the request and is for \$19.23 per fortnight (\$9.62 for Central school principals). The amount paid will be noted under Miscellaneous Deductions on the salary slip. The total amount paid for each financial year will be noted on your Group Certificate under Other – PRIPA. Payment from your salary will continue until Salaries are notified in writing that deductions are to cease. The salary deduction option is available at any time throughout the year. If you elect to have the fees deducted during the year and not at the start of Term 1 please contact me and I will send you an invoice for fees backdated to January. Membership payment via salary deduction is contributing over \$29,000 per fortnight to our available funds. Please do not use the Smart Salary option as we experience problems with the process Smart Salary has adopted. **However, members are able to establish a process where they re-claim their fees from Smart Salary.**

Relieving and Acting Principals

Relieving and Acting Principals who are in the role for an indefinite period should complete the salary deduction form and submit it to the email address on the bottom of the form.

Relieving and Acting Principals who are in the role for a known fixed period will have their membership payment calculated for this period based on \$19.23 per fortnight (\$9.62 for central school principals). Membership is considered a personal expense (not school) and stays with the individual if they move schools. Once calculated, the payment should be made via direct deposit to the NSWPPA (account details below). Assistance in making the calculation may be obtained from either the State Treasurer or your Area Treasurer.

Account name: NSW Primary Principals Association

BSB: 062 548

Account number: 1020 2587

Description: Membership <PPC joined> [assuming payment is from personal account]

Principal Welfare

Our association has established a pool of funds available to access support for colleagues when there are no other avenues available. Each application will need to be referred to the NSWPPA State Executive through the Chairperson of the NSWPPA Principal Support Reference Group and can only be accessed through:

- Self-Nomination;
- Nomination from the Area Council President, Regional Support Principal or State Executive; and
- May only be used to support Principals who are financial members of the NSWPPA.

Once the type and level of support has been determined and a relief teacher has been employed, **the standard claim form, available for download from Quicklinks box on the Home page of the association website www.nswppa.org.au is used to claim assistance in the costs incurred.** The current rate is \$400.00 per day (including GST and on-costs).

Transaction advice under SAP

NSWPPA to SAP School (ie Claims Process)

There are two steps to achieving a payment from the NSWPPA.

1. The school needs to submit a correctly completed claim form. No claim form, no payment.

Please check the website for the most current e-version of the claim form (use the Quicklinks box).

- Ensure you complete all relevant sections of the form including, in particular
 - The date of the event for which you are claiming
 - The name of the event for which you are claiming (eg Asset Management RG)
 - Write the Sales Order number (generated when you raise the invoice through SAP) on the claim form in the space provided. This same number needs to appear in the 'Reference Document' section of the Tax Invoice or we cannot readily marry the claim and tax invoice and consequently payment will not be forthcoming in a timely manner.
 - Do not include school bank account details. Schools do not use BSB or account numbers.
- Please contact me if you have any questions about the claim – bank statements should include my reference e.g. *Yourname T1 SC* or something like that depending on what your bank allows.
- Best practice: save the electronic copy of the claim form and type it out with all of your information then save it and use your form each time.
- When emailing the claim to me please ensure you put 'PPA Claim' as the first text in the subject line of email.

2. Raise an invoice (sales order) through SAP.

When a school needs to invoice the NSWPPA through SAP, one of two Business Partner/Customer numbers need to be used. For claims relating to Annual Conference (ie where a school is seeking to draw down funds from the Conference account) the NSWPPA BP/Customer number is 8000273. An example of where this may occur is if your school had students performing at Annual Conference, paid for their transport to the venue, and was seeking reimbursement from the Conference Account.

For all other claims on NSWPPA funds (the majority of transactions) our customer number is 8015402.

Please ensure the 'Description' on the SAP tax invoice (sales order) specifies the principal's name, the event (eg Asset Management RG mtg) and date of the event (ie for this example the date of the Asset Management RG meeting).

SAP School to NSWPPA

We have two vendor numbers operating for the association, please use the correct number for the circumstance. Payments for Annual Conference should use the NSWPPA Annual Conference Vendor Number, all other payments through SAP to the NSWPPA should use the NSWPPA General Account Vendor Number.

- NSWPPA General Account – Vendor Number 100038613
- NSWPPA Annual Conference – Vendor Number 100319900

Transaction advice for Individuals

NSWPPA to Individual (ie Claims Process)

Please check the website for the most current e-version of the claim form.

- Ensure you complete all relevant sections of the form including in particular
 - The date of the event for which you are claiming
 - The name of the event for which you are claiming (eg Asset Management RG)
 - The bank account details into which the PPA deposits the claimed funds
- Please contact me if you have any questions about the claim – your bank statement should include my reference e.g. *Yourname T1 SC* or something like that depending on what your bank allows.
- Best practice: save the electronic copy of the claim form and type it out with all of your information then save it and use your form each time.
- When emailing the claim to me please ensure you put 'PPA Claim' as the first text in the subject line of email.

Individual to NSWPPA

- NSWPPA can accept direct deposits to the General and Conference accounts. Upon making a direct deposit, an email should be sent to the State Treasurer specifying the 'Description' included in the transaction which would appear on the NSWPPA statement and the reason for the payment.

Reminder relating to Annual Conference:

1. A reminder for all voting delegates at the Annual Conference, each year the NSWPPA provides a rebate to each Area Council for registration costs for two delegates to attend State Conference, \$1700 this year.

Accommodation (for state council)

Accommodation should be booked through our Executive Officer Mark Pritchard. We will assume that you are sharing a room unless you indicate otherwise. If you choose to occupy a single room you will be asked to pay \$105.00 (\$108.00 in 2019) on departure from the hotel. If you choose to stay elsewhere you will be reimbursed \$105.00 towards the cost of accommodation, which you will need to book personally. Rooms with a view, balcony, etc often cost extra and will need to be negotiated with the hotel by you after Mark has made the initial booking. Please contact Mark as early as possible. The Novotel Sydney Central is often booked to capacity, especially with events in Sydney. There is a reduced rate for full buffet breakfast of \$20.00 for all NSWPPA members. Inform the breakfast staff and reception of your status if there are any queries when you check out.

Clarifying text from State Executive meeting 3-4/11/16:

Single room/ shared room Accommodation for members attending PPA RG/SC/WP meetings or meetings where they are representing the State PPA

The PPA expects two- share accommodation arrangements. In these situations the PPA will pay the full room rate to the set rate*. If a member requests a single room, the PPA covers the cost to half the set rate and the member pays the remainder. This 'remainder' is not claimable through the PPA.*The set rate is documented in the PPA State Treasurer's report each AGM, for 2018 it is \$210/night**. Most of our accommodation is through the Novotel Sydney Central. Novotel staff are aware of the above arrangements. There may be occasions where a member has taken single accommodation because there is no-one else to share with and at check-out they are asked to pay the 'remainder' which, for the Novotel, will be half the room cost. The PPA will pay the 'remainder' in these circumstances. The member will not have to pay the remainder on checkout.

Travel

You will need to arrange your own travel to and from NSWPPA meetings. **Do not use a travel agent (eg Webjet) as they add additional commission.** We will reimburse you when you complete a claim form. You are expected to book at a minimum 6 weeks prior to travel. Once dates for meetings are known you can book for the entire year and I will reimburse you as your claim form is sent. Travel by car is compensated at a rate of 50.0 cents per kilometre. If unable to retain your train ticket, please note this on your claim form. **Please do not purchase travel insurance to cover your air fare.** For the small number of occasions issues occur, the PPA will self-insure the cost of air fares where warranted.

Teacher Relief

A relief day is paid when a teaching principal is asked to represent our Association in any capacity. Non-teaching principals may submit a claim for teacher relief if they believe this is an urgent or emergent requirement for the effective running of their school. Each claim will be assessed individually based on its merit; please attach a brief statement outlining the need for your claim. The maximum daily rate paid for a casual teacher is \$400.00. GST is included in the \$400 paid.

Area Council Affiliation

Thank you all for continuing your roles on behalf of the NSWPPA Membership. The process of the Area Council affiliating with the NSWPPA is undertaken during term 1 each year. It involves reconciling the fees paid by members with grants paid by the NSWPPA to Area Councils to support

- the attendance of delegates at the AGM held at Annual Conference each year (funding to the equivalent of two registrations to Annual Conference is forwarded to the Area Council)
- Area Council Administration (currently \$200 annually)
- Area Council Operations (varies dependent on size and geography of PPC)
- GST collected and paid by the Area Council and GST paid and received from the ATO by NSWPPA

Area Council Bank Accounts

All Area Councils now need to ensure their accounts operate internet banking. Receipt of cheques has been phased out for NSWPPA accounts. Cheques can only be received by special arrangement with a bank branch. Please support Area Treasurers in ensuring Area Council accounts have internet banking.

Area Treasurer's Membership Record

The 'Area Treasurer's Membership Record' is used to assist Area Treasurers in effectively managing membership financial status within the Area Council. The document, which is issued by the State Treasurer to each Area Treasurer early in the year, lists members, schools, and financial status. Given principalship within an area is impacted by principal's changing schools, first time appointments, retirements and periods of time in non-school based positions, the document will assist in keeping track of these movements and the financial status within the PPA of the individuals. Area Treasurers are asked to keep this record up to date throughout the year. It is a key document come time to complete Area Council affiliations with State PPA. It is anticipated this document will be phased out as the new website has had features built within it which replicates the functions of the document. Area Treasurers and the State Treasurer will work to keep membership records up to date by ensuring the membership and financial status website information is current. The State PPA receives fortnightly updates on people paying via salary deduction, as

well as those commencing salary deductions and those ceasing for whatever reason – usually retirement. I will update the website information relating to financial status (and effective date) of members as I am advised.

ABN, GST and BAS advice to PPCs

Matters relating to ABNs and Tax Files numbers have been the subject of discussions between the NSWPPA State Executive, our auditor and a tax lawyer. Key aspects of the discussion centred around the Association's "not for profit (NFP)" status and consequent tax arrangements impacting on the finances of the Association. Some of our practices created grey areas with the tax office and resultant difficulties for a number of Area Councils. It has been resolved that we will only use one ABN for the organisation including Area Councils, ie Area Councils should not be operating with their own ABN. Our ABN is 77 527 522 968 used at the state level and by all Area Councils. Similarly the NSWPPA is registered for GST. Individual Area Councils do not need to register for GST. The Area Council is part of the NSWPPA which is registered for GST. Consequently all Area Councils are registered for GST. In order to complete BAS requirements, on a quarterly basis Area Treasurers provide the State Treasurer with Area Council financial information (income, expenditure, GST paid, GST collected) via an online form.

Area Council Business SAP Partner/Customer Numbers and Vendor Numbers

Delegates should be aware that there have been changes to the Business Partner/Customer numbers and Vendor numbers for Area Councils. This change was necessary due to the change in ABN for the Area Council (from their individual ABN to a single ABN for the NSWPPA and each Area Council (PPC).

Area Council Audit Statement

The NSWPPA, and therefore our Area Councils, operate on a financial year 1 September – 31st August. Each PPC is required to have their books audited annually by someone with bookkeeping skills and at arms-length from the PPC. This person could be a SAM, a book keeper, an accountant or an auditor. Any costs relating to Area Council audits rest with the Area Council. The statement by this person should include details of the finances of the Area Council for the preceding 12 months and include the following words "I confirm the statement of finances described is an accurate reflection of the finances of the Area Council for the period" and "The records of the Area Council have been kept in accordance with standard bookkeeping procedures." This person should be identified by their name and qualification and/or position. Their phone number and email address should be supplied. This report is required to be submitted to the State Treasurer prior to the Term 1 State Council meeting each year.

Area Treasurers and Stewart House

Stewart House is the #1 charity of NSW public education. It operates in large part on the basis of salary contributions from NSW public school teachers (in 2017 \$1,881,686; in 2016 over \$1.917m). It is customary for school principals to provide the Stewart House salary deduction form to staff when they commence working at the school. From time to time, presentations relating to the work of Stewart House and the benefit to our children may be made to school staff to ensure there is a strong commitment across the staff to Stewart House. A Stewart House 'video for school staff' is available to assist in such a presentation. This presentation may be given by a fund raising officer from Stewart House or a member of the school staff, including the principal. **Area Treasurers** are asked to adopt a similar approach at PPC meetings, ie ensure that new principals understand the work of Stewart House, that they are making salary deduction forms available to their staff and, where appropriate, ensuring a presentation is given at an Area Council meeting. Area Treasurers may also elect to run the video clip during an Area Council meeting. The video

is available from <https://www.nswppa.org.au/stewart-house>. Further information about the work of Stewart house is available from www.stewarthouse.org.au. School giving in 2017 was \$326,131 which is \$61,000 less than that contributed in 2016.

Professional Learning Fund

The NSWPPA sets aside a pool of funds to the value of \$10,000 pa to support the representation and engagement of the PPA at professional learning opportunities, and the ongoing professional learning and expertise within the Association. Approaches for access to these funds should be made via the State Executive Liaison aligned with the relevant reference group area. The request is then discussed and decided upon by State Executive.

Executive Officer

Mark works 24 hours per week shared between our UTS Office and home and we have installed call-forward from our office phone to his mobile. Additional general information regarding relief and travel claims is available from either myself or Mark upon request.

Michael Burgess | Principal | **Terrigal Public School** | Havenview Rd| Terrigal NSW 2260 | [02-4384 4599](tel:02-43844599) W | [02-4385 2470](tel:02-43852470) F | [0439 003 072](tel:0439003072) M | mburgess@nswppa.org.au | www.nswppa.org.au |

NSW Primary Principals' Association Inc.



State Council Meeting Minutes

Term 3 2018

6 and 7 September 2018

*Thursday 6 and Friday 7 September, 2018
Novotel Sydney Central, Thomas St, Haymarket.
Bennelong Point and Farm Cove Conference Rooms (Level 1)*

*Area Council Delegates, Reference Group/Standing Committee/Working Party Chairpersons,
Observer Delegates, State Executive*

MINUTES

DAY 1 – Thursday 6th September 2018

8:30am – 9:30am

1. Commencement of Term 3 State Council Meeting

1.1. Welcome

1.2. Acknowledgement of Country

2. State Council Opening Business

2.1. Apologies: Karen Mortimer, Sandra Palmer, Jock Garven,
Mark Diamond, Shane Fletcher, Pam Crawley, Samantha Rowsell,
Narelle Hunt, Brad Hunt

2.2. Introduction of new members

- Wendy Buckley, Rebecca Challenor, Janelle Cloherty, Gareth Hockings, Heather Wright, Kirrilee Post.

2.3. Stewart House – arrangements

2.4. Dinner arrangements – Treasurer, Rob Walker-Old Town, 10 Dixon St.

3. Agenda

3.1. Items as circulated

3.2. Additional items and variations

3.3. Acceptance Moved Phil, Seconded Robyn

3.4. Development of questions for guests

4. President's Report

4.1. Report as circulated – see report in Council Kit [and PowerPoint on NSWPPA website](#)

4.2. Highlighted items in written report

- Vale Sue Ingram
- Online NAPLAN results – accuracy questioned
- Acknowledgement of Principal of the Year award – Diane Robertson
- HR Salary Tool
- Principal Wellbeing
- Professional Learning Officer
- NESA Curriculum Review
- National scene
- ICP
- Elections
- NSWPPA website

- 9:30am – 10:30am CHAIR: Deputy President, Robyn Evans**
5. **Guest: Mark Scott, Secretary, Department of Education**
- 5.1. *Welcome*
- 5.2. *Presentation* – [See Speaker Summaries on NSWPPA website](#)
- 5.3. *Questions & discussion*
- 10:30am – 10:35am Corporate Partner: The School Photographer**
- 10:35am – 10:55am Morning Tea**
- 10:55am – 11:00am Business Partner: MyPLgoals**
- 11am – 11:30am CHAIR: Vice President, Lyn Davis**
6. **Guest: Joanne Jarvis, Acting Director, School Leadership Institute**
- 6.1. *Welcome*
- 6.2. *Presentation* – [See Speaker Summaries and PowerPoint presentation on NSWPPA website](#)
- 6.3. *Questions & discussion*
- 11:30am – 12:25pm Chair: Vice President, John Mularczyk**
7. **Guest: Professor Geoff Masters AO, Chief Executive Officer, Australian Council for Educational Research**
- 7.1. *Welcome*
- 7.2. *Presentation* – [See Speaker Summaries and PowerPoint on NSWPPA website](#)
- *Curriculum Development*
 - *Curriculum Review – NESA*
 - *Gonski v2*
- 7.3. *Questions & discussion*
- 12:25pm – 12:30pm Business Partner: Pixevety**
- 12:30pm – 1:15pm Lunch**
- 1:15pm – 1:20pm Business Partner: OshClub/HelpingHands Network**
- 1:20pm - 2:00pm CHAIR: Vice President, Terry Fisher**
8. **Minutes of Term 2 2018 State Council Meeting**
- 8.1. *Corrections - none*
- 8.2. *Acceptance* Moved Greg Grinham, Seconded Fiona Senior-Conroy
- 8.3. *Business Arising*
- CHAIR: Treasurer, Rob Walker**
9. **Treasurer's Report**
- 9.1. *Report as circulated* – [See PowerPoint on NSWPPA website](#)
- 9.2. *Acceptance* – Moved Rob Walker, Seconded Greg McLaren
- CHAIR: Deputy President, Robyn Evans**
10. **Panel Session 1: Reference Group/Standing Committee/Working Party Chairpersons**

- 10.1. Questions on reports (as previously tabled/circulated)
- 10.2. Early Childhood representative on Curriculum RG Jacqueline Murphy-Cann– Ratified
- 10.3. Kathy Rembiz ratified as South Coast member on Principal Support RG

11. Guest: Murat Dizdar, Deputy Secretary, School Operations and Performance and Jane Simmons, Executive Director, School Services

- 11.1. *Welcome*
- 11.2. *Presentation* – see [Speaker Summaries and PowerPoint on NSWPPA website](#)
- 11.3. *Questions & discussion*

3:00pm – 3:05pm Business Partner: Dance Fever

3:05pm – 3:25pm Afternoon Tea

3:25pm – 3:30pm Business Partner: Literatu

3:30pm – 4:00pm CHAIR: Deputy President, Robyn Evans

12. Panel Session 2: Reference Group/Standing Committee/Working Party Chairpersons

- 12.1. *Questions on reports (as previously tabled/circulated)*

4:00pm – 4:30pm CHAIR: Treasurer, Rob Walker

13. Guest: Mark Grant, Executive Director, Leadership and High Performance

- 13.1. *Welcome*
- 13.2. *Presentation* – see [Speaker Summaries on NSWPPA website](#)
- 13.3. *Questions*

4:30pm – 5:00pm CHAIR: Vice President: Louise Green

14. Guest: Daniel French, School Engagement Lead CESE / SCOUT

- 14.1. *Welcome*
- 14.2. *Presentation* – See [Speaker Summaries & PowerPoint on NSWPPA website](#)
- 14.3. *Questions*

5:00pm Meeting adjourned for Day One

8:30am – 9:00am CHAIR: Vice President, Diane Robertson

15. NSWPPA Business Session

15.1. AGPPA – Vice President, Louise

- See report in Council Kit

15.2. APPA – President, Phil

- See report in Council Kit
- Overview of cessation of PAI
- Overview of 'Thrive with 5' campaign

15.3. Professional Learning Officer – Vice President, Lyn

- Lyn outlined the original approved proposal for 0.2 position, and explained request for an increase to a full-time role. Motion: That an EOI be forwarded for a full-time PLO position to commence in 2019 Moved Lyn Davis, Seconded Phil Seymour, Carried

15.4. NSWPPA Casual Teacher Survey

- Overview of results presented by Vice-President Terry Fisher
- PowerPoint available on NSWPPA website

9:00am – 9:30am CHAIR: Deputy President, Robyn Evans

16. Workshop – Parent Code of Conduct

- 16.1. Draft DoE document distributed. NSWPPA responses to be collated and forwarded to DoE

9:30am – 10:00am CHAIR: Vice President, Ian Reeson

17. Guest: Liana Downey, Executive Director, Delivery

17.1. Welcome

17.2. Presentation

[See Speaker Summaries & PowerPoint on NSWPPA website](#)

Disability Strategy

Reducing the administrative burden

17.3. Questions

10:00am – 10:30am CHAIR: Vice President, Lyn Davis

18. Guest: Trina Schmidt, Executive Director, Human Resources

18.1. Welcome

18.2. Presentation – [See Speaker Summaries & Powerpoint on NSWPPA website](#)

18.3. Questions

10:30am – 10:35am Business Partner: MSP

10:35am – 10:55am Morning Tea

10:55am – 11:00am Business Partner: Lifeskills

11:00am – 11:30am CHAIR: Vice President, John Mularczyk

19. Guest: Ben Barnes, Director, Evaluation in CESE, CESE Evaluation of LSLD

19.1. Welcome

19.2. Presentation – [See Speaker Summaries & PowerPoint on NSWPPA website](#)

19.3. Evaluation areas: How have schools spent their equity loadings?: What has been the impact of LSLD on school management and local decision making

practices?: What has been the impact of LSLD & RAM funding on school and student outcomes?

19.4. **Questions**

11:30am – 12:15pm Chair: Deputy President, Robyn Evans

20. Panel Session 3: Remaining Chairpersons and Observers

- 20.1. Questions on reports (as previously tabled/circulated)
- 20.2. Ratification of South Coast rep on HR Reference Group – Skye Seymour

12:15pm – 12:20pm Corporate Partner: Sentral

12:20pm – 12:55pm Lunch

12:55pm – 1:00pm Business Partner: Academy Photography

21. Guest: Lila Mularczyk, Leader, Teacher Quality, High Performance

- 21.1. **Welcome**
- 21.2. **Presentation** – [See Speaker Summaries & PowerPoint on NSWPPA website](#)
- 21.3. **DoE Mastery of Teaching Initiative**
- 21.4. **PL – Gonski Institute**
- 21.5. **Questions**

1:30pm – 2:00pm CHAIR: Vice President, Terry Fisher

22. Guest: Leslie Loble, Deputy Secretary, External Affairs and Regulation, Martin Graham Executive Director

- 22.1. **Welcome**
- 22.2. **Presentation** – [See Speaker Summaries & PowerPoint on NSWPPA website](#)
- 22.3. **Questions**

2:00pm – 3:00pm CHAIR: Deputy President, Robyn Evans

23. NSWPPA Business Session

- 23.1. **Position Paper** – Merit Selection Procedures for Executive and Principals. A number of amendments were suggested – HR Reference Group will rework paper and present at next State Council meeting.
- 23.2. **NSWPPA Awards Ratification – Vice President, Lyn Davis**
 - Life Membership: Terry Fisher, Mark Hagan, Peter Holmes, Adrian King, John Mularczyk
 - Fellowship: Karen Maraga, Greg McLaren, Trish Peters, Sue Ruffles
 - Aboriginal Education: Gillian Stuart
 - Social Justice and Equity: Anne Flint
 - Professional: Jenni Griffiths
 - Ratification- Moved Lyn Davis, Seconded Robyn Evans, Carried
- 23.3. **Certificate of Meritorious Service** – to 2018 Executive Team
- 23.4. **Issues:** not included in Council Kit – EV, Counsellors, NDIS
- 23.5. **Overview of NSWPPA LSLD paper** – John Mularczyk
- 23.6. **Gonski update** – Rob Walker. [PowerPoint available on NSWPPA website](#)

3:00pm – 3:45pm

24. Guest: The Hon. Rob Stokes MP, Minister for Education

- 24.1. **Welcome**
- 24.2. **Presentation** – see Speaker Summaries on NSWPPA website

24.3. Questions

3:45pm – 4:15pm

25. Wrap up and closure of meeting

- 25.1. Farewell and Appreciation:**
Executive not standing for re-election:
Terry Fisher, John Mularczyk, Jackie Malecki

Next Meeting

Term Four NSWPPA State Council Meeting
Thursday and Friday 29 & 30 November, 2018
Novotel Sydney Central

STATE EXECUTIVE	EXECUTIVE Day One 6/09/18	EXECUTIVE Day Two 7/09/18
PRESIDENT	Phil Seymour	Phil Seymour
DEPUTY PRESIDENT	Robyn Evans	Robyn Evans
VICE PRESIDENT	Lyn Davis	Lyn Davis
VICE PRESIDENT	Terry Fisher	Terry Fisher
VICE PRESIDENT	Louise Green	Louise Green
VICE PRESIDENT	John Mularczyk	John Mularczyk
VICE PRESIDENT	Ian Reeson	Ian Reeson
VICE PRESIDENT	Diane Robertson	Diane Robertson
SECRETARY	Jackie Malecki	Jackie Malecki
TREASURER	Rob Walker	Rob Walker
EXECUTIVE OFFICER	Mark Pritchard	Mark Pritchard
PROFESSIONAL SUPPORT OFFICER	Geoff Scott	Geoff Scott

NSWPPA State Council Term 3 2018 - ATTENDANCE.

REFERENCE GROUPS	CHAIRPERSON Day 1, 6/09/18.	CHAIRPERSON Day 2, 7/09/18.
ABORIGINAL EDUCATION	Paul Byrne	Paul Byrne
ASSET MANAGEMENT	Brent Kunkler	Brent Kunkler
CURRICULUM	Norma Petrocco	Norma Petrocco
DISABILITY PROGRAMS	Graeme McLeod	Graeme McLeod
ASSESSMENT, PLANNING & ACCOUNTABILITY		
FINANCE & ADMINISTRATION	Theresa Kane	Theresa Kane
HUMAN RESOURCES		
PRINCIPALS' SUPPORT	Anne van Dartel	Anne van Dartel
SCHOOLS SPECIFIC PURPOSE	Mark Gosbell	Mark Gosbell
STUDENT WELLBEING	Helen Craigie	Helen Craigie
TEACHING PRINCIPALS	Bek Zadow	Bek Zadow
TECHNOLOGY	Clint White	Clint White
STANDING COMMITTEES		
ANNUAL CONFERENCE	Apology	Apology
COMMUNICATION and ENGAGEMENT	Michael Trist	Michael Trist
LEADERSHIP	Karen Maraga	Karen Maraga
LEGAL ISSUES	Greg McLaren	Greg McLaren
RURAL EDUCATION	Sue Ruffles	Sue Ruffles
WORKING PARTY		
SCHOOL VIABILITY	Grant Schaefer	Grant Schaefer
OBSERVER GROUPS		
CENTRAL SCHOOLS	Michael Windred	Michael Windred
ENVIRONMENTAL ED. CENTRES	Brian Trench	Brian Trench
PRINCIPAL SCHOOL LEADERSHIP	Greg Wells	Greg Wells
RETIRED PRINCIPALS		Tom Croker
PROFESSIONAL SUPPORT OFFICERS	Geoff Scott	Geoff Scott
	Wendy Buckley	

AREA COUNCILS	DELEGATE Day One 6/09/18	DELEGATE Day Two 7/09/18
ALBURY	Andrew McEachern	Andrew McEachern
ARMIDALE	Apology	Apology
BANKSTOWN	Samantha Loveridge	Samantha Loveridge
BATEMANS BAY	Carolyn Nugent	Carolyn Nugent
BATHURST	Alan Kerr	Alan Kerr
BLACKTOWN	Tracy Anderson	Tracy Anderson
BONDI	Craig Nielsen	Craig Nielsen
BOURKE	Annie Downes	Annie Downes
BROKEN HILL	Michael Fisher	Michael Fisher
CAMPBELLTOWN	Dawn Dallas	Dawn Dallas
CENTRAL COAST	Trish Peters	Trish Peters
DENILQUIN	Gayle Pinn	Gayle Pinn
DUBBO	Sharon Murray	Sharon Murray
FAIRFIELD	Rebecca Challenor	Rebecca Challenor
GRANVILLE	Greg Grinham	Greg Grinham
GRIFFITH	Jude Hayman	Jude Hayman
HAWKESBURY/WINDSOR	Jo'elle Frampton	Jo'elle Frampton
HORNSBY	Geg McLaren	Geg McLaren
LAKE MACQUARIE	Simon Mulready	Simon Mulready
LISMORE	Gareth Hockings	Gareth Hockings
LIVERPOOL	Clayton Reddie	Clayton Reddie
MAITLAND	Kevin Greaves	Kevin Greaves
MID NORTH COAST	Heather Wright	Heather Wright
MOREE	Kathryn Weston	Kathryn Weston
MTDRUITT/MINCHINBURY	Belinda Davies	Belinda Davies
NEWCASTLE	Megan Avery	Megan Avery
NORTHERN BEACHES	Judy Goodsell	Judy Goodsell
ORANGE/LACHLAN	Liz Beasley	Liz Beasley
PARRAMATTA	Natalie See	Natalie See
PENRITH/BLUE MOUNTAINS	Chantal Beltran	Chantal Beltran
PORT JACKSON	Abbey Proud	Abbey Proud
PORT MACQUARIE	Paul Byrne	Paul Byrne
QUEANBEYAN	Fiona Senior-Conroy	Fiona Senior-Conroy
RYDE	Jenni Cope	Jenni Cope
SHELLHARBOUR	John Clune	John Clune
ST GEORGE	Jeffrey Lie	Jeffrey Lie
SUTHERLAND	Jason Ezzy	Jason Ezzy
TAMWORTH	Peter Baum	Peter Baum
TAREE	Donna Bensch	Donna Bensch
TWEED/BALLINA	Janelle Cloherty	Janelle Cloherty
UPPER HUNTER	Deborah Fisher	Deborah Fisher
WAGGA WAGGA	Kirrilee Post	Kirrilee Post
WOLLONGONG	Skye Seymour	Skye Seymour

Congratulations, Welcomes and Departures

Meeting opened with the acknowledgement of Country led by Sally Ruston. We acknowledged the APPA Statement and reviewed the agenda.

Apologies: Liz Bobos, Phil Seymour

Welcomes: We welcomed Bridget Knight (IPSHA TAS); Grant Bock (IPSHA President); Demaris Falzon (IPSHA ACT); Fran Bearman (CPAT TAS); Carl Salt (IPSHA SA); Robyn Evans (NSWPPA) for Phil Seymour; Samantha Abblitt (TPA). We acknowledged and thanked Anthony Hockey (NTCPA) who will finish up at the end of the year.

President's Report

Dennis provided a written report and identified key aspects from the report.



DISCUSSION WITH EDUCATION MINISTER, DAN TEHAN

Minister Tehan joined the NAC for a discussion on a range of topics.

Minister asked about the curriculum and is there a common view that it requires decluttering.

Comments on Curriculum included:

- Curriculum developed in isolation. We need to develop from Foundation and engage with ELC teachers.
- There is too much focus on assessment, rather than teaching
- The previous Review was a lost opportunity. We need a different way / approach; too much in the curriculum can limit an opportunity to explore learning in depth.
- Curriculum needs to be flexible and not just a document. Inquiry learning is limited by a silo approach. Heavily content-focussed reduces the attention on key skills.
- Curriculum needs to be strength based and relevant, inclusive and recognising different

Comments on Teacher Education included:

- Teacher education programs are a concern as graduating teachers have little confidence in delivering the curriculum.
- Options for attracting, training and retaining teachers: young people participating in a Gap Year at school as a teacher's aide leading to an ITE course with credits.
- Advertising campaign to lift the profile.
- Options to train teachers involving schools as a partner.
- Online courses can work if they partner with a school and could be an apprenticeship approach.
- Teach for Australia model is suited to higher secondary, not primary.
- Key focus for ITE courses is for students to experience the classroom in the first semester, not until third year. This is too late.

Comments on Leadership included:

- Discussed issues raised in APPA's PHWB report and the growing response by employers to support principals.

- Strategies to build leadership include shadowing principals, creating shared principal roles within their schools, co-principalship, mentoring in regional/rural areas, targeting teachers so they grow into leadership.
- There are still situations where principals and teachers spend inordinate amounts of time on parent conflict situations; violence against principals and teachers. We need a national charter of behaviour for parents and visitors to schools

Other comments:

- We need a focused campaign on recognising and respecting the profession. We need to remove the comparative school data from My School. This is divisive and causes negativity in education. National Data can be collected by sampling testing.
- NATSIPA and Stronger Smarter working together with Qld Dept on Aboriginal Principalship.
- APPA's National Principals Day is 2nd August 2019

Reflection Comments:

- NAC provided general comments and felt this session was helpful and provided an opportunity to discuss key topics with the Minister.
- Follow-up action includes forwarding...
 - the Back to Balance infographic and summary of PHWB,
 - APPA's ITE Top Ten Elements,
 - and a summary of the suggestions and ideas from the meeting.
- APPA Board will meet with the Minister on 27 November. We will discuss the research project on building leadership density, promoting the profession through the National Charter, strategies for supporting principal health and wellbeing, pilot ideas for teacher education, PALLs project and the reading push through libraries.

AITSL SESSION ON SCHOOL LEADERSHIP

Sarah and Caroline from AITSL presented on the work around school leadership. How is the principal standard being implemented, used and accessed across the country? How are standards used in other countries? The key message from APPA was that the standard is best used for professional development and growth. Discussion held on the lifting the priority of the leadership of teaching / learning. Feedback indicated that the five priorities were all important for the principal, as the leader of the school. Discussion on the use of 'instructional leader' can be misinterpreted.

PROFESSIONAL LEARNING RESEARCH

Feedback on issues involving EC, casual relief and teachers in rural, regional and remote. Feedback from NAC provided ideas and strategies to support teachers in professional learning. Issue of balance between what is required and needed. Funding support for schools to provide for casual teachers, aligning teachers to a particular school, and there is need for employers/registration authorities to take greater responsibility.

Meeting adjourned. Dinner was a great experience with plenty conversation and sharing.



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APPA/ASIC SCHOOL PROJECTS

The panel met during the NAC meeting and finalised the projects successful in receiving funding. We received 16 applications. Successful schools will be notified shortly and listed on the APPA website. Unsuccessful schools will receive feedback and encouraged to apply in the next round.

DAY 2

We opened with acknowledgement of country by Fran Bonnano.

CURRICULUM AND LEARNING PROGRESSIONS

A quick round the nation update on developments.

- NSW has strong focus on teachers using the progressions.
- Tas: not a great deal of work done
- NT: Cath Ed data providing "data practitioner" at each school one day/wk. Big impact. Highly recommended. Type of data: PAT data, NAPLAN, EC data, wellbeing data. Concern over only numbers but not the story of the child. Resulted in cutting back on unnecessary testing.
- NSW: Cath Ed – PAT testing annually, Principal can analyse with teachers twice / yr. Only valuable if useful. Testing impacts on teaching time and energy.
- Point made that the use of learning progressions could be part of sign-up to national reforms. (*Action: APPA NAC asked to check with state and territory employers about agreement detail.*)
- Dennis reported he has met and provided feedback to AITSL. Malcolm will replace Dennis on the AITSL leadership committee.

ASSESSMENT WORKSHOP

- Anne-Maree Kliman led the NAC in a workshop to develop key principles for assessment. The feedback from groups will be collated and sent out. We will work on developing a paper and position on assessment over the next few months. *Action: APPA to engage a writer to assist with the work.*

NATIONAL PRESIDENTS REPORTS

ACPPA

- Brad on a national roadshow to talk about ACPPA. He is meeting with principals, parent and secondary groups to discuss various issues.
- He is meeting with major political parties and attends the Catholic Directors' Forum.
- Catholic Conference in 2020 in Melbourne, a week before APPA – principals will be directed to attend, and this may impact their attendance at the Trans-Tasman.
- Associations Forum conducted a workshop on governance with ACPPA.
- Greg Whitby talked to ACPPA.
- ACPPA have held discussions with PETAA.
- ACPPA developing a communications strategy.

AGPPA

- Ian was involved in the Labor announcement of extra money to govt schools.
- Barton Deakin engaged to provide advice to AGPPA in regard to political advocacy.
- Ian has attended to several states/territory conferences and NZPF conference.
- AGPPA has raised the Melbourne Declaration and the focus on the primary years with regards to engagement and resourcing of the middle years. (*Action: Dennis to send link to this section.*)
- Federal election – state of the nation reports noted the need for work on a lobbying strategy around equity, building capacity of profession, teacher education, transparency and accountability. At the moment the Student Resourcing Standard is balanced between states and federal (Non-government at 20/80 = 100%; Government 75/20 = 95%). Need to advocate for Federal/State governments to fund SRS at 100%.
- AGPPA have collected information on school banking arrangements and what is the current policy.
- AGPPA meeting had Sarah Richardson and Caroline (AITSL) present a workshop on instructional leader.
- AGPPA have recently met with David MacKellray and Andrew Giles, and with major political parties.

IPSHA

- Grant Bock is the new president for 2019-20.
- IPSHA has 470 members across Australia with wide range of school contexts, with many IPSHA members often in a K-12 school.
- Grant noted the great relationship in APPA and the unique and strong position.
- National IPSHA Conference was held recently in Brisbane.
- He welcomed the new NAC reps.
- Associations Forum provided input to the meeting.

- IPSHA Board will get together each term.
- IPSHA developing a mentoring program.
- Nominated Charity for next two years is SchoolAid.

CONFERENCE REPORTS

- Dennis read appreciation letters from Life Members, who attended the 2018 APPA Conference in Perth.
- The APPA Board recently endorsed the motion that Life Members of the state / territory where the APPA Conference is held are invited to the conference.
- Ian provide brief report on the 2018 Conference in Perth 2018:
 - o 750+ registered; Great committee; expecting about \$100k from conference to APPA (includes licence fee and surplus after state associations' allocation)
 - o Feedback was excellent – sessions, workshops, final speaker
- 2019 Adelaide (Ros and Angela):
 - o Website is live and super early bird open but closes soon! Planning is moving well with all major speakers booked.
 - o E-blast has been received and the [website](#) up and running.
 - o *Action: The committee is seeking feedback on conference bag/satchel. Do we need one? How could we be a Zero Carbon footprint conference.*
- 2020 Trans-Tasman (Dennis and Anne-Maree)
 - o Meeting in Melbourne last week. Conference will carry the Logo from previous Trans-Tasman.
 - o Set for 15 – 18 September 2020.
 - o Theme and tag lines to be finalised soon.
 - o *Action: Speakers being sought – send to Dennis, Anne-Maree, Brad Nelsen*
- 2021 Darwin
 - o NT and ACT collaborating for June Conference in Darwin
 - o End of June likely. Proposed date to be confirmed.
- Conference discussion
 - o Last speakers on the Friday program should be strong and we need to encourage delegates to stay. A great speaker in Perth-well received.
- NATSIPA (Dyonne)
 - o Spoke about First Peoples International Study tour in Vancouver, Canada. They have established a National Learning Statement. One key point was we need to change the system to address the needs of students; not students change to fit the system.
 - o *Action: APPA President to meet with NATSIPA on developing a one-page document: **Students: Proud and Successful***

PRIMARY EDUCATION IN AUSTRALIA – APPA'S STRATEGIES FOR CHANGE

This workshop focused on identifying the key actions and positions for many topics, including the *Growth through Achievement* report. NAC worked in groups to review APPA's positions and then what actions are required. This paper to go to the APPA Board for further finetuning.

PRIMARY SCHOOL LIBRARIES

Discussion held on the current concern raised in the media about the falling number of Librarians in primary schools and the impact this is having, such as:

- The loss of the library 'specialist' in schools who can guide children in their reading and support teachers with quality resources.
- Closing or drastically reducing the access children have to primary school libraries.
- The reading habits of students – less numbers, quality and variety books.
- Resourcing of classrooms and supporting teachers with quality resources.

It was noted that a pragmatic approach can be taken with RFF seeing librarians engaged in more Face to Face time or where libraries have headed to only having a library technician. In some states, there is a move to bring back librarians. The following was noted:

- Importance of reading and emphasising libraries;

- The growing lack of bookstores, particularly in rural and disadvantaged areas, which provided access to quality books of the past;
- School libraries have a critical role;
- Schools are reimagining the library space so that it is not 'isolated' from the classroom, e.g. STEM, open at lunchtime, etc.
- Amazon can be used to source books.
- Can be two camps, one, where the value of librarian is low (not enough \$\$, poor teachers) and, two, making the library the hub of the school.
- Issue of some senior schools getting rid of books and librarians and moving to electronic. (How would a TL be replaced?)
- Agreement that the library is so important for low-SES kids, especially where bookstores are not found.

Action: APPA to investigate the training available and work with the Teacher Librarian Association on a policy position. Reference made to WA where they have a literacy strategy which includes library people, dept, community reps, etc.

NAC confirmed that the primary school library is point of contact for kids and books; classroom libraries have grown; libraries are the hub of learning and they need to be open; and school libraries are particularly important to the community in small schools.

NAC members happy to be part of a reference group included: Sally, Angela, Fran. APPA will include Murray (Scholastic) in group.

SCHOLASTIC

Murray Hawkins from Scholastic gave a short book talk and outlined strategies for increasing the number of children reading. He provided each NAC member with a book. **Action:** APPA to purchase a copy of *Game Changer* by Donalyn Miller for each NAC member.

APPA BUSINESS

Michael and Linda presented the Office report. See Dropbox for copy. Future meetings were confirmed.



STUDENT WELLBEING HUB PRESENTATION.

Susan Marshall from ESA gave a brief overview of the new framework and online learning resources and tools. The new Australian Student Wellbeing Framework will be live in 2019.

JOHN LAING AWARDS

Thank you to Linda for the work in supporting state and territories with presentation ceremonies. Discussion was held on the 2018 round and feedback is sought. Now that PAI will no longer manage or fund the award program, APPA will review the current arrangements. There is a number of options including each association managing its own process, a national focus at the APPA conference or state/territory based organising committee from each sector and level of school. Feedback will be discussed at the next Board meeting. **Action:** NAC to email Linda with feedback.

2019 PRIMARY PRINCIPALS DAY

NAC confirmed that Friday 2 August 2019 will be the day. Promotion will be on the APPA website. Support material to be placed in NAC Dropbox. Associations can work with local parent groups. NAC to send claiming the date email. **Action:** APPA to arrange flyer (A4 post and A3 email) by end of year and begin promoting on Twitter. Suggestion to involve photo company.

OTHER BUSINESS

PAI

The new PAI board has been elected (4 APPA and 2 ASPA). There is currently \$3.5m in reserve, all staff have ceased employment and all PL programs transferred to other organisations. Principal Certification will be run by ACER. December Board meeting will discuss the next steps in the new direction for supporting principal associations.

PALL

A paper was presented on a proposal by Griffith University to adapt PALLs for rural and remote principals. After a short discussion, NAC recommended APPA work with Griffith on the proposal and possibly seek government funding and support. *Action: Dennis to follow-up with Tony Townsend from Griffith University.*

NATIONAL PROFESSIONAL CHARTER

NAC recommended APPA work with state and territory associations on promoting the Charter to primary school leaders. APPA will promote the charter widely, including to the Education Minister by seeking his endorsement. *Action: APPA will work with a graphic designer to develop a unique charter layout, suitable for printing and displaying. APPA will provide hard copies or PDF copies for distribution to members when they renew or join an association.*

TEACHERS MUTUAL BANK (TMB)

David Herring (TMB) attended and presented an update on the bank's changes and developments. APPA and TMB announced the new partnership of 3 years and TMB's involvement with an APPA research project on building leadership density.

TMB APPA Project: Building Leadership Density in Schools and Clusters.

This area was identified in the *Back to Balance* report as attracting, training and retaining leaders at a time when anecdotal reports highlight the small number of applicants for leadership positions. APPA is proposing a research project that will have three components:

1. Research to identify the successful strategies that organisations have implemented to attract, train and retain leaders with a contemporary approach.
2. Conduct a survey with primary leaders on practices, policies and actions that support leadership development and capacity in schools and clusters.
3. Develop a package that describes strategies, practices and resources to support principals wanting to implement a leadership density plan in their school and/or cluster.



We are discussing this project with NZPF and hoping to work in collaboration with the Commonwealth Department of Education and AITSL. *Action: Research proposal to be further developed by the Board.*

PRINCIPALS AS STEM LEADERS

Dennis gave a brief update on the Principals as STEM Leaders project. A 4-page information booklet is in Dropbox, suitable for printing or sending to principals and employers. There is still time for schools to send in EOIs or contact the project team about joining a cluster in 2019.

THRIVE WITH 5

If a NAC member is holding a function in Term 1, please let APPA office know so we can post out more copies for you to give to colleagues. Note that schools can access the [Thrive with 5 flyer](#) online for mass printing and distribution. *Action: NAC will receive copies of the flyer for distribution.*

ASIA EDUCATION FOUNDATION

The Advisory Board are keen to get feedback on future advocacy of the AEF. A question sheet was handed out, copy in Dropbox. *Action: NAC are encouraged to write a few dot points for survey. We will try and put key pages from the infographic document in Dropbox.*

We wish everyone a safe and happy Christmas break.

APPA National Advisory Council next meeting: 26/27 March 2019 Canberra



AGPPA
Australian Government
Primary Principals
Association

Dates: Sunday 11 November – Tuesday 13 November 2018

Venue: Novotel Sydney Central

NSWPPA Representatives: Robyn Evans and Rob Walker

This report compiled by Rob Walker.

AGENDA Inclusions

- Follow through on Actions from previous meeting
- President's report
- Treasurer's report
- Workshop: Advice on Election Strategy for upcoming Federal Election with Anthony Benschel, Managing Director (NSW) Barton Deakin Government Relations & Simon Banks, Managing Director (ACT) of Hawker Britton
- Federal Election Strategic Planning based on the session with Anthony and Simon
- Meeting with David McElrea, Deputy Chief of Staff (Education) & Andrew Giles, Shadow Assistant Minister for Schools - Discussion of Labor's Education Policy and AGPPA's key points (from this morning's planning)
- Presentation of AGPPA Awards to:
 - Gabrielle Leigh
 - Michael Fay
 - Jackie Malecki
- Presentation by Glen Carter (Miranda PS) and Louise Stone (Kensington PS) – "Film By"
- AGPPA Operational Plan – discussion of priorities
- AITSL (Sarah Richardson) - Instructional Leadership Standard – what does it look like?
- General Business:
 - Future research projects
 - Future SON questions
 - Other issues and discussion - Follow up actions & confirm agenda items for next meeting in Canberra 2019
- Meeting with Federal Education Minister Dan Tehan and Chief of Staff Fabian Harding

FEDERAL ELECTION

1. What is your justification's position on the new funding agreement?
2. List the strategies your organisation has used to meet and lobby with state/territory officials regarding Gonski 2.0?
3. It is our intention to engage with a politically lobbyist. What key messages do you think AGPPA need to address/advocate on?
4. What is your organisation's process when advocating with your respective jurisdiction prior to an election? List strategies used.

SCHOOL BANKING

1. Who decides children's school banking provider for schools in your state or territory?

What is your justification's position on the new funding agreement?

ACT	Our jurisdiction holds a favourable position on the new funding agreement. Areas of continuing interest include for Government School Principals is the increasing share to the Catholic School Sector, and the detail around funding for disability. The SRA process has been very transparent from the start
NSW	• Strongly opposed to preferences to non-government sectors • Holding strongly to the view that public schools need to be funded like the deals to the non-government schools • Late last week NSW Govt signed the agreement and promised an additional \$6.4BILLION to public education to make up for the short fall up until 2027. They indicated they will reduce funding to non-government schools over the next 10 years.
NT	The NT Territory has not signed the funding agreement at this point and continues to negotiate the best possible funding deal for NT students and families. There is a disproportionate number of disadvantaged students in the NT, with the vast majority of these students attending government schools. The context for most NT schools includes a high percentage of Indigeneity (44%), isolation and remoteness (40% compared to 2.5 % nationally), and proportionally, the lowest ICSEA average across Australia (almost 50% of government students are in the lowest quartile). These factors, combined with the higher costs for service delivery places an unfair burden on NT schools and families. This means the existing deal on offer will not allow the NT to progress the work required to effectively 'close the gap'.
Qu	Not a lot shared. Qld keeping it quite close. Do know lots of work happening around the agreement. Min Grace said we would not agree to things if Qld already had good practices in place
SA	SA has a state liberal government. They support the Morrison's education strategy and have presented no contrary or alternate view. The SA government values NAPLAN and NAPLAN online, phonics screening checks, school reviews, school partnership reviews and now our stages of improvement strategy. The Minister for Education is the Minister for all education whereas our previous minister was an advocate for public education.
Tas	Our Minister is determined that there will be no loss of funds to public education.
Vic	Vic has not signed the agreement to date.

WA	Cautious of signing - Waiting for the detail. Increased funding will be good
List the strategies your organisation has used to meet and lobby with state/territory officials regarding Gonski 2.0?	
ACT	ACTPA representatives engage routinely with the Director General, and generally participate in meetings once a term with the Minister for Education. The priorities and recommendations within the report align well with the intent and principles of the ACT Education Directorate's Future of Education Strategy. As foundations of the strategy, strengthening systems to focus on equity with quality, and empowering teachers, school leaders and other professionals to meet the learning needs of all students are features of mutual interest and continuing dialogue between Principals, ACTED Senior Executive Officers and the Minister.
NSW	• Regular meetings with Minister, Secretary & Deputy Secretary (External Affairs & Regulation) • Regular Meetings with Shadow Education Minister Jihad Dib. • Joint meeting with Minister and Principal, Parent & Union reps from all 3 sectors. • Joint public statements with Public Education Alliance (AEU NSW; P & C Association; Secondary Principals Council – SPC and NSWPPA) • Membership kept up to date through State Council- Area Council network. Communities kept up to date by Principals. Community members encouraged to seek meetings with Federal election candidates seeking agreed desire outcomes for public education. Gonski 2.0 not fully deliverable without needs-based, sector blind, 100% SRS funding model in place.
NT	• Predominantly advocating through regular meetings with DoE Chief Executive, and separately, the Minister for Education, and senior advisor. • Promote a range of resources and materials that support public education.
Qu	We have written a doc that can be shared with P & C, School Councils and given to Members of Parliament. This has been circulated through QASSP members list and up on website
SA	SA values the work and voice of AGPPA and APPA in lobbying for Gonski 2.0 funding. That said, when meeting with the Education Minister, the need for student centred, sector blind funding is spoken of.
Tas	Our Minister met with our state executive to discuss 2.0. Tasmania also has a Ministerial Workforce Roundtable which has released a declaration signed by major educational leaders which addresses several key elements of 2.0.
Vic	Meeting have taken place with the following: • Minister • Shadow Minister • Secretary of Education. • Develop the VPA's position on the state election and beyond that references Gonski and distributed it to key political parties.
WA	Limited: Meeting with Minister and her Chief of Staff Meeting with Shadow Minister Conversations with key Department Staff

It is our intention to engage with a politically lobbyist. What key messages do you think AGPPA need to address/advocate on?

ACT	Prioritizing support for the Government school sector.
NSW	• AGPPA represents a huge majority of students attending school • Early intervention in pre-primary & primary should be the focus – so how do we push that? • Equity for ALL students – no special deals with non-government schools • ‘Needs based funding’ should be the priority (too late for sector blind) • Follow recommendations of Gonski 2.0 & work on its implementation in each jurisdiction • A needs-based sector, blind model delivering 100% SRS to all Australian schools is the minimum expectation. The Federal Govt should be leading by example on this. Capital funding model for private schools should be matched per capita for public schools. Funding for special education severely lacking. This is a third area of major work for AGPPA. Federal capital works budget for public schools, review of current funding levels for special education to ensure needs will be satisfactorily met as identified by the NCCCD.
NT	• Equity in education for all kids, including but not limited to Closing the Gap must be the number one goal for funding. • Prioritising and promoting funding and support for Public Education – and specifically early childhood and in Primary schools- seeking more than parity – it should be the federal government’s 1st priority. • Futures focused curriculums, pedagogies & assessment for learning that is child and school friendly and focussed – not designed for reporting nationally. • Developing quality & capacity of teachers – raising the bar and value for teachers through quality professional learning, pre teacher training, improved remuneration and employment conditions. • Critical role of the Principals - how scope and workload, and complexity/intensification impacts on principal wellbeing and on the perceptions of potentially aspiring principals and teachers, ultimately, limits the pool of leaders in schools
Qu	1 No special deals 2 SRS needs to be as close to 100%as possible 3 Needs based- sector blind 4 Harnessing power of parents 5 Importance of Primary
SA	1. Equity, equity, equity. 2. Gonski 2.0... 3. The economic benefits of equitable outcomes for children, along with the economic ‘strangeness’ of putting vast sums of money into schools where little lift in education outcomes can occur (because the students are already high achieving) vs distributing this money into schools where that money can have significant positive impact on outcomes. 4. Teachers in Australian schools are trained (in the main) in the same universities whether they teach in public or private schools. 5. The purpose of schools. Let’s define this and cease the burden on schools to be every answer to every social concern, challenge and problem. (The current draft guidelines for healthy eating is a case in point).
Tas	Funding delivered now – not in 6 years. Variation to the 80/20 split in funding.
Vic	• A systematic approach to student health and wellbeing. • Principal Health and Wellbeing. In particular Investment in leadership and addressing work intensification • Equity in funding – increasing SRS to 25% for States and Territories = 100% SRS for all government schools. • Review NAPLAN and take it back to its intended purpose through sample testing and abolishing MY School • Focus on developing quality and capable teachers and investing in their growth, including a review of Initial Teacher Education.
WA	1. Public Funding 2. Middle Years of Primary School 3. NAPLAN – My School Website must go 4. Principal Health & Wellbeing 5. Revisit Melbourne Declaration

What is your organisation's process when advocating with your respective jurisdiction prior to an election? List strategies used.

ACT	ACT is in a unique position with a labor stronghold over many years. With its place on the political agenda, Education, along with Health, receive a high proportion of budget share. Positive relationships and frequency of connections with the Minister and the Directorate's Senior Executive Staff enable constructive advocacy.
NSW	• Develop positions we want supported & discuss/share with both Government & Opposition • Membership kept up to date through State Council- Area Council network. Communities kept up to date by Principals. Community members encouraged to seek meetings with Federal election candidates seeking agreed desire outcomes for public education. Eg Gonski 2.0 not fully deliverable without needs-based, sector blind, 100% SRS funding model in place. Federal capital works budget for public schools, review of current funding levels for special education to ensure needs will be satisfactorily met as identified by the NCCCD.
NT	• Meeting and discussing our priorities, seeking commitments • Work alongside other stakeholders eg Union and COGSO, as appropriate • Try to link / coordinate nationally through peak associations
Qu	Meet with and discuss SRS Importance of Primary Years
SA	Meetings are held with the Education Minister and the Shadow Education Minister to raise issues and present ideas for improvement
Tas	We work through positive relationships developed with all stakeholders. We respond to media and base our responses on the range of perspectives which exist across our sector.
Vic	• Developed a position for a state election and what we see as a priority after consulting with members (*see attached) • Invited the Education Minister and Shadow Minister to discuss their policies at Board and Sate Council level with the view of also fielding questions from the attendees. • Work closely with other key stakeholder groups e.g Unions, Parents Association, Secondary Principal Association.
WA	In the past, we have not had a specific targeted campaign but have arranged meetings with Minister and Shadow Minister.

SCHOOL BANKING

Who decides children's school banking provider for schools in your state or territory?

ACT	Typically the Parents and Citizens Association liaises with banking institutions and manages the school banking program, with the Principal's endorsement.
NSW	It's an agreement at Government/ DoE level.
NT	We have no such preferred provider in the NT schools.
Qu	DoE I imagine
SA	Individual schools make that decision as in the main, it is a parent volunteer who supports with the management of student banking.
Tas	
Vic	Schools decide.
WA	Individual schools and this is optional

Rob Walker, [NSWPPA](#), November 13, 2018.



NSWPPA SUBMISSION

A PREFERRED FUTURE

RECOMMENDATIONS

Recommendation 1: Change must follow analysis across all levels of the system, with strong Principal input, to discover how management authority can be appropriately supported by financial systems that are transparent and avoid complexity and excessive compliance reporting.

Recommendation 2: The NSWPPA recommends a coordinated cross portfolio support in which all portfolios are required to articulate Key Performance Indicators to support increased school decision making. They should report these through a secretariat, based on a new system accountability framework for the future. It is of critical importance that the new secretariat has powers across all departmental silos.

Recommendation 3: Further investigation is required to update SBAR to completely reflect a needs based model and eliminate allocations reflective of outdated methodologies.

Recommendation 4: All tools must be “schools intuitive” and fully functional prior to release.

Recommendation 5: The NSWPPA would recommend targeted, tailored and sustained professional development programs specific to local needs and supported by a dedicated LSLD Version 2 secretariat.

Recommendation 6: In the absence of coordination and face-to-face guidance, there has been uneven uptake of high- quality programs, resulting in a patchwork of sometimes competing efforts across our state. In order to build a more cohesive and sustainable evidence-based agenda, explicit and systematic efforts must be afforded to schools to scale-up DoE programs if they wish.

Recommendation 7: These findings demonstrate that a one-size-fits-all approach to LSLD should not be adopted and why there should be more flexible mechanisms for the support of

schools. The NSWPPA suggests extending maximum flexibility to high performing schools, and encourage any school that is ready and has demonstrated capacity, to pursue adopting a more autonomous schools model.

Recommendation 8: While the five reform areas of managing resources, staff in our schools, working locally, reducing red tape and making decisions were the foundation stones of LSLD, educational needs have changed. The NSWPPA recommends a fundamental rethink of new priority areas with the establishment of a strategic working party.

Recommendation 9: Stating a Philosophy

The philosophy of an updated LSLD 2.0 program needs to provide the foundational beliefs that underpin subsequent decisions of this program.

Recommendation 10: A task force with PPA/SPC representation be established to review the current staffing policies in practice. This will ensure that there is a system that supports both local decision making while also ensuring that we do not lose the benefit of being a strong system of schools in which all students in NSW public schools have a fully qualified quality teacher.

Recommendation 11: There is universal support for flexible educational/teaching staff to be better supported by skilled professionals such as business managers, administrators, financial and human resource officers. Such matters need to be worked through but not from the usual partisan positions.

Recommendation 12: The NSWPPA supports a working group be established to model best practice LSLD structures to better support networks of small schools and teaching Principals.

Recommendation 13: A central strategic unit remains within the department to provide strategic SASS support and professional learning for schools operating in an environment of increased local decision making with strengthened accountability for the impact of funding on student learning outcomes. This would be linked to a newly created SASS leadership strategic plan.

Recommendation 14: NSWPPA recommends the maintenance of the 70% of total public school education budget remaining under school control - an increase from 10 per cent in 2013.

Recommendation 15: Schools deserve a timely delivery of accurate funding information no later than Week 1, Term 4. All school plans are developed and refined during this final term. Implementation of these plans should commence promptly in the first week of the following year with absolute financial certainty.

Recommendation 16: The NSWPPA recommends the establishment of an expert working party with representation from key stakeholder groups to investigate the base and equity loadings.

Recommendation 17: As a result of large amounts of annually unspent funds, the NSWPPA suggests an urgent audit is conducted on the best practice expenditure of public funds by schools to gauge impact on students. Furthermore, increased direct consultancy support is

required for schools to provide the best practice options available based on evidence and research related to their context.

Recommendation 18: Annual report templates and School Planning and Reporting Online (SPaRO) should be updated from 2019 in a format to increase levels of detail and clarity for DoE wide data harvesting while enabling far greater local context flexibility.

Recommendation 19: A document is required that sets out a forward plan and framework for non-school based (system and area) planning. Once school-level plans are completed within this framework, Principals should know that they will be able to implement them and the support that will be available.

Recommendation 20: Accountability requirements should be broadly agreed, should allow for context, be designed to allow integration with school-level planning, and should focus on both student attainment metrics as well as other meaningful educational achievements.

Recommendation 21: To enhance the effectiveness of aspiring and newly appointed Principals, a more practical, pragmatic and mentor-based development process should be devised. The NSWPPA is seeking a high level, future focused professional learning program for aspiring school leaders to ensure they are prepared to successfully lead the learning of the school through contextual decision making. This learning will support future leaders to understand the actions required to best support student learning within the context of their school.

Recommendation 22: Fundamentally, the capability of LSLD to lift a Principal's real-world effectiveness will require broad attitudinal change and such change could be built from a genuine commitment by all members of the DoE to re-frame system culture. Improved organizational connectivity and increased respect for school leaders should be among the practical outcomes of that process.

Recommendation 23: Rebranding and recalibrating the way everyone in the system works to support the needs of schools is essential for future LSLD 2.0 success. The initiative needs to evolve to make sure that it keeps abreast of changing departmental directions and meets the schools ever changing requirements.

Recommendation 24: LSLD 2.0 success criteria are developed in conjunction with new reforms. This will be judged progressively and regularly to decide whether or not it has been successful in the eyes of all stakeholders.

The entire NSWPPA Local Schools Local Decision 2.0 - A preferred Future is available on the NSWPPA website.