

NSW Primary Principals' Association Inc.



State Council Meeting

Term 4 2018

29 and 30 November 2018

Reports

CORPORATE PARTNERS



BUSINESS PARTNERS



Contents

Reference Group Reports

Aboriginal Education.....	3
Assessment, Planning and Accountability	4
Asset Management	5
Curriculum	6
Disability Programs	7
Finance & Administration	8
Human Resources	9
Principal Support	10
Schools for Specific Purposes	11
Student Wellbeing	13
Teaching Principals	15
Technology	16

Standing Committee Working Party Reports

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

Observer Group Reports

Central Schools	24
Environmental Education Centres	25
Principal School Leadership	26
Professional Support Officer	27
Retired Principals	28



New South Wales Primary Principals Association State Council Report

Term 4 Aboriginal Education Reference Group

Chairperson: Paul Byrne

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

Executive Liaison: John Mularczyk (for Louise Green)

Regional Representation:

Hunter/ Central Coast: Kevin Greaves	Western NSW: Annie Downes	Sydney: Joanne Graham
New England: Julianne Crompton (apology)	Illawarra/South Coast: Vicki Muscat	Western Sydney: Sue Finn
South West Sydney: Dan Sprange	North Coast: Paul Byrne	Northern Sydney: Tina Lee
Riverina: Sean Scott	Guest/s: Kim Proctor & Tanya Neal (Aboriginal Education & Communities)	

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

- Connected Communities Strategy was initiated in 2011/2012. Framework for schools as service hubs. Schools access services to medical care, facilitator of services. Currently 15 schools continued and funded through 2019/2023. Ten more are to be added in 2019. Determining factors include FOEI, student retention, attendance, Yr12 completion, literacy, numeracy, employment levels, incarceration, etc... Indicators of disadvantage are used to determine identified schools. Consultation occurs with AECG and Dept. Directorates & NSWTF. Aboriginal communities and families have a voice in the connected communities program.
- New/ongoing initiatives from Aboriginal Education & Communities Directorate include:
 - EAL/D online professional learning suite of 29 modules to build capacity of teachers. Possible roll out in 2019.
 - Tunin' In Initiative utilises social media platform, "Kinderloop", to connect with families to support their child's early learning in literacy and numeracy.
 - Learning Centres – improve transition points, retention, attendance, engagement. Assisting families by providing "scaffolding" for their child.
 - Instructional Leaders Aims to improve pedagogical practice through shoulder to shoulder support.
 - Gifted and High Potential Aboriginal Students, Instructional Leaders. Enhance teacher capacity through instructional leadership to improve the self - efficacy, engagement and educational outcomes

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

- We have the Aboriginal Education & Communities Directorate compiling a list of resources and links for us to add to the NSWPPA website. When they are accessible we will notify all members.
- Ten new schools to be added to the group of Connected Communities schools in NSW. Watch this space.
- They are open to hearing about (and possibly funding) new initiatives in Aboriginal Education. Get in contact.
- With plans mapped out for next year, we encourage all regions to maintain their Aboriginal Education RG members for the 2019 school year as they are a dynamic group who are making real progress in Aboriginal Education within their

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

- Distances vast and schools are lacking support and leadership as Directors are based at least 7hrs away. An understanding of distances needs to be undertaken. As the Region has been divided there's really no one to connect through professional learning. Restructure is causing concerns.
- ACLO in Albury serving Denilliquin and Griffith area. A large area to cover. ASLO 2 days a week based out of Wagga Wagga now. Concerns about keeping those connections with students and community.

Draft Position Paper for Council this term? NO

Collaboration with another RG/WP/SC?



New South Wales Primary Principals Association State Council Report

Term 4 Assessment Planning and Accountability Reference Group

Chairperson: Bob Willetts

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

Executive Liaison: Robyn Evans

Regional Representation:

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

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

NESA Assessment Committee: NESA is planning a review of Assessment and has scoped the terms of reference. They are cognisant of the timing and cross over with the Curriculum Review. Robust discussion about the terms of reference has taken place and NESA has been asked to provide a briefing to the APARG as soon as possible.

Self-Assessment (SEFSaS) : School Excellence Advisory Group: PPA representatives successfully argued the timelines of the requirements be changed to fit with school planning calendars.

SPARO/ Annual Reports: Due to issues with NAPLAN Online transition the APARG requested consistent messaging about NAPLAN to be pre-populated into SPARO for Annual Reports. This has been actioned by LHPD.

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

External Validation: Spread across 21 weeks in 2019 (beginning Week 5, Term 2) and 28 weeks from 2020. Financial support for teaching principals will be provided with 4 days relief, PPA assisting with identifying suitable relief.

NAPLAN Online - Overall viewed as successful in 2018. There were equating issues so interpret data with caution.

Half of DE schools expected to transition in 2019, full transition in 2020.

Technology assistance bundle for additional devices will be available again- approval from Directors needed.

SCOUT - CESE has developed a range of training packages and resources to support evaluations and planning.

AZT: In 2019 any policy compliance will NOT be required to be uploaded in AZT. If policy compliance is required it will be a professional discussion with DEL. DEL will provide notification back to LHP to meet system requirements. AZT is still being used by over 100 schools to manage internal policy reviews and compliance monitoring. Members are advised to use AZT if they don't have a robust internal process for policy compliance as Principals are still accountable for policy implementation.

Learning and Teaching Directorate: Curriculum support was highlighted in Educational Services review. L&TD responding with a range of Professional Learning and Communications Strategy about new resources.

Best Start and planning and programming Professional Learning (face to face & online) to be released week 4 term 1 2019. Expected to be a good entry point into the learning progressions.

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

EV and NESA Registration: A pilot was completed and evaluation has taken place to see the extent to which EV meets cyclical NESA registration requirements. PPA will be further involved in any future developments.

Draft Position Paper for Council this term? NO

Collaboration with another RG/WP/SC? NO



New South Wales Primary Principals Association State Council Report

Term 4: Assets Reference Group

Chairperson: Brent Kunkler

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

Executive Liaison: Diane Robertson

Regional Representation:

Hunter/ Central Coast: apology	Western NSW: Eileen Day	Sydney: Katherinf Horner (alt)
New England: Murray Cox	Illawarra/South Coast: Mark Gardener (alt)	Western Sydney: Gary Rugzas
South West Sydney: Brent Kunkler	North Coast: Julian Mostert	Northern Sydney: Meagan Lockery
Riverina: apology		

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

SINSW : update of new structure. Streamlining of departments within assets. AMU now is responsible for maintenance, safety & compliance, demountables and school security. Each AMU region is to receive extra HR to support. ASO are receiving training to better equip them to work with schools - communication/customer support. SINSW looking to reduce the number of schools they service. Over 200 new and major capital works projects underway. Looking at ways to deliver new infrastructure in a much shorter timeframe using smart build technology. SINSW looking to decrease their own red tape.

AMU Review: Some issues highlighted above. Disappointing input from Principals less than 20% responding to the review. New maintenance survey will now target 50% principals each semester. Please completed. New, relieving, acting principal's assets knowledge. AMU happy to organise a principal's induction through PPC's (regional if possible)

New Cleaning Contract: Begins March 2019. Announcement was delayed. The issue of Future Focussed learning spaces and furnishings will be reviewed by a working party including PPA representative once the contract have begun.

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

Fast track Initiative: developed to enable schools to expend school and community raised funds in a more timely fashion. Three tiers with each tier assessed on risk not cost. (\$30000 limit is for procurement). First Tier has had over 100 applications. AMU is wanting to trial Tier two applications. Information is in the SINSW site - search fast track initiative. Application form (Tier One) is in AMS on the Web - applications & notification tag.

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

SSP Maintenance Business Case: to rectify the anomalies in the funding needs of SSP and school based units. Model has been developed and forwarded to SINSW and the Delivery Unit. Extra funding not taking from mainstream sources. Changes to the EFSG.

Increased Funding (RAM) and school space: With the increasing funding given to many schools the ability to expend through HR or community pathways is severely limited through lack of space. Schools are looking to use monies to construct extra learning areas. SINSW will look into funding streams to support schools increasing learning spaces.

PPC Assets representative roles and responsibilities; reviewed to reflect actual role at regional level.

Draft Position Paper for Council this term? NO

Collaboration with another RG/WP/SC?: SSP Reference Group/ Disabilities reference Group



New South Wales Primary Principals Association State Council Report

Term 4 Curriculum Reference Group

Chairperson: Norma Petrocco

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

Executive Liaison: John Mularczyk

Regional Representation:

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

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

- Catherine Thompson (DoE Leader, Professional Learning Literacy & Numeracy) discussed support and professional learning for Best Start 2019, PLAN 2 and Learning Progressions.
- Garrie Russell (DoE Relieving Director, Early Learning & Primary Education) outlined the four phased approach for the introduction of new syllabuses.
- Tanya Coli (NESA Inspector, Primary) & Paul Cahill (NESA New Director, Curriculum Operations) discussed their roles and promoted the engagement of principals and teachers in the NSW Curriculum Review.
- Mark McAndrew (Curriculum Specialist, Humanities and Social Sciences ACARA) outlined the changes, additions and elaborations of the new version of the Australian Curriculum which has been released online and discussed current projects being undertaken by ACARA.
- No issues received from Area Councils.

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



- DoE:** New Syllabus Implementation Curriculum tile available for principals and teachers. Go to My Websites. Scroll to C - Curriculum. Save to My Essentials. One-stop-shop for all resources and links to register for professional learning for new syllabuses. **Please advertise to principals and teaching staff.**
- Best Start 2019** - all schools should have received their folders. Contact literacy.numeracy@det if not yet received. Face to face training will target school leaders. Online learning will target teachers.
- PLAN 2/Learning Progressions** - Register for Introduction to Literacy and Numeracy Learning Progressions Online (RG03806) & PLAN 2: How to - a technical guide for using PLAN 2 (RG03976) on MyPL.
- EaFs** - Data collection requirements will be the same next year as this year.
- NESA Curriculum Review** - Please encourage principals and teachers to engage with this review and have a say www.nswcurriculumreview.nesa.nsw.edu.au **Consultation period closes on 30 November.**
- ACARA is part of an **OECD project Education 30** which is looking at what education will look like in the future. OECD has published a paper *The Future We Want* which outlines a possible curriculum framework. This framework combines notions of knowledge, skills and attitudes and 21 century learning which OECD is calling competencies.

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

NSW Curriculum Review

GAT Policy

Draft Position Paper for Council this term – N/A

Collaboration with another RG/WP/SC – N/A



New South Wales Primary Principals Association State Council Report

Term 4 Disability Programs Reference Group

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

Executive Liaison:

Regional Representation:

Hunter/ Central Coast: Graeme McLeod	Western NSW: Apology	Sydney: Lesley Bruce
New England: Apology	Illawarra/South Coast: Karen Brown	Western Sydney: Apology
South West Sydney: Wayne Simpson	North Coast: Jenni Smedley	Northern Sydney: Gail Smith
Riverina: Apology		

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

1. Funding Support There are still some issues across the state with Funding Support. If a Wellbeing Officer tells you to change the numbers in the profile consider writing the supporting statements stronger to match the number in the profile if you believe that is the where the student's needs fits.
2. Counsellors . We highlighted that the increase in the number of Support Classes and students with disabilities in schools the work for school counsellors is being stretched even further.
3. Delivery Team (see below)
4. Access Request/ Placement Panel guidelines (see below)

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

3. Delivery team- The Reference group have again met with some members of the Delivery Team plus some members have been involved in workshops with external agencies and organisations that are looking at the recommendations of the Inquiry into the Education of Students with a Disability and the future for Special Education. We have continued to emphasise the need for specialist and expert support for students and schools, enhanced training for staff, timely support, and the need for the full range of supports for students in schools, eg SSP's, Support classes in mainstream schools, Integration funding support and enhanced support by LAST's and APLA's. I do believe that they have taken our recommendations on board and will wait for the Draft Strategy that will be released soon. There will be some pilots that will be run looking at different ways of doing things and we encourage schools to be participate in these pilots.
4. Access Request. Many of the recommended changes that the Reference Group made 18 months ago to the Access Request portal have been changed. Hopefully these small changes will make it easier for Learning Support Teams. The Access Request and Placement Panel processes are going to be fully reviewed and revamped. This may take a while but they will give greater consistency and hopefully it benefit both students and staff

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

Draft Position Paper for Council this term? NO

Collaboration with another RG/WP/SC?



New South Wales Primary Principals Association State Council Report

Term 4 Reference Group Finance and Administration

Chairperson: Karen Mortimer

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

Executive Liaison: Louise Green

Regional Representation:

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

Five guest presenters and their colleagues presented to us.

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

SFLM and eFPT –

Local Schools Local Decisions have produced short Adobe Connect sessions to support changes. They are bite-sized and specific. The 2019 SBar includes our SFLM. The group shared the pressures of training in the HR Payroll in Term 4. There is a one-page cheat sheet on the EDConnect eFPT section. They are already live.

eFPT- Release 3.1- first time you log in it has a walk through that shows you what has changed. The main feature is to show you how to plan for 2019 whilst maintaining the 2018 plan. This will be there for future reference. This will also be a way to show any future changes. The expectation is that you are probably only going into this once a month or so.

Delivery Unit

Kelly Edmunds provided an update on change free periods, the high-level projects and the master schedule. Aim for 17 weeks of change-free zones with full implementation will be for 2020.

Finance

Gerard Giesekam and Rhonda Wheatley joint presentation. Gerard spoke of the two key financial projects and a simpler financial system anticipated being ready by June 2019. SBar currently holds 70% of school finances.

Credit card trends: Directors are becoming more aware- there needs to be a greater understanding of the B for business services- go through the finance. You need to understand what your delegation is. If there is an opportunity to use a PCard (credit card) do it. Always follow the rules first and use the delegations.

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

5. Credit card usage – use the PCard credit card whenever possible
6. Master schedule produced each semester
7. Online enrolment project underway

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

Draft Position Paper for Council this term? **NO**



New South Wales Primary Principals Association State Council Report

Term 4 Human Resources Reference Group

Delegate Glenn Walker

Chairperson: Glenn Walker

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

Executive Liaison: Terry Fisher

Regional Representation:

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

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

Casual Teacher Resourcing

Class Cover has been introduced. Casual Direct shut down. Over 1,300 schools now using Class Cover. 21,000 casuals registered. Enhanced with links to eCPC and WHS. Roughly 90% successful bookings. Department is tracking unfilled positions so please make sure everything is entered on Class Cover.

Working with Children Check

Ongoing program of reminders. Principals CC'd in emails sent to teachers. Teachers can apply for leave while waiting. Approval of leave is up to the principal.

NESA also sends a reminder three months prior to renewal. An "intention to suspend" is sent three weeks prior. An audit of the WWCC has found that some schools are not conducting the appropriate checks of volunteers and contractors.

Class Cover is not a screening tool. Need to use eCPC.

Staffing Methodology Reform

Have spoken with approximately 100 stakeholders (including PPA) assessing current situation, needs and risks. Workshop coming up on 7 December to share learnings from domestic and international benchmarking as well as interviews locally. Will test some scenarios at the workshop. There will be a "learnings" paper come out in March/April 2019. A "validation" piece will be out in August/September 2019. "Nothing is off limits" with the report. Unknown levels of "Gonski" funding will have an impact when funding is clearer.

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

Working with Children Check

Ongoing program of reminders. An audit of the WWCC has found that some schools are not conducting the appropriate checks of volunteers and contractors.

Class Cover is not a screening tool. Need to use eCPC.

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

Human Resources Staffing Methodology Reform is now reviewing staffing entitlement in primary schools. Teaching, executive and SASS in small, large, SSP and hospital schools. Interviews with principals and other DoE staff taking place. Report April 2019.

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

Collaboration with another RG/WP/SC? No



New South Wales Primary Principals Association State Council Report

Term 4 Principals Support Reference Group

Chairperson: Anne van Dartel

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

Executive Liaison: Lyn Davis - apology

Regional Representation:

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

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

Still working working with Kathy Powzun - **Director | School Operations and Performance** and Kelly Edmunds **Director, Strategic Projects | Delivery Unit** "What's coming off the Principal's Desk.

1. The priority of the Delivery Unit is trying to ensure everything is working effectively in order for us to deliver our core business. New things include: "change free period" whereby for 17 weeks across the year there will be no new things to deal with. This has been endorsed in principle, acknowledging that schools are very busy places and it is not possible to sustain constant changes and complete and deliver new things at this rate. This is due to begin in 2019 but new things in Term 1 are crucial so it may be necessary to delay the implementation of the 17-week "change free period" idea until Term 2.
2. Email from Dep Secretary re the DEL survey was a "pulse check". The survey was not used as a performance measure. It was looking at the gaps in order to strengthen the support. There was a 69% response across NSW. In total, 718 Principals were asked to complete the survey. Next "pulse check" will occur in Term 1, 2019 and another lot will be asked with more areas included. Some areas to addressmore consistency, more effective Professional Learning for the DEL's. 31% of Principals reported no mentoring or data informed conversations. A foundation of trust is required for that to occur. No individual conversations will occur as feedback.
3. The Delivery Unit is working on a project with Melissa Clement's unit on research, working with schools and with stakeholders and provided a draft of the proposal of what the priorities will be. "10-year disability strategy on a page-draft for discussion.

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

That an agenda item is set at every PPC meeting to discuss Principals' Wellbeing. This would allow for discussion re issues that are affecting the wellbeing of Principals in each PPC, what support they are receiving and discuss the use of the PPC group as a sounding board and the first point of call for Principal's' support. This can take away from the isolation that some principals are feeling, at times.

Advice From Professional Support Officer - Geoff Scott

1. Principal Support during difficult times: Principals are advised to follow policies and procedures; keep records of meetings and communication; keep the DEL informed of any emerging issues; run through the scenarios in a specified session of area council meetings; make available the flowchart at area council meetings; re-assure others and support our colleagues; get advice; build capacity in others; be confident in your decision making; No single policy is more important to know. They all are important to know and follow.

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

The role of the Director Educational Leadership is inconsistent across all areas.

Draft Position Paper for Council this term? NO

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



New South Wales Primary Principals Association State Council Report

Term 4 SSP Reference Group

Chairperson: Mark Gosbell

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

Executive Liaison: Diane Robertson

Regional Representation:

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

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

HR – SLISO overtime, induction processes

ASTP – NDIS crossover, workload and workflow, requests and approvals, denials and appeal processes

Disability Learning and Support – response to parliamentary enquiry, Ed. Services review, disability strategy and focus for reforms, HR and SSPs, NCCD, access request processes.

Assets – call out costs and maintenance issue in SSPs and other specialist support class contexts.

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

Assisted School Travel Program Update and Discussion – Neville Bryce

5. Current contractors now have approval to extend contracts till mid 2021 (2.5 years extension). Letter sent to all contractors. Business as usual for 2 years at least. Roll over for next year currently being done. 95% completed.
6. 30th Nov date for cut-off for 2019 applications. Will except applications, but can't be guaranteed. Appeal panels will be available in January. Can provide interpreters if needed.
7. ASTP aim to get all applications processed by 24th December. ASTP aim to have processed all late applications by Week 2 2019.
8. Additional staff for Dec & Jan to assist with processing applications. Feb can also be a problem with significant delays. Additional staff also to be employed to assist with peak in Feb.
9. ASTP staff now are now at capacity. Extra support classes will significantly impact on increase in numbers.
10. NDIS/ASTP factsheet now available. Wording from NDIS has been problematic for parents and misunderstood.
11. Transport to some respite centres are continuing while others will slowly be cut.
12. Quality and Safeguard process are in place for ASTP which have not necessarily been in place for NDIS contractors.
13. There is a dedicated 'Home Alone' team that operates daily when a student is to be dropped off and no one is home. Driver calls ASTP and a team work to find someone to collect the student.
14. Principals are encourage to discuss complex issues directly with ASTP Education Team, please ring and ask for this team directly and have as much info as possible
15. ASTP Online system being trialled (Holroyd School).

Disability Learning and Support Update and Discussion – Melissa Clements

16. Comprehensive review of whole process from AR to placement. Most of work has been examining the data from existing ARs and enhancements to the "backend" of the AR process. Some are from recommendations from the Parliamentary Inquiry.
17. Disability strategy – stakeholders have increased. Strong view from all stakeholders is around getting a good experience for all families with a child with a disability and that whatever the process, families are welcome and child have a positive and high quality schooling experience at their local school. A need to strengthen those experiences for many more students than is currently the case. Lots of excellent provisions across school system, however there are still experiences that are less than positive and are typically at their local school.
18. Four areas of focus for reform: **outcomes** (learning, wellbeing and independence), **flexibility** (resourcing and allocation of resources, flexible approach to resources), **support** (support for people, the system and environments/assets) & **family experience** (support for parents, navigating the system).
19. It is important to share our success stories for students that have and can transition to mainstream or support classes as well as success stories from SSPs. Rich stories may help shift mind frames around the possibilities. Working with Principal colleagues around how with support, students with disabilities can thrive in

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

20. Reference group considered and discussed an in depth analysis of call out data and other maintenance related issues that have specific context in meeting the needs of specialist support classes. .

Action: SSP, Asset and Disability RG to develop business case for presentation to PPA asset reference group and SINSW for SINSW to consider in allocation of PMW and maintenance resource and policy across schools providing specialist support classes

Draft Position Paper for Council this term? YES / **NO**

Collaboration with another RG/WP/SC? Yes – SSP Reference group has worked with Assets Reference group to consider a business case for SINSW regarding call out costs to SSP and schools with specialist support classes



New South Wales Primary Principals Association State Council Report

Term 4 - Reference Group: Student Wellbeing

Chairperson: Helen Craigie

email: helen.craigie@det.nsw.edu.au

Executive Liaison: retiring Jacki Malecki/ incoming- Craig Redfern

Regional Representation:

Hunter/ Central Coast: Lesley Burley	Western NSW: Vanessa Williams	Sydney: Ruth Bradfield Ling
New England: Margaret Sloan	Illawarra/South Coast: Lisa Freedman	Western Sydney: Libby Gledhill (retiring)
South West Sydney: Teresa Gosche	North Coast: Helen Craigie	Northern Sydney: Margaret Foott
Riverina: Susan Bourne		

THANK YOU : Our group acknowledges Jacki Malecki for her fantastic and wise support over a number of years and also to Libby Gledhill (Greystanes PS) who has actively represented Western Sydney schools, also over a number of years, as an active member of our RG. We wish them both well.

Instead of our usual term meeting Wellbeing reps were invited to participate in the two day Anti Bullying conference held in Sydney on the Monday and Tuesday preceding State conference. This conference is a first in Australia. 17 recommendations out of the Ombudsman Behaviour Review of Complex behaviours, including anti bullying across all forms were identified as areas for serious consideration and improvement. As part of the Behaviour strategy DoE was commissioned by the Minister to undertake a research based review to be led by a highly regarded academic partner; Professor Donna Cross, University of WA and research partner with the Telethon Kids Institute. Currently being developed include a literature review/ support package to support all schools, staff, students and parents. Highlights from the conference are currently being organised for inclusion on the Anti Bullying website.

Guest world and national expert researchers in the area of complex behaviours and anti bullying strategies and their chosen research backed topics included:

***Professor Donna Cross** - Getting more for less effort: whole school actions to improve learning and reduce bullying/From learning to behave to behaving to learn / Why student behaviour shouldn't be treated as only a discipline problem.

***Prof Neil Humphrey, University of Manchester UK**-Addressing mental health difficulties among students with disabilities/ Raising the bar; supporting social and emotional learning to reduce bullying/ Second Step program

***Prof Barbara Spears, University of SA**- Each one, reach one teach one: students driving positive cyber behaviour with their peers

***Prof Dorothy Espelage, University of Florida USA**- Supporting Kids who fall under the radar

Prof Juli Coffin, Notre Dame university - Bullying in an Aboriginal context is different

Prof Wendy Craig, Queens University, Ontario Canada- PREVNet- Promoting relationships and eliminating Violence network

Prof Sheri Bauman, University of Arizona, USA- Managing modern twilight zones- cyber behaviours 24/7/ meet in the middle; using peers to reduce bullying behaviour

Dr Ian Hickie-Promoting young people's mental health in the digital age

Julie Inman Grant- The 4Rs of the digital age : respect, resilience, responsibility and reasoning

Prof Christina Salmivalli- How good are we, really, in reducing bullying?

Dr Ken Rigby- University of SA- Method of 'shared concern' approach to bullying behaviour

Supporting agencies- www.education.gov.au , Office of the safety Commissioner -www.esafety.gov.au , Bullying. No Way-www.bullyingnoway.gov.au Telethon Kids institute- www.telethonkids.org.au

***Review of Student Discipline Policy**-currently being reviewed/ draft nearly ready for consultation. Suspension and expulsion processes and guidelines to be simplified and relevant for current needs.

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

- *2018- 19 Child protection online modules currently being trialled- ready for 2018-19 School Development Days
- Duty to Protect and Duty to Respond modules. Optional modules are also being added to

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

- * Engage with the Anti Bullying website and watch for new updates as they are developed.
- * Healthy School Canteens: final accreditation processes for School Canteens currently being undertaken. Schools need to be accredited by 2019.

Draft Position Paper for Council this term? NO

Collaboration with another RG/WP/SC?



New South Wales Primary Principals Association State Council Report

Term 4 Teaching Principals Reference Group

Chairperson: Bek Zadow

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

Executive Liaison: Rob Walker

Regional Representation:

Hunter/ Central Coast: Kristen Kime	Western NSW: Shelley Darcy	Sydney: Trent Bridgland
New England: Rebecca Dowe & Annette Brown	Illawarra/South Coast: Gillian Irvine	Western Sydney: Bek Zadow
South West Sydney: NIL	North Coast: Leanne Parker	Northern Sydney: Paddy Rich
Riverina: Jocelyn Robinson		

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

21. SBAR & Classification - concern around the 'changing of the bar' through the flexible classification bands each year. Many 2 teacher schools falling into the TP1 bracket despite no change in student numbers or complexity - simply because the 'bar keeps getting higher'.
22. Counsellor Allocations - inequitable spread of counsellors in rural and remote. Some schools are completely left of the itinerary.
23. Workload - general consensus from around the state that there is a lack of understanding of the complexity of a TP role.
24. SAMs - requests for a full time SAM in every school. Lack of qualified SAMs to replace SAMs seconded into other DoE positions.
25. External Validation - Lack of funding to support TPs to complete this process. Positive stories re EV about the benefit gained from this process with acknowledgement that TPs could not have done this without 'buying' time. **TPRG would like for TPs to be given 12 months notice of EV, in addition to a modified submission.**
26. SAP & HR Rollout - TPs felt bombarded with the tasks required for this migration. Biggest area of contention is the auto-approve of timesheets for TPs. Some TPs are ok with this, many aren't. **TPRG would like TPs to have the choice on whether their profile is set to auto-approve or not.**
27. Promotion - many TPs feel like they are overlooked for promotion over APs and DPs.
28. Trees/Assets - Tree reports and tree works are proving too costly for small schools with a miniscule budget. Some TPs have been emailed about completing work for QAP re rainwater tanks without any prior warning or notice of funding to complete these works.
29. Disabilities - there is an increasing number of students with disabilities attending small schools, often under the recommendation of doctors due to the small school environment. Many of these students attend with significant needs, but still do not qualify for integration funding. The complexity of small schools often having multi-stage classes, little support staff, little counsellor allocation is not considered. These factors must be recognised and more equitable remuneration distributed to small schools.
30. Buses/Boundaries - as per last State Council Report.
31. Casual supply - complete lack of quality casual teachers to replace absent staff.
32. SWS - TPs are not happy with the new website service. It takes twice as long to do things. You used to be able to upload a newsletter in less than 10 clicks, now it takes 30+ clicks!!
33. Professional Learning in small schools - Ernst & Young have provided feedback to some TPs around the main issues around PL in small schools.

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

Thank you to the TPs who completed our survey. Draft position paper to be released soon.

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

All, but particularly issues 2, 4, 5, 6, 9, 11

Draft Position Paper for Council this term? Yes

Collaboration with another RG/WP/SC?



NSW Primary Principals' Association State Council Report

Report to the NSWPPA State Executive and State Council Technology Reference Group

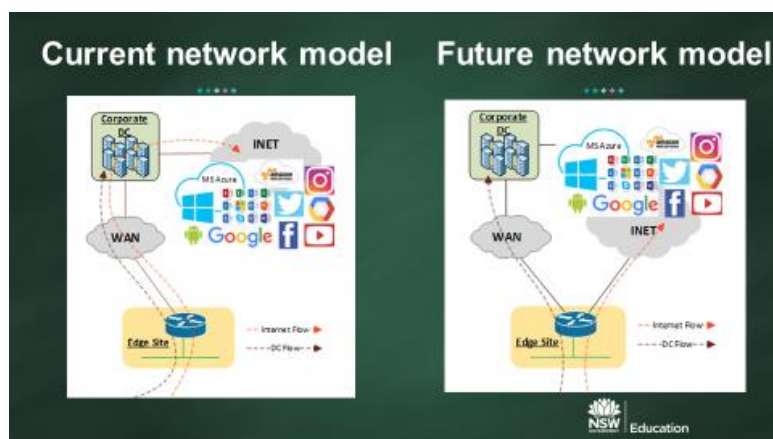
Regions Represented at Term RG/SC/WP meeting: Western NSW - Glen Bourke Orange East PS; Western Sydney - Mr Stephen Lockley Samuel Terry PS; Riverina - Richard Busby Darlington Point PS; Northern Sydney - Mark Chaffer Dee Why PS; Sydney - Craig Snudden Bangor PS; South West Sydney - Reg Corney Nuwarra PS; Hunter/ Central Coast- Drew Janetzki Fern Bay PS; Illawarra/South East - Leah Martin Pambula PS; North Coast - Andrew Kuchling Kempsey South PS; PPA Exec Liaison - Ian Reeson Tweed Heads South PS. No rep from New England

Chairperson: Clint White **Contact number:** 0419 699 553 **Email address:** Clinton.white@det.nsw.edu.au

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

TRG working on:

- **T4L ICT PLUS+ Project** will provide a richer ICT management experience to Principals showing the currency, health and utilisation of the ICT infrastructure, services and technologies deployed in their School in a single portal. In design phase and will include the development of an ICT maturity benchmarking survey tool that provides the ability to self-assess their ICT maturity: like the SEF for technology.
- **Mobile Strategy** - FIORI personalises and simplifies the user experience for SAP applications, on any device. The Fiori Mobile Pilot commenced on 22 August. Currently in trial at 8 schools. Testing was conducted across a mix of both School, home and 4G networks with a mix of Android and Apple devices. There is development for a principal portal app.
- **Online Advisory Board** has representative from the TRG working on web filtering and Youtube Stage 3 trial to commence in second half of Term 4 with pilot school who are trialling Internet at the Edge.
- ITD are working on a major network transformation (**INTERNET AT THE EDGE - image**) that will result in significant increases to average internet speeds in schools. Network transformation involves: Increasing Network Speed, Satellite to cable conversions, Connecting Country Schools; and Connecting Metro Schools (if funded by Treasury and recommended in the NSW Audit Office 2017 ICT in Schools for Teaching and Learning). **Internet at the edge** will allow school traffic to travel directly to and from the internet without going through GovDC, competing for bandwidth. This model will effectively **double** the bandwidth to the school.
- **Connecting Country Schools \$70M** project to improve wireless and internet services in 13,000 learning spaces, 900+ schools. Each school is being equipped with a customised wireless network delivering strong, reliable internet connectivity. High quality, high performance WAPs are positioned in all learning spaces around the school. Schools have the option to add more in spaces such as gyms, libraries, school halls. The rollout commenced in Term 1, 50 schools per month, concluding in mid-2019
- New Windows 17.09 image available for imaging with F12. New Office experience and has 3D paint.
- New School Website feedback from principals provided to CIO.



Draft Position paper for State Council this term? No

Specific matters of which the NSWPPA State Executive/State Council need to be made aware: Stage 3 Youtube pilot stage 3 commencing week 5 Term 4 with possible expansion to more schools.



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

Report to the NSWPPA State Executive and State Council

Reference Group/Standing Committee/Working Party: Annual Conference

Regions Represented at Term RG/SC/WP meeting:

Chairperson: Kylie Donovan

Contact number: 0402039632

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

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

Survey results:

- positive feedback about changes to awards and dinner. Divided feedback about the cocktail reception. Suggestions that awards changed to morning or cocktail reception. Difficulties with this around Life Members' function and Retired Principals.
- Feedback about speakers was overall very positive. Speakers scoring highest: Ben Abbatangelo, Dr Nikki Stamp, Michael McQueen. Polarised feedback about emcee. Stories from the Field was well received but feedback included: Principals only present, scattered through the program, shorten to 3 mins and maybe on Filmpond?
- Many comments about Principals and attendance in sessions.

Registration issues

- Approx. 52 principals wanted to register for conference one week before conference began. There were also principals who came to conference without registering. The logistics around this becomes challenging. Committee will discuss ideas to address this for next year in light of increasing numbers. Sofitel booked for 2019. Other venues are being sourced for 2020 and beyond due to increasing delegate numbers. Limited due to the need for exhibition space. All others considered so far charge enormous "rental" fees for each day (\$25000/day).

EOIs:

Sponsorship

Shadow Technology

Evaluation mtg: 8 Feb 2019

Draft Position paper for State Council this term?

If Yes – Further Information

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



New South Wales Primary Principals Association State Council Report

Term 4 Communication & Engagement Standing Committee

Chairperson: David Munday email: david.munday@det.nsw.edu.au

Executive Liaison: Ian Reeson

Regional Representation:

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

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

- Kellie Edmunds – Delivery Unit They are looking at Internal Communications and email taking up 350 hours of our 880 hours per year, what can we do to reduce this amount of time. How can we make the Consolidated School Schedule a better system and more useable for Principals? They have included some new terminology for categories. They are also looking at whether it works in conjunction with School Biz. Developing a master plan for change and a calendar that contains “change free” periods in each term..
- ITD – Peter Coppola – They are still working on single sign in. They have commenced a Portal upgrade, moving to GEF – and creating a platform that is mobile first. The aim is then to go to UAT – make a few services available on the prototype, then test those out e.g. AMU/SMU. Biometrics will work but most likely iPhone only at this stage. Our committee will be part of the 2 user groups.
- Content Management Team is working with us looking at 5 key areas including:
 - 1. Updating our Social Policy. This aligns with Queensland DE.
 - 2. Developing Facebook content e.g. Share our Space campaign- access to school playgrounds. Anti-Bullying, mental health awareness – maybe a mental fitness program. They are determining what Options there are for schools to repost and use state content or perhaps the model may be ab opt in & out.
 - 3. Adobe campaign is a new feature that gives us access to get analytics from emails e.g. latest Mark Scott email produced in Campaign and gets feedback about how many principals/teachers open it.
 - 4. Back to school campaign – using this as a focus to develop an aspirational and promotional campaign for Public Education.
 - 5. Brand update for Public Education– students will be at the centre of this campaign
- Claire Beattie - Strategic Communications – Anti Bullying – Needs feedback what is missing and why aren’t we using it – perhaps – Student ownership and student wellbeing. Healthy canteens how can we get the message out?
- Peter Buckmaster School Website Service. Trained 2700 staff, 130 schools using 3rd party. Changes have been made based on feedback e.g. the reintroduced log in on the top RH side, the admin console is being improved, they are trying to improve the editing process and they are keeping trainers on to support schools. They acknowledge that there is still a long way to go. We have asked them to look at how we can leverage high school students to become high end users of Adobe Experience Manager and be able to be paid to support schools website design and maintenance. They have submitted an App design and are seeking funding to create an app that gives Skoolbag equivalence but free to schools. They are also creating campaign to try and own the hashtags #lovewhereyoulearn and #greatplacetowork for the public education.

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

- All school FB pages must be set up as a school business account. About 800 schools only so far.

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

- 2019 Directions for C&E Directorate – SWS continued, internal comms – how do we create better engaged employees, support services for all schools, continuing to build social media, building confidence in Public Education. Bringing Portal into website combining the 2 things and the ability to create a personalised experience for all users – staff and parents.

Draft Position Paper for Council this term? NO

Collaboration with another RG/WP/SC? NO



New South Wales Primary Principals Association State Council Report

Term 4 Leadership Standing Committee

Chairperson: Karen Maraga

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

Executive Liaison: Lyn Davis

Regional Representation:

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

School Leadership Institute - Joanne Jarvis, Director School Leadership Institute

- 53 Aspiring Principals participated in the first cohort of Aspiring Principals on 12 and 13 November.
- They will be supported by 10 Principal Facilitators.
- The program for participants is co-designed by Ann McIntyre, Dr Kylie Lipscombe University of Wollongong. The Aspiring Principal Leadership Program is focused on leadership for learning. Three unique leadership frameworks that support leadership for learning. These frameworks are the Leadership Mindsets, Leadership for Learning Analysis (L4LA) and Leadership for Inquiry and Innovation (L4I&I).
- The two day seminar included presentations by Distinguished Professor Emeritus Viviane Robinson, Ann McIntyre, Professor Sue Bennett, Mark Scott and Murat Dizdar.
- Applications for the third cohort of participants will advertised soon in Schoolbiz.
- EOI's for the next cohort of Principal Facilitator have been advertised.

Leadership and High Performance (Anne Larkin & Lyn De Gruchy)

- Credential at a glance modules available for all principals on the Leadership Pathways website. This is a great resource that can be accessed without needing to enrol in completing the modules.
<https://education.nsw.gov.au/leadership-pathways/leadership-roles/principal/at-a-glance>
- Professional learning review conducted by Ernst and Young to be released by the end of November.
- L&HP are strengthening the Induction Program, with opportunities for principals, deputy principals and assistant principals to go through an induction program
- The coaching and mentoring program to support the implementation of Excellence in School Administration Strategy is extended to all administration managers.

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

- The DoE Mastery of Teaching Pilot program to identify and support expert teachers to achieve Highly Accomplished accreditation is continuing. Feedback from this pilot will inform practice as the program is expanded next year.

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

Art of Leadership and Masterclasses 2019

1. The following courses have some vacancies:

PARAMATTA - 26th to 28th August and 21st to 23rd October 2019

<http://www.cvent.com/d/xgqgj0>

BATHURST - 2nd to 4th September and 4th to 6th November

<http://www.cvent.com/d/hgqgj0>

Specific matters of which the NSW PPA Exec/ State Council need to be made aware: NO

Draft Position Paper for Council this term? NO



New South Wales Primary Principals Association State Council Report

Term 4 Legal Issues Standing Committee

Chairperson: Greg McLaren

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

Representation:: Robyn Evans (Executive Liaison), Ben Matthews, Greg Grinham, Ginny Latta, Andrew Doyle & Trish Peters. Contributors: Geoff Scott (NSWPPA prof. officer) & Margaret Baker (rel. Chief Legal Officer)
Apologies: Norma Petrocco, Mark Anderson (rDir. SECU) & John Barwick (fmr Chair & PPA Life Member)

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

Legal Services Directorate

- * Legal Services has a current priority to visit PPCs. Face to face is goal or alternatively via VC.
- * 'Protecting Staff from Criticism on the Internet: Understanding a School's Responsibilities & Options' resource available from the directorate. (author M.Baker so you know it is excellent)
- * Do not 'advise' parents to complete/ sign waivers eg for excursions/camps etc. More information on this topic in an upcoming Legal Services 'Hot Topics' newsletter.
- * Be familiar with Legal Issues Bulletin #59 'Duty to report and duty to protect a child from child abuse'. Scenarios to come as too agreement with Dept of Justice-failure to report. Call DEL & H&SD

EPaC (Employee Performance & Conduct Directorate)

- * A lite version of the Teacher Improvement program is in draft. From 88 pages to 13 pages.
- * Feedback and Complaints Video and Professional Learning released soon for staff & parents.
- * Released in October the EPaC decision trees (more a flow chart) designed to assist you in determining the type of matter (performance, misconduct - reportable conduct, and complaints).
- * 929 investigations in 2018, EPaC striving for 80% to be finalised within 12 months since reported.

H&SD (Health & Safety Directorate)

- * Advice received from H&SD is NSW Police cannot enforce commonwealth orders (Family Law)
- * New Incident Notification and Response Policy
- * Shortage with WH&S consultants in State. Trying to fill the 33 positions.
- * CPR & Anaphylaxis Train the Trainer now 2 years since commencement. Trainers need refresher training for accreditation. Facilitated by an external RTO and Westmead Children's Hospital.

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

- * Election of your PPC Deputy President. Their role also includes being a PPC wellbeing contact.
- * New Legal Services number for school leaders is 02 7814 3896 or use legal@det.nsw.edu.au
- * Always contact your DEL (email for your record) any legal, EPAC, IR or WH&S troubling issue.
- * Support- nswppa.schoolzineplus.com/_file/media/276/support_flowchart_nswppa_oct2018.pdf

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

- TMPI pilot has reasonable numbers for improvement programs (fmr Ultimo/Tamworth areas). Recommend the process remove the Principal as the manager of the improvement program and use seconded school leaders to EPaC as prog. managers, model similar to conduct investigations process.
- Data captured by the Customer Relationship Management (complaints) system is not a reflection of all complaints received about the Department nor is all information communicated to Principals.
- Code of Behaviour for School Communities should be similar to staff Code esp with consequences



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

Report to the NSWPPA State Executive and State Council

Rural Education Standing Committee

Chairperson: Susan Ruffles

Contact number: 0477753519

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

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

- “Links To Learning” Stage 3 update going forward into 2020. The program based on foundation soft skills and to improve retention. Information will come to schools in 2019.
- Any issues with staffing moratorium to be directed to DELs.
- Plans underway for Rural & Remote Education Conference. Stephen De Roos our SC representative on planning team. Possible idea to hold 1-day conferences in 3 locations during 2019.
- The SC had a lot of issues to mention to Rian Thompson (A/Director Strategy & Governance HR) & Mark Donovan (Senior Policy Adviser) in regards to aspects of the R&R Phase 2 Strategy. Some key things included: possible revision of incentive schools list across state and a look at review of incentive schools point system; delays in staffing to fill vacancies; recent survey from PPA about non-availability of casuals – HR considering this information); feedback provided from the SC members on Rural Education Incentive Package.
- CESE Evaluation Report of the Rural Education Blueprint to be available in November, 2018.
- Mike Tom (Rural & Distance Education Team) led an up-date on initiatives from his team. Feedback point to Mike was to consider timing of PL and project-releases throughout the year.
- Cynthia Wearne (NSWDoE, Project Leaders, GTIL). Cynthia managed the Rural Experience Program and we are hearing positive feedback from schools who have been involved Semester 2, 2018. Cynthia currently manages rural hubs in partnership with universities. There are 18 funded positions in schools across NSW. The aim is to develop expertise and support university research and to liaise with surrounding schools promoting teacher education. Cynthia tabled document ‘Attracting pre-service teachers to rural & remote NSW’.
- Also tabled was a UNSW paper titled ‘The Economic Impact of Improving Regional, Rural & Remote Education in Australia’ (Closing the Human Capital Gap).
- A draft Director Rural Education role statement was forwarded on to Murat in Term 3 from NSWPPA and SPC. There has been no progress on this to date.

Draft Position paper for State Council this term?

No

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

Covered in the notes above.



New South Wales Primary Principals Association State Council Report

Term 4 School Viability and Educational Provision Working Party

Chairperson: Grant Schaefer

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

Executive Liaison: Robyn Evans

Regional Representation:

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

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

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

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

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

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

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

Director Educational Leadership has sent for final approval to move Wollar PS into recess at the end of the year with a view to closure. There is no impact on staff as the Principal is relieving (asked to come out of retirement and is wanting to continue retirement). The SAM is temporary and the RFF teaching component is also a retired teacher in temporary position. There are no students in the drawing area next year – the one remaining intending to stay has also been asked to move by the mining company who own the house they rent.

Draft Position Paper for Council this term? No

Collaboration with another RG/WP/SC?



NSW Primary Principals' Association State Council Report

Report to the NSWPPA State Executive and State Council

Observer Group: CENTRAL SCHOOLS

Observer: Michael Windred

Contact number: 0447626886

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

The first meeting of the Central Schools Reference Group took place on Monday 5 and Tuesday 6 November at the new Department offices at 105 Phillip Street, Parramatta.

The purpose of this gathering is to address school issues that are typical to Central Schools. The voice from Central School principals is strong, many and consistent when it comes to issues relating to staffing, technology, recruitment, lack of incentives, service poor, teacher housing, support and other anomalies relating to how a K – 12 campus or split campus functions.

Twenty four Central School principals and one Community School from across the state attended for the two days. Presentations were given on current initiatives, future directions and Central School specific issues were addressed by Murat Dizdar, Deputy Secretary, School Operations and Performance; Ben Ballard, Director School Services (Skype); Stephen Loquet, Executive Director, Information Technology Directorate; Trina Schmidt, Executive Director, Human Resources; Mark Grant, Executive Director, Leadership and High Performance (Skype); Jane Thorpe, Executive Director, EPAC; Liana Downey, Executive Director, Delivery Unit.

Preliminary discussion also took place around the development of a Central School position paper for the SPC and PPA plus a more general discussion around a potential future Central School Conference. Frank Potter, Executive Director Rural North attended on the Monday; and Matthew Brown, Relieving Executive Director Rural South and Karen Burke, DEL West Wyalong for both days.

Principals also appreciated the attendance and support of Chris Presland, SPC President and Robyn Evans, Relieving President of the PPA. Whilst no date is yet decided, it was determined that future RG Meetings would take place in Term One and Three with a similar format of sending the Directors issues and questions well in advance of each meeting so that the directors have time to research and respond to the RG.

- New England Central Schools are in partnership with CESE and the Teaching and Learning Directorate with a pilot project based on forming and implementation model, standards to measure against and the use of Learning Progressions with students in Stage 2 through to Stage 5 (Years 3 to 10).

Draft Position paper for State Council this term?

If Yes – Further Information

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

SPC have recognised the Central Schools as a Reference Group which now enables all central school principals to meet in a central location (Parramatta DoE Offices) twice a year and meet with and discuss pertinent issues that are applicable to a K-12 setting.

We have an outline of a position paper that we will have completed and delivered to state council in Term One, 2019 for the PPA and SPC consideration and action.



New South Wales Primary Principals Association State Council Report

Term 4 EEC

Observer Delegate: Brian Trench

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

Executive Liaison:

Regional Representation:

Hunter/ Central Coast:

Western NSW:

Sydney:

New England:

Illawarra/South Coast:

Western Sydney:

South West Sydney:

North Coast:

Northern Sydney:

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

1. Three EEC Principals attended the DoE Sustainability Forum (keynote was Minister Stokes) on the 29 October
2. EZECs continue to deliver PL on the new K-6 Science and Tech syllabus in conjunction with Primary Curriculum and curriculum advisors across the state. The feedback has been very positive. A great example of how EZECs are working collaboratively to support teaching staff.
3. EZEC partnership with AusMap starting to roll out where students are collecting data on marine microplastics.

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

Eight EECs are currently funded/staffed at a significantly lower level than the majority of EECs (some less than half) and are seeking consideration in the current equitable staffing inquiry. Please consider supporting a submission if your membership includes the principal of any of the following EECs: Awabakal EEC (Newcastle), Botany Bay (Kurnell), Camden Park EEC (Camden), Cascade EEC (Dorrigo), Dorrroughby EEC (Lismore), Georges River EEC, Thalgarrah EEC (Armidale), Warrumbungles NP EEC (Coonabarabran)

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

Draft Position Paper for Council this term? NO

Collaboration with another RG/WP/SC?



New South Wales Primary Principals Association State Council Report

Term 1/2/3/4 Reference Group/ Standing Committee/ Working Party/Observer Delegate Greg Wells

Chairperson:

ph: 0406 990 750

email: gregory.wells@det.nsw.edu.au

Executive Liaison:

Regional Representation:

Hunter/ Central Coast: Western NSW: Sydney:

New England: Illawarra/South Coast: Western Sydney:

South West Sydney: North Coast: Northern Sydney:

Riverina:

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

In 2018 there were 443 External Validation successfully conducted across the state. There is now 60% of the state that has undergone this process and is now a tipping point in that for the first time there is more than 50% of schools that have participated in the process. This creates critical mass of schools that have undergone the self assessment process. This year there were 224 Peer Principals involved in the process, of which 281 were involved in one or more. The most panels a peer principal was involved in was three. This has added greatly to the shared understanding and capacity that has built across the system.

The recruitment process is well underway for the Principal School Leadership positions (PSL's) and the Principal Coach Mentor (P-CM's). Applications closed in week 5. The PSL positions have been aligned to other Departmental support roles in that they are now tenured for a three year period with return to a position at the same level.

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

The SEF SaS is available for schools to complete from Monday 12th November. The Annual Report template is also available to start, however, this cannot be completed as the financial information cannot be imported across until February 2019. To access the Annual Report there has been a simplification of the process with a new button on SPaRo 2018 Annual Report.

There are three separate surveys that will be sent out regarding feedback for the 2018 External Validation process. A survey for participating schools; the teams and principal, A survey for peer principals and PSL's and a survey for Directors Education Leadership. There is a ten day turnaround and the purpose is to give voice to all those involved for improvement. It will provide open ended text boxes for individual comments/ feedback so I urge all involved to take advantage of this and share their experiences so as to inform the system.

In 2019 the External Validation process will operate over 21 weeks from Term 2 week 5 to Term 4 week 5. All of the 444 schools and principals involved in 2019 will be informed in the near future (before end of the year). It is anticipated that 124 of these schools will be TP1 and TP2 schools. Schools will be provided a days relief funding from High Performance to cover the cost of the Initial half a day training session for all participating schools involving local PSL's and the DEL's. Where possible schools are encouraged to send a principal and one other. This training was first implemented in 2018 and has been signed off by the NSW Teachers Federation.

Principals wishing to be involved as a Peer Principal will apply via an EOI in School Biz in Term 1 week 2. The application has to be a substantive principal and experienced before being endorsed by their DEL.

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

Clarification for schools involved in the External Validation in 2019 from High Performance. Schools need certainty around timeframes and expectations due to proposed changes in EV timeframes.

The need for schools to be informed at the end of the year 2018 so that they can be prepared for 2019 as there will be an extended period of time for the external validation (ie. EV will be extended across more weeks). This will enable a more even distribution of support for schools undergoing external validation as well as the support offered to Principals, Directors and networks. What additional support/ finances are in place for the Teaching Principals in 2019.

Draft Position Paper for Council this term? YES / NO

Collaboration with another RG/WP/SC?



New South Wales Primary Principals Association State Council Report

Term 4 2018

NSWPPA Professional Support Officer (PSO): Geoff Scott

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

Mob: 0427 451 359

Executive Liaison: President

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

As per Term 3 Report: The PSO has continued to support colleagues in a variety of circumstances during the past Term. As always, the individual support provided is confidential, but ranges from telephone conversations, referrals to appropriate support sources, meetings with Principals, representations to DoE senior officers and on-site visits. Feedback, both directly and through other colleagues, has indicated that the support structures and processes of the NSWPPA are a valued source of assistance, advice and support. The work of Chairpersons Anne van Dartel and Greg McLaren and that of the members of these groups is acknowledged as extremely valuable for the ongoing well-being of Principals. Communication and liaison with the DoE Deputy Secretaries, Executive Directors and Directors Educational Leadership as well as the NSW Teachers Federation have continued this Term, as the need has arisen. Attendance and participation by the PSO in meetings of the Principal Support Reference Group (PS RG) and Legal Issues Standing Committee (LI SC) have contributed to appropriate co-ordination of support services.

Judy Goodsell is currently relieving as Chairperson PS RG while Anne van Dartel is on leave - we have wished Anne a speedy recovery.

The confidential database established this year, will move to Microsoft Teams technology once access notifications are sorted, allowing input and co-management by the Chairpersons of the PS RG and LI SC and the Professional Support Officer.

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

- Continued emphasis needed at all Area Council meetings on 'looking after each other', particularly but not only, for newly-appointed and relieving colleagues.
- Remind Area Principals to check the now regular section in What's Hot, which will make reference to any Legal Issues updates and policy updates (with appropriate hyperlinks).
- Invitations to DoE senior officers in Legal Directorate, Health and Safety and EPAC to attend and present at Area Council Meetings is encouraged. LI SC Chairperson, Greg McLaren, can assist Area Presidents in arranging these sessions. All of these suggestions are to assist Principals to keep abreast of policies and procedures, be pro-active and minimise the risks of 'making a wrong call'.
- The updated Principal Support Access Flowchart is now on the website homepage under Principal Support – encourage all colleagues to refer to this and keep a copy handy in their offices.

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

- Relieving President Robyn Evans has undertaken to organise two VCs/Meetings per Term of the relevant Chairpersons, PSOs and Executive Liaison members with suggested dates in Week 2 and Week 9. These meetings will highlight the main issues of concern and the most appropriate channels through which these will be pursued with the DoE.
- To further assist Principals, regular brief items on matters such as Legal Issues and policy updates with appropriate hyperlinks, will be included in What's Hot – Deputy President to co-ordinate with State Executive and relevant Chairpersons.
- Deputy Secretary Murat Dizdar has agreed to attend regular small-group meetings with the PSOs and the two Chairpersons to provide a pro-active approach to potential and current issues – dates and frequency to be finalised.

Draft Position Paper for Council this term?

NO



ARPP REPORT TO STATE COUNCIL FRIDAY NOVEMBER 30, 2018

May I express on behalf of all members of our Association our appreciation for extending to us the opportunity to present our ARPP Report.

I would particularly like to thank the NSW Primary Principals Association and the State Conference Committee for organizing the Life Members Day. In particular I refer to Merrilyn Jenkins and Anne Webb. It continues to be a very special occasion with 40 Life Members attending. At the last count we have 102 Life Members out there with many of them away on trips, child minding, working or otherwise committed.

AWARDS FOR 2018

Congratulations again to the Principals who received NSWPPA Awards for their outstanding contributions to Public Education and to the NSW Primary Principals Association.

Life Members:

- Adrian King
- John Mularczyk
- Peter Holmes
- Terry Fisher
- Mark Hagan

Social Justice & Equity:

- Anne Flint

Professional Award:

- Jenni Griffith

Fellowship:

- Karen Marago, Greg McLaren, Trish Peters & Sue Ruffles

Aboriginal Education Award:

Gillian Stuart

NSWPPA EXECUTIVE

We continue to be encouraged by the tremendous work carried out by the Executive of the NSWPPA. Their support for our schools as they confront the many challenges, demands and pressure to perform at the highest level is no doubt appreciated by principals. We wish them well as they continue to promote the need for welfare support for principals and their executive.

May we take the opportunity to express our appreciation to the outgoing Executive who did not seek re-election. We wish them well in their future endeavours.

We offer our congratulations to the recently elected Executive to serve during the 2019-20 Term:

President – Phil Seymour

Deputy Presidents – Robyn Evans & Diane Robertson

Vice Presidents – Lyn Davis, Ian Reeson, Craig Redfern, Michael Trist, Rob Walker and Bob Willetts

Secretary – Judy Hayman

Treasurer – Michael Burgess

May I especially thank President Phil for his support of ARPP and hope he is recovering well from his recent operation.

ARPP ACTIVITIES FOR 2017/18

Since our Life Member's Day last year our Association has held a number of events during the year and has welcomed several new members.

Two of our proposed visits to country areas, Wagga Wagga and Yamba have been deferred to 2019 due to the Coordinators having other major commitments. We look forward to these events and the opportunity to meet with colleagues in those locations.

Our annual visit to **Newcastle** took place on 16 August at Hughzies Lakeside, Toronto with the luncheon dedicated to paying tribute to Sue Ingram. It was very special occasion attended by 33 members from the Newcastle area and Sydney. The Emperors Garden Luncheon also provided the opportunity to further remember Sue and her contribution to the principalship, schools & Children.

Our city based luncheons continue to be a huge success with attendance continuing to grow. The major venues were again the Kirribilli Club North Sydney, The Sydney Rowers Club at Abbotsford and the Emperors Garden Restaurant in China Town.

Our concluding function for the year is the Xmas Lunch which is to be held at the Epping Club on Thursday 6 December.

Annual Golf Day

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

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

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

Historic Parramatta Walk

Some 30 members joined in the Historic Precinct Walk of Parramatta including a section of World Heritage listed Parramatta Park Domain led by Brian Powyer, President of the National Trust of Australia & District Historical Society. The Walk included the original Government Farm Settlement, the remains of Governor Macquarie's first hospital, the first Bowling Green in Australia and the original foundations of the first Government House in Parramatta. Donations from the day raised over \$500.00 for Stewart House. Our special thanks to brian for providing this special event.

VALE

During the past year, a number of our retired principal colleagues and Life Members have sadly passed away.

Ian Foulcher ex Kenthurst & St Ives North PS

Janet Chan Ex Sackville & Tregear PS

John Weston Ex Lethbridge park PS

Wayne Morgan Ex Warwick farm PS

Sue Ingram Ex North Rocks School for Blind & Toukley PS

Ron Hill Ex Baulkham Hills PS

Jim Thompson Ex Emerton PS

Des O'Malley Ex Dubbo South PS

And we acknowledge Jack Elliott former DI Western Suburbs

The deepest sympathy of all Life Members and Members of the Association of Retired Primary Principals has been extended to all families.

STEWART HOUSE

As I have reported previously, the promotion of support for school fund raising activities and the teacher salary contribution scheme needs a major focus. Over 50% of the funding for Stewart House comes from schools and teachers and we would encourage all principals, both current and retirees, to maintain their support for this wonderful organisation that caters for over 1700 children through their 12 day visits to Stewart House.

We would especially like to thank Relieving President Robyn Evans & Phil Seymour for supporting the adoption of the PPA areas for the nomination and placement of students attending Stewart House. The request distributed to Area Councils to have Liaison Officers to present at a scheduled meeting in Term 1 or 2 of 2019 is very much appreciated by Board and staff of Stewart House.

FOSH

We continue to promote the Friends of Stewart House as a key fund raiser for Stewart House and encourage members to join in support of the activities. During 2018 there have been several events which have been well supported and raised funds such as the FOSH 80th Birthday Doyle's Lunch at Watsons Bay which raised \$11340.00, a Wine & Movie Night at Stewart House, Historic Talks & special fund raising dinners. Members and friends are to be congratulated for their support of the events. Planning is underway for a full program for 2018/19. Our special thanks to President Kerry Knox and the Executive Committees for their involvement.

HEALTH & WELLBEING

It is important that organisations such as ARPP are in place to provide newly retired principals with an avenue for transition and the opportunity to enjoy meeting and chatting as friends and colleagues.

The recent Survey conducted by ARPP will provide us with further background information and how we can further support our retired colleagues.

ARPP EXECUTIVE

On behalf of all members of the Association of Retired Primary Principals, I wish to extend appreciation to the Executive: Heather Causley, Brian Powyer, Graham Hayton, Rick Riddle, Kerry Knox, Maurie Bird, Noel West and John McMillan for their outstanding efforts in organizing and promoting ARPP during 2017/18.

We welcome the recently elected Executive & Committee who will serve during the 2019/20 term:

President: Tom Croker
Vice Presidents: Heather Causley & Rick Riddle
Secretary: Brian Powyer
Treasurer: Graham Hayton
Events Organiser: Maurie Bird
Communications: TBA

Committee Members:

Noel West/Assistant Treasurer
Kerryanne Knox
Geoff Buckland
Bill Bird
Paul Bates
Chris Worthington
Ray Gentles
John McMillan

ENCOURAGING NEW MEMBERS

We continue to search for recent retirees and to encourage them to join with us as new members to our Association. As we update our ARPP information Brochure we would hope it can be distributed to State Principals' Networks to assist with identifying future retirees enabling us to make contact. Whilst we realize that many retirees live outside of the Sydney area, we would like to keep as many retired principals as possible in contact, if only to provide news of what is happening through email and to maintain a communication network around the state.

Retired principals take with them a wealth of knowledge, experience and expertise. The fact that so many retirees continue to work in a variety of roles is testimony to what they still have to offer.

We seek your support in promoting our organisation as strong advocate for NSWPPA and a continuing voice for public education.

Tom Croker

President
