

NSW Primary Principals' Association Inc.



State Council Meeting

Term 2 2019

13 and 14 June, 2019

Reports

CORPORATE PARTNERS



BUSINESS PARTNERS



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New South Wales Primary Principals Association State Council Report

Term : 2

Aboriginal Education Reference Group Report

Chairperson: Paul Byrne

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

Executive Liaison: Diane Robertson

Regional Representation:

Hunter/ Central Coast: John Picton	Western NSW: Annie Downes	Sydney: Joanne Graham
New England: apology	Illawarra/South Coast: Adam Zanco	Western Sydney: apology
South West Sydney: apology	North Coast: Paul Byrne	Northern Sydney: Tina Lee
Riverina: apology		

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

Study Tour of Western NSW – Issues Raised

- Air-conditioners being turned off at school and school houses because "it's winter".
- Bull bars on school buses out west. Why can't they have them?
- Solar panels were installed, but not connected. This has been going since Feb '18.
- No SAM for two years...
- Staffing - Ab. unit in HR (and AECG) are writing ads. No consultation with school about needs.
- Sydney has no idea about rural & remote schools
- Teacher housing - should come under the umbrella of the new Rural Director
- Loss of mental health services is having a massive impact on kids, community and staff
- Evaporative air-con been broken for 3 years
- Struggling to have impact with these kids. Trying to get it into school/community culture that education is important. Significant levels of illiteracy in parent body.
- 74 different cultural backgrounds in the Ridge. Need more support with qualified ESL teachers. Multi-generational families from multicultural backgrounds. Kids are bilingual, however the English can be difficult as it's not spoken at home
- Population is unknown. Some kids don't appear. One child of 8 who has still not been to school. Can be "hiding".
- How can PPA help? "Come and visit us." Teachers/staff need to experience what it's like out west. Negative connotations around poor behaviours always being associated with Aboriginal kids. It's not the case. We need people to get out and see what's happening on the ground.
- Only 3 casual teachers available
- Cool rooms for schools that are remote or isolated. They just don't have the facilities in town.
- Northern Sydney staff find it difficult to connect to Ab Ed because of lack of exposure. Problems with getting language programs into schools is that AECG is all off-country. Very political. Possible exchange program/sister school peer program pilot eg. Manly Vale & Goodooga

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

- Lack of community resources some schools face in these remote school that impacts student's rights to have positive community experience and thus has long term wellbeing implications. ie no therapy, no mental health services, no shops, etc... The impact this has on Aboriginal students is significant.
- Suggestion that schools adopt a remote school to stay in contact with? All leaders need to visit. Encourage them to arrange a visit to a remote school catering for Aboriginal students.
- Urge new teachers to experience working out west to gain a better understanding of providing equity for students.

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

- Principal/s require support structures in these areas to cope with community expectations/demands.

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 : 2

Term 2 – Assessment, Planning & Accountability Reference Group

Chairperson: Scott Sanford

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

Executive Liaison: Bob Willetts

Regional Representation:

Hunter/ Central Coast: Leonie Clarkson (apology) – replaced by Warwick Beard	Western NSW: Scott Sanford	Sydney: Michelle Shelton
New England: Charmaine Johnston	Illawarra/South Coast: Glenn Daniels (apology)	Western Sydney: Kerry Beeby
South West Sydney: Hamish Woudsma	North Coast: Narelle Kessey	Northern Sydney: Matthew Fuller
Riverina: Jayne Gill		

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

A google form was used to gather responses from colleagues across the state on questions, concerns or feedback. The following areas received feedback:

Curriculum Planning and programming, assessing and reporting to parents K-12 policy: updates for policy, especially reporting to parents.

NAPLAN Online – schools due to transition in 2020, connectivity concerns and consideration of Year 5 writing being offline.

Annual Report – What will actually replace it?

Reference Group has met with: Catherine Thomson - Leader, Literacy & Numeracy, Amy Birungi, A/Leader Literacy & Numeracy, Dan French – Rel. Director, NAPLAN Online, Sally Webster, Director, Director, Business Systems, Learning & Business Systems & John Fraser, Assessment & Reporting Project Manager.

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

Curriculum Planning and programming, assessing and reporting to parents K-12 policy / Curriculum Review: Current policy remains in place and any updates are placed on hold pending the completion of the NESA Curriculum Review.

Literacy & Numeracy: Targeting Early Numeracy (TEN) is currently being evaluated. The Mathematics Building Blocks for Numeracy course is being redesigned and will have four modules. It will be available through MyPL and each module will be registered separately. There will be a staggered release commencing later this term into term three. A variety of face to face and online Literacy & Numeracy PL is available, further information is on link: <https://education.nsw.gov.au/teaching-and-learning/curriculum/literacy-and-numeracy>

PLAN2: Seeking to make PLAN2 more meaningful for teachers. A PLAN2 Advisor is being employed to investigate current usage, lead focus groups and provide feedback. A roadmap has been developed indicating upgrades and timelines. Two PPA reps are on the PLAN2 Project Control Group. A phonological awareness diagnostic tool is being developed to feed straight into PLAN2. Looking at the potential of building other assessments (including third party) to feed directly into PLAN2.

NAPLAN: Minister has concerns about all schools transitioning to online in 2020 – it will be discussed at upcoming Education Council meeting. Independent Review being conducted at the moment into administration of NAPLAN with a focus on the platform and any factors contributing to the experience of schools. Emeritus Professor Bill Louden is completing a Review of NAPLAN Data Reporting, it is due to Education Councils June 2019.

Scout: Scout has released a number of new reports in recent months. These reports support evidence based decision making in a number of school business areas. These reports include: SEF Self-assessment – provides a historical view of each element from SEF SaS, School Plan Resources – provides a mapping of a range of resources, specific to your school plan, Human Resources – formerly found in the Employees App, reports have been updated following SAP Payroll migration and Tell Them Form Me – As part of 'Every student is known, valued and cared for in our schools' and provide information about belonging, advocacy and high expectations.

Assessment & Reporting Project: Consulting with schools regarding requirements, outcomes and scope. Objective is to provide schools with a choice of compliant vendor solutions to select from that will best meet the needs of their students.

School Improvement Curriculum Monitoring (SICM): replaces cyclical monitoring. CESE selected 2019 schools (all have been notified). Three types of meetings in 2019 – Curriculum, Policy & Distance Education. NESA will continue to lead random inspections.

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

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 2 Reference Group: Assets Reference Group

Chairperson: Brent Kunkler

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

Executive Liaison: Jude Hayman

Regional Representation:

Hunter/ Central Coast: Stuart Wylie

Western NSW: Eileen Day

Sydney: Rob Jennings

New England: Murray Cox

Illawarra/South Coast: Phillip Katen

Western Sydney: John Carters (Alt)

Meetings held with:

School Infrastructure NSW Reports:

Glenn Downie – Director AMU

Paul Towers – Director of Infrastructure Planning

Sharon Sands – Seconded DEL to SINSW

Brian Frankham – Director Assets Performance management

Danielle Fogarty – Director Sustainability

Nick Fisher - Cooler classrooms – an apology

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

Glenn Downie – AMU

1. Issues with onsite work can be referred to ASO or directly to contractor. AMU needs to be aware to monitor contractors performance.
2. Day to day issues can be sorted by principal and chain of command followed. Raise with direct supervisor and then ASO or AMU manager.
3. Issue to be raised that vacation work not completed needs to be completed and caught up. Brian Frankham is to follow up so that all work expected in 'clean up' is complete.
4. ASO service level to be increased through an ASO ratio of approx. 1 to 15 schools. They will be more familiar with school and additional training for ASO's.
5. Tier 1 to 3 projects will have set timeframes for each stage of project from application to completion
6. Tier 2 and 3 schools who volunteered for trial are still to be contacted about involvement. Communication has not occurred yet, but trial is still going ahead. Expect contact soon.
7. ASO inconsistency is being addressed through T&D for ASO's so school service is effective and consistent across state.
8. Minor works program for 19/20 still awaiting approvals.
9. Present focus is completing current year projects and completion of backlog. Additional funds provided so backlog is reduced to zero by next year (government commitment). This is over and above normal allocation.
10. Additional work not on backlog can be added through negotiation with ASO if it makes economic sense to extend work from condition assessment. eg all 4 instead of 3 assessed walls in a room being painted if painter is on site and work needed.
11. ASO condition assessment completed in 2017 has established list. Backlogs items should not be deferred to following year and not removed from list of works. NO work will go unaddressed.
12. Due to scope work will need to be completed in school times with minimal disruption and negotiated in advance.
13. Underperforming contractors are being addressed so work is not held up. New contacts for floor coverings and painting to help areas with work delayed from contractor issues. Work bundled in geographic areas to get better value and in areas of greatest need.

Brian Frankham - Director Assets Performance Management

1. Extra \$1 billion over four year period 16/7 to 19/20 as result of Treasury review.
2. Currently 279,246 line items to be completed at value of \$626,782,408. This is not inclusive of annual maintenance.
3. 19/20 progress – contract panels for roofing, painting and external work established. For programme maintenance outside contractors can be used and 'open' tenders currently out.
4. Tender processes have been simplified as much as possible for contractors.
5. Identified risks for non-completion of backlog on time (by June 2020) – All consideration given to 'ramp up' workload to complete and contingency funds available. Program is purely maintenance and not capital.

3. Schoolbiz will be used for communicating to schools. Each AMU will communicate within their own regions.
4. Future direction is envisaged to be a shared view of 'what is maintenance' and develop evidence-based shift to school maintenance.
5. ASO responsible for balancing 'aging' and 'heritage' building loadings. Location and 'difficulty' loadings are included so that more accurate costings and forecast can be developed.
6. Are school getting value for money from contractors? Quotes that are excessive from approved contractors. Specific examples, if supplied, will be investigated with contractors. Any provided to Assets RG reps will be given at next meeting.
7. Consistency of communication – understanding in areas that you cannot use call centre and must go through FMWeb. Jobs can be submitted by call centre. It is not part of contract that they have to be reported via FMWeb. Processes in place to report via phone.
8. Reports on progress in FMWeb are often inaccurate and more accurate data on steps in completing work in system requested.
9. Failure to meet contract obligations need to be reported so that contractors accountable and if necessary contracts renewed.
10. Are issues from monthly meetings conveyed to state level? Minutes and issues are not communicated to AMU directors. Suggested by Brent this would be good source of data on common issues for directors to look at.
11. FFL Spaces – draft cleaning standard has been developed for PPA/SPC comment. 11 schools nominated for data collection. Next step is to determine appropriate time for similar room types and furnishings. New loadings to be then developed. Periodic and daily cleaning to be factored in. Pilot to commence as soon as brief/location agreed.
12. Maintenance contract survey is to be sent out from next week. (W5, T2)

Danielle Fogarty

1. Sustainable Schools Grants - \$10M over 4 yrs with grants up to \$15K to improve sustainability of schools. Practical and hands on projects that involve students eg gardens, recycling. 4 rounds of \$2.5M.
1. Areas for Project Ideas – Energy, Water, Waste, Ecosystems and Resilience.
2. First round applications November and announced in Feb. 2020.

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

1. Maintenance contract survey is to be sent out from next week. (W5, T2)
2. Sustainable Schools Grants - \$10M over 4 yrs with grants up to \$15K to improve sustainability of schools. Practical and hands on projects that involve students eg gardens, recycling. 4 rounds of \$2.5M.

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

Collaboration with another RG/WP/SC? NO



New South Wales Primary Principals Association State Council Report

Term : 2

Curriculum Reference Group Report

Chairperson: Norma Petrocco

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

Executive Liaison: Bob Willetts

Regional Representation:

Hunter/ Central Coast: Lee-Ann Saurins	Western NSW: Craig Booth	Sydney: Ross Angus
New England: Michael Windred	Illawarra/South Coast: Michelle Fahey	Western Sydney: Norma Petrocco
South West Sydney: Lisa Ritherdon	North Coast: Heather Wright	Northern Sydney: Julie Organ
Riverina: Bouts Seyassenh	Early Childhood Representative: Jacqueline Murphy-Cann	Observer: Sally Hogan (Apology)

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

Representation on the following groups/meetings:

- Multicultural Advisory Group – Julie Organ
- High Potential & Gifted Education Policy – Norma Petrocco, Julie Organ, Sally Hogan & Lee-Ann Saurins
- Pre-Schools – Jacqueline Murphy-Cann
- NESA's Risk Based Approach to Regulation – Norma Petrocco & Karen Maraga

Issues Received: Teaching Creative Arts, School Services, PDHPE Syllabus – Child Protection & Drug Education

Representation at Term 2 Meeting:

- Paul Wood Director, Early Learning & Primary Education & James Hoffman Leader, Primary Education (DoE)
- Danielle Cavanagh Curriculum Specialist, General Capabilities & Denise Roberts, Curriculum Director, English (DoE)
- Bob Willetts Vice President (NSWPPA)

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



DoE Syllabus Implementation Curriculum tile available for principals and teachers. Go to My Website. Scroll to C – Curriculum. Save to My Essentials. A one-stop-shop for all resources and links to register for professional learning for new syllabuses. Please advertise to principals and teachers that it is available in the new portal.
Early Learning – Changes to the assessment ratings. DoE looking at how they can better support schools with pre-schools.

Upcoming Work by DoE to support Curriculum:

Science & Technology:

- 19 x sample scope and sequence documents
- E-Learning Course (Planning, Programming & Assessment)
- Support for Inquiry Learning & Digital Technologies
- Continued roll out of Face to Face Workshops

PD, H, PE:

- Scope and sequence documents
- Units of work
- Advice for meeting requirements (Child Protection, Drug Education, 150 minutes physical activity)

Primary Curriculum – advice for schools regarding planning, programming and assessment.

ACARA – DETIS: federal funded 4 year project. Supporting schools across Australia to introduce Digital Technologies. Mandatory in the Science & Technology syllabus. Range of resources available on ACARA website under Resources – DETIS.

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

High Potential and Gifted Policy Release

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 : 2 2019

Reference Group/Standing Committee/Working Party/ Observer Delegates Report

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

Executive Liaison: Rob Walker

Regional Representation:

Hunter/ Central Coast: Graeme McLeod	Western NSW: Sharon Murray	Sydney: Lesley Bruce
New England: Denise Smoother	Illawarra/South Coast: Karen Brown	Western Sydney: Nathan Smith for Denise Lockrey
South West Sydney:	North Coast: Jenni Smedley	Northern Sydney: Kate Blatchford
Riverina: Andrew Pryor		

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

Disability Strategy. There is currently a trial on the North Coast around the Lismore area of a placement panel process for placing students into Support Classes where there is no Principal representation or SPE's on the panel. The Wellbeing Team are having placement panels weekly. The Reference Group has some concerns due to the high turnover of Wellbeing staff and that many Wellbeing Officers etc do not have the time to visit schools and therefore do not know the context or mix of students in the school. They may then focus on eligibility and not suitability of the placement. We were not consulted and had very little knowledge of the trial other than there was one occurring. We have put together a very short survey that Jenni Smedley (North Coast Rep) will send the Principals in that area to gauge the knowledge of and the effectiveness of the trial. The department implementation team will also seek feedback. There will be further trials in other areas and the team has committed to consulting with us on these.

School Counsellors We have highlighted to the department that the increase in the number of students with disabilities and the Support Classes as shown in the Disability Strategy has put great pressure on our school counsellors. The increases in numbers of these has now been taken up by the increasing numbers. Greater enrolment in schools is also increasing the workload. We are aware that the department is trying hard to recruit extra counsellors but the quantum should be increased to support the increasing numbers.

NDIS - The time taken to complete the required compliance with therapists/ plans etc has been highlighted and solutions been asked for. With the large number of therapists coming into our schools the demands are getting too great.

Staffing. Although the Disability strategy has shown that there will be a shortage of teachers with special education training in the future it is apparent that there is a shortage now in many areas with many principals stating that they are unable to find appropriate staff to cover short and long term absences in Support Classes (and in mainstream).

Preschools It was once again brought to the attention of Disability Programs of the time taken to do Access Requests for pre-schoolers who may never come to the school. We will take this up with Early Childhood Directorate.

LAST/APLA's We have started the discussion about the training and role of the LAST's and APLA's. There seems to be a lot of inconsistency re the training and skills and knowledge of the staff in these positions.

IEP's/ Learning Support Plans We have asked that there be clarity about what should be in a Learning Support Plan/ IEP. The support materials that were on the web seem to have vanished.

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

Please see above

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? NO



New South Wales Primary Principals Association State Council Report

Term 1/2/3/4 Finance and Administration Reference Group

Chairperson: Karen Mortimer

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

Executive Liaison: Michael Burgess

Regional Representation:

Hunter/ Central Coast: Owen Dalkeith	Western NSW: Daffyd Thomas	Sydney: Wanita Bowles for Leanne Noon
New England: Peter Baum	Illawarra/ South Coast: Apology (Jacqui Piggott)	Western Sydney: Nick Thomson
South West Sydney: Dale Sessions for Karen	North Coast: Vanessa Cavanagh	Northern Sydney: Apology (Sakuna Pho)
Riverina: Theresa Kane		

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

1. WBS/IO - We continue to work with the team on this. There will/have been some improvements to the current software but we are working to a longer term solution.
2. eFPT Reports Trial - The reports module to go with eFPT will provide Principals with 'graphical' information to assist them in monitoring the school budget. There will be an overview reports with the ability to click through to greater detail if necessary. Initial testing in the school environment is underway with the next step to go to a trial in 150 schools (all school types covered). Once confident that all is working the way it should be the reports will be available to all Principals in term 3. Training will be available.
3. Business systems - 'solutions' have a 'life' limit (point where companies no longer develop or upgrade applications). Looking at ways to support schools, committed to current solutions, to transition to new solutions. No decision has been made about EBS' future at this stage.

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

- New catalogue "EdBuy" is currently being tested in corporate and then will be trialled in schools. If successful will be available to schools in term 3. Some of the enhancements include improved search functionality which includes searching external catalogues (no need to go in and out of catalogues) and generated shopping carts can be shared (removes the need to print a shopping cart and give to SAO to input). Look out for training opportunities in SchoolBiz.
- End of financial year checklist and actions coming to schools soon.

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

Draft Position Paper for Council this term? NO

Collaboration with another RG/WP/SC? No at this time



New South Wales Primary Principals Association State Council Report

Term : 1/2/3/4

Reference Group/Standing Committee/Working Party/ Observer Delegates Report

Chairperson: Glenn Walker email: glenn.walker@det.nsw.edu.au

Executive Liaison: Michael Trist michael.trist@det.nsw.edu.au

Regional Representation:

Hunter/ Central Coast: Kelly Deakin	Western NSW:	Sydney: Neil Atwell
New England: Terrie Kay	Illawarra/South Coast: Skye Seymour	Western Sydney:
South West Sydney:	North Coast: Kathryn McNee	Northern Sydney: Kerry Maxwell
Riverina: Sharelle Bailey		

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

WWCC. Monitoring continues. Message to teachers is to keep up to date with expiry date and apply as early as possible. Looking at all material and policy which encompasses all screening for centrally and at school level re; volunteers, contractors, etc. Delivery Unit: this issue has been raised regarding the ongoing work this requires, time consuming. Looking at reviewing policy. Audit on DET implementation of WWCC: didn't have a satisfactory report however there was a zero tolerance of anyone who was non-compliant. Casual Teacher Resources. Class cover has had issues last few weeks after upgrade over Easter holidays. Keep promising to deliver at certain times but further issues are apparent. Concentrating on the school app is a priority. DET committed to contacting all schools. Issues can vary according to how schools are using the system. Talent Management Update. BTS update. Money coming out this week. Wash up round happening at the end of June 17th May cut off day for late submissions. Accreditation. NESA due end of term. Working to try and get teachers over the line. Ceased employment for those who have not met accreditation deadline at the end of the term. Suspension of those who haven't paid NESA fees. Principals are not expected to chase up. Rural and remote. Next year 78 schools have rural. Positions filled term 3 ready for 2020. Program has been popular. Induction 28th April was rolled out. Support from PPA and schools with feedback appreciated. User friendly and customised and can be used individually by each school. Great feedback PD Non-teaching: Corporate talent team working on performance development on non-teaching staff.

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

HR are looking at the shortage of casual teachers across the state. Programs such as Local Area Relief to offer permanent positions to casual and graduating teachers.

Staffing Methodology Review Key issues raised; Staffing entitlement - Inadequate staffing resources - Inconsistencies or inequities in the formula - Uncertainty of funding - Lack of flexibility to use staffing formulas recruitment policies and processes - Recruitment policies and processes RPP are too complex and time-consuming - RPP don't necessarily give me the best person - Not enough local choice. Staffing supply - Lack of supply of key staff - Weak or variable quality of staff - Things that contribute to the lack of supply. School support Systems are too complex, clunky - Inconsistent speed and quality of HR advice

Human Capital Management; HCM All DoE staff on the one payroll. Program seeking one system with all employee data Improve the system support to schools Completed investigation into how things are done at present. Seeking to change to principals being able to see who received vacancy. Where it is, resulting in a more intelligent conversation. Like purchasing something on Amazon. TALEO in line to be retired!!!! New system will be tested in the school itself and not by the provider. Needs to be tested on a normal school environment. School centric testing before going live.

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

Merit Selection position paper

Principal Classification position paper

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



NSWPPA Position Paper

Merit Selection Procedures for Executive and Principals

P.O. Box 810 Surry Hills NSW 2010

Office: Room 483 Level 5 Building 10 UTS Broadway Campus

235 Jones St., Ultimo NSW

Phone: 02 8399 3141 Fax: 02 8399 3307

Website: www.nswppa.org.au

The NSW Primary Principals' Association (NSWPPA) is a professional association for Primary Principals of Public Schools throughout New South Wales with a membership of over 1800 Principals.

Background:

This NSWPPA submission details key policy and procedural issues and recruitment methodology, such as attraction, assessment and merit selection.

Merit is the foundation for recruitment. The methodology used to select school leaders' impacts on the quality and quantity of the candidature.

In this era of constant reform, principals need to be able to manage, and lead at high levels of complexity in instructional leadership and policy implementation.

Changes in promotion methodologies over the last thirty years have resulted in a number of unintended consequences for both the leadership density of the principalship / executive and placed the department at potential risk.

Merit selection procedures have not been significantly reviewed since Brian Scott led the Schools Renewal: A Strategy to Revise Schools within the New South Wales State Education System in 1998. The review proposed major changes in the NSW State School System and set out a Schools Renewal Strategy, which involved the devolution of greater control to schools including budgets, staffing, management and increased community involvement.

Reforming and adopting best practice Merit Selection recruitment processes has the capacity to improve the quality of school leadership that contributes to,

- improvement in student learning

- reduction of Principal turn-over and improved wellbeing, and
- Decline in system risk-management exposure.

The NSWPPA recognises that as with any recruitment selection practice, adopting best practice carries with it associated time and costs. These time and costs are:

- The recruiting team's time spent on administering and executing the selection best practices
- The costs associated with developing a strong understanding of what constitutes best practice, such as training, through the DoE.

After extensive research and data analysis of Principal surveys, the NSWPPA supports:

- Explicit early identification of leadership potential by principals supervising executive staff referring executive with higher leadership potential to the DoE Leadership Institute.
- Detailed succession system level planning that requires an appraisal of anticipated needs, a clearly outlined plan with measureable objectives, and a new set of criteria based on the Australian Principal Standards.
- Long term mentoring programs and coaching provided to recognised candidates with the on-the-job training that is essential for success in a new leadership role.
- Effective transition periods involve overlap in order to ensure school and system agendas continuity and provide continued support for the new Principals / executive.
- Effective succession plans clearly define the assessment standards against which new and experienced administrators are measured.

The NSWPPA continues to support the following key principles:

1. The Director, as leader of the School Recruitment process for Principals.
2. Principals, leading the School Recruitment process for executive and teachers.
3. Retaining the central appointment (incentive transfer, nominated transfer, or principals in special education settings) processes.
4. An executive or Principal has the right for transfer on compassionate grounds
5. Schools for Specific Purposes (SSPs) represent unique educational settings that require specialist skills and experience.

The NSWPPA acknowledges the worth of many features of the previous promotions list system. The NSWPPA recommends that any review of Merit Selection procedures include:

- That all candidates are validated 'on-the-job' by a Director Educational Leadership prior to application, through a negotiated industrial process;
- The line manager/s of candidates are consulted by the Director as to the work of the candidate over a period of time at the school;
- Clear and comprehensive role statements for all executive and principal positions based on the Australian Principal Standard that were accessible to all candidates before they applied for promotion; and
- A review of processes to appoint identified suitably qualified candidates and attract quality applications from outside the DoE.

The NSWPPA recommends the following elements of the NSW Department of Education Comparative Assessment (1990-91) system. This process drew on the numbers of people who were already placed on existing Promotion Lists and allowed them to apply for school positions at an appropriate level, in response to advertisements placed by school-based panels.

These are:

1. Accreditation and or qualification prior to progressing to applications for principal positions.
2. Comparative interviews of interested executive and principals for vacant positions.

The case for reform

At present, there is some perquisite training for applications to principal and executive positions. First time principals complete the School Leadership and Management Credential before, or within 12 months of their appointment.

- Current merit selection involves a proforma application, a list of referees and a possible interview. This has resulted in a greater variance in capability levels of people filling school leadership roles.
- Impact of the current principal classification system has seen a majority of primary principal positions classified at P2 and P3 levels. There are limited options for promotion to P4 and P5 positions. This has significantly reduced the number of primary principals applying for vacant positions.

Data:

Data highlights the low level of applications to principal / executive positions. At 60% + the proportion of internal appointments is so high as to indicate that the process tends to favour internal applicants.

For the 2017 year,

- Metropolitan areas had 1364 applications for 165 principal positions

- Provincial areas had 718 for 136 principal positions,
- In remote areas 37 applications for 12 positions
- In very remote areas there were and 20 applications for 5 positions

For executive positions advertised in 2017 there were,

- 9044 applications for 997 metropolitan executive positions (inclusive of AP, DP, HED positions)

In rural and remote areas there were;

- 2521 applications for 446 executive positions advertised in provincial areas, 73 applications for 23 positions advertised in remote areas and 44 application for 11 positions in very remote areas (inclusive of AP, DP, HED)

NSW PPA survey data from 464 principals highlighted;

- Strong agreement with updating online software and replacement of TALEO
- Limit to length of CV in merit selection
- Replacing the General Selection Criteria with prior training or credentials.
- Recruitment process including observation of performance in current position. This could link to the PDP process.
- A principal at the same level be included in the selection panel along with community representation.
- Formal mentoring included prior to and post appointment

The NSWPPA supports procedures for principal identification, mentoring and transition. These include:

- Early identification of leadership talent.
 - All principals, executive and teachers, are a part of a career ladder to help identify those who have potential to be promising leaders across the system.
 - Aspiring principals participate in fully funded leadership training programs. These may include courses provided by the NSW DoE Leadership Institute and PPA Art of Leadership.
 - Mentoring is a structured aspect of all promotion positions prior to and after appointment.
- Career pathways for teachers not wanting to become school leaders but enhance their classroom practice and responsibility have been developed in the Highly Accomplished Teacher position.
 - The NSWPPA support exploration of psychometric testing or aptitude testing as part of revised Merit Selection processes for school staff.
 - Criteria for merit selection must be based on teaching and learning. Merit selection will require demonstration of knowledge, experience and expertise in educational leadership.

The NSWPPA recommendations:

Prerequisites prior to application

- The selection criteria for principal positions reflect the Australian Professional Standard for Principals and the NSW Department of Education principal role statement.
- A prerequisite competency should be required for applications to principal and executive positions. Efficiency confirmed by applicant's supervisor included in competency.
- Training and mentoring programs to assist the development of leadership and management skills for aspirational school leaders.

Interviews

Panel Composition

- Training for referees and panel members.
- Selection panel comprise DoE supervisor as convener, principal or executive at the same level, community representative from P&C or specific school community information collected by panel convenor, staff representative.
- Transparency in all procedures.
- Best practice guidelines for writing criteria.
- Guidelines for referees and appropriate feedback to applicants.

Curriculum Vitae

- Six page limit for CV and application.
- Standards based criteria for filling vacant positions.
- Specific criteria only since applicants already meet prerequisites.

Post Interview

- Ongoing support- mentor linked to successful applicant for 12 months.
- Ongoing training – negotiated with supervisor.

Software / Tools

- Easy to use / Functional

Phil Seymour

NSWPPA President

Mob: 0412 673 378

Email: pseymour@nswppa.org.au

References:

Best Practices in Succession Planning. Hanover Research, October 2014

Geoff Scott for NSWPPA, Feb 2017

Shaping Strong Principals in Singapore: Success by Design

PRINCIPAL CLASSIFICATION – NSWPPA POSITION PAPER 2019

After three years of the current Principal classification structure, the NSWPPA, after consultation with its members believes that the current structure exacerbates inequities between Principals in the different sectors within NSW Public Education i.e. Primary Schools, Secondary Schools, Central Schools, SSPs and EECs etc.

The policy of classifying schools and principals' salaries using RAM methodology alone is causing inequity. There is a concern that primary principals in larger/complex schools have limited salary progression beyond the current P3 level.

School name	School Budget (RAM 2019)	Student numbers	Teaching Staff	FOEI Value	School Classification
Terrigal PS	\$6924050	840	44.482	59	P3
Umina Beach PS	\$6225866	775	47.572	94	P3
Casula PS	\$7840173	917	51.356	113	P3
Hayes Park PS	\$4899194	560	30.872	111	P3
Narranga PS	\$6312972	660	41.143	110	P3
Griffith PS	\$5247535	372	32.131	169	P3
Evans River CS	\$7895150	526	47.05	120	P3

There is particular disparity between secondary and primary schools in the current system. As a result of current staffing entitlements, a small high school can be classified higher than a much larger primary school serving a similar community.

RAM methodology attempts to recognise the levels of 'complexity' of different schools, which is a concept that is supported by the NSWPPA. The issue with the current classification model is that 'complexity' has included staffing costs, the largest single cost factor in schools.

The NSWPPA proposes that Classification Bands be determined on a combination of enrolments as the primary determinant, with salary loadings paid for RAM Equity Loadings and specific school circumstances. We believe current staffing levels should remain until the next Salary Award negotiations.

In the tables below, the NSWPPA proposal sets out the proposed new classification /salary structure for Principals K-12. Student numbers in the New Enrolment Bands in column A are informed by previous classification levels. Those figures and the RAM Equity Loading amounts in column B are included as a suggestion only.

A	+	B	+	C	=	Remuneration Indicator Outcome	Principal/School Classification	Principal Remuneration Package
Base Principal Salary		Salary Loading based on Equity Loadings		Salary Loading based on Additional School Loading				
New Enrolment Bands (suggested figures only)		RAM Equity Loading (suggested figures only)						
0 – 26		<\$100 000		SSP schools		A + B + C	P1	
27 – 150		\$100 000 - \$250 000		Hospital schools			P2	
151 – 300		\$250 000 - \$500 000		EECs			P3	
301 – 450		\$500 000 - \$750 000		Distance Education Centres			P4	
451 – 600		\$750 000 - \$900 000		Teaching Principal			P5	
601 – 750		>\$900 000		Special Education classes			P6	
751 – 900				Itinerant Teacher teams			P7	
901 -1050				DoE Pre-schools				
1051-1050				Isolated schools				
1201+								

Column A - Each Enrolment Band will be allocated a Base Principal Salary.

Column B – A further remuneration loading will be allocated based on schools' RAM Equity Loadings Funding Total.

Column C - A further remuneration loading will be developed in circumstances where enrolment bands are not a sufficient indicator of workload, acknowledging specific school circumstances in school contexts such as those in column C above.

All schools receive a loading from columns A and B. Some schools also receive a loading from column C.

A + B + C = Remuneration Indicator Outcome. This figure would place each school into a threshold within the P1 – P7 range of the Principal/School Classification and associated Principal Remuneration Package.

The NSWPPA also proposes that:

Any change in how principal salaries are determined should not result in principals in existing positions experiencing a reduction in salary.

Principals whose school circumstances move them to a higher classification should qualify for increased salary at that time.

Principals whose school circumstances move them to a lower classification should hold salary status for 3 years then accept revised salary or apply for another school.

The NSWPPA supports an increase in the quantum for principal salaries across NSW Public Schools. The increasing complexity of the principal position requires recognition in any new structure if high quality candidates are to be attracted to these most important roles. Adoption of the above NSWPPA proposals will support this aim and place all principals in our system on a common, equitable salary structure.

Phil Seymour (NSWPPA President, on behalf of State Executive)



New South Wales Primary Principals Association State Council Report

Term : 1/2/3/4

Reference Group/Standing Committee/Working Party/ Observer Delegates Report

Chairperson: Grace Palamara Rel for Judy Goodsell email: grace.palamara@det.nsw.edu.au

Executive Liaison: Lyn Davis

Regional Representation:

Hunter/ Central Coast: Cindy Sadler	Western NSW: Angela Lewis	Sydney: Gai O'Neill
New England: Leonie Byrne	Illawarra/South Coast: Kathy Rembisz	Western Sydney: Grace Palamara
South West Sydney: Carolyn Wallace-Whelan	North Coast: Nickie Bartlett	Northern Sydney:
Riverina: Darren White		

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

- **Complaints handling**-The School Community Charter is not strong enough in it's language and support of schools and staff. The DoEInfo team and the Feedback and Complaints Team information to Principals (emails received to school accounts end of May 2019), the process and manner for informing Principals of complaints made, support provided afterwards and response timeline requires clarification and has highlighted concern.
- **Principal workload**-Principals are still suffering from increasing demands, unmanageable tools and deadlines and a distinct lack of support from DoE services eg Edconnect, Asset, SAP HR. Lengthy phone calls and issues unresolved and inadequately dealt with; complex task of maintenance in our schools, call outs and repairs requiring time consuming follow-up and documentation as there is a lack of support from Asset; Complicated and ineffective SAP HR tools that contain bugs then requires work-a-rounds and support to resolve.
- **Staffing our schools**-It's becoming increasingly difficult to get casual staff to cover programs and absent teachers in particular. School are carrying over amounts of money that they cannot spend, positions going unfilled.

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

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

- EDconnect forward options created for Principals so issues can be dealt with more effectively reducing the time and frustrations of re-telling to operators each time, seeing through to the resolution of issues and consistency in advice.
- The School Community Charter language strengthened to further provide support that ensures a safe workplace where staff are treated with respect, work in a safe environment and where Principals can manage and support the school community. More support materials created and displayed in schools thus demonstrating a strong expectation of behaviour and conduct.

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 : 2

Reference Group/Standing Committee/Working Party/ Observer Delegates Report

Chairperson: Mark Gosbell

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

Executive Liaison: Jude Hayman

Regional Representation:

Hunter/ Central Coast: Brendan Rodd	Western NSW: Jane Crossland	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: Marianne Mitchell		

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

Developments in ASTP: online process for parents to complete for transport (Oct 31st anticipated date of release). School will have a dashboard so you can see where an application is up to. An application won't be able to be processed without correct documentation and/or data. A number of manual systems will be electronic (ATSO pay claims etc). Now have a parent liaison officer who can work with families and complex issues. Tracking app coming for ASTP so families and schools can see where the runs are. Will be a staged release.

Human Capital Management Program: HCM require outline of the scope of difference between SSPs for the HCM Program. SSP RG to outline proposal for interim approval for new teachers, after two practicums. Representatives from the reference group to meet with HCM project to provide insight re: HCM in SSPs.

Staffing Methodology Review: A review of professional learning report is being produced after a major review of research. High Impact Professional Learning framework being developed. Professional learning funds to non-teaching staff – it is also being reviewed as part of the HR review. Key issues for SSPs and stakeholder feedback covers pain points well. Should also include excessive administrative tasks such as ASTP, enrolments, transition plans, IEPs etc. Immediate and interim changes to interim approvals for graduates, approval process for casuals and casual approval after separation. Increasing scholarships next year to assist with supply and some changes being made to tighten up the process.

Learning and Wellbeing Update: Need for a cultural shift in the way schools receive students with disabilities. Innovation fund v rescue fund. Is there funding for schools that are just surviving rather than wanting to implement some innovative. As part of the strategy a team to work with schools infrastructure to do it better for SSPs (i.e. replacing windows with unbreakable materials). Starting with trauma informed practice. There is a need for making scholarship programs more attractive for teachers to undertake Masters in Special Ed. Currently less than 100 people a year are studying special education at university. There continues to be widespread issues of consistency and transparency of placement processes across school networks.

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

Learning Journey – review of Access Request process and generally the processes for students to access support and also the placement panel process currently being trialed. PPA SSP representation is in place. Current trial sites have some panels where there is no principal representation. The SSP Reference group strongly advocates there needs to be a contextual understanding of the student and services available and that Principals continue to be active participants in the placement panel process.

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

Staffing crisis in SSPs. No flexibility in staffing due to lack of staffing resources [no casual supply, no RAM, no additional programs such as LAST/EAL/CL etc. to collapse to use, inability to split classes]
Continued concern regarding equity calculations of principal classification for SSPs. Placement panel decisions being made separate to school are having direct impact on school and principal classification.

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 : 2 2019

Student Wellbeing Reference Group

Chairperson: Helen Craigie

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

Executive Liaison: Craig Redfern

Regional Representation:

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

Summary of matters working on/ issues received and student wellbeing related updates this term:

*Complex learning, behaviour and wellbeing issues: Low level learning support funding is not sufficient to address the complex learning and behaviour issues when students not eligible for a 'disability' diagnosis. Low level learning support funding is nowhere near meeting the needs. A number of small schools are struggling to access the support needed. Principals are encouraged to use all available funds and contact/ refer to Wellbeing coordinators and actively push for the support so needed. Include your DEL in these conversations so there is no doubt as to the complex needs of your particular school.

*Child Protection: concerns as to the time taken to respond to calls.

*Anti Bullying feedback –All resources are available on the website . Trial kit / cyber leaders project

<https://antibullying.nsw.gov.au/educators/resources> . Anti Bullying plan to be uploaded to school website each year.

*Behaviour strategy update- Further work to be undertaken – 'what's working and what's not' focus with interested schools in a 3 year partnership. Sustainable approach to Behaviour – workshops being planned in areas of the state to support and inform future planning and practice. # More focus on behaviour support and different ways of delivering PL, including a 'behaviour resource' website , # Alternative education settings/ support classes to be further investigated.

*Ed Services review- Service Navigator- Educational services- <https://education.nsw.gov.au/ps-nsw/service-navigator> There are still a number of issues with this as a number of areas are not being updated with current personnel.

'Improvement of the learning Journey'- pilot of Access Report panel- a number of concerns including lack of PPA/SPC representation.

Issues around external providers: a number of issues particularly with regards NDIS therapy providers. See policy- <https://education.nsw.gov.au/teaching-and-learning/disability-learning-and-support/resources/external-providers>

*School Counselling service - new online record keeping so all counsellors to be provided with mobile devices to be purchased by base school. #Counsellors to complete work plans <https://education.nsw.gov.au/student-wellbeing/counselling-and-psychology-services/work-plan-for-school-counselling-service-staff> . All counsellors unfortunately have not been supplied with the necessary technology. We suggest that if your school counsellor does not have the necessary technology to contact the Senior Psychologist (SPE) as the funds are available with funds held in the base school.

*Diabetes in Schools – National initiative to develop a national framework and principles of good practice. Working party to be established.

* Dental programs in schools- NSW health will be providing a fully funded program in targeted Health areas (see below) and will then be rolled out across the state. Challenge is to assist schools in how to know the difference between private and publicly funded programs. Program will be delivered by a mix of dental van and mobile dental clinics to be set up within schools. . Treatments will include initial check ups, growth assessments, radiographs, fluoride fissure sealants, oral health promotion and advice. Feedback/ concerns in this area would be appreciated.

* Smiling Minds Schools program – pilot program to be undertaken and has the financial backing of DoE. Responsible for the World's Largest Mental Health lesson / free app for parents/ teachers and students. Funding has been acquired to support the rollout to 400 primary schools with a priority to rural and low SES schools.

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

*Excellent not for profit resource – The Be Kinder Project- <https://www.flyhighbillie.com/schools/> (focus on the positive benefits of kindness including workbooks. Be Kinder Day- 22nd June

*Dental project- targeted regions will include western Sydney, SW Sydney, Nepean/ Blue mountains and Mid North coast

National Chaplaincy program- new 3 year funded program from 2020. Applications will be open later in term 2.

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



New South Wales Primary Principals Association State Council Report

Term : 2

Reference Group/Standing Committee/Working Party/ Observer Delegates Report

Chairperson: Bek Zadow

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

Executive Liaison: Lyn Davis

Regional Representation:

Hunter/ Central Coast: Kristen Kime	Western NSW: Shelley Darcy	Sydney: Trent Bridgland
New England: Andrew Rodgers	Illawarra/South Coast: Gillian Irvine	Western Sydney: Bek Zadow
South West Sydney: Sharon Ilheine	North Coast: Leanne Parker	Northern Sydney: Paddy Rich
Riverina: Jocelyn Robinson		

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

- Human Resources:** (a) Increase in SAM/SAO time so there is someone in the office all week. (b) GA allocation not enough in aging rural schools. (c) Beginning Teacher funding – small schools can only offer part-time bits, therefore no incentive for beginning teachers to teach in these contexts. (d) Long term sick leave – schools being charged 15 days for staff who are part-time.
- DoE Professional Learning:** (a) Excessive travel times to PL (1 day each way for travel) which significantly increases overall cost. Can they look at more locations? (b) Running PL on days when certain areas already have PL booked in – need consultation.
- Principal Classification:** (a) Principal – not Teaching Principal. (b) Wage disparity ie AP/DP/IL – needs to stop.
- Assets:** (a) MDR buildings are mouldy. (b) Maintenance funding for roof & gutter clean inadequate. (c) Tree maintenance costs – small schools can't afford \$35K. (d) increasing cost of septic pump-outs. (e) Management of rainwater tanks – principals expected to do it without training and GA allocation not enough to manage this.
- Technology:** (a) not being used effectively because there are so many platforms. Can DoE provide some additional training/resources for Principals to access to learn how to use these more effectively? (b) Website = terrible
- Finance & Administration:** (a) WBS-IO – can there be a dropdown menu on timesheets for WBS-IO? (b) WBS-IO overtime – why wasn't this given before? (c) POP – when parents pay the wrong school, can there be an easier way to transfer the money?
- DoE:** (a) PSLs thin on the ground due to EV. (b) Small Schools Director requested. (c) Want to ensure additional funding for TPs is secured and recurring. (d) Role Statement – would like one that sits alongside the released version to reflect Principals with a dual role.
- Student Wellbeing:** (a) accessing integration funding for high needs students without a diagnosis/DCS. (b) School Counsellors – some small schools haven't had a counsellor for 3 years.
- Good News Stories:** (a) Additional funding gratefully received by EEC and TPs and small schools are using this in a variety of ways to have an impact at their schools.

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

- 2x Small Schools PSLs have been appointed.
- External Validation – small schools will receive 4 days release to assist them with EV.
- TPs need to know the 'positions' of the TPRG as per our ratified 'position paper' and speak to these at every forum possible to send out our continuous message.

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

All nine issues above.

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 : 2

Technology Reference Group

Chairperson: Clint White

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

Executive Liaison: Ian Reeson

Regional Representation:

Hunter/ Central Coast: Drew Janetzki	Western NSW: Glen Bourke	Sydney: Clint White
New England: Luke Norman	Illawarra/South Coast: Leah Martin	Western Sydney: Bert Lo Campo
South West Sydney: Reg Corney	North Coast: Allison Mitchell	Northern Sydney: Mark Chaffer
Riverina: Richard Busby		

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

- School Website Service have engaged with the TRG to provide test enhancements with the SWS. New Chatbot, 'Edit this page' and new 'create' button added.
- MyPL team have developed a course wizard and new dashboard. Principals are commencing a trial of the new dashboard for UAT. Principal App to support the new portal is being trialled by principals for UAT. The new Portal App will be accessible for principals and SAMs.
- Assessment and Reporting Working Group (on hold)
- TRG representation at the Marketplace Design thinking workshop and Digit innovation in Schools project.
- 3PI and SALM (3rd Party Integration and Student Administration and Learning Management)

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

- Single Sign On (SSO) from late August using DoE email address. Documentation will be rolled into schools. Sign on will be by email address. Devices must be Windows 10.
- ICT Plus+ is a new tool for principals to assess their technology assets and plan for T4L roll out. Pilot phase launched.
- Schools purchasing iPads will also get a Jamf licence for each device included in cost for use with Jamf Mobile Device Management. This replaces the configurator set up.
- Connecting Country Schools- 700 operating, other installations underway, all should be completed by end of 2019.
- Stemshare Learning Library is getting great feedback and is useful even without kits. All staff should access the Learning Library <https://schools.nsw.sharepoint.com/sites/StemShareLibrary>
- New Digital Citizenship resources have been launched <https://www.digitalcitizenship.nsw.edu.au/>

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

- new technology platforms that are implemented in schools have had thorough user acceptance testing from a variety of users and groups, but have also had consultation with the Technology Reference Group at the planning and development phase in the pilot/trial phase to help solve the issues and steer the focus.
- to promote the development and implementation of quality professional learning opportunities and shape state office models to meet the needs of various school contexts and across NSW. The harnessing of appropriate technology when appropriate is encouraged for equitable access.
- to ensure there is equitable access to new and emerging technologies to improve student outcomes in various school contexts and these systems are supported by DoE ITD.
- to support ITD by working in close collaboration with the DoE CIO to be aware of the current and future projects that ITD are invested in and to seek clarification of how the TRG can have input into improving the service provided to schools.
- to work together to give feedback when things are successful or challenging so that the department continues to evolve and keep students at the centre of decision-making. The TRG will continue to seek a seat at the table when decisions are being made that will have consequences for schools. If we can help shape the projects, products and platforms at the start of the process, then there is a greater likelihood the roll out will be successful for the directorate, schools and students.

Position Paper for Council this term? NO

Collaboration with another RG/WP/SC? YES Assessment Planning and Accountability RG



New South Wales Primary Principals Association State Council Report

Term : 1/2/3/4

Reference Group/Standing Committee/Working Party/ Observer Delegates Report

Chairperson: Kylie Donovan

email: kylie.donovan@det.nsw.edu.au

Executive Liaison: Rob Walker

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:

- Held our meeting at The Star. Viewed the venue for 2020.
- Speakers confirmed for 2019: Julie Bishop, Peter Baines.
- Accommodation for Sofitel already being booked. Use promocode: PRIMARY19 for reduced rates for rooms. Intercontinental room link: <https://book.passkey.com/e/49932747> Other rooms are available at Radisson. Use promo code NSWPPA.
- Registration for conference will open on Monday 24/6/19 via a link on the PPA website. P-card or personal credit card will be used for all payments. This should avoid money going into the PPA account rather than the conference account.
- PPA will be sponsoring 20 new substantive principals' conference registration. Details will be emailed to the PPA membership.
- Michelle is looking for high quality performing arts acts. Contact: michelle.m.davies@det.nsw.edu.au
- Sponsorship has been filled and most payments have been made.
- The social event (dinner) venue is still to be decided.

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

- Registration for conference will open on Monday 24/6/19 via a link on the PPA website. P-card or personal credit card will be used for all payments.
- Accommodation for Sofitel already being booked. Use promocode: PRIMARY19 for reduced rates for rooms. Intercontinental room link: <https://book.passkey.com/e/49932747> Other rooms are available at Radisson. Use promo code NSWPPA.

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? NO



New South Wales Primary Principals Association State Council Report

Term 2: 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 New England: South West Sydney: Andrew Smees	Western NSW: Illawarra/South Coast: Carolyn Negus, North Coast: David Munday Riverina:	Sydney: Polly Palaitas, John Go Western Sydney: Adam Wynn Northern Sydney:
Summary of matters working on/ or issues received this term: Meetings with: Meg Montgomery – ED. Directors - Carmen Michael, Jackie Kuek, Mark Davis, Linda Doherty School Website Service: We are concerned that the Top 10 performing Websites are all HS. Asked for feedback about why they have those numbers is it because they have dedicated staff to push content? Training Request Schedule: Term 2 Identified by request and previous trained staff identified and school notified. SWS training email request pushed out across PPA Facebook: We have asked that the push notifications (Generic opt out DOE content) should be consistent for FB and SWS at the moment they are both done differently and causing some issues for schools. If this can be achieved we can improve how we let our colleagues know about their opt in/opt out solutions. Asking for clarification around DOE ownership of FB pages. Education.nsw: Bringing whole piece together/digitally connected network wrapped around network. Collapsing portal inside Dept. -Content to be restructured for specific audiences. Workshops for Principals, teachers, parents about how they need to access info. Updated Social Media Policy: Inappropriate media content. Conversations with Google around inappropriate digital footprint recognition software. School Biz: too much information, clogged with EOI's, improvement required in filters, greater curation of content. Communal goal to improve school biz. Discussion to continue in Term 3. Education Week: Every Student Every Voice. Game Changer Challenge: Google HQ event for finalists Complaints and Feedback Icon on Webpage: Seeking feedback - what proportion of complaints are pushed down to principals? Following up with Catherine Arden Outlook Masterclass: We have requested that C&E develop one for Principals, develop expertise and save time. Peter Coppola – Director – Digital Experiences Solutions – AMU re-design and Portal App update Staff portal APP – update has rolled out – any feedback please email. AME(AMU) – continuing to provide feedback as part of the user group.		
Specific matters of which the delegates are to take back to their PPC's: We are hoping to meet with Ed Connect next term to look at their analytics – we are interested in stories where people have received different answers for the same questions or when incorrect information has been given. We appreciate that school biz is not perfect but are after suggestions on how it can be improved		
Specific matters of which the NSW PPA Exec/ State Council need to be made aware: Schools that want face to face training for staff in SWS can request it. They have just conducted a round of training in Term 2 – currently it is needs based. Can we include the email request details in What's Hot?		
Draft Position Paper for Council this term? No Collaboration with another RG/WP/SC? No		



Leadership Standing Committee

Chairperson: Karen Maraga

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

Executive Liaison: Lyn Davis

Regional Representation:

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

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

PPA Principal Credential: Next 2 day conference held in May was very well received. Ann McIntyre was the keynote speaker, with participants having the opportunity to learn from presentations of outstanding principal facilitators throughout the two days.

A highly structured validation program will be conducted in Term 3 with successful participants receiving accreditation of 50% of Masters of Educational Leadership at University of Wollongong. These candidates will be presented a certificate of achievement at State Conference in Term 4.

Art of Leadership for 2020 3x Sydney, 2X Newcastle, 1 X Coffs Harbour, 2X Rooty Hill, 1X Kiama

Masterclass for 2020 1X Sydney, 1X Rooty Hill, 1X Newcastle

Members of the LSC met with PPA Executive in a workshop, facilitated by Judy Hatswell and Rob Stones, to develop a mission statement for the NSWPPA as a professional learning provider.

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

Leadership and High Performance is developing resources to support principals understanding of the Principal Role Description.

NSWPPA Professional Learning Officer Margaret Charlton has been appointed NSW PPA Professional Learning Officer following a rigorous selection process. She commenced in the role in Week 3 Term 2 and is seeking to survey principals and meet with reference groups to determine areas of need in future professional learning opportunities.

The School Leadership Institute is offering 30 fully funded scholarships to for principals to attend Harvard Graduate School of Education, (Leadership for School Excellence) at University of Sydney Business School in January 2020. EOI is available in SchoolBiz.

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

The Leadership Standing Committee has endorsed Margaret Charlton (PPA Professional Learning Officer) to present **Empowered Leaders Creating the Future** which showcases the NSWPPA Principal Credential as an evidence informed innovative approach to professional learning at the International Confederation of Principal's Conference Shanghai China.

The Leadership Standing Committee request the DOE to put together a Leadership Continuum to support leadership development that is readily accessible and available to the workforce ie. School Leadership Institute, Leadership and High Performance.

Draft Position Paper for Council this term? NO

Collaboration with another RG/WP/SC? NO



LEGAL ISSUES Standing Committee Report

Chairperson: Greg McLAREN

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

Executive Liaison: Robyn Evans

Representation: Andrew Doyle, Greg Grinham, Ginny Latta, Ben Matthew, Trish Peters and Greg Wells

Meeting Observers: Geoff Scott & Wendy Buckley (Princ. Supp Officers) & Grace Palamara (rel chair Princ.Supp RG)

Meeting Attendees: Mark Anderson & Melissa Buchanan (EPaC) and Margaret Baker (Legal Services)

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

EPaC

- # Teacher Performance Management for Improvement (TPMI) support released throughout 6 Ops Directorates.
- # EPaC working on updated Code of Conduct online resource (like annual CP) for DoE employees to complete on an annual basis.
- # Changes to Feedback & Complaints handling causing concern with inconsistency, by senior officers/sch services.

Legal Services

- # Ten years old DoE/NSW Govt position of not protecting staff with defamation support whilst staff are lawfully fulfilling their duty position under review esp. due to impact of social media. See Legal Issue Bulletin no.34.
- # Legal Services discourage use of Facebook as a parent notification tool. Apply caution if using social media tools with only positive stories posted as schools and its staff are receiving adverse media attention.
- # All Legal Issues Bulletins will soon be updated for readability in plain English and inclusion of flowcharts.

H&SD

- # New Incident Notification and Response Policy & Procedures: Appendix 1, 2 & 3- outlines student support services & post incident support guidance.
- # Advised by H&SD, if incident is reported to H&SD hotline (due to seconded NSW Police in H&SD) this alleviates separate report to local Police. See Legal Issues Bulletin no.59.

**** Principals are encouraged to talk to PPA colleagues if they have an issue they cannot resolve. If you or your Principal colleague cannot arrive at a satisfactory solution call Grace Palamara (acting Principal Support Chair), a member of PPA State Executive, Geoff Scott or Wendy Buckley (Princ Supp Officers), or Greg McLaren 04088 15 210.

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

- TPMI seconded Principals & DPs avail. to attend PPCs for presentation on teacher performance improvement.
- Legal Issues SC seeking case studies of social media/mass media personal attacks on Principals and school staff.
- Reminder to Principals /staff personal social media posts leave a digital footprint. Encourage privacy settings on.
- Legal Issues SC seeking feedback on new EAPs (& its 7 options). Resources and video on H&SD website.
- By 2020 an inhaler puffer will be required in each school first aid kit.
- Legal Issues SC seeking feedback from Principals working through the new teacher improvement program.

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

- *Review of EPaC released this month. PPA should request unedited version of the report from Mark Tedeschi QC.
- *Recommend reformation of DoE cross portfolio working party to look at Feedback & Complaints practices.
- *Community Charter – is the current State Education Minister aware of the ineffective draft that was circulated.

**Draft Position Paper for Council this term? EPaC review recommendations forwarded to NSWPPA Pres.
Collaboration with another RG/WP/SC? Principal Support Reference Group**



New South Wales Primary Principals Association State Council Report

Term : 2

Reference Group/Standing Committee/Working Party/ Observer Delegates Report

Chairperson: Alan Kerr

email: alan.kerr@det.nsw.edu.au

Executive Liaison: Michael Trist

Regional Representation: Alan Kerr, Tim Allen, Stephen DeRoos, Michael Fisher, Sue Ruffles, Danny Spillane, Lynne Takacs, Mark Thomson, Trish Webb.

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:

Discussion with James Hoffman, Leader of Primary Curriculum around better delivery of new curriculums to rural and remote schools. Much work happening with the new curriculums but issues around communication out to the rural areas and knowledge of the resources available. Rural and Remote team to investigate effective practices in rural and remote schools and work with James to improve curriculum delivery, especially new curricula.

Skype session with Rian Thompson, Director of Staffing updating on the new Rural and Remote Incentive Package. Some initial feedback being positive for those receiving the incentives. Rian looking at ways to evaluate the impact of the package, this may take some time, Rural and Remote Committee keen to be involved to ascertain its effectiveness. Issues around; temporary staff not being eligible for the incentive, classification of schools to receive incentive, deferred salary scheme.

Presentation by Human Capital Management Team – overview of project and intended impact. Complex project to streamline the recruitment of all staff into schools.

Rural and Remote Conference – Tamworth July 29, Dubbo July 31 and Wagga August 2. About to be advertised with some quality professional learning on each day. Keynote speaker is psychologist Professor Andrew Martin from the University of NSW. Applicable for Principals, Assistant Principals and teachers to attend. Parent stream at the Dubbo conference.

Aurora College – OC pilot for Stage 3 students about to be rolled out for the second time in 2020. This will involve Year 5 students for the first time. Catering for areas where there is no OC class in operation. In the Evaluation of the Rural and Remote Blueprint, Aurora College was seen as a well-implemented action in providing opportunities for gifted and talented students in rural and remote NSW.

The Rural and Remote Standing committee are eagerly awaiting the appointment of the Rural and Remote Director with an array of issues to discuss with the aim to deliver improved educational outcomes for rural and remote students. Intend to partner with the SPC to present a united front.

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

Cross border issues again being encountered, a by-product of changes with the DoE such as SAP processes. R&R Committee would like to hear from Presidents of PPCs that border other states of any issues their members are reporting.

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? NO



New South Wales Primary Principals Association State Council Report

Term 1 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 three 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. Contacted various other schools to identify enrolment for 2019 and enrolment projections. No new schools have been identified at the beginning of the 2019 school year.

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. Thank you.

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

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

NSW Primary Principals' Association State Council Report

Report to the NSWPPA State Executive and State Council

Observer Group: CENTRAL SCHOOLS

Observer: Michael Windred

Contact number: 0447626886

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

- Next Central Schools Reference Group Meeting is via video conference in Week 9.

The purpose of this to complete the final publication of a position paper.

- Our next face to face meeting will be held at Phillip Street Offices in Parramatta in Term 3. We will organise with Murat to involve the directors from:

- Human Resources

- Student Services

- Technology

- Teacher Housing

- Teachers Federation – to talk to us about their stance on support for Central Schools and their position paper which hasn't been updated since 1995.

* Questions / Issues / Positives will be sent out to the directors well in advance so that they can address these in their presentation.

* One of our major concerns at this point of time is the uncertainty of whether the drought supplementation in 2020.

* With technology, just wondering when teaching staff can have access to the full version of Outlook to improve time management and efficiency.

- Central Schools are mostly in 'Service Poor' areas. Certainly in the 21st Century, there could be a generic service model of on-line mental health, speech, OT, behaviourists, counsellors, paediatricians etc available to service students in all rural and remote areas.

- Technology access is a constant concern in our schools... however in saying this, Annette Cam from Wilcannia Central School can now get wifi in her office. No more having to wait until weekends and after school.

- EPAC is not understanding small communities, the length of time to complete investigations and lack of availability of casuals to back fill positions.

- For HR reference group ... Access schools – the staffing component of our E&E report are not included in our principal classification.

Draft Position paper for State Council this term?

If Yes – Further Information

Position Paper is in process to be completed. A group of principals will finalise the position paper via video conference in Week 9 of this term.

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

NSW Primary Principals' Association State Council Report

Observer Group: EEC

Report to State Executive and State Council for (term & year): Term 2 2019

Chair: Brian Trench

Contact number: 0246366313

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

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

Met with Dr Sophie Winlaw, Senior Policy Officer Catalyst Lab Innovation Program Directorate External Affairs and Regulation to discuss collaboration on regional ecology themed education projects

Meeting with Australian Association of Environmental Education to discuss development of an MOU between EZECs (Environmental and Zoo Education Centres) and Sustainable Schools NSW

Met with Biodiversity Conservation Trust discussing state-wide education project.

New course has been developed to be offered by EECs across NSW in support of the implementation of Eco-Schools as the EECs main thrust of support for Student Environmental Leadership.

The EZECs' "collaborative practices groups" network has now implemented a number of cross-state projects during the year:

- Eco-Schools Australia; a platform for whole-school student environmental leadership – RG04758
- Kitchen Gardening for Sustainability and Well-being resource;
<https://schoolsequella.det.nsw.edu.au/file/91cbd106-7d39-4597-b461-246c7836d7de/1/Kitchen-gardening-sustainability-wellbeing-K-6.docx>
- Roll-out of Science and Technology PL; Teaching Science and Technology K-6 with confidence – RG03511 (nb. This course has been temporarily removed from MyPI)

Draft Position Paper for State Council term? No

If yes, further information:

NSW Primary Principals' Association State Council Report

Observer Group: Principal, School Leadership
Report to State Executive and State Council for: Term 2 2019
Chair: Peter Flannery
Contact Number: 66235935/0416185131
Email: peter.flannery@det.nsw.edu.au

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

- 1) Term 1 Follow up
 - a) Temporary Staffing
 - i) PSL positions to be filled temporarily if they are absent (eg on higher duties) for four weeks or more. To this end, EOI processes were run in Rural South & West and Rural North to establish e-lists for these roles. Further, some temporary PSL appointments already in place for Term 3.
 - ii) Principal Coach-Mentors to fill short-term PSL roles when suitable
 - b) Principal Wellbeing
 - i) Wendy Buckley and Geoff Scott presented at the Term 2 PSL conference on the relationship between the PPA and PSLs in the area of Principal wellbeing and support
 - ii) Director PSLs Murray Campbell presented to the Term 2 Principal Wellbeing Reference Group meeting.
 - iii) PSLs being proactive in highlighting to local PPCs where they sit on the Principal Support flowchart and offering subsequent Principal Support service.
- 2) School Leadership Strategy
 - a) PSL team currently coaching 500 Newly Appointed First-time Principals as well as a significant number of more established principals
- 3) PSL and PC-M Staffing
 - a) 4 new PSLs appointed in Term 2, working out of the Riverwood, Tuggerah and Nirimba Area Offices
 - b) 2.0 FTE PSLs appointed, specifically targeting support of TP1 and TP2 schools.
- 4) Collaboration and Program Delivery
 - a) The PSL team has been involved in a range of co-designed and co-delivered programs. These include:
 - i) Data Skills and Use - a capacity building project;
 - ii) A School Excellence Leaders Project that is being trialed in Rural South and West and is a collaborative piece that includes HALTs, PSLs, DELs and ECB; and
 - iii) Extended Induction Program that is being coordinated by Leadership Pathways.
- 5) External Validation
 - a) External Validation 2018 Feedback
 - i) *"The panel meeting provided an opportunity for the school leadership team to participate in rich professional dialogue around self-assessment processes and evidence aligned to the School Excellence Framework"* - 87% of respondents agreed or strongly agreed
 - ii) *"I believe the communication and support from my Director, Educational Leadership and Principal, School Leadership enhanced my knowledge of self-assessment practices and sufficiently prepared me to participate in the external validation process"* - 69% agreed or strongly agreed. 31% unsure, disagreed or strongly disagreed
 - b) Peer Principal Panel Training
 - i) Over 780 principals have now been trained as peer principals for External Validation. This included 236 participants at the Peer Principal training this term (including 117 new peer principals). Feedback from experienced peer principals was strongly appreciative of providing a condensed follow-up package to them this year (rather than the full two-day training provided to those serving for the first time).
 - c) External Validation Panels
 - i) These are well underway, beginning in Week 5 of this term and will run through to Week 5 of Term 4.
 - ii) The validation team have made every effort to match peer principals to schools similar to their contexts, and as geographically close to them as possible.
- 6) NSWPPA Feedback
 - a) Looking for state and local council delegate feedback as to strategies they would recommend to increase the 'uptake' of coaching/mentoring support from their local PSLs. What are the reasons why principals (of ranging contexts) access (or don't access) PSL support? How can the PSL team improve and enhance their service to schools?
 - b) Please ask local councils for information as to this and reply to peter.flannery@det.nsw.edu.au
 - c) This information will be forwarded to the PSL management team.

Draft Position paper for State Council this term? No

If Yes – Further Information

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



New South Wales Primary Principals Association State Council Report

Term : 2

Professional Learning Officer

Chairperson: Margaret Charlton

email: margaret.charlton@det.nsw.edu.au

Executive Liaison: Lyn Davis

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:

The PPA Executive and Leadership Standing Committee met to establish a vision for the role of professional learning within the Association, aligning this with outcomes, values and principles to govern the direction and operation of the PLO.

The three flagship courses of the PPA continue to run across the state; NSWPPA Credential Program, Art of Leadership programs and Flourish.

Currently in discussion and development is a Financial leadership/best practice course to further support principals in the financial management of their schools. This is currently under consultation with the Finance & Admin Reference Group.

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

A **Survey of Professional Learning** needs has been developed to provide direction for the development of PL courses delivered by the PPA. Please encourage members to complete so the needs of school leaders can be accurately supported. This will be available through What's Hot.

I am keen to **connect with PPCs and Reference Groups** to discuss the role that the PLO can play in supporting the professional development of school leaders. It is important that the needs of principals, from different contexts across the state are accurately determined. Different issues and subsequent professional learning will be required to address the needs of rural, remote and metropolitan principals and school leaders.

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

Plans to add a Professional Learning tab to the PPA website where schools can readily access PL courses and enrolments.

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 : 2

Professional Support Officers' Report

PSOs:

Wendy Buckley email: wendy.buckley@det.nsw.edu.au mobile: 0403 560 814

Geoff Scott email: geoff.scott@det.nsw.edu.au mobile: 0427 451 359

Executive Liaison: President

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

Ongoing:

The PSOs have 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. The work of Chairpersons Judy Goodsell and Rel. Chair Grace Palamara (Principal Support RG) and Greg McLaren (Legal Issues SC) and that of the members of these groups is acknowledged as extremely valuable for the ongoing wellbeing of Principals.

Current:

Complaints and allegations directed at Principals remain the major area of concern, whether communicated by DELs or EPAC. Some of these are anonymous, some attributed to a disaffected staff member or member of the community, exacerbated by use of social media, with its associated lack of accountability and authenticity.

Current:

Some recent DoE matters will impact on Principals and these have been raised with NSWPPA State Executive members:

1. Email sent by DECInfo (Communication and Engagement | Strategic Communication) on 23rd May to school email addresses (note: not Principals' emails) stating that: "The DoEInfo team and the Feedback and Complaints Team have consolidated the process of complaints handling. From this week, the DoEInfo team will be using the Feedback and Complaints system to capture complaints from parents, carers, families and community members – and refer relevant information to School Operations for response. This means that emails sent to you by DoEInfo will look different and "This system improvement enables DELs to see complaint histories in one place, regardless of point of origin (DoEInfo, Feedback Assist, online complaint form, network office contact)." Training and PL for Principals and an enhanced collaborative approach by DELs and Principals is urgently required.
2. The Review of EPAC (NSWPPA Submission + meeting with Mark Tedeschi AM QC)
3. Changes to the DoE senior leadership team from 1 July: Deirdre Mulkerin - new Deputy Secretary, People and Culture covering HR, EPAC and H&S. Peter Riordan Deputy Secretary, Corporate Services with coverage of IT, procurement, finance, legal services, EdConnect and IR. These changes have the potential to create a new, additional 'silo', with Legal separated further from HR, EPAC and H&S.

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). All Principals should be mindful of the procedures where a conflict of interest potentially arises.
- 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 current Principal Support Access Flowchart is 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 NSW PPA Exec/ State Council need to be made aware:

The number of cases identified as a potential 'conflict of interest' in staff appointments and selection – need for more accessible policy guidelines from DoE.

Instances of the State P&C body reported as intervening at a number of local P&C Association meetings, sometimes causing concern to the Principal – need for State Executive to liaise with the State P&C.



**REPORT to NSWPPA STATE COUNCIL
13 & 14 June, 2019**

ARPP continue to be very active and important for many of our retirees and we look forward to sharing various outings and events with them during 2019.

We value the PPA emails from President Phil and especially the 'What's Hot' Updates. The recent edition was very informative and while primarily for current principals it keeps us informed of major events and developments.

ARPP SURVEY

Following a further request for Survey responses it is pleasing to report that we have now received over 50 responses. Warren Marks, Maurie Bird and myself are currently completing the analysis of the responses and we would hope to be able to present a summary at our next Luncheon

MEETING WITH SECONDARY RETIREES

This was attended by Brian Powyer, Warren Marks and myself and provided the opportunity to discuss our respective organisations. Brian Ralph & Chris Bonner outlined their structure which is strongly linked to their website. The range of activities provides their members with a number of opportunities to pursue in retirement. We were quite impressed with their site which is also closely linked to the SPC operations. We plan to explore their activities and review our own website.

We have also arranged for a meeting with the PPA to discuss other avenues for the promotion of ARPP

OUTINGS and EVENTS

2019 City Lunch Events:

RECENT LUNCHEON - CLUB YORK

This was well attended with 42 members joining together on Thursday 6th June at Club York, 95-99 York Street, Sydney. We met for drinks followed by an enjoyable 2-course lunch with wine provided by ARPP. Club York was a new venue for us. Being in the CBD it is very accessible and it is considered to be a good value alternative to Sydney Rowers' Club.

The dates and venues for future City based Luncheons are:

- Emperors Garden: Thursday 5th September
- Epping Club: Thursday 5th December.

Full details for the luncheons will be advised closer to the event.

As always we extend an invitation to President Phil or Executive Representative to join with us at our City lunches.

Non Metropolitan Lunch Outings are planned for Newcastle in September (Toronto), Central Coast (Woy Woy) and South Coast (Dapto or Kiama). Dates are yet to be finalised. A big thank you to members who offered to Coordinate those outings.

North Coast Visit

Planning for our visit to Yamba being organised by retired member Chisholm Bloc is underway. Such visits provide for the opportunity to catch up with many of our members & retirees on the North Coast such as Tim Edwards & Ralph Taylor. According to Chisholm Yamba has much to offer including excellent restaurants, top pubs, good shopping, golf and views to die for. Highlights available are a luncheon river cruise and the Iluka Ferry fun trip. His network will ensure we have a good gathering of members.

The trip is planned for early November to coincide with a popular local golf day

PHILLIPS SYDNEY MEMORIAL WALK

This was held on 10 April and attended by 19 members & friends. The Walk led by Brian Powyer visited some 20 of the significant buildings & landscapes at Colonial sites from Governor Phillip's period which are still intact & accessible today. A big thank you to Brian for most informative & interesting Tour. As a result of the Tour \$285 was raised to support Stewart House.

ANNUAL GOLF DAY

Our Annual ARPP Golf day was held on Friday 17 May at Massey Park Golf Course, Ian Parade Concord. The number of players was similar to last year with a number of players being unavailable due to travel & other commitments. The winner of the ARPP Trophy was Peter Dawson with Runner Up being Maurie Bird. The Pairs event was won by Barry Pecar & Maurie. With Runners Up being Paul Bates & Peter Lorking. Prizes for the longest Drive were won by Michael Glenday and Peter Lorking with the Nearest the pin event also won by Peter Lorking. The presentations followed lunch and concluded a very enjoyable day.

STEWART HOUSE

As our Charity of Choice, we continue to support the promotion of school fund raising activities and the teacher salary contribution scheme which requires 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.

The annual Presentation Day on 10 May provided the opportunity to recognise and congratulate those schools who have been major supporters of Stewart house during 2018.

We welcome two new Directors to the Board: Greg Pryor, former DET Deputy Secretary and Julie Kennedy, Beaches Network District Director.

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 their activities. It is pleasing to report that FOSH donated \$17,000 at the Annual Presentation Day and received a Silver Shield in recognition of the effort. Members and friends are to be congratulated for their support of the events.

A full program has been organised for 2019. Several events have already been held this year such as the Tramshed Lunch on 23 May which raised \$300. Two events for your diary will be:

July 4 - Emancipists and Exclusives: The Founding of Australian Democracy - Brian Powyer.

This is the first in this year's lecture series. It will be held in the new Head Office building off the Department of Education on Level 4 105 Phillip Street Parramatta.

July 25 - Doyle's Luncheon - a great venue, great menu, great friends and great fun.

Our special thanks to President Kerry Knox and the Executive Committees for their support.

VALE

In recent times we have been advised of the passing of close friends and colleagues:

Dorothy McLoughlin

Judy Buckland (wife of Geoff Buckland)

Barry Manefield

David Moxom

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

HEALTH WATCH

John McMillan has had a further hospital stay and is now undergoing chemo treatment. It was great have him and Margaret join with us at the Club 99 Luncheon.
Please remember to let us know of any retiree who is unwell so we can keep in touch.

WELLBEING SUPPORT

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 2018 Survey conducted by ARPP has provided us with further background information and ways in which we can further support our retired colleagues.

ENCOURAGING NEW MEMBERS

We continue to reach out to recently retired principals and encourage them to join with us as members of our Association. We call on your assistance with making contact with recently retired principals and those that are likely to retire this year.

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

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

NEW MEMBERS

We recently welcomed several new members including:

Marilyn Bourne who spent the majority of her teaching career as a school counsellor and support teacher on north coast & central west. After 20 years she became an AP at Stewart House and principals positions at Arndell & Stewart House. She retired from Killara PS in 2017;

Michael Laing and Vicki Harris who retired in July 2018 as principal of Albury PS and served 25 years as a principal including Matong, Murrumburrah, Leeton and Narrandera.

Keep well & enjoy the good life,

Tom Croker
President