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| **NSW Primary Principals’ Association Inc.** |
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| **State Council Meeting** |
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| **Term 3 2019** |
| ***22 and 23 August, 2019*** |
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| **Council Kit** |
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**CORPORATE PARTNERS**



**BUSINESS PARTNERS**



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|  | **NSWPPA****TERM 3 2019 STATE COUNCIL MEETING****AGENDA** |  |

***Thursday 22 and Friday 23 August, 2019***

***Novotel Sydney Central, Thomas St, Haymarket***

***Bennelong Point and Farm Cove Conference Rooms (Level 1)***

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

***Observer Delegates and State Executive***

**AGENDA**

***DAY 1 – Thursday 22 August 2019***

**(Sessions chaired by President, Phil Seymour unless otherwise indicated)**

***8:15am – 9:00am***

1. **Commencement of Term 3 State Council Meeting**
	1. ***Welcome***
	2. ***Acknowledgement of Country***
2. **State Council Opening Business**
	1. ***Apologies: Diane Robertson, Ian Reeson, Craig Redfern***
	2. ***Acknowledgement of Country***
	3. ***Introduction of new members***
	4. ***Stewart House – arrangements***
	5. ***Dinner arrangements***
3. **Agenda**
	1. ***Items as circulated***
	2. ***Additional items and variations***
	3. ***Acceptance***
	4. ***Development of questions for Guests***
4. **President’s Report**
	1. ***Report as circulated***
	2. ***Highlighted items in written report***
	3. ***State Executive – Relieving arrangements Term 3***

***9:00am – 9:30am Chair: Treasurer, Michael Burgess***

1. **Presenters: Treasurer Michael Burgess and Chair Communications & Engagement RG, David Munday – Improving the Operation of the PPA through the Use of Microsoft Teams**

***9:30 am – 10:15am Chair: Deputy President, Robyn Evans***

1. **Guest: Georgina Harrisson, Deputy Secretary Educational Services**
	1. ***Welcome***
	2. ***Presentation***
	3. ***Questions and Discussion***

***10:15am – 10:25am Chairs: Secretary, Jude Hayman & Treasurer, Michael Burgess***

1. **Minutes of Term 2 2019 State Council Meeting**
	1. ***Corrections***
	2. ***Acceptance***
	3. ***Business Arising***
2. **Treasurer’s Report**
	1. ***Report as circulated***
	2. ***Highlighted items***
	3. ***Acceptance***

***10:25am – 10:35am Corporate Partners: Teachers Mutual Bank***

***10:35am – 10:55am Morning Tea***

***10:55am – 11:00am Business Partner: Life Skills Group***

***11:00am – 11:40am Chair: R/Deputy President, Rob Walker***

1. **Guest: Adrian Piccoli, Director, Gonski Institute for Education – A Gonski Institute Update**
	1. ***Welcome***
	2. ***Presentation***
	3. ***Questions and Discussion***

***11:40am – 12:30pm Chair: R/Deputy President, Rob Walker***

1. **NSWPPA Business Session**
	1. ***APPA Report – President Phil Seymour***
	2. ***AGPPA Report – Deputy President Robyn Evans***
	3. ***Professional Learning Officer Report – PLO Margaret Charlton***

***12:30pm – 12:35pm Business Partner: Dance Fever***

***12:35pm – 1:25pm Lunch***

***1:25pm – 1:30pm Business Partner: Your OSCH by Camp Australia***

***1:30pm – 2:15pm Chair: Vice President, Michael Trist***

1. **Guest: Peter Riordan, Deputy Secretary, Corporate Services**

 **Topics: Principal Classification, Portfolio changes, Corporate Services Update**

* 1. ***Welcome***
	2. ***Presentation***
	3. ***Questions & Discussion***

***2:15pm – 2:45pm Chairs: President Phil Seymour, Deputy President Robyn Evans and Legal Issues SC Chairperson, Greg McLaren***

1. **Update on the Independent Review of EPAC Functions and Operations**

 **Conducted by Mark Tedeschi AO QC.**

***2:45pm – 3:00pm Afternoon Tea***

***3:00pm – 4:00pm Chaired by State Executive***

1. **Workshop**

***13.1 Welcome***

***13.2 Presentation***

***13.3 Questions and Discussion***

***4:00pm – 4:25pm Chair: Deputy President, Robyn Evans***

1. **Panel Session 1: Reference Group/Standing Committee/Working Party Chairpersons**
	1. ***Questions on reports (as previously tabled/circulated)***

***4:25pm – 4:45pm Chair: President Phil Seymour***

1. **Guests: Dymocks Booksellers**

**An Opportunity for NSW Public Schools**

***15.1 Welcome***

***15.2 Presentation***

***15.3 Questions and Discussion***

***4:45pm Meeting adjourned for Day One for Delegates, Chairpersons, Observers and Presidents.***

***4:45pm – 5:00pm Executive Reflection on Day 1 and refinements for Day 2***

***DAY 2 – Friday 23 August 2019***

**(Sessions chaired by President, Phil Seymour unless otherwise indicated)**

***8:45am – 9:00am***

1. **Review of Day One and outline/update of sessions for Day Two.**

**Development of questions for guests, Day Two**

***9:00am – 9:40am* Chair*: Vice President Bob Willetts***

1. **Guests: Lyndall Foster, Executive Director, Curriculum Standards NESA**

**An Update on the Curriculum Review**

**Thematic Review of Assessment**

***17.1 Welcome***

***17.2 Presentation***

***17.3 Questions***

***9:40am – 10:10am Chair: R/Vice President Trish Peters***

1. **Guest: Dyonne Anderson President, NATSIPA**
	1. ***Welcome***
	2. ***Presentation***
	3. ***Questions & Discussion***

***10:10am – 10:30am Chair: Deputy President, Robyn Evans***

1. **Panel Session 1: Reference Group/Standing Committee/Working Party Chairpersons**
	1. ***Questions on reports (as previously tabled/circulated)***

***10:30am – 10:40am Business Partner: The School Photographer, Sentral***

***10:40am – 11:00am Morning Tea***

***11:00am – 11:05am Business Partner: Academy***

***11:05am – 11:30am CHAIR: R/Deputy President, Rob Walker***

1. **Area Council Issues**

***11:30am – 12:30pm Chair: R/Vice President Stuart Wylie***

1. **PPC Presentations – Shellharbour, Armidale, Parramatta, Wollongong PPCs**

 **Workshop: Strategies that Support an Engaging PPC Meeting**

***12:30pm – 12:35pm Business Partner: MSP Photography***

***12:35pm – 1:25pm Lunch***

***1:25pm – 1:30pm Business Partner: Sport in Schools Australia***

***1:30pm – 2:00pm CHAIR: Deputy President, Robyn Evans***

1. **Panel Session 3: Reference Group/Standing Committee/Working Party Chairpersons**

***Questions on reports (as previously tabled/circulated)***

***2:00pm – 2:45pm Chair: Vice President Lyn Davis***

1. **Guest: Murat Dizdar, Deputy Secretary, School Operations and Performance**

 ***21.1 Welcome***

 ***21.2 Presentation***

 ***21.3 Questions***

***2:45pm – 3:30pm* President Phil Seymour**

1. **Guest: The Hon. Sarah Mitchell, Minister for Education and Early Childhood Learning**
	1. ***Welcome***
	2. ***Presentation***
	3. ***Questions and Discussion***

***3:30pm – 3:45pm* Wrap up and scheduled closure of meeting**

***Next Meeting***

***Term Four, 2019 NSWPPA State Council Meeting***

***Thursday and Friday 28-29 November 2019***

***Novotel Sydney Central***

**<insert President’s report here>**

**<insert Treasurer’s Report here>**

**NSWPPA State Council Term 2 2019**

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

**MINUTES**

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| **DAY 1 – Thursday 13 June 2019**(Sessions chaired by President, Phil Seymour unless otherwise indicated)  |
| **8:15am to 9:00am** | **1. Commencement of Term 1 State Council Meeting**1.1. Welcome 1.2. Acknowledgement of Country **2. State Council Opening Business**2.1. Apologies: Diane Robertson, Craig Redfern, Anne Webb, Dafydd Thomas, Judy Goodsell, Clint White, Rob Walker (Thursday morning), Graeme McLeod (Thursday), Gary Ruzgas, Andrew Pryce, Lee Saurins, Christine Wild, Greg Wells, Genelle Goldfinch, Ben Walsh, Bel Wallace, Jason Ezzy, Pam Crawley, Rainy Simmis-Taylor, Gabby Sheather, Mark Diamond (Thursday), Kerry Barker (Friday afternoon), Glenn Walker (Friday), Karen Maraga (Friday), Abbey Proud (Friday), Benjamin Carter (Friday) 2.2. Introduction of new members 2.3. Stewart House – arrangements. Raffle. $527.80 raised. 2.4. Dinner arrangements. Dunkirk Hotel 7pm.  **3. Agenda**3.1. Items as circulated 3.2. Additional items and variations-  Day One: Mark Scott is now an apology due to a family emergency and Murat Dizdar is coming in his place.  Day One: 2.45-3.30pm-Support for Curriculum, Literacy and Numeracy and EaFS and Afternoon Tea 3.30-345pm 3.3. Acceptance- Moved: Greg Grinham Seconded: Robyn Evans 3.4. Development of questions for Guests  **4. President’s Report**4.1. Report as circulated 4.2. Highlighted items in written report  Refer to President’s Report in State Council Kit for more detailed information. Violence in Schools-Crimes Act 1900-Sect 60E Assaults etc at schools. Have conversations with Local Area Commands (LAC) make sure they are aware of it and work together. Also talk with Legal Issues RG Chair, Greg McLaren. NAPLAN-we have always communicated our concerns, we were opposed to Year 3 writing being online but accepted online assessments allowed for quicker results. Phil surveyed Principals and collated issues and comments to enable the PPA to provide feedback to all involved. NESA, ACARA, ESA (Educational Services Australia). ESA do the online work. ACARA and ESA are saying each other are accountable for the issues. A review has been ordered by Federal Minister Dan Tehan. We have asked the Minister to get the Education Council of Ministers to review NAPLAN in its entirety, not to compare the 5 groups of writing and to not put any results on the MySchool website. Premier’s Announcement- Minister informed PPA the day before the announcement. We were aware of the High Potential and Gifted Policy as we had been involved in consultation. Bump it Up, blindsided PPA-Premiers call. Additional selective high school-not supported by SPC or PPA. Watch this space! Principal Classification-update being provided. PPA believes it is unfair in comparison to secondary Principals. Career pathways are limited. Staffing Methodology Review - Update today. Media Incidents-Working group with Kathy Powzun. Robyn Evans is the executive representative. We believe the Department should be upfront when there are incidents. Principal Wellbeing-Wendy Buckley and Geoff Scott. EPAC review-discussion today. We are not happy with timelines etc. A submission has been put in and discussions had. Tedeschi has been provided with case studies, he wanted names, so he could follow up. Professional Learning Officer- Margaret Charlton. Margaret will be doing a survey, so she can complete a needs analysis. Scan / Pulse Check- To get a quick response in 24 hours. PPC Executive would be contacted. Acceptance-Moved: Phil Seymour. Seconded: Jude Hayman. Carried.  |
| **9:00am to 9:40am**Chair:  Deputy President, Robyn Evans  | **5. Guest: (Variation) Murat Dizdar - Mark Scott Secretary, Department of Education**5.1 Welcome 5.2 Presentation Roadshows feedback-Opportunity to listen and respond to Principals. Went to 13 locations, 1,837 Principals. 449 questions were fielded on 118 topics and they are now working on responding to the topics.   Principal Pulse check-designed to give feedback on the implementation of the DEL role. Educational Announcements-Bump it Up 2020, High Potential and Gifted Program 2021 and New Selective High Schools in South West Sydney.   5.3 Questions & Discussion As noted in Speaker Summary  For detailed notes please refer to Speaker Summaries on the PPA Website                                                                       |
| **9:40 am to 10:15am** | **6. Guest: The Hon. Sarah Mitchell, Minister for Education and Early Childhood Learning**6.1 Welcome 6.2 Presentation Expressed commitment to developing a collaborative relationship with the PPA and other       stakeholder groups. Acknowledges the skills required to be a successful principal. Investigating how administration burden can be reduced, wants to hear Principal voice. Reinforced government’s commitment to Gonski funding.  Aware of staffing issues – shortages. Committed to the importance of education in overcoming disadvantage – referred to her previous role as Minister for Aboriginal Affairs. Aware of violence and threats against principals and teachers – “deeply concerned”. Referred to Parents Code of Conduct and would like more suggestions. 6.3 Questions and Discussion Question re staff shortages in Rural & Remote schools. Aware that the extra funding in schools has depleted the casual list. Hinted that she’s got a few strategies which will be unveiled soon, and again, is willing to listen to suggestions. Subsequent questions appraised her of a few staffing issues in Rural & Remote schools re temporary teacher access to incentives and school counsellor access. Question/comment re concerns about announcement of new selective high school in SW Sydney. Minister says that she is aware of the pros and cons of selective model – emphasized the importance of consultation. Minister was encouraged to consult with the PPA as her best source of advice.  Acknowledges the dicey nature of the 2019 NAPLAN writing data.   |
| **10:15am to 10:25am**Chairs: Secretary, Jude Hayman & Treasurer, Michael Burgess  | **7.  Minutes of Term 1 2019 State Council Meeting**7.1.Corrections-nil 7.2.Acceptance. Moved: Jude Hayman Seconded: Trish Peters. Carried. 7.3.Business Arising-nil **8. Treasurer’s Report**8.1. Report as circulated 8.2. Highlighted items • Local Reminders-Membership, Grant, BAS (Due for all quarters-2018 July to September; September to December and 2019 January to March; April to June. Must be sent to Michael Burgess by July 12th), Audit reports 2018 (Must be forwarded to Michael by the end of Term Two). 8.3. Acceptance. Moved: Michael Burgess Seconded: Ian Reeson   |
| **10:25am – 10:35am Corporate Partners**: Sentral, Teachers Mutual Bank **10:35am – 10:55am Morning Tea****10:55am – 11:00am Business Partner**: MSP Photography |
| **11:00am to 11:45am** Chair: Bob Willetts  | **Guest: Rian Thompson, Acting Director Strategy and Governance, Human Resources****9.The Staffing Methodology Review**9.1. Welcome             9.2. Presentation         Staffing Methodology review update given Three main areas are Staffing entitlement, Recruiting, Supply and Mobility. Key themes identified by surveys and interviews are staffing entitlement, recruitment policies and processes, staffing supply and school support. Recognition that TALEO is too clunky and not intuitive. The aim is to have a detailed plan in place by the end of 2019. 9.3.Questions and Discussion  For detailed notes please refer to Speaker Summaries on the PPA Website.   |
| **11:45am to 12:30pm** Chair: Vice President, Lyn Davis   | **10.NSWPPA Business Session**10.1. APPA Report – President, Phil Recent meeting discussed NAPLAN issues; review of the Melbourne Declaration; use of non-remunerative incentives to attract teachers to hard to staff areas; revamp of the John Lang Awards there was a bit more, but these were the highlights. 10.2. AGPPA Report – Deputy President, Robyn • Recent meeting discussed equitable funding, attracting leaders & staff. Mark Grant attended for the first time and impressed attendees. • Discussed reducing abuse/violence towards teachers. 10.3. NSWPPA Awards of Meritorious Service Congratulations Lindy Bryant, John Bond, Anthony Friedrich, Michael Honeywood, John Clune, Jane Cameron. 10.4. Relieving Vice President Week 8 Term 2 to Week 5 Term 3 An election was held within the executive for relieving Deputy President. Ian Reeson was elected, Nominations called for from State Delegates-Trish Peters was elected to relieve.  Moved that both Trish and Ian be appointed and other delegates be appointed in order of voting, if required before next State Council- Stuart Wylie, John Bond, Gregory Grinham. Moved: Phil Seymour. Seconded: Narelle Hunt. Carried. 10.5. Polycoms -Four NSWPPA units available for schools  Handed out to Alan Kerr, Carolyn Nugent, Brad Hunt and Shane Fletcher. 10.6. Professional Learning Officer – Introduction of Margaret Charlton Margaret recognised the PPA’s history of providing quality Professional Learning (PL) to its members. Margaret asked principals to complete the survey on where her role should direct its attention. Margaret is working with the Leadership Standing Committee to further develop her role – when this process is completed information will go onto the PPA website. Margaret has a project to develop a PL course about financial management.  Wants to talk to RG & PPC presidents to get ideas on where they see their needs for PL. 10.7.Professional Support Officers – Recurrent Funding Term 1 2018 State Council – two motions: To endorse a paid position – revised to two positions  Provide a budget of $40,000 to support these positions Wendy & Geoff have been working successfully over the last 12 months & the budget    has been fully spent Cost of 0.2 x 2 = $55,698 (including superannuation) and 2.5% January increase. Motion: A budget of $60,000 be set aside to support the two Professional Support Officers for the next 12 months. Moved: Phil Seymour Seconded: Robyn Evans. Carried. 10.8.NSWPPA Awards and Recognition Now is the time to nominate worthy colleagues, Nominations close on 19 July.  |
| **12:30pm – 12:35pm Business Partner**: Academy Photography **12:35pm – 1:25pm Lunch****1:25pm – 1:30pm Business Partner**:   |
| **1:30pm – 2:00pm** Chair: Treasurer, Michael Burgess  | **11. Guest: Karen Jones, Executive Director, Aboriginal Education and Communities - Update on Aboriginal Education**11.1. Welcome 11.2. Presentation Overview of the roles of Executive Director Aboriginal Education and Communities and the ED Connected Communities (Michelle Hall). Karen has two Directors – Aboriginal Education and Community Engagement Tanya Neal and Director School Strategy – Lisa Muir.  There are 64,424 Aboriginal students in our schools. Diversity is needed in how we support schools. Directorate needs to be prepared to offer a suite of options to support Aboriginal students across the state. An Aboriginal Education and Communities Directorate Working Group will be established to make decisions including funding decisions. Where Instructional Leaders and Learning Centres are funded they will be funded until the end of 2020. Programs to be implement in 2021 will be advised mid 2020 for a three-year cycle to match the school plan. Some school programs will be stopped if they aren’t making a difference. Others will be looked at to share the success stories. Aboriginal Education Policy will be revisited.   Many of the Directorate positions are unfilled.  Position locations will be flexible.   Budget allocations being worked on so schools know what is happening for planning for 2020.  Looking forward to working with PPA as schools will deliver. Directorate is there to support schools. 11.3. Questions & Discussion  For detailed notes please refer to Speaker Summaries on the PPA Website.   |
| **2:00pm – 2:20pm** Chairs: Vice President, Michael Trist & Human Resources Chairperson, Glenn Walker  | **12. Principal Classification Position Paper/ Draft Merit Selection Position Paper**Principal Classification position paper presented to SC – updated version onscreen  Current inequity between sectors, significantly favouring secondary principals and students  Insufficient incentive for Primary Principals to advance their career  Key table combining   A – enrolment bands  B – equity loadings  C – additional factors e.g. SSP School  Above combine to give “Remuneration Indicator Outcome” (A+B+C) which is converted to a Principal / School Classification (7 levels) and then a Principal Remuneration Package. Questions  What level of confidentiality? Once passed it may be shared with members.  Do we have accurate figures of the number of principals currently in each band? No. From the floor - see OMSEE for this information.  Have samples been run through the model? No, suggestion this be given to Peter Riordan to have it modelled.  Will this address issue of some DP-IL's being paid more than Principals? Not addressed in this.  Position Paper to be adopted. Moved: Michael Trist Seconded: Stuart Wylie Draft Merit Selection Position Paper in Council Kit Feedback and suggestions 6 pages – Suggested half page per criteria.     Importance of papers – please include in delegate checklist     CV clarification – standard based criteria for filling vacancies? Can this reflect localised    requirements  Draft paper will return to executive for further review and Delegates to discuss at PPC meetings and return input to State Executive.   |
| **2:20pm – 2:45pm** Chairs: Deputy President, Robyn Evans &                 Legal Issues Chairperson, Greg McLaren  | **13.  Update on the Independent Review of EPAC Functions and Operations Conducted by Mark Tedeschi AO QC**Overview of EPAC and Review provided by Greg McLaren (PowerPoint). PPA positioned to support staff-Everyone to be ‘known, valued and cared for’. Recommendations (see PowerPoint) taken forward have been the voice of Principals. Personal stories were shared.  SPC have also made recommendations.  |
| **2:45pm – 3:00pm Afternoon Tea** (variation 3.30-3.45pm)  |
| **3:00pm – 3:45pm** Chair: Vice President, Lyn Davis (variation 2.45-3.30pm)  | **Guests: Cheryl Best, Executive Director, Learning and Teaching****Catherine Thompson, Director Literacy and Numeracy****Paul Wood, Director Early Learning and Primary Education****James Hoffman, Leader Primary Curriculum****14. Support for Curriculum, Literacy and Numeracy and EAfS**14.1 Welcome 14.2 Presentation HPGE Policy Curriculum Support-Curriculum, planning, assessing and reporting to parent’s policy. Curriculum network project   Literacy and Numeracy - Instructional Leaders, Learning Progressions, EA4S, PL data HSC Minimum standard 2020 14.3 Questions and Discussion  For detailed notes please refer to Speaker Summaries on the PPA Website   |
| **3:45pm – 4:15pm** Chair: Secretary, Jude Hayman  | **Guests: Liana Downey, Deputy Secretary Strategy and Delivery****Andries Treurnicht, Group Director HR/Payroll and HCM****15. Update on Human Capital Management**15.1 Welcome 15.2 Presentation Strategy & Delivery Overview – see PowerPoint, page 2 (Liana) Strategy, Policy & Governance, Communication & Engagement , Delivery Unit  Special Projects - Strengthening HR processes & systems Human Capital Management - See PowerPoint for considerable detail (Andries) - Services for schools currently below industry standard. Customs and practices that don’t make sense. Practices negatively impacting upon our ability to employ and retain the best candidates. Frustration from lack of visibility in recruitment process. Aspirational targets have been set and are regularly reviewed. e.g. 10 weeks to recruit reduced to 6 weeks. See slide titled “Key HCM takeaways” for summary 15.3 Questions and Discussion  For detailed notes please refer to Speaker Summaries on the PPA Website.   |
| **4:15pm – 4:45pm** Chair: Deputy President, Robyn Evans  | **16. Panel Session 1: Reference Group/Standing Committee/Working Party Chairpersons**Questions on reports (as previously tabled/circulated)  |
| **4:45pm   Meeting adjourned for Day One for Delegates, Chairpersons, Observers and Presidents.****4:45pm – 5:00pm Executive Reflection on Day 1 and refinements for Day 2.**  |
|   |
| **DAY 2 – Friday 14 June 2019**(Sessions chaired by President, Phil Seymour unless otherwise indicated)   |
| **8:15am – 8:45am** Area Presidents’ session | **Updating our Website** Conducted by Relieving Deputy President Ian Reeson.                                    |
| **8:45am – 9:00am** | **17. Review of Day One and outline/update of sessions for Day Two.****Development of questions for guests, Day Two**  |
| **9:00am – 9:40am** Chair: Vice President: Rob Walker  | **Guests: Robyn Bale, Director Student Engagement and Interagency Partnerships and Alison Benoit, Leader Behaviour Services****18. The Behaviour Review**18.1. Welcome 18.2. Presentation The review covers NSW and national policy and practice as well as evidence/research. Also, being informed by a range of reports including the Ombudsman inquiry. (PowerPoint) Internal and external consultations. Themes that have emerged: Professional Learning; Positive, preventative and inclusive approach; Building system capacity and expertise and school specialists; Resources and implementation support; Effective communication and stakeholder partnerships; Implementation of policies and guidelines. 18.3 Questions  For detailed notes and questions please refer to Speaker Summaries on the PPA Website   |
| **9:40am – 10:30am** | **Guests: Rose Geratus (Variation) Marnie O’Brien, Executive Director Health and Safety, Kathy Powzun, Director School Operations and Performance, Carmen Michael, Director Content and Engagement, Michael Waterhouse, General Counsel Legal Services Directorate****19. Panel Session: Principal Wellbeing and Safe Schools.**There is an increase in assaults and threats of violence towards principals in schools and social media. What work is being done in your various areas of responsibility to address this growing concern? Where to next? Phil outlined that one in three government principals had been assaulted according to recent surveys.  Each panel Member was asked to respond from their section of the Department. For detailed notes please refer to Speaker Summaries on the PPA Website A social media team has been established to support people who have experienced social media violence.  The team can escalate any social media issues faced, close the channel and counsel people effected. Socialmedia@det.nsw.edu.au is the contact. Screen shot abuse on social media, report it and send to socialmedia@det.nsw.edu.au Always make sure you have a copy of the abuse, harassment etc. New incident and case management system – better technology to identify trends  New dashboard for EDs and DELS to provide visibility over what is happening. To allow better response to issues. (Live next week.)  Specific incident response process to support staff experiencing these issues.  (release Term 3) to provide advice and support. Any incident will be triaged and a case management plan, specific responses put in place.   Support for Principals working group – Representation from across DoE, acknowledged the work of Robyn Evans, instrumental in bringing the voice of primary principals to the table and representing all Principals in NSW. Formulating a resource package to support everyone. Section 60A of the Crimes Act is a power which is up to police to use. We can report, encourage, provoke police, but it up to police and prosecutors to decide when it to apply. Ensure Principals call the Incident Hotline 1800 811 523. This includes the Police, a separate call is not required.  For detailed notes and questions please refer to Speaker Summaries on the PPA Website   |
| **10:30am – 10:40am Corporate Partner**: The School Photographer                                      **Business Partner**: Dance Fever/ MultiSports **10:40am – 11:00am Morning Tea** **11:00am – 11:05am Business Partner**: Your OSHC by Camp Australia  |
| **11:05am – 11:30am** Chair: Vice President, Rob Walker  | **20. Area Council Issues**Fifteen issues on the website. See Website for actions.    |
| **11:30am – 12:00noon** Chair: Treasurer, Michael Burgess | **Guests: Scott Sanford, Chairperson Assessment Planning and Accountability Reference Group, Principal Morgan Street Public School****Andrew Doyle, Principal Marton Public School****21. Workshop: Strategies that Support an Engaging PPC Meeting** PowerPoints on PPA Website   |
| **12:00noon - 12:30pm**Chair: Deputy President, Robyn Evans  | **22. Panel Session 2: Reference Group/Standing Committee/Working Party Chairpersons**Questions on reports (as previously tabled/circulated)   |
| **12:30pm – 12:35pm Business Partner**: LifeSkills Group **12:35pm – 1:30pm Lunch** |
| **1:30pm – 2:00pm**Chair: Deputy President, Robyn Evans  | **23. Panel Session 3: Reference Group/Standing Committee/Working Party Chairpersons**Questions on reports (as previously tabled/circulated)   |
| **2:45pm – 3:00pm** | 2pm (Variation) Wrap up and scheduled closure of meeting   |
|  **Next Meeting**Term Three, 2019 NSWPPA State Council Meeting Thursday and Friday 22-23 August 2019 Novotel Sydney Central  PLEASE NOTE THE EARLIER TIMING OF THIS MEETING WEEK 5 OF TERM NOT WEEK 7 DUE TO APPA CONFERENCE.   |

 **Term 2 State Council - Record of Attendance**

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| **STATE EXECUTIVE** | **EXECUTIVE Day One** | **EXECUTIVE Day Two** |
| PRESIDENT  | Phil Seymour  | Phil Seymour  |
| DEPUTY PRESIDENT  | Robyn Evans  | Robyn Evans  |
| DEPUTY PRESIDENT  | Apology (Diane Robertson)  | Apology (Diane Robertson)  |
| VICE PRESIDENT  | Lyn Davis  | Lyn Davis  |
| VICE PRESIDENT  | Apology (Craig Redfern)  | Apology (Craig Redfern)  |
| VICE PRESIDENT  | Ian Reeson  | Ian Reeson  |
| VICE PRESIDENT  | Michael Trist  | Michael Trist  |
| VICE PRESIDENT  | Apology (morning only, attended afternoon) | Rob Walker  |
| VICE PRESIDENT  | Bob Willetts  | Bob Willetts  |
| SECRETARY  | Jude Hayman  | Jude Hayman  |
| TREASURER  | Michael Burgess  | Michael Burgess  |
| EXECUTIVE OFFICER  | Mark Pritchard  | Mark Pritchard  |
| PROFESSIONAL SUPPORT OFFICER  | Geoff Scott  | Geoff Scott  |
| PROFESSIONAL SUPPORT OFFICER  | Wendy Buckley   | Wendy Buckley  |
| PROFESSIONAL SUPPORT OFFICER   | Margaret Charlton  | Margaret Charlton  |
| **REFERENCE GROUPS** | **CHAIRPERSON****Day 1 (13/6/19)** | **CHAIRPERSON****Day 2 (14/6/19)** |
| ABORIGINAL EDUCATION  | Paul Byrne   | Paul Byrne   |
| ASSET MANAGEMENT  | Brent Kunkler  | Brent Kunkler  |
| CURRICULUM  | Norma Petrocco  | Norma Petrocco  |
| DISABILITY PROGRAMS  | Apology  | Graeme McLeod  |
| ASSESSMENT, PLANNING & ACCOUNTABILITY  | Scott Sanford  | Scott Sanford  |
| FINANCE & ADMINISTRATION  | Karen Mortimer  | Karen Mortimer  |
| HUMAN RESOURCES  | Glenn Walker  | Apology  |
| PRINCIPALS' SUPPORT  | Grace Palmara  | Grace Palmara   |
| SCHOOLS SPECIFIC PURPOSE  | Mark Gosbell  | Mark Gosbell  |
| STUDENT WELLBEING  | Helen Craigie  | Helen Craigie  |
| TEACHING PRINCIPALS  | Bek Zadow  | Bek Zadow  |
| TECHNOLOGY  | Apology  | Apology  |
| **STANDING COMMITTEES** |    |    |
| ANNUAL CONFERENCE  | Kylie Donovan  | Kylie Donovan  |
| COMMUNICATION and ENGAGEMENT  | Michael Trist  | Michael Trist  |
| LEADERSHIP  | Karen Maraga  | Apology  |
| LEGAL ISSUES  | Greg McLaren  | Greg McLaren  |
| RURAL EDUCATION  | Alan Kerr  | Alan Kerr  |
|    |    |    |
| **WORKING PARTY** |    |    |
| SCHOOL VIABILITY  | Grant Schaefer  | Grant Schaefer  |
|    |    |    |
| **OBSERVER GROUPS** |    |    |
| CENTRAL SCHOOLS  | Michael Windred  | Michael Windred  |
| ENVIRONMENTAL ED. CENTRES  | Brian Trench  | Brian Trench  |
| PRINCIPAL SCHOOL LEADERSHIP  | Peter Flannery  | Peter Flannery  |
| RETIRED PRINCIPALS  |   | Tom Croker  |
|   |   |   |

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| **AREA COUNCILS** | **DELEGATE****Day One 13/6/19** | **DELEGATE****Day Two 14/6/19** |
| ALBURY  | Andrew McEachern  | Andrew McEachern  |
| ARMIDALE  | Brad Hunt  | Brad Hunt  |
| BANKSTOWN  | Ben Walsh  | Ben Walsh  |
| BATEMANS BAY  | Carolyn Nugent  | Carolyn Nugent  |
| BATHURST  | Jaime Medbury  | Jaime Medbury  |
| BLACKTOWN  | Tracy Anderson  | Tracy Anderson  |
| BONDI  | Craig Nielsen  | Craig Nielsen  |
| BOURKE  | Mark Rudd  | Mark Rudd  |
| BROKEN HILL  | Cath Eddie  | Cath Eddie  |
| CAMPBELLTOWN  | Dawn Dallas  | Dawn Dallas  |
| CENTRAL COAST  | Trish Peters  | Trish Peters  |
| DENILIQUIN  | Gayle Pinn  | Gayle Pinn  |
| DUBBO  | Sharon Murray  | Sharon Murray  |
| FAIRFIELD  | Dianne Donatiella  | Mark Diamond  |
| GRANVILLE  | Greg Grinham  | Greg Grinham  |
| GRIFFITH  | Monica St Baker  | Monica St Baker  |
| HAWKESBURY/WINDSOR  | Melanie Mackie  | Melanie Mackie  |
| HORNSBY  | Milly Stone   | Milly Stone  |
| LAKE MACQUARIE  | Simon Mulready  | Simon Mulready  |
| LISMORE  | Shane Fletcher  | Shane Fletcher (apology pm)  |
| LIVERPOOL  | Karen De Falco  | Karen De Falco  |
| MAITLAND  | Stuart Wylie  | Stuart Wylie  |
| MID NORTH COAST  | Robyn Urquhart  | Robyn Urquhart  |
| MOREE  | Kathryn Weston  | Kathryn Weston  |
| MTDRUITT/MINCHINBURY  | Belinda Davies  | Belinda Davies  |
| NEWCASTLE  | Megan Avery  | Megan Avery  |
| NORTHERN BEACHES  | Leesa Martin  | Leesa Martin  |
| ORANGE/LACHLAN  | Liz Beasley  | Liz Beasley  |
| PARRAMATTA  | Amanda Connelly  | Amanda Connelly  |
| PENRITH/BLUE MOUNTAINS  | Anne Bahnisch  | Anne Bahnisch  |
| PORT JACKSON  | Abbey Proud  | Apology  |
| PORT MACQUARIE  | Jock Garven  | Jock Garven  |
| QUEANBEYAN  | Phil Katen  | Phil Katen  |
| RYDE  | Tania Weston  | Tania Weston  |
| SHELLHARBOUR  | John Bond  | John Bond  |
| ST GEORGE  | Jeffrey Lie  | Jeffrey Lie  |
| SUTHERLAND  | Katherine Horner  | Katherine Horner  |
| TAMWORTH  | Benjamin Carter  | Apology  |
| TAREE  | Donna Bensch  | Donna Bensch  |
| TWEED/BALLINA  | Judi Albans  | Judi Albans  |
| UPPER HUNTER  | Narelle Hunt  | Narelle Hunt  |
| WAGGA WAGGA  | Kerry Barker  | Kerry Barker  |
| WOLLONGONG  | Tim Fisher  | Tim Fisher  |

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| **Area Councils** | **President****Day One 14/6/19** | **President****Day Two 14/6/19** |
| ALBURY  | Brett Davies  | Brett Davies  |
| ARMIDALE  | Denise Smoother  | Denise Smoother  |
| BANKSTOWN  | Melissa Proctor  | Melissa Proctor  |
| BATEMANS BAY  | Mark Thomson  | Mark Thomson  |
| BATHURST  | Lance Cooper  | Lance Cooper  |
| BLACKTOWN  | Andrew Bowmer  | Andrew Bowmer  |
| BONDI  | Trish Fisher  | Trish Fisher  |
| BOURKE  | Angela Lewis  | Angela Lewis  |
| BROKEN HILL  | Scott Sanford  | Scott Sanford  |
| CAMPBELLTOWN  | Kelly Paton  | Kelly Paton  |
| CENTRAL COAST  | Michelle Dwyer  | Michelle Dwyer  |
| DENILIQUIN  | Dorothy Dore  | Dorothy Dore  |
| DUBBO  | Anne van Dartel  | Anne van Dartel  |
| FAIRFIELD  | Apology  | Dianne Donatiello  |
| GRANVILLE  | Estelle Southall  | Estelle Southall  |
| GRIFFITH  | Andrew Pryor  | Andrew Pryor  |
| HAWKESBURY/WINDSOR  | Apology  | Luke O’Brien  |
| HORNSBY  | Greg McLaren  | Greg McLaren  |
| LAKE MACQUARIE  | Deb Hall  | Deb Hall  |
| LISMORE  | Jackie Nilon  | Jackie Nilon  |
| LIVERPOOL  | Anne Webb (apology)  | Anne Webb (apology)  |
| MAITLAND  | Kevin Greaves  | Kevin Greaves  |
| MID NORTH COAST  | Diane Blevin  | Diane Blevin  |
| MOREE  | Dan van Velthuizen  | Dan van Velthuizen  |
| MT DRUITT MINCHINBURY  | Pate Cooper  | Pate Cooper  |
| NEWCASTLE  | Drew Janetzki  | Drew Janetzki  |
| NORTHERN BEACHES  | Owen Taylor  | Owen Taylor  |
| ORANGE/LACHLAN  | Dafydd Thomas (apology)  | Dafydd Thomas (apology)  |
| PARRAMATTA  | Shannan Judge  | Shannan Judge  |
| PENRITH BLUE MOUNTAINS  | Adam Wynn  | Adam Wynn  |
| PORT JACKSON  | Sheila Bollard  | Sheila Bollard  |
| PORT MACQUARIE  | Christine Wild (apology)  | Christine Wild (apology)  |
| QUEANBEYAN  | Danny Scott  | Danny Scott  |
| RYDE  | Jenni Cope  | Jenni Cope  |
| SHELLHARBOUR  | Janine Hopwood  | Janine Hopwood  |
| ST GEORGE  | Ross Angus  | Ross Angus  |
| SUTHERLAND  | Andrew Doyle  | Andrew Doyle  |
| TAMWORTH  | Andrew Rodgers  | Andrew Rodgers  |
| TAREE  | Nigel Sherrard  | Nigel Sherrard  |
| TWEED/BALLINA  | David Lees  | David Lees  |
| UPPER HUNTER  | Shaun Graham  | Shaun Graham  |
| WAGGA WAGGA  | Grant Beard  | Grant Beard  |
| WOLLONGONG  | Karen Brown  | Karen Brown  |

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