

NSW Primary Principals' Association Inc.



State Council Meeting

Term 4 2019

28 and 29 November, 2019

Council Kit

CORPORATE PARTNERS



BUSINESS PARTNERS



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NSWPPA

TERM 4 2019 STATE COUNCIL MEETING

AGENDA

Thursday 28 and Friday 29 November 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 28 November 2019
(Sessions chaired by President, Phil Seymour unless otherwise indicated)

8:30am – 9:00am

1. Commencement of Term 4 State Council Meeting

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

2. State Council Opening Business

- 2.1. Apologies: Karen Mortimer, Jaime Medbury**
- 2.2. Acknowledgement of Country**
- 2.3. Introduction of new members**
- 2.4. Stewart House arrangements**
- 2.5. Christmas Dinner arrangements**

3. Agenda

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

4. President's Report

- 4.1. Report as circulated**
- 4.2. Highlighted items in written report**
- 4.3. State Executive – Deputy President ratification**

Vice President election outcome – announced prior to end of State Council

9:00am – 10:00am Chair: Deputy President, Ian Reeson

5. Guest: Georgina Harrisson, Deputy Secretary Educational Services

- 5.1. Welcome**
- 5.2. Presentation**
- 5.3. Questions and Discussion**

10:00am – 10:15am Chairs: Secretary, Jude Hayman & Treasurer, Michael Burgess

6. Minutes of Term 3 2019 State Council Meeting

- 6.1. Corrections**
- 6.2. Acceptance**
- 6.3. Business Arising**

7. Treasurer's Report

- 7.1. Report as circulated**
- 7.2. Highlighted items**
- 7.3. Acceptance**

10:15am – 10:25am Corporate Partner: Sentral

Business Partner: Academy Photography

10:25am – 10:50am Morning Tea

**10:50am – 11:00am Business Partners: Sport in Schools Australia
eBoard**

**11:00am – 11:30am Chair: Treasurer, Michael Burgess & Communication & Engagement Standing
Committee Chairperson, David Munday**

8. TEAMS: Booking State Council attendance and accommodation

- 8.1. Presentation**
- 8.2. Questions and Discussion**

11:30am – 12:00pm Chair: Vice President, Lyn Davis

9. Professional Learning update Professional Learning Officer, Margaret Charlton

- 9.1. Welcome**
- 9.2. Presentation**
- 9.3. Questions & Discussion**

12:00pm – 12:45pm Chair: President, Phil Seymour

10. Guest: The Hon. Sarah Mitchell, Minister for Education and Early Childhood Learning

- 10.1. Welcome**
- 10.2. Presentation**
- 10.3. Questions and Discussion**

12:45pm – 12:50pm Business Partner: MSP Photography

12:50pm – 1:30pm Lunch

1:30pm – 2:15pm Chair: Deputy President, Robyn Evans

11. Guest: Mark Scott, Secretary NSW Department of Education

- 11.1. Welcome**
- 11.2. Presentation**
- 11.3. Questions & Discussion**

2:15pm – 2:45pm Chair: Vice President Rob Walker

12. Guest: Andries Treurnicht, Group Director, HR / Payroll and HCM
Topic: Human Capital Management update

12.1 Welcome

12.2 Presentation

12.3 Questions and Discussion

2:50pm – 3:15pm Afternoon Tea

3:15pm – 4:00pm Chair: Vice President, Michael Trist

13. Guests: Carolyn Reed, Executive Director, Human Resources and Kylie Campbell, Director, Strategic Projects
Topics: Human Resources update including Staffing Methodology Review (SMR) and Teacher Recruitment and Entitlement

13.1 Welcome

13.2 Presentation

13.3 Questions and Discussion

4:00pm – 4:45pm Chair: Vice President, Stuart Wylie

14. Guests: Gillian White, Director, Disability Strategy Implementation & Lisa Alonso-Love, Executive Director Learning and Wellbeing
An Update on the Disability Strategy Implementation

14.1 Welcome

14.2 Presentation

14.3 Questions

4:45pm Meeting adjourned for Day One for Delegates, Chairpersons & Observers.

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

DAY 2 – Friday 29 November 2019
(Sessions chaired by President, Phil Seymour unless otherwise indicated)

8:45am – 9:00am Chair: Deputy President, Ian Reeson

- 15. Review of Day One and outline/update of sessions for Day Two.
Development of questions for guests, Day Two**

9:00am – 10:30am Chair: Vice President, Bob Willetts

- 16. Workshop: Curriculum Review – Nurturing Wonder and Igniting Passion, Designs for a future school curriculum.
Chairperson Curriculum Reference Group Norma Petrocco & Chairperson Assessment, Planning & Accountability Scott Sanford**

10:30am – 10:50am Chair: Vice President, Rob Walker

- 17. Area Council Issues**

10:50am – 10:55am Corporate Partner: The School Photographer

10:55am – 11:25am Morning Tea

11:25am – 11:30am Business Partner: Dance Fever

11:30am – 12:30pm Chair: Vice President Lyn Davis

- 18. Guest: Murat Dizdar, Deputy Secretary, School Operations**
- 18.1. Welcome**
 - 18.2. Presentation**
 - 18.3. Questions**

**12:30pm – 12:35pm Business Partners: Your OSHC by Camp Australia
LifeSkills Group**

12:35pm – 1:30pm Lunch

1:30am – 2:00pm Chair: Treasurer, Michael Burgess & Vice President, Lyn Davis

- 19. Audit report - QTSS**
- 19.1. Presentation**
 - 19.2. Questions & Discussion**

2:00pm – 3:15pm Chair: Deputy President, Robyn Evans

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

3:15pm – 3:30pm Chair: President, Phil Seymour & Deputy President, Robyn Evans

- 21. NSWPPA Business Session**
- 21.1. APPA Report – President Phil Seymour**
 - 21.2. AGPPA Report – Deputy President Robyn Evans**

3:30pm – 3:40pm Chair: Deputy President, Robyn Evans

- 22. Reference Group, Standing Committee and Working Party 2020 – A purpose statement, annual evaluation tied to the Association's AGM.**

3:40pm – 3:45pm Wrap up and scheduled closure of meeting

Next Meeting
Term 1, 2020 NSWPPA State Council Meeting
Thursday and Friday 12-13 March 2020
Novotel Sydney Central



Term 4 State Council

Welcome to Term 4 State Council !

I've attempted to summarise what we have been involved in throughout the year under the 4 broad areas in our mission statement. We always remember the students are at the centre of everything we do.

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

Lead

In the leadership space in 2019 our Leadership Standing committee has offered capacity building Professional Development throughout the state. In 2019 we offered 7 x Art of Leadership courses (178 participants), 3 x Art of Leadership Master Class (66 participants) and Principal Credential based on AITSL's Principal Standard (90 participants with 55 validated and several more awaiting validation).

We took the bold step mid-year to employ Margaret Charlton as our first permanent Professional Learning Officer. Margaret has surveyed the needs of our colleagues and is investigating and co-ordinating the development of additional PL much of which will be rolled out in 2020. PL being considered/ in development:

- Taking the Challenge out of Challenging Conversations
- Creating an Effective and Productive Team
- Financial Management Best Practice
- Effective Middle Leadership
- Covey's 7 Habits of Highly Effective People and Leading at the Speed of Trust

We were also involved in:

- DoE's Leadership initiative including the School Leadership Institute (SLI), with members on selection panels & as facilitators.
- Deputy President Robyn Evans & I are members of the School Leadership Support Steering committee which over views the SLI
- Leadership & High Performance Directorate's work around capacity building, leadership modules, Principal Induction, HALT Conference, Newly Appointed & First Time School Leaders
- The Review of PL Funding and determination of the Principal Role Statement.
- Robyn Evans & I are on the PSL IAG (Principals School Leadership Implementation Advisory Group) and have worked to ease the pressure on PSLs with External Validation being spread over a longer timeline & ensuring they have time to provide that shoulder-to-shoulder support.
- Conducted our Annual Conference with exemplary speakers including Peter Baines, Gill Hicks, Darren Hill, Mark Pesce, Julie Bishop and Dylan Alcott. 620+ registrations have led us to move venues in 2020.

Support:

The Principal Support Reference Group provides broad support to our members, and is supplemented by:



- A triage system where the on-call Professional Officers, chair of Principal Support RG, chair of Legal Issues WP and President determine who best can mediate between principal and DoE senior officers
- State Council has increased to 0.8 the time available for our two Professional Officers Wendy Buckley & Geoff Scott. (93 cases supported since 2017)
- PPC structures where a designated Deputy President/ Welfare officer can provide local support
- Budgeted 100 relief days designated for support when needed. Accessed via chair of the Principal Support RG/ President.

We have also been involved in:

- The PSL IAG for Principal School Leadership (PSL) to provide shoulder to shoulder support
- Co-ordinating Well-Being programs including the "Flourish" project
- Regular meetings with Deputy Secretary Murat Dizdar of the Principal Well-Being Work Group focusing on the "pointy end" cases.
- Made a submission to the EPAC review and Robyn Evans, Greg McLaren & Geoff Scott made presentations face to face with the leader of the review Mark Tedeschi AM QC searching for fairer processes and timelines. We have organised subsequent meetings to now determine implementation priorities and requested NSW PPA membership of the group working on the recommendations.
- Robyn Evans is a member of the Principal Support WG led by SO&P Director Kathy Powzun/ Chris Charles focusing on developing support mechanisms for principals based on experiences in the field. Strategies to mitigate unwanted media, parent scenarios and social media issues are being developed to share.
- Ensuring the \$50m has continued for schools for principal support
- Ensured the additional days for TP1 and TP2s has continued from 2019 to 2020.
- Executive members have visited many PPC meetings & Regional Conferences (Illawarra South East, Riverina, Hunter, North Coast, Western) throughout the year.

Advocate

we have a variety of methods & situations to advocate for our members:

- Executive meet formally with the Minister, Secretary & CEO of NESA each Term. This term's Agenda for the Minister & Secretary included:
 - Enrolment procedures
 - Bushfires
 - Principal Classification
 - Well-Being – Staff and Student.
 - EPAC review & implementation of recommendations
 - School Targets
 - The Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability (Disability Royal Commission)-
 - National Architecture (ACARA; AITSL; ESA)
 - In the Auditor-General's Report on "Ensuring teaching quality in NSW public schools" there were several key findings relating to
 - Teacher performance & development process
 - QTSS funding used appropriately
 - HALT purpose & roles
- The Minister & Secretary present & respond to questions at each State Council meeting



- Deputy Secretaries meet each Term with the Executive and often present & answer questions at State Council
- Principal representatives on the Department's many Project Control Groups and Working Parties
- Executive Directors and Directors attend relevant Reference Groups (12) / Standing committee & Working Party (8) meetings to present & respond to issues raised.
- PPCs submit issues and are followed up by the responsible Vice President.
- Informal meetings with Senior Officers/ Ministry staff are held between the President/ Deputy Presidents as needed
- Executive meet regularly face to face and via video conferencing.
- Stood with the SPC and Teachers Federation to fight for "Fair Funding" for our students.
- Worked collaboratively through APPA and AGPPA to ensure the needs of public school communities are foremost on the National Agenda.

Empower

we ensure every voice of the membership is heard to inform our decision making. This is achieved through:

- 43 Area Councils – consultation, two-way communication, the raising of local issues and sharing
- The 159 members of Reference Groups, Standing Committees and Working Parties and the contact people in the Area Councils.
- Identification and sharing of 'hot spots' of innovation and expertise
- A model of systemic and succinct communication to all members through integrated SchoolZine communication including: NSWPPA website, Szapp smartphone app, What's Hot newsletter (with only 49% readership) and current reports from Reference Groups, Standing Committees and Working Parties.

The year has again been one of challenges, reaction, advances and lots of conversations. The services & support our Association offers our members is growing and will continue as we push the envelope to ensure the best conditions in our schools.

A huge thanks to our delegates and chairpersons for your awesome efforts during 2019. A special thanks to our Executive who have continued, even through lots of changes, to work together to be a strong voice for our principals. And to Mark Pritchard, Lisa Beare, Wendy Buckley, Geoff Scott & Marg Charlton – a sincere thank you for your commitment, advice and support.

Hang in there for those last couple of weeks which always prove to be challenging and exhausting and enjoy the Christmas/Summer break when you get there.

Phil Seymour
President



Term 4 2019 State Council Treasurer's Report

The balances of the NSWPPA accounts on Wednesday 20th November 2019 were:

Name	BSB	Account number	Account balance
Conference	062 262	1005 0470	\$ 247,882.82
General	062 548	1020 2587	\$ 1,175,868.86
Professional Learning	062 000	1933 5165	\$ 10,000.00
Business online	062 900	1051 3465	\$ 740,428.82
Term Deposit	062 649	5005 3981	\$ 300,000.00
		TOTAL CREDITS:	\$2,474,180.50
		NET POSITION:	\$2,520,053.31

A copy of our transactions for the latest period is included at the sign in table for your information.

Some Notes

- We have had 319 transactions on the general account. We have received \$1,126,386 and paid out \$755,903.
- Significant income items include fortnightly membership fees of approx. \$29 000, and registration fees for our PL courses. Significant expenditure includes PL costs (presenters, venue fees)
- Conference Account – with the annual conference this term significant activity has been occurring on this account. Post conference invoices are being paid.
- The Professional Learning Account has been established as per the wishes of the State Executive to help facilitate the PL program and allow easier tracking.
- At the AGM a fee increase from \$500 to \$600 was endorsed. The fee increase will take effect in the first pay period of 2020.
- Thanks to local area treasurers for their ongoing work.
- Grants to PPCs have been paid to those PPC that have provided their bank account details. I am still waiting on a few area councils to provide details so grants can be paid. I acknowledge there was some caution amongst treasurers due to fraudulent emails but if you can check that your PPC has received their grant and if not get your treasurer to send the PPC bank account details and I will transfer.
- Annual financial statements/audit reports. Constitutionally each PPC must provide a copy of their annual audit report to the state treasurer by the end of the year. Thank you to those PPC with their reports already in. Can you please check with your treasurer to ensure your area report has been submitted.
- Treasurers should have provided BAS details for July, August, Sept by 10th October. The next BAS information is due by 10 January – this is always a tricky one as it falls in the holidays but if you can remind treasurers to submit their information via the website. They can do this early once they have finished transactions for the year.
- <https://nswppa.schoolzineplus.com/form/7>

State Treasurer

Please note that all claims should come to me and not Rob Walker. Please inform your admin staff also. My contact details are:

michael.burgess@det.nsw.edu.au

Terrigal Public School Number: 02 4384 4599

Mobile Number: 0439 003 072

PPA State Treasurer's Report State Council - 1

June 13, 2019

Claims

Claims are processed on a Tuesday. Kathy Rudd is my SAO helping me with claims. If she contacts your SAM or yourself it is to facilitate your claim. If your claim hasn't been paid after two Tuesdays from submitting your claim please contact me – weird things happen with emails from time to time.

We pay for travel costs (airfare, train, motor vehicle, bus, ferry), parking and accommodation when on State PPA business. Accommodation at the Novotel Central is organised through Mark Pritchard. You will need to organise your own travel. Do not use a travel agent or online booking service (eg Webjet) as they add additional commission. Booking via the airline website is usually the cheapest option.

Please pay for your own meals, including breakfast. Morning tea and lunch are usually included during PPA business events.

When submitting a claim please use "PPA Claim" as the subject – makes my life easier. It is great if you can put your claim and evidence together as one file (rather than 5 or 6 attachments) – makes my life easier. If you are claiming a payment through SAP please make sure you write the sales order number on the claim form.

Use a current claim form – from the website.

Accommodation is at a share rate. Members choosing to have a single room pay a single supplement.

Teacher Relief

A relief day is paid when a teaching principal is asked to represent our Association in any capacity. Non-teaching principals may submit a claim for teacher relief if they believe this is an urgent or emergent requirement for the effective running of their school. Each claim will be assessed individually based on its merit; please attach a brief statement outlining the need for your claim. The maximum daily rate paid for a casual teacher is \$500.00. GST is included in the \$500 paid.

Local PPC Treasurers & Membership

Thank you to local area Treasurers and Presidents for their work in following up membership since Term 1. We have picked up many new members due to their work.

Local treasurers need to ensure they have sent their BAS information in from the September quarter by 10th October. Lisa Beare is currently assisting me in managing the Membership list. We are still working to ensure the list accurately reflects the membership of the association.

We currently have just over 1600 paying members.

Membership Fees

State membership fees are determined at the NSWPPA Annual General Meeting held during State Conference each year, voted on by delegates from each Area Council. At the 2019 AGM, the fees were approved as indicated below. These fees will be applied from the first pay period in 2020.

\$600 (GST Inclusive) for Primary School Principals, SSP Principals and EEC Principals (\$23.07 per fortnight)

\$300 (GST inclusive) for Central School Principals (\$11.53 per fortnight).

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

Relieving and Acting Principals

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

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

Account name: NSW Primary Principals Association

BSB: 062 548

Account number: 1020 2587

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

Please remind any relieving/acting Principals to cancel their salary deductions (by contacting EdConnect) once they have completed their role.

Area Council Affiliation

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

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

ABN, GST and BAS advice to PPCs

In order to complete BAS requirements, on a quarterly basis Area Treasurers provide the State Treasurer with Area Council financial information (income, expenditure, GST paid, GST collected) via an online form. The next return needs to be complete at the beginning of January.

<https://nswppa.schoolzineplus.com/form/7>

Area Council Audit Statement

Thank you to the area councils that have provided a copy of their audited statements from 2019. Any outstanding statements need to be provided to me as soon as possible.

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NSWPPA State Council Term 3 2019
Area Council Delegates, Reference Group/Standing Committee/Working Party
Chairpersons, Observer Delegates, State Executive

MINUTES

DAY 1 – Thursday 22 August 2019 (Sessions chaired by President, Phil Seymour unless otherwise indicated)	
8:15am to 9:00am	<p>1. Commencement of Term 1 State Council Meeting</p> <p>1.1. Welcome</p> <p>1.2. Acknowledgement of Country</p> <p>2. State Council Opening Business</p> <p>2.1. Apologies: Diane Robertson, Craig Redfern (Relieving DEL Broken Hill), Ian Reeson, Clint White, Karen De Falco, Leesa Martin (Thursday), Mark Gosbell (Thursday)</p> <p>2.2. Introduction of new members</p> <p>2.3. Stewart House – arrangements. Raffle.</p> <p>2.4. Dinner arrangements. Thai Terrace.</p> <p>2.5 APPA Conference-Three vacancies, names selected randomly. 1. Bel Wallace 2. Michael Windred 3. Craig Nielson. Reserves 1. Liz Beasley 2. Greg McLaren 3. Jamie Medbury</p> <p>3. Agenda</p> <p>3.1. Items as circulated</p> <p>3.2. Additional items and variations-nil</p> <p>3.3. Acceptance- Moved: Phil Seymour. Seconded: Jude Hayman</p> <p>3.4. Development of questions for Guests</p> <p>4. President's Report</p> <p>Enrolment Policy & Procedures-not much has changed. Minister Stokes commenced the changes because of the demands for infrastructure builds, empty classrooms and 'empire builders'. The implementation/ inconsistencies from DELs is what seems to be causing concern. The main issues seem to be sibling rights and the cap. The PPA has discussed concerns with the Minister, Secretary and Senior DoE Executive. The advice is to have the conversations with your DEL to rectify / modify issues with the enrolment cap/ exceptional circumstances. The executive has provided Murat with questions for him to address on Friday.</p> <p>EPAC Review-Phil provided a summary of why the review was commissioned.</p> <p>Principal Classification- the PPA has developed a conceptual model, it addresses our concerns of inequity (with secondary) and the lack of career opportunities. The executive has discussed it with the Minister, Secretary, Federation etc. The Department is going to model it, cost it out and see if it is achievable.</p> <p>Principal Well-Being- The PPA has expressed concerns about the DoE response and management of unacceptable public behaviour towards schools and</p>

	<p>individuals. Kathy Powzun's group has been working on DoE responses to issues that cause school angst especially around social and traditional media and technology misuse. Margaret Baker is working on recommendations.</p> <p>Complaints Management-PPA executive representatives regularly meet with DoE to discuss major issues. Dr Sylvia Corish ran a workshop about complaints management with a group of DELs. Important points from the workshop: clarify the complaint, what does the complainant want, what do you need to find out, how will you provide your response / format, determinations and language used. Phil stated a modified version of the workshop would be appropriate for Principals to provide us with a better understanding of how DELs handle complaints.</p> <p>Melbourne Declaration-PPA have had input at workshops in Tamworth and Sydney. The discussion is about modifying the goals, including more emphasis on early childhood, what needs to be strengthened or updated.</p> <p>Chairpersons Thank you-acknowledgement of our wonderful chairs and the work that they do.</p> <p>Motion- the PPA Executive employ 0.6 Administrative Support (. 0.2 for the Treasurer and 0.4 for the President) to an amount of \$45,000. To be reviewed in 12 months. Moved Phil Seymour. Seconded Tracy Anderson. Carried.</p>
<p>9:00am to 9:30am</p> <p>Chair: Treasurer, Michael Burgess</p>	<p>5. Presenters: Treasurer Michael Burgess and Chair Communications & Engagement RG, David Munday – Improving the Operation of the PPA using Microsoft Teams</p> <p>Trial using Teams with State Delegates during Term 4 to ensure the Microsoft Teams platform meets our needs to improve communication. Demonstration provided.</p>
<p>9:30 am to 10:15am</p> <p>Chair: Deputy President, Robyn Evans</p>	<p>6. Guest: Georgina Harrison, Deputy Secretary Educational Services</p> <p>6.1. Welcome</p> <p>6.2. Presentation</p> <p>Literacy and Numeracy support for primary schools- addressing professional learning based on system level data.</p> <p>EaFS-Instructional Leaders are extended to January 2021. Principal of substantive schools decision to extend. The IL can choose to return or to lose their substantive position.</p> <p>Phonics Screening Test-voluntary (no indication at this stage to make it compulsory), 5 to 7 minute assessment on each student.</p> <p>Scout- would like feedback about how data is presented or what other data we would like presented.</p> <p>Curriculum Support- Science and Technology and PDHPE. Slow down roll out, allow schools to embed and wait for information from curriculum review.</p> <p>Recognition that eLearning is not always as effective in changing classroom practice. Working hard to push out resources, one syllabus at a time.</p> <p>Disability Strategy- Royal Commission – implications will include looking for examples of best practice from our schools. Four key areas of the Disability Strategy – strengthen support, increase resources and flexibility, improve the family experience, track outcomes. Inclusive Practice in Education scholarships advertised</p>

	<p>Student wellbeing and mental health support – Smiling Minds rolling out Tell Them From Me – advertise to families, can customise questions.</p> <p>School Counselling Allocation-The advisory group in Term 4 2015 agreed on a methodology based on disability and additional learning and support needs; socio economic disadvantage; remoteness, allocations adjusted every three years. There has been an increase in counsellor need, scholarships are assisting in supporting this need.</p> <p>Online Enrolment- positive feedback from pilot schools. There are many areas that need to be worked on and the department is ensuring that Services NSW don't push it out until it is ready.</p> <p>New Enrolment Policy-changes are due to demographic factors and increasing demand for space. Must be looked from a system lens, fairness and equity.</p> <p>What has changed? -enrolment cap, 100-point address check, non-local selection criteria, support for families affected by boundary changes.</p> <p>What hasn't changed? - currently enrolled students are not affected, students still guaranteed a place in their local school, siblings of non-local students can still be enrolled in schools with capacity, exceptional circumstances will still be considered.</p> <p>Information available for parents and schools on the Department's Website.</p> <p>6.3. Questions and Discussion</p> <ul style="list-style-type: none"> • Comment made that the policy will see students moving to non-Government schools. Georgina strongly stated that this is not the intention of the policy. • The caps in some rural areas may lead to empty classrooms in some schools. Georgina said local conversations need to be had to ensure this wouldn't be the case. Murat and Chloe Reid will address this further tomorrow. • 'One size fits all' needs to be tweaked and this message needs to go through to the DELs as they are currently inconsistent. The request to ensure that DELs support teachers enrolling their own children in the school they are working at. Georgina said that exceptional circumstances need to be transparent to the school community. Georgina happy to take away enrolment of staff children to be discussed further. <p><i>For detailed notes please refer to Speaker Summaries and Power Point on the PPA Website.</i></p>
<p>10:15am to 10:25am</p> <p>Chairs: Secretary, Jude Hayman & Treasurer, Michael Burgess</p>	<p>7. Minutes of Term 2 2019 State Council Meeting</p> <p>7.1. Corrections- Page 26 David Munday attended as chair of Communications and Engagement, not Michael Trist. Corinna Robertson attended as chair of Leadership on Friday 14th June.</p> <p>7.2. Acceptance. Moved: Jude Hayman Seconded: Robyn Evans</p> <p>7.3. Business Arising</p> <p>8. Treasurer's Report</p> <p>8.1. Report as circulated</p> <p>8.2. Highlighted items -Conference Account-issues in the past with payments being made into the general account instead of the conference account. Michael identified this as a technical issue and has corrected it, the money has since been transferred to the general account.</p>

	8.3. Acceptance. Moved: Michael Burgess Seconded: Lyn Davis
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 to 11:40am	<p>Guest: Adrian Piccoli, Director, Gonski Institute for Education – A Gonski Institute Update</p> <p>9.1. Welcome</p> <p>9.2. Presentation</p> <p>Adrian's work is focused on equity and fairness. Current research includes Fair Play Project, Growing Up Digital, School Meals Project, Early Childhood Education- Barriers to Entry, Special Needs Wraparound Services. Rural and Regional- Staffing, Identifying existing excellence in rural and regional education, school governance and structure, specialist education for students with unique needs, transitions to higher education, culture of high expectations, access to high quality early childhood education and care services. Advocacy- the Institute can advocate for equity, fairness, NAPLAN, school funding etc. Equity and Fairness- NAPLAN, School funding, the economic impact of improving regional, rural and remote education in Australia, Play. Rural and remote Professional Learning such as Parent and Community Engagement for Learning, Leading for Educational Change e.g. Dubbo, Ballina, Broken Hill, Griffith.</p> <p>Adrian's position is to help level the academic perspective, translate it to a practical level.</p> <p>9.3. Questions and Discussion</p> <p>Is there anything that can be done by the PPA to publicise and be involved with the Gonski Institute? Adrian said they want to be involved in the 'nitty, gritty' what are the things that hold you back as Principals? The Gonski Institute would like to identify areas that they can work in. Adrian's role is advocacy and changing things, providing advice where he can.</p> <p><i>For detailed notes please refer to Speaker Summaries and Power Point on the PPA Website.</i></p>
11:40am to 12:30pm Chair: R/Deputy President, Rob Walker	<p>10.NSWPPA Business Session</p> <p>10.1. Meritorious Awards Presented</p> <p>10.2. APPA Report – President, Phil Report in kit</p> <p>10.3. AGPPA Report – Deputy President, Robyn Report in kit</p> <p>10.4. Professional Learning Officer (PLO)-Margaret Charlton</p> <p>Margaret shared her survey results gathered to help drive the direction of PPA professional learning that she will be facilitating.</p> <p>Available professional learning is advertised on the PPA Website, go to the 'Professional Learning' heading. Upcoming available learning Art of Leadership and Principal Credential.</p> <p>10.5. NSWPPA Awards Ratification-Vice President Lyn Davis</p> <p>These awards will be presented at State Conference</p>

	<ul style="list-style-type: none"> • Life Membership recipients. Jacqui Malecki, Alan Kerr, Kerry Moore, Chris Parkinson. • Professional Award-Christine Schnebli • Fellowship-Robyn Evans, Brent Kunkler • Aboriginal Awards-Annie Downes • Social Justice, Equity Award-Mark Gosbell <p>Moved: Lyn Davis. Seconded: Rob Walker. Carried.</p>
<p>12:30pm – 12:35pm Business Partner: Dance Fever</p> <p>12:35pm – 1:25pm Lunch</p> <p>1:25pm – 1:30pm Business Partner: Your OSCH by Camp Australia</p>	
<p>1:30pm – 2:15pm</p> <p>Chair: Vice President, Michael Trist</p>	<p>11. Guest: Peter Riordan, Deputy Secretary, Corporate Services</p> <p>Topics: Principal Classification, Portfolio changes, Corporate Services Update</p> <p>11.1. Welcome</p> <p>11.2. Presentation</p> <p>Negotiations for new award and staffing agreement begin together in term 4 presenting challenges and opportunities. Peter referred to the NSWPPA Principal Classification paper, he advised they will be doing complexity modelling, recognising the differential staffing between primary and secondary. SSPs capped enrolments issue has revealed threshold funding problems for the future and identified anomalies. Peter discussed protecting our staff and students and defamation.</p> <p>11.3. Questions & Discussion</p> <p>Timeframe for moving forward with principal classification? Lots of complexities to ensure there is no loss. He can not give a timeline but did give a commitment to return to PPA with a response.</p> <p>Are Principals fairly represented by the federation? Yes.</p> <p><i>For detailed notes please refer to Speaker Summaries on the PPA Website.</i></p>
<p>2:15pm – 2:45pm</p> <p>Chairs: President Phil Seymour, Deputy President Robyn Evans and Legal Issues SC Chairperson, Greg McLaren</p>	<p>12. Update on the Independent Review of EPAC Functions and Operations Conducted by Mark Tedeschi AO QC.</p> <p>The review identified a significant number of areas for improvement, it has investigated international best practice and is making multiple recommendations. A big concern is that the volume of issues being investigated has increased significantly and are taking longer to complete. EPAC are significantly under-resourced and recommendations have been made in response to this. Greg McLaren praised the review's analysis and recommendations and thanked the members of PPA who have been involved in providing responses.</p> <p><i>For detailed notes please refer to Speaker Summaries and Power Point on the PPA Website.</i></p>
<p>2:45pm – 3:00pm Afternoon Tea</p>	
<p>3:00pm – 4:00pm</p>	<p>13. Workshop-Teams document.</p> <p>Gathering information regarding Staff Methodology Review, Workload, Expenditure of School Funds, Building Parenting Options.</p>

Chair: State Executive	
4:00pm – 4:25pm Chair: Deputy President, Robyn Evans	14. Panel Session 1: Reference Group/Standing Committee/Working Party Chairpersons Questions on reports (as previously tabled/circulated)
4:25pm – 4:45pm Chair: President, Phil Seymour	15. 15. Guest: Terri Martin, General Manager, Dymocks Children's Charities An Opportunity for NSW Public Schools 15.1 Welcome 15.2 Presentation Dymocks operate a Children's Charity, it is stand alone and has its own board, it is not for profit and Dymocks provide funding for the charity its purpose is to 'Change kids' life one book at a time'. Targeting disadvantaged children to spark a love of reading by getting quality, new books into children's hands. Great programs available <i>for detailed notes please refer to Speaker Summaries and information on the PPA Website.</i>
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 rd August 2019 (Sessions chaired by President, Phil Seymour unless otherwise indicated)	
8:45am – 9:00am	16. Review of Day One and outline/update of sessions for Day Two. Development of questions for guests, Day Two Principal Support-Geoff Scott and Wendy Buckley are both doing an outstanding job and a lot of work. <i>Motion-That the allocation for Professional Support Officers be increased from 0.4 per week to 0.8 per week. The distribution of this allocation be determined by consultation with the current Professional Support Officers, the Chairperson of the Principal Support Reference Group and the NSWPPA Executive. This increased allocation to begin at the commencement of term four 2019 and be evaluated at term three State Council Meeting 2020.</i> <i>Moved: Phil Seymour Seconded: Robyn Evans. Carried.</i> Rationale: Anecdotal and reported evidence clearly demonstrates an increasing workload for our present Professional Support Officers. There is no indication that this will decrease over time. Currently our Support Officers work varying hours per week but very often many more hours than the time for which they are paid. There is every indication this will increase in future especially in fourth term. If we wait until fourth term State Council the support will not effectively begin until 2020. Costing: Approximately \$60,000 per year including superannuation and 2.5% salary increase in 2020. BUDGETARY CONSIDERATIONS ADDITIONAL EXPENDITURE 2019/2020 Increase in daily casual relief payment from \$400 to \$500 \$60,000

	<p>Increase in Professional Support Officer Allocation \$60,000</p> <p>Administrative Support for President and Treasurer \$40,000</p> <p>\$160,000</p> <p>PROPOSED MEMBERSHIP FEE INCREASE FROM 2020</p> <p>\$100 per year per member</p> <p>\$100 x 1650 \$165,000</p> <p>Discussion: Greg McLaren emphasised the amount of work the Professional Support Officer's do and the value of it.</p> <p>David Munday asked if there had been discussions with the Minister regarding the increase in the need for the Professional Support Officers and if the Department should be providing more. Response, PSLs are there but they are overwhelmed with EV and School Plan etc.</p>
<p>9:00am – 9:40am</p> <p>Chair: Vice President: Bob Willetts</p>	<p>17. Guests: Lyndall Foster, Executive Director, Curriculum Standards NESAC</p> <p>An Update on the Curriculum Review</p> <p>Thematic Review of Assessment</p> <p>17.1 Welcome</p> <p>17.2 Presentation</p> <p>Geoff Masters – independent lead reviewer. Broad consultations. The implementation will take several years, possibly 2 to 5 years or more. Need high levels of engagement now to affect what happens over the next few years. Next steps, final report (2020) but likely by the end of this year. The final report will include 15 directions that are not in the interim report, the directions are likely to inform recommendations. It is important for the PPA to be involved in the development of directions. Consultation has been about the now and what is and isn't working. Next step is to develop the possibilities, how we solve the problems identified, how to better support teachers, how we manage different levels of learning in the primary school classroom. There will be directions around decluttering curriculum. Only 15% of consultation responses were from primary teachers. Need to ensure primary voice is heard in the next section of work. Consultation packages will be developed and available to schools to run their own consultations.</p> <p>Thematic Review – Teachers Use of Assessment, the review is separate to the Curriculum review but conscious of the review. It began before the Curriculum review was announced. Three areas of review: Common understanding of assessment; Assessment knowledge and practice – What works and doesn't; Assessment of higher order skill.</p> <p>2019 – Science and Tech K – 6, 2020 – PDHPE K – 10, Arts syllabus still in development.</p> <p>EduCyte – Online literacy activities, early stages and mainly focused on K to 2.</p> <p>17.3 Questions</p> <p><i>For detailed notes please refer to Speaker Summaries and Power Point on the PPA Website</i></p>
<p>9:40am – 10:40am</p>	<p>18. Guest: Dyonne Anderson President, The National Aboriginal and Torres Strait Islander Principals Association (NATSIPA)</p>

Chair: R/Vice President Trish Peters	<p>18.1. Welcome</p> <p>18.2. Presentation</p> <p>Dyonne shared information about her school, Cabbage Tree Island PS and shared information about the National Aboriginal and Torres Strait Islander Principals Association (NATSIPA). She extended an invitation to attend the NATSIPA and Te Akatea Maori Conference in Sydney from the 18th to 20th March.</p> <p>18.3. Questions & Discussion</p> <p><i>For detailed notes please refer to Speaker Summaries and Power Point on the PPA Website</i></p>
<p>10:30am – 10:40am Corporate Partners: The School Photographer, Sentral</p> <p>10:40am – 11:00am Morning Tea</p> <p>11:00am – 11:05am Business Partner: Academy Photographer</p>	
11:05am – 11:30am Chair: R/Deputy President, Rob Walker	<p>20. Area Council Issues</p> <p>See PPA Website</p>
11:30am – 12:30pm Chair: R/Vice President Stuart Wylie	<p>21. PPC Presentations – Shellharbour, Blacktown, Wollongong PPCs</p> <p>Workshop: Strategies that Support an Engaging PPC Meeting</p> <p>Sharing session about content / activities at PPC Meetings.</p> <p>12.15-12.30 ASR and School Planning Workshop</p> <p>Plus, Minus, Interesting (PMI) responses to suggested School Planning changes to provide feedback from the PPA.</p>
<p>12:30pm – 12:35pm Business Partner: Sport in Schools Australia</p> <p>12:35pm – 1:25pm Lunch</p>	
1:30pm – 2:00pm Chair: Deputy President, Robyn Evans	<p>22. Panel Session 2: Reference Group/Standing Committee/Working Party</p> <p>Chairpersons</p> <p>Questions on reports (as previously tabled/circulated)</p>
2:00pm – 2:45pm Chair: Vice President Lyn Davis	<p>23. Guest: Murat Dizdar, Deputy Secretary, School Operations and Performance</p> <p>23.1 Welcome</p> <p>23.2 Presentation</p> <p>School Development Days-Working on what the arrangements will look like</p> <p>Principal Scholarships-email has been sent, 20 scholarships-London and Singapore. Great schools in Australia but great virtue to look outside. System challenge with Minister and Secretary.</p> <p>Investing in our Schools-Financial support to undertake post graduate studies-Instructional Leaders started. 3 years of funding for up to 100 Principals for a Masters or Doctorate (some of the costs).</p> <p>PSL Recruitment-Need to recruit up to 11, movement. 24% have moved into DEL positions.</p>

	<p>Complaints-Capability Development- Piloted Workshop in Metro South west, not the procedures but how to work through complex complaints. Murat is aware of the need for consistency.</p> <p>Performance and Development Framework for Principals, Executives and Teachers- Working with Federation to unpack the PDP Framework and how to ensure it is linked to school / student outcomes in response to poor practices.</p> <p>School Excellence- wrestling with a simplified School Plan for 2021 and changing the plan from 3 to 4 years.</p> <p>School Improvement Targets- Premier's Priorities. DELs will be unpacking with Principals to set targets for Literacy, numeracy, attendance, wellbeing and equity. 2020 the only mandated targets will be set for Literacy and Numeracy.</p> <p>Revised Enrolment Procedures</p> <p>23.3 Questions</p> <p><i>For detailed notes please refer to Speaker Summaries on the PPA Website</i></p>
<p>2:45pm – 3:30pm</p> <p>President Phil Seymour</p>	<p>24. Guest: The Hon. Sarah Mitchell, Minister for Education and Early Childhood Learning</p> <p>24.1. Welcome</p> <p>24.2. Presentation</p> <p>Enrolment Policy-The Minister has requested common sense is applied and consultation.</p> <p>NAPLAN-The Minister strongly believes it needs to be reviewed.</p> <p>EPAC Review</p> <p>24.3. Questions and Discussion</p> <p>Increasing funding for PPA; Rural and Remote and the Enrolment Policy; Increasing support staff in schools; Lack of school counsellors; Bus services in rural areas; Clarity for possible documentation request by the Royal Commission/ Disability.</p> <p><i>For detailed notes please refer to Speaker Summaries on the PPA Website</i></p>
<p>3:30pm – 3:45pm Wrap up and scheduled closure of meeting</p> <p style="text-align: center;"> Next Meeting Term Four, 2019 NSWPPA State Council Meeting Thursday and Friday 28-29 November 2019 Novotel Sydney Central </p>	

Term 3 State Council - Record of Attendance

STATE EXECUTIVE	EXECUTIVE Day One	EXECUTIVE Day Two
PRESIDENT	Phil Seymour	Phil Seymour

DEPUTY PRESIDENT	Robyn Evans	Robyn Evans
R/DEPUTY PRESIDENT	Rob Walker	Rob Walker
VICE PRESIDENT	Lyn Davis	Lyn Davis
R/VICE PRESIDENT	Trish Peters	Trish Peters
R/VICE PRESIDENT	Stuart Wylie	Stuart Wylie
VICE PRESIDENT	Michael Trist	Michael Trist
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 (21/8/19)	CHAIRPERSON Day 2 (22/8/19)
ABORIGINAL EDUCATION	Paul Byrne	Paul Byrne
ASSET MANAGEMENT	Brent Kunkler	Brent Kunkler
CURRICULUM	Norma Petrocco	Norma Petrocco
DISABILITY PROGRAMS	Graeme McLeod	Graeme McLeod
ASSESSMENT, PLANNING & ACCOUNTABILITY	Scott Sanford	Scott Sanford
FINANCE & ADMINISTRATION	Apology	Apology
HUMAN RESOURCES	Glenn Walker	Glenn Walker
PRINCIPALS' SUPPORT	Judy Goodsell	Apology
SCHOOLS SPECIFIC PURPOSE	Apology	Mark Gosbell
STUDENT WELLBEING	Helen Craigie	Helen Craigie
TEACHING PRINCIPALS	Bek Zadow	Bek Zadow
TECHNOLOGY	Apology	Clint White
STANDING COMMITTEES		
ANNUAL CONFERENCE	Anne Webb	Anne Webb
COMMUNICATION and ENGAGEMENT	David Munday	David Munday
LEADERSHIP	Karen Maraga	Karen Maraga
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	Sue Ruffles	Sue Ruffles
RETIRED PRINCIPALS	Apology	Apology

AREA COUNCILS	DELEGATE Day One 21/8/19	DELEGATE Day Two 22/8/19
ALBURY	Andrew McEachern	Andrew McEachern
ARMIDALE	Brad Hunt	Brad Hunt
BANKSTOWN	Lindy Bryant	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	Karen Canning	Karen Canning
CAMPBELLTOWN	Dawn Dallas	Dawn Dallas
CENTRAL COAST	Leonie Clarkson	Leonie Clarkson
DENILIKUIN	Gayle Pinn	Gayle Pinn
DUBBO	Sharon Murray	Sharon Murray
FAIRFIELD	Mark Diamond	Mark Diamond
GRANVILLE	Greg Grinham	Greg Grinham
GRIFFITH	Bel Wallace	Bel Wallace
HAWKESBURY/WINDSOR	Melanie Mackie	Melanie Mackie
HORNSBY	Milly Stone	Milly Stone
LAKE MACQUARIE	Simon Mulready	Simon Mulready
LISMORE	Gareth Hockings	Gareth Hockings
LIVERPOOL	Anne Webb	Anne Webb
MAITLAND	Jonathan Ridgway	Jonathan Ridgway
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	Abbey Proud

PORT MACQUARIE	Jock Garven	Jock Garven
QUEANBEYAN	Phil Katen	Phil Katen
RYDE	Tania Weston	Tania Weston
SHELLHARBOUR	Greg Wells	Greg Wells
ST GEORGE	Jeffrey Lie	Jeffrey Lie
SUTHERLAND	Jason Ezzy	Jason Ezzy
TAMWORTH	Benjamin Carter	Apology
TAREE	Donna Bensch	Donna Bensch
TWEED/BALLINA	Judi Albans	Judi Albans
UPPER HUNTER	Narelle Hunt	Narelle Hunt
WAGGA WAGGA	Gabrielle Sheather	Gabrielle Sheather
WOLLONGONG	Tim Fisher	Tim Fisher

APPA meeting – November 12-13 Sydney

This meeting started with President Malcolm Elliott giving a brief run down on happenings since our last meeting:

- Michael Nuttall, executive Officer is retiring
- The federal government pre-budget submission;
- Rebuttal of the negativity expressed towards Australian Primary School Education in the media;
- The re-establishment of the Federal Parliamentary Friends of Primary Education;
- And on-going work regarding research; our Reconciliation Action Plan and actions; leadership development and support; and principal health and wellbeing.

Our main conversations were about recent happenings:

Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability: Grave concerns that only one side of the story is being presented to the commissioners in Townsville i.e full inclusion. NAC discussed our concerns & we will be developing a position and making a submission based on meeting the needs of students.

Michael Hawton: Psychologist from Northern NSW and his program No Scaredy Cats. Spoke about his Workshops that are based on three underlying perspectives: first, by having an understanding of how anxiety develops parents can counter its progress, second, parents can take a preventative role in the development of anxiety problems, third, there are practical steps parents can take to build resilience.

International Confederation of Principals convention in Shanghai. Colleague attendees shared their views during the course of our NAC. Features were many, including the forthright views of the Shanghai principals who participated in the panel; Yong Zhao's passionate (and bilingual) advocacy for the place of the individual student, and their strengths, at the centre of education; Andreas Schleicher's use of the PISA data to illuminate issues in education worldwide; the global phenomenon/explosion in supplementary tutoring for students; and the presentation by Steve Munby (UK) on "imperfect leadership" – with preliminary discussions arising regarding the possibility of Professor Munby presenting in Australia next June.





I CP President – Alta van Heerden



Keynote speaker: Steve Munby

Melbourne Declaration Update: President Malcolm led discussions on his understandings of where this is up to.

Pre Federal Budget submission – NAC discussion on draft by Malcolm and Michael

Cultural Competency Project (AITSL) – discussion questions included:

- Culturally competent teachers needed....ability to, value & understand ATSI culture
- What does a culturally competent teaching workforce (including teachers, school leaders & schools) look like?
- What does a teacher /leader need to be culturally competent. What will it take?
- What does cultural safety in schools look like.
- What might some of the challenges or barriers we face in developing a culturally competent teaching workforce??

Annual Conferences:

- Adelaide Conference – happy with the feedback. Profit \$81,000 to be split between 3 SA Associations and APPA.
- Trans-Tasman Conference – Melbourne 15-18 September 2020. Registration open already
- Darwin 2021 Conference – June 29 – July 2 “Ignite, Insite & Inspire”

Workshops developing positions on:

- Principal health and wellbeing; reconciliation; disability; the mission of teaching and school leadership in Australia; a school staffing standard; school facility standard; approaches to school resourcing multi-year arrangements; mid-leadership profiles and standards; points in rebuttal of the media negativity towards Australian primary education

Phil Seymour
Deputy President APPA



AGPPA
Australian Government
Primary Principals
Association

NATIONAL COUNCIL

Sydney Term 4 Monday and Tuesday 11 / 12 November 2019
Robyn Evans

President's Report – Ian Anderson

- attached

Treasurer's Report – Patrick Murphy

- presented

Guests to the Forum:

Dianne Giblin AM MICDA, Chief Executive Officer, Australian Council of State School Organisations Ltd

- ACSSO represents the interests of families and communities of more than 2.4 million children attending government schools in Australia. Formed to bring family groups together.
- NSW not part of ACSSO - Federation did not support - around Gonski 2 - caused rift with AEU
- Depth of connection - family engagement - aiming for authentic partnerships and engagement

Partnerships with :

- University of Queensland - working to focus on separation and divorce - custodial issues
- Ford Australia - 4th year of partnership
- Western Sydney University - gender and sexuality diversities in schools (curriculum diversity) Working with parents of children in Public Schools

Family Engagement Circle - focus on this area

- Currently working on accreditation
- Working in two schools
- Resented in Cleveland July 2018
- Authentic Australian examples
- Building resources for specific areas
- Simon Sinek link to be provided (sent out to Western Sydney during 2018)

Key Learnings:

- Leadership
- Small steps
- Build on strengths
- Take risks
- Cultural shifts
- Sustainability

For this to be a national phenomenon:

- Family Engagement - A Government commitment
- Sectorial commitment required
- Consistency of message - definition

Alex Gordon (Deputy Secretary, Department of Education)

- Professional Support - resourcing - time, money and personnel
- *Belief that Principal wellbeing could be improved with better parent relationships - connection*
- Caught you being great! - Public by Choice
- Following 5 kindergarten students through the first year of school (two videos being prepared for the end of term 2 - a positive message)
- **NERA** - policies involved...significant agenda. Some initiatives. General excitement around the Progressions.
- **Senior Secondary review**....
- **National Teacher Workforce strategy** - AITSL work. States & territories working together. What are the things we can do nationally especially around teacher supply
- **Improving data & evidence base** - Unique identifier USI...for mapping student progress & Admin usage/ research & evidence base. Decisions what USI is used for still to be discussed.
- **National Evidence Institute** - curating evidence readily accessible to teachers & schools
- **Melbourne Declaration review** - Dec Ed Council discussion. Importance of life long learning. Student Agency. Middle years of schooling.
- **Architecture** - review

Tanya Plibersek (Shadow Minister for Education)

- Disappointed election results
- Albo - not discussing
- Personal thinking - what worked and didn't work. Universal access -EC/ EC wages/ needs based sector blind funding / TAFE & University funding/some believe commitments didn't change votes. Have to work closely with organisations like AGGPA.
- AEU - substantial funding ...not effective campaign.
- Whenever Government is scared by one sector we are behind the eight ball.
- Need to get Federal members innot at end of year but during the school year. Include leadership development

David de Carvalho (ACARA)

- Lead for NAPLAN - 95% of his time on NAPLAN at present
- Rather curriculum focus
- Bill Louden's report response:
 - Agitation around NAPLAN review 2 years ago
 - Reporting of data on My School website review by Bill Louden [WA]. Provided to Ed Council:
 - Too much information on the site
 - More focus on student growth
 - Screens have to be easily understood by parents
 - SSSG group [based on ICSEA]...need to look at ICSEA construction
 - Most concern around schools vs schools
 - Clearer statements why NAPLAN & My School

ACARA - discussion with 8 focus groups of parents. All sectors proportionally. Low level of visual literacy of parents. 8-9 in each group. Factors choosing schools - 1st - principal/ 2nd- what about other families; general reputation of the school - word of mouth/ safety (physical & wellbeing). Academic performance - not readily mentioned. They would google school rankings.

- Discussed NAPLAN - liked the Individual Student Report
- My School data - website. Feedback - lot of jargon/ data indicates parents didn't engage. SES - many couldn't understand why this important.
- Looking at revised screens for future
- Confidential - bubble screen ... gone
- NERA ...maybe proficiency bands in the future down the track
- Participation by year and domain...gone
- Recommendations: Focus on landing page..... drop band menu - growth/ results.

Mark Grant and Sarah Richardson (AITSL)

- There is a gap between Teacher and Principal standard
- School leadership roundtable - feedback collected

- Since then, they've developing a blue print/ action plan for the Minister. This includes - strengthening Principal standard....maybe as leadership standard.
- Excellence Review - focus on T&L; CAREER PATHWAYS - tool to help make good choices. Equity of Access - teachers in rural and remote and access to PL
- Elements in the blue print...Melbourne University looking at linkages between Teacher Standard and Principal Standard - strong alignment Tand L / stocktake of the standard Teacher and Principal Standard.
- National review of Teacher Registration - working with AcEQA (Early Childhood regulator) on early childhood teachers and modifying the standard.
- Two other pieces of work:
 - Red tape
 - Phonics - 48 ITE providers ... an accreditation process ...desk top analysis ... is phonics in the reading tool kit. There will be some word changes ...an expert group will 'develop new words around phonics'... ie phonics will be explicitly taught.
 - TPA - Teacher Performance Assessment - Expert Advisory Group.... See AITSL website.
 - Abuse - 3 belong to AITSL. To stem the abuse of teachers school wide staff....lets focus on the whole school especially on social media. Need a definition of abuse....Phil Riley - Principal take the lead on the main abuse issues/ most extreme ...Looking at case studies/ it will be all staff, all schools, all sectors. Don't want to paint the picture that schools are tough places. Narrative needs to be constructed.
 - Colleague on colleague - abuse defining wat abuse/ harassment etc.

Red Tape review - and its impact on Teaching and Learning - definitions ...compliance?

Discussions with

- regulators / reports/ certification/ we need to think of other examples...
- AITSL _ "Spotlight" journal... current one about role of casual and relief staff.

Dr Jenny Donovan Managing Director - Learning Progressions and Online Formative Assessment Initiative

- Briefing about the work being undertaken in the 'discovery' phase of the National Learning Progressions and Online Formative Assessment Initiative.
- Project website:
 - www.lpofai.edu.au
- Gonski Mar A chievement - on-demand resources for teachers
- NERA - what might happen learning Progressions /formative assessment
- Educational Services Australia - consulting
- AITSL - research into PL
- SERVICE DESIGN and DELIVERY PROCESS
- 4 phase : Discovery...Alpha ...Beta ... Live
- ESA Methodology -
 1. workshops [teacher practice Reference Group]
 2. Working Sessions - teachers and school leaders
 3. Field Research
 4. In depth Interviews-
 5. Focus Groups -
 6. Survey - with the groups involved.
- Optional, online and on demand
- School visits - discussion of online tools already in use...45 identified.
- Have developed personal library
- Several pain points

President's Report

Monday 11 November 2019

Anne-Maree and I attended the Schools Stakeholder Forum on Friday 20 September in Canberra. It is positive that we are now getting invites to these forums, which had not been the case previously. The Hon Dan Tehan MP, Minister for Education, delivered the keynote address to open the forum which was an opportunity to engage with Department of Education staff and colleagues on Australia's reform direction and priorities for school education in 2019 and beyond. The agenda included an update on Budget announcements and election commitments, school funding, and progress on the implementation of the National School Reform Agreement.

Professor Peter Shergold AC, who is the Chair for the *Review of senior secondary pathways into work, further education and training*, gave a presentation on the review and Professor Ian Anderson AO, who is Deputy Chief Executive Officer of the National Indigenous Australians Agency, also addressed the forum on the work of the agency, in particular, *closing the gap*. In the afternoon, there were workshop sessions for smaller group discussions, split into three streams.

Dan Tehan (key points touched on)

- Melbourne Declaration- forums ongoing
- Education Council - progress on the National Schools Reform Agreement
 - National Evidence Institute (form and governance)
 - Unique student identifier - talked about students getting 12 months progress (track all students, not just low achievers)
- Funding - not so much discussion now, it is more about results and outcomes
- Senior secondary review
- Teachers and school leaders- we need to get more respect back. Drive excellence in teaching (Deans of Education to be involved)
- National curriculum review - need to declutter and allow teachers to teach
- Voluntary phonics check, up and running next week (UK now looking at having times tables check around Year 5)
- All Australians benefiting from an excellent education system. Rural and remote focus

Professor Peter Shergold - review of senior secondary pathways into work, further education and training.

- Those who need the information most are least likely to receive it
- Skills required for occupations into the future are likely to change significantly
- Science, technology and mathematics vs human interaction skills
- Coders vs carers
- Lifelong learners (all through their working life)
- How do we best prepare students for this future?
- It is not all about the scores

- Final scores are not indicative of success - we need to look at the whole person, not just scores

Alex Gordon (Deputy Secretary Department of Education)

- \$200m to non govt sector to implement bilateral agreement
- Learning Progressions
- Formative Assessment
- National Teacher Workforce Strategy - 2020
- Initial teacher accreditation system
- USI - going back to Education Council this year
- Evidence Institute - teacher focused
- National Data Quality - collection of projects. What data do we want to collect?
- Progressing through Education Council
- Melbourne Declaration

National Schools Resourcing Board

- Needs based funding
- Look at the way systems distribute the funding - more guidance
- Loadings for students with disabilities (report due in December)
- State and territory compliance
- Capacity to contribute
 - Will apply by 2022 (schools which will benefit will get funds next year)
 - Choice and affordability
 - Assurance framework published this week (on website)
 - Discussions with states and territories (working on one sign off)
- Budget and election commitments
 - Mobile phone use
 - Aitsl will progress some of the initiatives
- Abuse of teachers
- Red tape
- Skills for teaching of literacy (initial teaching)
- \$30m local schools community funds (\$1 - \$20,000 available) applications close this month

Learning Progressions and Formative Assessment Dr Jenny Donovan

- Investigation phase
- Responding to the Gonski Report
- Primary user is the teacher
- Learning Progressions are not a replacement for curriculum, they support
- Development of personas - telling teachers' stories

I met up with David de Carvalho on 4 October when he was in Perth. David shared some of the reforms they are looking at for the My School website and a little of the work they are doing on assessments. David will elaborate more in his session with us on Monday afternoon and Jenny Donovan will join us on Tuesday to share her work on the learning progressions.

Mark Grant has forwarded me a copy of the work they have been undertaking as at 7 November. This be a useful frame for Tuesday's session with Mark. He has asked that you keep the document and its contents confidential to us. (see attached)

We will engage with Tanya Plibersek on Monday. This is a chance to hear their initial plans in education in readiness for the next election and for us to start to be on the front foot in helping them shape their agenda.

The ICP Council Meeting in Shanghai was one of the better meetings held since I have been attending. The attached communique outlines some of the business discussed. The next Council

Meeting will be held in Ghana in July next year. As we now support one member from each state and territory to attend the ICP Conference, I am proposing that for continuity, the Exec attend the Council Meetings. (We will discuss this later in the meeting.) Tomorrow, we will share our reflections on the conference as a group.

AGPPA President release. I provided the attached proposal to my Director General recently, for her to progress with our Minister. I received the following feedback from Katherine Whetton, Deputy Secretary Policy, Strategy and Performance DOE Victoria.

I think the AGPPA proposal looks good overall. A couple of minor suggestions:

- *suggest in the initial proposal statement (page 1) saying it's for State and Territory Governments and the Commonwealth Government to contribute \$. States and Territories would want to know the Cwth, as another beneficiary, is being asked too.*
- *be clear it's \$30k per annum (for the avoidance of doubt!)*
- *after the outline of AGPPA's role on page 1, I thought you could give an example of an issue that AGPPA influenced in the recent past, which benefited govt primary schools and where governments have seen the benefit (happy to discuss an example that fits the bill!)*
- *under 1. Advocacy - who do you mean by 'other key stakeholders'?*

Ian Anderson
President
10 November 2019

Attachments

- Selected AITSL Activities: as at 7-11-19
- Proposal for AGPPA President's release