

NSW Primary Principals' Association Inc.



State Council Meeting

Term 4 2019

28 and 29 November, 2019

Reports

CORPORATE PARTNERS



BUSINESS PARTNERS



Contents

Reference Group Reports

Aboriginal Education.....	3
Assessment, Planning and Accountability	4
Curriculum	5
Disability Programs	6
Finance & Administration	7
Human Resources.....	8
Principal Support	9
Schools for Specific Purposes	11
Student Wellbeing	12
Teaching Principals	14
Technology	15

Standing Committee, Working Party Reports

Annual Conference	16
Communication & Engagement	17
Leadership	18
Legal Issues	19
Rural Education	20
School Viability	21

Observer Group Reports

Central Schools	22
Environmental Education Centres	23
Principal School Leadership	24
Professional Learning Officer	25
Professional Support Officers	28
Retired Principals	29



New South Wales Primary Principals Association State Council Report

Term: 4 2019

Reference Group: Aboriginal Education

Chairperson: Paul Byrne Email: paul.byrne@det.nsw.edu.au Executive Liaison: Stuart Wylie

Regional Representation:

Hunter/Central Coast: apology	Western NSW: apology	Sydney: apology
New England: Theresa Miles	Illawarra/ SC: Adam Zanco	W Sydney: Kerry Bryan
SW Sydney: apology	North Coast: Paul Byrne	N Sydney: Tina Lee
Riverina: Sean Scott		

DoE Personnel/ Visitors in attendance & role

• Karen Jones - Executive Director, Aboriginal Education & Communities	• Dyonne Anderson - Principal, Cabbage Tree Island PS
•	•

Summary of Matters:

Regional Reports - Issues

- Connected Communities schools are hoping for a two DEL system in order to provide them with a local contact and not necessarily people on a computer screen once per month. This may help colleagues remain in the role for a longer period of time.
- ACLOs & ASLOs - issues with continuity. They are required to continually apply for their positions through EOJ process. Makes providing consistent support difficult which creates issues in areas with significant attendance problems.
- Request regarding criteria for AEO positions to be specific to relevant school/area. Information from Karen Jones was that we should expect to see some movement in this area as HR are working on this.
- Some schools still having issues with the process of implementing language programs in their school. Some confusion around the new procedures. Karen Jones confirmed that existing programs which already have endorsement from the local AECG can continue to run while new programs have the local AECG employ the tutor to deliver the program.
- Dyonne Anderson (Conference Organiser - NATSIPA & Te Akatea Conference)
- The NATSIPA & Te Akatea Conference to be held in Sydney in March 2020. Website has great information re. events, activities, etc...
- Non-Aboriginal Principals have been warmly and enthusiastically invited to attend.
- Karen Jones (Executive Director - Aboriginal Education & Communities)
- Partnership Agreement - one more consultation to come before having a draft copy of the partnership agreement. Will have it ready for sign off on 20th March. Consultation done around the state for all of those who asked for them. Good numbers of Principals turned out despite short notice. New agreement to be written on Nov 4-6 and will then go out as a draft for feedback around Nov 20. Will go in SchoolBiz. Looking likely to be a 4-page document. Stronger sense of cultural identity. Won't be referencing things that are out of date.
- Roadshow to take place in 2020 with school leavers to find out what we as a system could have done better and what we did well. Feedback will inform future directions.
- Instructional Leader and Learning Centre models – funding will run through until the end of 2020. Future funding will run alongside the life of a 3-year School Plan to provide consistency.

Matters for delegates to take back to PPC's:

- Aboriginal Education & Communities Directorate are looking to test things via pilot programs in 2020. If you have any fantastic ideas please contact them (or the Reference Group).
- Local AECGs should not be asking schools to seek paperwork from parents enrolling children to prove Aboriginality. This has been confirmed by Karen Jones and the information has been passed onto State AECG through Cindy Berwick.
- The new batch of Connected Communities schools are still being considered by the working group. No word yet as to which schools are being looked at, but the advice given was that consultation with those schools and their communities should commence early next year.

Matters the NSWPPA Executive/ State Council need to be aware of:

- Reference Group members have still had some difficulty in locating the appropriate Area Contact for the PPCs in their region. If these details could be updated on the NSWPPA website it would be greatly appreciated.

Draft Position paper for Council this term

Yes / No

Collaboration with another RG/SC/WP? (who) N/A



New South Wales Primary Principals Association State Council Report

Term: Four

Reference Group: Assessment, Planning & Accountability

Chairperson: Scott Sanford **Email:** scott.sanford@det.nsw.edu.au **Executive Liaison:** Bob Willetts

Regional Representation:

Hunter/Central Coast: Leonie Clarkson	Western NSW: Scott Sanford	Sydney: Michelle Shelton
New England: Charmaine Johnston (apology)	Illawarra/ SC: Glenn Daniels	W Sydney: Denise Hazell for Kerrie Beeby (apology)
SW Sydney: Hamish Woudsma	North Coast: Narelle Kessey	N Sydney: Matthew Fuller
Riverina: Jayne Gill		

DoE Personnel/ Visitors in attendance & role

• Paul Wood – Director, Early Learning & Primary	• Daniel French - Relieving Director, NAPLAN Online
• Dr Ahmed Deria - Director, High Performance	• Catherine Thompson - Director, Literacy & Numeracy

Summary of Matters:

Issues received from members related to school planning, reporting to parents and online formative assessment tools.

Early Learning & Primary: Lots of support to pre-schools space to meet guidelines and legislation. Interim guidelines for Child Protection are out already. Partnership with the Catalyst Lab to start looking at reporting to parents. Two workshops with parents and teachers to be held in Term 4.

SCOUT: Enhancements continuing to occur within SCOUT.

School Planning: - The length of the new plan is still being determined as to whether it will be a 4 or 5 year plan. Planning for the new template is being finalised and will continued to be housed in SPaRO. It will be aligned to auto populate in the Annual Report. The Milestone tool will be more flexible. Leadership and High Performance are developing support and sample plans. A review of the School Excellence Policy will occur in 2020.

School Improvement Curriculum Monitoring (SICM): Completed for 2019. Looking to include support for the process in SPaRO.

Literacy & Numeracy: Literacy and Numeracy Intervention allocation continuing for 2020 – as currently shown in SBAR. There is a commitment to a new funding model for 2021. Pilot Phonics Check – will feed straight in to PLAN2 (similar to the way Best Start does) with diagnostic features. Schools will be able to nominate through EOI in Term 1. Implementation designed for Year 1 students in Term 3 and be available on demand. Professional Learning and support to accompany. CESE is currently conducting a review of L3 against research, best practice and considering the best models for schools. EaFS - resources that were once only accessible for EaFS schools through a portal are now available for all schools to access.. Phase 3 (future of EaFS) is a “watch this space”.

Matters for delegates to take back to PPC's:

Early Learning & Primary: Seven new scope and sequence plans for Science & Technology available online.

SCOUT: SSSG list in SCOUT are the 20 schools above and 20 schools below your FOEI. CESE Capacity Building Team looking to provide support for middle school leaders. There will be a focus on conducting effective evaluations, choosing the right data sources, identifyinh different evidence-based practices, etc. It will roll out over three years.

Annual Report: Automation of AR being finalised.

School Registration 2020: Random Inspections to focus on two strands, Strand A Child Protection and curriculum area of mathematics or PD/H/PE. Strand B will focus on HSIE. SICM will focus on HSIE.

Literacy & Numeracy: Helping Your Child with Literacy and Numeracy at School – new booklet - Will be in schools early next year to provide when reports issued or at Best Start (numbers based on enrolments).

Matters the NSWPPA Executive/ State Council need to be aware of: Annual Report automation

Draft Position paper for Council this term No

Collaboration with another RG/SC/WP? (who) Curriculum RG for Interim Curriculum Review response.



New South Wales Primary Principals Association State Council Report

Term: 4

Reference Group: <i>Curriculum</i>		
Chairperson: Norma Petrocco	Email: norma.petrocco1@det.nsw.edu.au	Executive Liaison: Bob Willetts
Regional Representation:		
Hunter/Central Coast: Lee-Ann Saurins	Western NSW: Denise Toohey	Sydney: Ross Angus
New England: Michael Windred	Illawarra/ SC: Michelle Fahey	W Sydney: Norma Petrocco
SW Sydney: Lisa Ritherdon	North Coast: Heather Wright	N Sydney: Julie Organ
Riverina: Bouts Sayasenh	Early Childhood: Jacqueline Murphy-Cann	
DoE Personnel/ Visitors in attendance & role:		
• Catherine Thomas - Director, Literacy & Numeracy (DoE)	• James Hoffman, Leader Primary Curriculum (DoE)	
• Vanessa Dimitroulas - K-2 Targeted Program Advisor (DoE)	• Tanya Coli, Inspector Primary Education (NESA)	
Summary of Matters:		
Representation on groups/meetings:		
<ul style="list-style-type: none"> Literacy and Numeracy Professional Learning Project Control Group (PCG) Meeting - 6 November - Norma Petrocco CESE Review of L3 - PPA Discussion - 6 November - Robyn Evans, Norma Petrocco, Ross Angus, Lisa Ritherdon & Jacqueline Murphy-Cann NESA NSW Curriculum Review Interim Report Meeting with Geoff Masters & Andrea Frost - Phil Seymour, Bob Willetts, Ian Reeson & Norma Petrocco Multicultural Education Advisory Group (MEAG) Meeting - 19 November - Norma Petrocco on behalf of Julie Organ Extraordinary Curriculum Reference Group - 22 November - to formulate PPA submission in response to the NESA Curriculum Review Interim Report NESA Curriculum Committee Meeting - 26 November - Norma Petrocco 		
Matters Received:		
<ul style="list-style-type: none"> NESA - Priorities for inspection (released early December) included in What's Hot (Tweed/Ballina) - to be raised with PPA State Executive. NESA - Time taken to get back to principals with phone queries (Illawarra/South Coast) - forwarded onto Tanya Coli to take back to NESA. NESA/DoE - Request delay of Creative Arts syllabus and new syllabus support (Armidale) - forwarded to ED Learning & Teaching Directorate for a response. 		
Matters for delegates to take back to PPC's:		
<ul style="list-style-type: none"> NESA NSW Curriculum Review Interim Report <i>Nurturing Wonder and Igniting Passion - Design for a future school curriculum</i> has been released for consultation. 15 Reform Directors, 9 relevant to primary education. Resources available on the NESA website for schools to engage in the consultation including the Interim Consultation Workbook and Conversation Cards. Please encourage your principals colleagues and schools to engage with the Interim Report and provide a submission. We need a strong public primary education voice! The consultation period ends on 13 December 2019. Science and Technology - Scope and sequences now live on website education.nsw.gov.au/science 6 approaches for flexible organisation. Phonics Assessment Trial (Year 1) - EOI in SchoolBiz Term 1 2020. Point in time assessment. PL will be provided Areas of Focus - New in PLAN 2 - new guided process in PLAN2 which will support teachers in maintaining a focus on their syllabus outcomes when planning for teaching and learning of literacy and numeracy across the curriculum. Best Start Kindergarten Assessment (BSKA) - <i>Helping your child with literacy and numeracy at home</i> - resource in development for parents and carers. Release date to schools to be advised. EAFS - new website now live. Induction Conference for principals and Instructional Leaders new to EAFS on 26-27 February 2020. Professional learning available in literacy and numeracy, Best Start, Learning Progressions and PLAN2. 		
Matters the NSWPPA Executive/ State Council need to be aware of:		
<ul style="list-style-type: none"> NESA - No new NSW syllabuses will be approved and released for school implementation until after the outcomes of the NSW Curriculum Review are determined. 		
Draft Position paper for Council this term		
No		
Collaboration with another RG/SC/WP?		
No		



New South Wales Primary Principals Association State Council Report

Term: 4 2019

Reference Group: <i>Disability Programs</i>		
Chairperson: Graeme McLeod Email: Graeme.n.mcleod@det.nsw.edu.au Executive Liaison: Rob Walker		
Regional Representation:		
Hunter/Central Coast: Graeme McLeod	Western NSW: Sharon Murray	Sydney: Lesley Bruce
New England: Denise Smoother	Illawarra/ SC Karen Brown	W Sydney: Denise Lockrey
SW Sydney: Anja Shuett	North Coast: Jenni Smedley	N Sydney: Megan Gibbons for Michelle Collyer (apology)
Riverina: Andrew Pryor		
DoE Personnel/ Visitors in attendance & role		
<ul style="list-style-type: none">Gill White Director Disability Strategy	<ul style="list-style-type: none">Louise Farrell Director Disability Learning and Support	
<ul style="list-style-type: none">Gillian Newall and Maria Casbolt Wellbeing	<ul style="list-style-type: none">Pauline Kotselas- Leader, PsychologicalRhoni Stokes- Principal Project Officer	
<ul style="list-style-type: none">Robyn Bale Director Royal Commission	<ul style="list-style-type: none">	
Summary of Matters:		
<ol style="list-style-type: none">Pilot 1 and 2 Access Request/ Placement Panels –The Feedback etc to the Disability Strategy Team has resulted in Principals and SPE’s remaining on Panels. The Second trial at Grafton and Glenrock is using a more Network based decision making model. The reference group recommended a Pilot being conducted in a high volume area where there are not enough placements available. Roles are going to be better defined. We also highlighted that Wellbeing teams have time to get into schools and get contextual information. It should be noted that the trials occurring are only informing the model to be developed and not the model that is going to be used. They are hoping to have a model finalised by Term 3 2020.Please have a look at the Innovation Program which we encourage schools to apply for. There is no cap of funding. The link to this is https://education.nsw.gov.au/teaching-and-learning/disability-learning-and-support/our-disability-strategy/initiatives/innovationprogramSchools are being charged for SLSO’s o Support Classes overtime while on excursions. Previously the department has covered this cost. The Chair is following this up and will provide further advice when received.		
Matters for delegates to take back to PPC’s:		
<ol style="list-style-type: none">The models that the Access Request Pilots are following are not the model that is going to happen in the future. They will inform what aspects are the best part and a new model will be established. The technology for the Access Request will be developed after this has occurredPlease consider applying for the Innovation Program link above.Enrolment Cap. The Finance and Admin RG has received advice that Support Unit students are not calculated in the enrolment cap. Schools at or near their cap will have access to demountable classrooms to offset the number of special education classes. This means that spec Ed classes should not impact the number of in area/ out of area students a school can enrolThe Royal Commission into Disabilities may require schools to provide documents etc. If you get a call for documents etc the department will provide legal and policy support.		
Matters the NSWPPA Executive/ State Council need to be aware of		
See above		
Draft Position paper for Council this term		No
Collaboration with another RG/SC/WP? (who)		No



Reference Group: Finance and Administration

Chairperson: Karen Mortimer Email: karen.mortimer@det.nsw.edu.au Executive Liaison: Michael Burgess

Regional Representation:

Hunter/Central Coast: Owen Dalkeith	Western NSW: Dafydd Thomas (apologies)	Sydney: Leanne Noon (apologies) Wanita Bowles rep
New England: Pete Baum	Illawarra/ SC: Jacqueline Piggott (apologies) Wayne Osbourne rep	W Sydney: Nick Thomson
SW Sydney: Karen Mortimer	North Coast: Vanessa Cavanagh	N Sydney: Sakuna Pho
Riverina: Theresa Kane		

DoE Personnel/ Visitors in attendance & role

Gerard Gieseckam – Chief Financial Officer	Vanessa Felton - Director, Financial Planning and Strategy
Mary-Lou O'Brien – Local Schools, Local Decisions	Nishant Shokeen – Manager, School Business Partners, Corporate Finance, eFPT
Jamie Fenech - Director	Andrea Patrick – Chief Procurement Officer
Vibha Rana - Relieving Director, Learning & Business Systems	Kelda McBain – Business Manager Learning & Business Systems
Brienne Roberts - Finance Manager	Richard Coxon - Manager Strategic Financial Planning and Evaluation
Mark Boniface - Program Manager, Student Administration	

Summary of Matters:

1. P Card reminders
 - PCards are immediate. Please use them and encourage others to utilise. Currently focusing on: increasing monthly limits, encouraging card use in EDBuy, best practice purchasing, reduce risk of phishing, insist on Purchase Orders before the purchase. (Remember – No PO, no Pay). Principals can check status of invoices on SCOUT.
 - Westpac close off PCARDS in January, update of all cards in Term 4, Expense 8 remains the same – simply a transition of getting a new card, it should take 15 minutes to complete application and 5 minutes to update.
 - 20 days payment for small businesses to be reduced to 5 days. Faster payment terms.
2. Ensure vendor invoices are sent to EDConnect by the vendor, not the school. School 'helpfulness' causes system blocks.

Matters for delegates to take back to PPCs:

1. Discussion around SASS salary increase and the effects of this on temporary engagement of SLSOs and administration staff. PPC feedback would be helpful.
2. Procurement would like feedback about the reliability of Winx. They are most eager to ensure this system works. Buying products from Cultural Choice was also mentioned and encouraged.
3. Schools Budget Adjustment Schedule link <https://education.nsw.gov.au/schools-finance/news-feed/news-feed-2019/schools-budget-adjustment-schedule>

Matters the NSWPPA Executive/ State Council need to be aware of: Yes

1. Issue raised around schools with support classes and how the enrolment cap works for them has been clarified.
2. Salary costs in the eFPT are misleading when planning for SLSOs, in particular. SASS salaries may increase next year and schools would have already planned according to the rates that are in the eFPT

Draft Position paper for Council this term No

Collaboration with another RG/SC/WP? (who) Graeme McLeod (Disability Chair)



New South Wales Primary Principals Association State Council Report

Term : 4

Human Resources Reference Group

Chairperson: Glenn Walker

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

Executive Liaison: Michael Trist

Regional Representation:

Hunter/ Central Coast: Kelly Deacon	Western NSW: Debbie Pritchard	Sydney: Neil Atwell
New England: Terrie Kay	Illawarra/South Coast: Skye Seymour	Western Sydney: Glenn Walker
South West Sydney: Steven Hooke	North Coast: Kathryn McNee	Northern Sydney: Kerry Maxwell

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

- SASS staffing agreement will introduce improvements to recruitment and clarity of role statements including first aid for all SASS. Introduction of new award through SASS recruitment webpage. Three year transition, service transfers removed, review of long term temp conversions, change to classification structure. SASS to perform first aid, administer medications and undertake health support procedures as part of their usual duties.
- Casual Teacher Resourcing – HR is looking at a 'Local Area Relief' program to appoint teachers to permanent positions for work across a group of school in areas with a shortage of casual teachers. HR is very aware of the state wide shortage of casual teachers.
- Staffing Methodology Review is working with Human Capital Management Program. HCM team presented a demonstration of the desk top being developed for principals bringing all Human Resources functions to one screen with active tiles for functions such as staffing allocation, enrolments, recruitment and other. Some refinements required. Project ongoing till June 2021.
- Relaunch of the PD process to be negotiated with NSW Teachers Federation. Looking at linking more clearly with teaching standards and confirming lesson observation requirements.

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

- Change to employment of Business managers in Schools. Only recruit in a temp capacity up to 31/12/20, advertising positions with new statement of duties. Business managers to move from GSE Act to the SASS Act.

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

Staff Methodology Review and HCMP are interested in PPA input to identify priorities for reform in school staffing.

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



New South Wales Primary Principals Association State Council Report

Term 4 2019

Reference Group: *Principals' Support*

Chairperson: Judy Goodsell Email: Judith.goodsell@det.nsw.edu.au Executive Liaison: Lyn Davis

Regional Representation:

Hunter/Central Coast: Leonie Byrne	Western NSW: Angela Lewis	Sydney: Gai O'Neill
New England: Cindy Sadler	Illawarra/ SC: Kathy Rembisz	W Sydney: Carolyn Wallace- Whelan
SW Sydney: Grace Palamara	North Coast: Leonie Byrne	N Sydney: Judy Goodsell
Riverina: Darren White	Principal Support Officer: Wendy Buckley	

DoE Personnel/ Visitors in attendance & role

• Jane Thorpe, Exec Director EPAC	•
• Veronica Kapsimali Director EPAC	•

Summary of Matters:

The reference group considered there was a need for EPAC to communicate with Principals of NSW, through this Reference Group, about two issues raised at the Term 3 Meeting. Veronica Kapsimali, EPAC Director, Staff Efficiency and Conduct, who is piloting the Teacher Performance Management and Improvement Project, presented information. The group asked how the TPMI supported Principals and School Executive throughout the TIP process. Her response is detailed in the next section.

Jane Thorpe, EPAC Executive Director also attended the meeting to communicate findings and actions following the publication of the Tedesci Review into EPAC. Her summary is presented below to report back to PPCs.

The reference group continues to hear of concerns regarding Social Media Issues that affect Principals' capacity and wellbeing. A Working Party has been established, and may be discussed by the Communication and Engagement Standing Committee.

Matters for delegates to take back to PPC's:

EPAC Review and summary of actions delivered to Principals' Support Reference Group by Jane Thorpe, Executive Director, EPAC:

A summary of the Tedesci review and recommendations was given. EPAC was found to be under-resourced and receiving increasing hostility from schools regarding a number of issues.

- An additional 16 positions will be recruited. Half of the new staff have already been recruited.
- Recommended that misconduct allegations should be dealt with by a separate unit.
- Low level matters need to be dealt with at the local level eg by Principals. Reported to EPAC and recorded by them afterwards.
- A disciplinary panel to be formed to deal with matters which are more serious.
- Favourable comments re TPMI project.
- Timeliness of investigations was placed into question. Ten months is the minimum due to the process of responding, inquiries, investigation, interviews, fairness and integrity etc. Definition of misconduct. This needed clarification. EPAC will create more clear examples and case studies to support Principals. There will still be some variations.
- Procedural fairness. Recommendations given.
- Alternative duties is issued following a risk assessment that is serious. This is often to safeguard the person as well.
- Communication to Principals needs improvement.
- Intake and assessments needs improvement.
- Improvements to the IT system required.
- Only 43 out of 500 people are on alternative duties.
- Deputy Secretary and includes union, PSA and Teachers Federation. Working parties have been set up to report to the advisory committee.



What EPAC has done so far.....

- EPAC has set up an external advisory committee that meets every two months. Chaired by Deputy Secretary and includes union, PSA and Teachers Federation. Working parties have been set up to report to the advisory committee.
- The transition team will have a Director Lawyer and Principal responsible for leading and coordinating the projects and communicating to Principals. PPA will be involved in this process.
- New groups and committees have also been formed:
- Anticipated end date by mid-2020. By Term 2, the bulk will be actioned.

The TPMI Project

TPMI Project provides shoulder-to-shoulder support to School Executive. There are 280 current cases but many don't convert to Improvement Programs. EPAC consider that underperformance should be improved early and not left to become embedded practice. Ignoring poor performance and conduct makes it more difficult to deal with.

Matters the NSWPPA Executive/ State Council need to be aware of:

It was made clear to Jane Thorpe, Executive Director, EPAC that the NSW PPA Executive would like to meet to discuss the recommendations of the Tedeschi Review.

Draft Position paper for Council this term

No

Collaboration with another RG/SC/WP? (who)

Communication and Engagement Standing Committee



SSP Reference Group

Chairperson: Mark Gosbell

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

Executive Liaison: Jude Hayman

Regional Representation:

Hunter/ Central Coast: Brendan Rodd	Western NSW: Jane Crosland	Sydney: Michelle Gomes-Apologies rep: Dave Hobson
New England: Brett Pearson	Illawarra/South Coast: Katrina Eyland	Western Sydney: Kylee Thorson
South West Sydney: Anne Flint	North Coast: Helen Rea	Northern Sydney: Mark Gosbell
Riverina: Marianne Mitchell-Apologies rep: Angela Sampson		

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

- Discussion led by Gillian White Director Disability Strategy [DDS], Louise Farrell Director *Disability Learning and Support* [DLAS] and communication and engagement Nicolas Danta [C&E]
- DDS noted that the minister tabled report in parliament progress report on the Disability Strategy (an annual report). Would like feedback on what has been achieved and actions for 2020.
- DDS The Innovation Program was launched. DDA very keen for applications from all schools. Support can be given from the Disability Strategy Team to assist with the application. Interested in schools working together, not recurrent, more about testing things that could then be rolled out wider.
- RG members noted the continuing inequity for SSPs funding. DDS noted that this messaging is being consistently shared in a variety of contexts including with senior executive.
- RG members noted the media "pushing" inclusion, where does this leave SSPs? How will the Department voice their support of SSPs? DDS: Space for the department to be clearer in their support of SSPs.
- RG members noted that staff in schools need greater support from the Department and to know the Department supports SSPs. This message has not been heard publicly. Mark Scott has spoken about the importance of parental choice in disabilities in budget estimates however not being heard at school level.
- Disability Learning and Support: Restrictive Practice Policy
 - DLAS is doing the work on behalf of the Department with understanding that restrictive practice is broader in affect than just for students with disability. Other states policies are being considered as a launch point.
 - Need to develop a policy reasonably quickly for end of Term 1/Term 2 to be reviewed. While we support implementation it needs to meet the needs and contexts of various settings and not have negative consequences such as increased suspensions.
 - RG members suggested the terms be carefully considered with perhaps 'Reasonable Adjustments' rather than 'Restrictive Practice' being utilised to message the policy
 - RG members noted that a policy will require implementation guidelines and appropriate resource / training
- Consideration is being given to mandate DDA training. No clarity on process or expectation at this stage.
- Update on pilot site for AR process. Noted and altered that Principals and Counsellors need to be on the panels.
- The policy and process surrounding disability criteria is being worked on. No clarity on progress to report as yet.

Human Resources Review

- PPT provided

Regional Issues

- Staffing - Staff wellbeing - WHS issues - having to split classes
- Pay increase for SLSOs not yet included in funding or SBAR [communications expected from finance] Note schools will see insulation from the funding increases in entitlement staffing and IFS. Note flexible funded SLSOs increase costs will be born by the school. Concern raised that additional support provided in SSPs sits in flexible and thus all SSPs will not benefit from the insulation provisions.
- Clarification of the SLSO Health Care
- ATSOs giving midazolam - still an issue
- Principal support allocation reduced - action taken by SSP RG. Provision has been restored. Equity with other school types to be investigated noting no increase for any SSP.
- School counsellor allocation insufficient (Note rules of engagement for a psych problematic)

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

Duty of care / ASTP and medication: where is the line of liability?

Report to DEL impact of lack of staffing on school programs.

Directly connect with Disability Strategy - sign up to newsletter and send your feedback directly.

<https://education.nsw.gov.au/teaching-and-learning/disability-learning-and-support/our-disability-strategy>

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

Staffing crisis in SSPs. No flexibility in staffing due to lack of staffing resources [no casual supply, no RAM, no additional programs such as LAST/EAL/CL etc. to collapse to use, inability to split classes] This has not changed. Urgent action is required to ensure adequate staffing is in place to ensure safety, meet industrial obligations and ensure ongoing access to education for our students.

Principal Classification SSPs - Continued concern regarding inequity of RAM allocations / entitlement impacting school classification

Draft Position Paper for Council this term? NO

Collaboration with another RG/WP/SC? NO



New South Wales Primary Principals Association State Council Report

Term: 4
2019

Reference Group: *Student Wellbeing/ shared meeting with Disability Reference Group*

Chairperson: Helen Craigie Email: helen.craigie@det.nsw.edu.au Executive Liaison: Robyn Evans

Regional Representation:

Hunter/Central Coast: Lesley Burley	Western NSW: Vanessa Williams	Sydney: Ruth Bradfield Ling
New England: Kelly Jesser / apology	Illawarra/ SC- no rep	W Sydney: Sandra Martin
SW Sydney: Teresa Gosche/ apology	North Coast: Helen Craigie	N Sydney: Margaret Footte
Riverina: Susan Bourne		

DoE Personnel/ Visitors in attendance & role

* Louise Farrell- Director Disability Programs	* Gillian Newell- Health and Wellbeing
* Gillian White- Director Disability Strategy	* Maria Cabolt- Health and Wellbeing
* Pauline Kotselas- Leader Psychological Services	* Rhoni Stokes- Principal project officer
* Katrina Worrall- PEO Principal Psychologist	* Robyn Bale- Director Disability Royal Commission
	* Trisha Ladogna- Disability Royal Commission team

* All issues received this term voice serious concerns about the lack of counselling and learning and support services in all areas across the state and increased negative behaviours and mental health issues in students as young as Kindergarten. Access to specialist services is in no way meeting demand.

* Disability Strategy Implementation- concerns regarding consultation in particular areas with timeframes limited. – being reviewed; mandatory training? / do we need refresher course

- including the Innovation Project where applications are now open until February 2020/ inclusive Education scholarships have now closed for 2019.

* DDA training being reviewed; mandatory training?/ do we need refresher course?/ who in DoE should be completing?

* Restrictive Practices policy – work in progress- not just disability / complexities/ behaviours. We have a legal bulletin but currently no DoE policy.

* Access Requests (AR) trials- on the NC. Highlighted the need for Principal and Senior Psychologist inclusion. We need to ensure that the voice of the child is considered. Pilot 2- Glenrock/ Pilot 3 - Grafton in 2020. The next trial will include a parent resource. There are still issues regarding completion of an AR for Kindergarten students who may or may not attend the school completing the application.

* Health and Wellbeing - Foodbank / Chaplaincy program/ Student Voice

<http://education.nsw.gov.au/student-voice/> / Road Safety/ Healthy School Canteens/ Live Life Well @School LLWS@det.nsw.edu.au updates.

Psychological and Wellbeing Services

One in 7 primary students identified with a mental health problem in 2019.

* Smiling Mind program- evidenced based mindfulness program/ 400 schools across state by 2020

* PAX Good Behaviour Game, SAFEMINDS/ Headspace

* Counsellor Services- programs and initiatives to increase the service

* Royal far West Telepsychology- currently trialling options as part of rural and remote Strategy.

* Female menstrual Hygiene- looking at options for all NSW schools / currently consulting as to best practice in both primary and secondary schools.

Disability Royal Commission- Robyn Bale Director The Royal Commission into Violence, Abuse, Neglect and Exploitation of people with disability (referred to as the Disability Royal Commission) has identified a number of domains for their Inquiry. They are: Homes and Living, Relationships, Education and Learning, Economic Participation, Health, Justice, Individual Autonomy and Self-determination, Right to Dignity, Community Participation, and Geographical Challenges.

* The team has both legal and policy positions and will be there to assist schools if, and or when, any information is sought. Requests will come into the department's legal area in the first which will enable the team to have a coordinated approach to gather information sought. Much of the information will be about policies and procedures that can be managed centrally. If the Commission requests information from specific schools the team will make contact with the principal personally to discuss and assist.

* A web page is in development to provide information on the Royal Commission and updates will be included as information becomes available. Use the following disabilityroyalcommission@det.nsw.edu.au



New South Wales Primary Principals Association State Council Report

Term: 4
2019

Matters for delegates to take back to PPC's:

* Please take the time to look at the contents in the following -<https://education.nsw.gov.au/teaching-and-learning/disability-learning-and-support/our-disability-strategy> There is also a newsletter with updates which you may have emailed- disability.strategy@det.nsw.edu.au The elements of this strategy, should promote robust conversation.

Psychological and wellbeing Services- <https://education.nsw.gov.au/student-wellbeing/counselling-and-psychology-services/student-mental-health-and-wellbeing-support-in-schools>

Child Protection 2020 training – available 14th December

Matters the NSWPPA Executive/ State Council need to be aware

As above.

Draft Position paper for Council this term: No

Collaboration with another RG/SC/WP- Disability RG – shared Term 4 meeting



New South Wales Primary Principals Association State Council Report

Term: 4

Reference Group: Teaching Principals'		
Chairperson: Bek Zadow	Email: rebekah.zadow@det.nsw.edu.au	Executive Liaison: Stuart Wylie
Regional Representation:		
Hunter/Central Coast: Kristen Kime	Western NSW: Shelley Darcy	Sydney: Trent Bridgland
New England: Andrew Rodgers	Illawarra/ SC: Gillian Irvine	W Sydney: Bek Zadow
SW Sydney: Leanne Patterson	North Coast: Leanne Parker	N Sydney: Paddy Rich
Riverina: vacant		
DoE Personnel/ Visitors in attendance & role		
• Anthony Moran (PPA PL Group) re Finance		•
• Mark Boniface – Learning & Business Systems		•
Summary of Matters:		
<ol style="list-style-type: none"> 1. Additional funding in SBAR – will it recur in 2020? Yes – now visible. Would like this confirmed beyond 2020. 2. Incentives for TPs who are relieving – we have staff in schools earning more than relieving TPs because the 'relievers' are not getting the full incentive. TPRG have received advice that the DEL should contact EdConnect to apply the incentives for the Rel. TP. We are currently testing this to see if it works. 3. Pay disparity re AP/DP & TP1/TP2 – ongoing – in the TPRG position paper. 4. One Schools – TPRG encourages schools to seek more information about this and join this fabulous network if it suits their context. 5. Enrolment Policy – historical agreements between K-2 Infants schools and K-6 schools in the same town/suburb. Need clarification around this. 6. Request from some TPs around the state to lower the cost of PPA fees for TPs. TPRG does not support this as our view is that regardless of Principal Classification, we're all Principals and have access to the same level of support for our membership dollars. 7. Fulltime SAM in every school – ongoing – while not in position paper, this is a position the TPRG has held for years and will continue to agitate for. 8. External Validation – needs to be modified for small schools – ongoing. 9. GA Allocations – ongoing. 10. Are Small School PSLs continuing? Some TPs have been told they're not. 		
Matters for delegates to take back to PPC's:		
Anthony Moran – PPA PL customised for TPs – keep an eye out		
4 – please promote One Schools		
Matters the NSWPPA Executive/ State Council need to be aware of:		
2 – Incentives for Relieving		
5 – Need clarification		
6 – PPA Fees		
10 – Small School PSLs		
Draft Position paper for Council this term		No
Collaboration with another RG/SC/WP? (who)		No



New South Wales Primary Principals Association State Council Report

Term: 1

Reference Group: Technology

Chairperson: Clint White

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

Executive Liaison: Ian Reeson

Regional Representation:

Hunter/Central Coast: Drew Janetzki	Western NSW: Glen Bourke	Sydney: Clint White
New England: Luke Norman	Illawarra/ SC: Leah Martin	W Sydney: Brett Murphy
SW Sydney: Reg Corney	North Coast: Allison Mitchell	N Sydney: Mark Chaffer
Riverina: Richard Busby		

DoE Personnel/ Visitors in attendance & role:

• Stephen Loquet – Chief Information Officer	• Pedro Harris – Schools Digital Strategy
• Mark Greentree – Director, T4L	• Philip Dove -HCM Program Change Director
• Peter Buckmaster – Director, Digital Services	• Oscar Cortez – Project officer Strategic Communication

Summary of Matters:

- TRG combined with HR Reference Group for walk through of the HCM (Human Capital Management) Program. Homepage, tiles and dashboard prototypes demonstrated for a HR processes when further developed and ready for testing.
- Internet at the Edge- 350 schools complete, 380 to go by December. Positive feedback increasing bandwidth and internet traffic speed.
- Schools Digital Strategy has been presented to the DoE Executive with TRG representation. 7 year plan to improve access, pedagogical and technical support in schools. DoE Executive has asked for another briefing in December. SDS Team have held forums in Sutherland and Dubbo.

Matters for delegates to take back to PPC's

- "NSW DoE Portal" app release 1 available in the Apple App Store. Easy access to SchoolBiz and directory. Release 2 with additional features release in March 2020.
- "MSA" Manage Staff Access being trialled to replace AMU- Access Management Utility to provision access to applications – early days.
- 40 apple champions are in the training phase, will be tasked to work with staff in networks to upskill. If you contact EDConnect for Apple support they will link you to a champion. Model of technical support for schools now under Mark Greentree's team with evaluation to be completed.
- Single sign on held off for security issues and BYOD concerns. Rollout date in Feb 2020 at this stage.
- Connected country schools- successful program now 19 000 learning spaces connected. Connecting Metro Schools dependent upon Treasury but has good support.
- Stem.T4L- 29972 teachers have had face to face PL, 54647 students have engaged. Additional kits being introduced for robotics, filming kits being improved, a lot of people accessing learning library film making items but using own resources. Pilot for indoor drone kit underway.

Matters the NSWPPA Executive/ State Council need to be aware of:

- Digital Devices Policy launch delayed from expected launch of Term 4. Predicted Term 1 2020.
- Schools Digital Strategy aimed to support school's technical capabilities and increased support.

Draft Position paper for Council this term

No

Collaboration with another RG/SC/WP?



New South Wales Primary Principals Association State Council Report

Term: 4

Standing Committee Report: Annual Conference

Chairperson: Kylie Donovan Email: kylie.donovan@det.nsw.edu.au Executive Liaison: Rob Walker

Representation:

Anne Webb	Daryl McKay	Vicki Harris
Michelle Davies	Cameron Upcroft	Polly Palaitis
Sheila Bollard	Merrilyn Jenkins	Karen DeFalco
Michelle Sarjana	Kerry Wood	Mark Pritchard

Meeting Observers

•	•
•	•

Meeting Attendees

• K. Donovan, A. Webb, D. McKay,	• P. Palaitis, M. Jenkins, K. DeFalco, M. Sarjana
• M. Pritchard, V. Harris, M. Davies	•

- Dr Gill Hicks, Peter Baines, Brad Marshall, Julie Bishop and Dylan Alcott were the highest rated speakers. MC was a good interviewer but had difficulty connecting with the audience – maybe back to a comedian?
Strong feedback but always the mix of more/less educational speakers, more/less motivational speakers, suggestions around when a speaker should appear in the program. (Speakers are only available on certain days and often, certain times - Dylan Alcott).
- Similar feedback to previous years with venue, space to eat, wait time for lifts. Social events rated highly however comments about it can be daunting and unwelcoming for new principals. This is something to consider for 2020. Comments around poor attendance by principals at the Awards ceremony. We have responded to feedback on changing the day for awards so it seems that attendance is now an individual choice. Many requests to bring back a session where we listen to our colleagues and what is happening in their school. Maybe have a panel session every second year. Feedback about panel: was too controlled, some spoke for too long. Suggestion about finishing the conference earlier on Friday to build in travel time. Conference info on app will be updated from term 2.
- Meeting at the new venue over the upcoming holidays to determine sponsorship packages.
- **2020 dates: Conference Registration: Monday 26/10. Speaking program: Tuesday 27/10 – Thursday 29/10.**

Summary of Matters:

Matters for delegates to take back to PPC's

- Attendance at conference should not be optional. Public money is used for registration. This should be clear message relayed from PPC Presidents.

Matters the NSWPPA Executive/ State Council need to be aware of:

- Addressing the attendance at conference sessions.

Draft Position paper for Council this term

Yes / No

Collaboration with another RG/SC/WP? (who)



New South Wales Primary Principals Association State Council Report

Term: 4

Standing Committee Report: Communications and Engagement

Simon Mulready, John Goh, Polly Palaitis, Andrew Smee, Carolyn Nugent, Adam Wynn

Chairperson: David Munday Email: david.munday@det.nsw.edu.au Executive Liaison: Ian Reeson

Representation:

David Munday		
Simon Mulready		
Carolyn Nugent		
Adam Wynn		

Meeting Observers

•	•
•	•

Meeting Attendees

<ul style="list-style-type: none"> Katharine Ovenden – Director - EPAC Sarah Unwin – Project Officer - EPAC 	<ul style="list-style-type: none"> C&E – Meg Montgomery ED - ED, Carmen Michael, Linda Doherty, Mark Davis, Jackie Kuek
<ul style="list-style-type: none"> Delivery Unit – Kellie Edmunds ED (r) 	<ul style="list-style-type: none"> EdConnect – Carmel Senese - Director

Summary of Matters:

Feedback and Complaints team (within EPAC) - to support whole of complaint handling and support schools to manage complaints. A chatbot has been developed to address some enquiries. 96% of complaints are anonymous however do contain enough information to act upon. Acknowledge complaint within 3 days, resolve within 20. Reviewed data on top 5 complaints over the last 18 months, getting follow up in Term 1 2020. PL is available for PPC via Katharine. Principals receiving a complaint (email from Complaints Team – Chatbot) are asked to reply just to acknowledge receipt of the complaint.

Delivery Unit – feedback and update on consolidated schedule, filters, merging with outlook, Schoolbiz reminders and possible migration of schedule to Schoolbiz Executive Director (r) Kellie Edmunds.

C&E Directorate – School biz follow ups- concerns with critical reading can be taken up with Carmel. Ed Week 2020 W3T3 – game changer, live launch, Secretary for a Day. A number of issues to follow up and asked for earlier involvement in planning for News Hub

EdConnect – Single touch pay system, annual tax notice in both SAP and ECPC for casuals, communication enhancements and new scout reports to be rolled out. New BI reports on WWCC, mandatory training etc. Establishing a complex query management team for times when tickets are shuffled around and not being processed completely. We will follow up T1 2020. EDConnect now providing performance reports to PPA.

Matters for delegates to take back to PPC's:

Portal/My Websites/ Employee Performance and Conduct Portal - add it to My Essentials. Contains mandatory Code of Conduct PL, Resources for Principals/Schools, decision tree etc. This site is invaluable PL for Principals. Brand library Resources – link to follow with SC minutes.

Matters the NSWPPA Executive/ State Council need to be aware of:

Katherine and Sarah be invited to Term 1 or 2 State Council to present this information to be taken back to PPC level meetings.

All of the best and brightest SWS are high schools – follow up is this another inequity between PS & HS Royal Commission Concerns can go through Jackie Kuek at C&E

Need to develop a position on whether NSWPPA think Yammer is the answer to expand as a DoE platform Service Governance Board chaired by Peter Riordan. Can NSWPPA Exec get on this group

Strategy and Delivery is splitting – Meg Montgomery in place for 1 more term – new ED to Term 1 meeting TBC

EDConnect now providing performance reports to PPA.

Draft Position paper for Council this term Yes / No

Collaboration with another RG/SC/WP? NA



New South Wales Primary Principals Association State Council Report

Term: 4

Leadership Standing Committee Report

Chairperson: Karen Maraga Email: karen.maraga@det.nsw.edu.au Executive Liaison: Lyn Davis

Representation:

Karen Maraga	Margaret Charlton	Christopher Parkinson
Andy Rankin	David O'Connor	Louise Challis
Graeme Ross	Corinna Robinson	Estelle Southall
Cath Larkman		

Meeting Attendees

• Kerry Knox (Franklin Covey)	• Michael Millward (Franklin Covey)
-------------------------------	-------------------------------------

Summary of Matters:

DoE restructure in Leadership. Leadership Pathways which was formally part of the Leadership and High Performance Directorate has now moved to the School Leadership Institute. All leadership programs and policy are now with the School Leadership Institute (SLI). Joanne Jarvis is Director of the School Leadership Institute.

SLI Report: - The SLI is developing a School Leadership Development Continuum, the LSC discussed the draft document.

- DoE Aspiring Principal Program Cohort 4 selection process has concluded. 70 successful applicants will start in 2020.
- A pilot program to commence in Term 4 to design and implement a School Leadership Identification Framework
- Principal Role Description Companion Document will be published in Term 4.
- AP and DP Role Description and Companion Document to be developed.

Presentation and discussion by Michael and Kerry from Franklin Covey Association. SLI recommended that we offer this Professional Learning opportunity.

Margaret Charlton presented report on the International Confederation of Principals Convention Shanghai where the LSC Principal Credential was highlighted in a presentation to the international.

The third Principal Credential Leadership program has concluded with 55 participants successfully validated and receiving accreditation of 50% credit towards the UoW Masters of Education.

Matters for delegates to take back to PPC's

The SLI Aspiring Principals Leadership Program will be advertising for principal facilitators via School Biz
Principal Scholarship offerings for 2020 will be advertised these include the Postgraduate Study for principals of up to \$15,000

Principals are encouraged to consider the highly regarded professional learning offerings developed by the NSW PPA in their planning for leadership learning for themselves and their staff in 2020. These include the Principal Credential, Art of Leadership, Art of Leadership Masterclasses and there are more high quality professional learning opportunities to come. Check out Professional Learning on the NSW PPA website for further details

Matters the NSWPPA Executive/ State Council need to be aware of.

Draft Position paper for Council this term

No



New South Wales Primary Principals Association State Council Report

Term: 4, 2019

Standing Committee Report: **LEGAL ISSUES**

Chairperson: Greg McLaren Email: greg.mclaren@det.nsw.edu.au Executive Liaison: Robyn Evans

Representation:

Andrew Doyle	Ben Matthews	Greg Grinham
Greg Wells	Ginny Latta	Trish Peters

Meeting Observers

John Barwick	Geoff Scott
Wendy Buckley	

Summary of Matters:

Employee Performance & Conduct Directorate (EPaC)

- Procurement of technology in place to better support the EPaC decision tree flowchart on its website to enable automated messages.
- Discipline Advisory Board for dismissals & demotions being formed, from senior officers-not incl. Principals.
- Fair Work, Fair Action not being followed by some Principals. Engage DEL for all staff misconduct matters.

Legal Services Directorate

- Principal support from Legal Services available for those targeted through social & traditional media. For some cases looking at applying Commonwealth Criminal Code "carriage service to harass/offend/menace".
- Legal Issues Bulletins are currently being revised to be in plain English and flowcharts added too.

Health & Safety Directorate (H&SD)

- Bushfire document released with IMEX training in development for 2020 season.
- Available on its website, HS&D developed fact sheet on 'Supporting staff when managing incidents of threats, intimidation, offensive conduct and inappropriate online behaviour'.
- New H&S Risk Management Framework: <https://education.nsw.gov.au/inside-the-department/health-and-safety/risk-management/health-and-safety-risk-management-framework-pilot-launch>.

Matters for delegates to take back to PPCs:

- # EPaC is currently contacting some schools to ascertain service experience with the directorate.
- # Principals encouraged making contact with TPMI team in EPaC to discuss strategies to challenge underperforming teacher performance. Advise using seconded Principals & DPs sooner rather than later.
- # H&SD released Being Well with 100 staff wellbeing options. Schools should receive promotional material.
- # Principals receiving a subpoena need to contact Legal Services and DEL. If required, call PPA for support.
- # Each completed Safety Risk Assessment & Management Plan must be reported to and accepted by the Principal. The sign off table included in step 6 provides guidance.
- # DoE current policy does not require schools to have an automated external defibrillator (AED).

Matters the NSWPPA Executive/ State Council need to be aware of:

- * EPaC review team currently exploring a definition for misconduct.
- * Recommend each PPC have a designated Principal looking after schools in bushfire prone areas.
- * H&SD compiling an occupational violence position paper. H&SD welcome input from Principals.
- * Learning and Wellbeing Officers (not always DELs) are still engaging in complaint handling with Principals.
- * Feedback & Complaints looking for a new home outside of EPaC & in ? Dep Sec (People & Culture) office.
- * Is there sincere cooperation between directorates? Are Principals really better off with that perception?

Draft Position paper for Council this term No

Collaboration with another RG/SC/WP? (who) Principal Support RG



New South Wales Primary Principals Association State Council Report

Term : 4

RURAL EDUCATION STANDING COMMITTEE Report. Meeting held Tuesday, 29th October, 2019

Chairperson: Susan Ruffles (Relieving Term 4) email: susan.ruffles@det.nsw.edu.au

Executive Liaison: Michael Trist

In attendance: Susan Ruffles – PSL Wagga-base; Danny Spillane – Kentucky PS; Tim Allen – Coleambally CS; Mark Thomson – Milton PS; Stephen De Roos – Willawarrin PS; Trish Webb – PSL Broken Hill-base.

Apologies: Kate Charlton, Michael Fisher, Lynne Takacs

Meeting Guests:

Laurie Campbell – Director Rural Education & Pathways

Philip Roberts – Associate Professor Curriculum Inquiry & Rural Education, Faculty of Education, Canberra University

Adrian Piccoli – Director Gonski Institute for Education, UNSW, Sydney

Louise Green – Principal, Artarmon PS

Summary of matters:

- The committee discussed communication strategies for its membership as well as the process to fill vacancies.
- Committee members have been 'allocated' specific PPCs to communicate to on behalf of the committee.
- A range of issues were discussed with Laurie. Of note:

The CESE evaluation of the Rural & Remote Blueprint is due for release before the end of the year.

Laurie reviewed some statistics relevant for Rural & Remote school contexts in NSW e.g. 40% of schools are classified R&R but only 25% of students are enrolled in these schools.

The effects of drought as well as other complexities including location, lack of services, declining populations & continuing HR issues.

Laurie seeking input to inform his work so capturing narratives from a range of R&R schools is a strategy that the committee is able to assist with. Laurie will inform the committee of the next steps in this process once finalised.

- Louise addressed the meeting to seek ideas and feedback in regards to possible PL focused on finance support for schools. An idea that is being looked at by Margaret Charlton. The perspective of R&R will assist to inform any progress in developing this idea. A representative to continue the conversation about this.
- Philip informed the committee about the focus of his work which involves some comprehensive existing and developing research in regards to R&R educational issues. A focus on research investigating the changing experiences of rural schools and communities. Some topics discussed included: how we define what "rural" means; contexts and model of teacher education courses and attracting people into these courses with a specific need to encourage them to want to work (and stay) in rural locations; and he is developing a narrative of how to be a successful teacher in rural areas, based on case studies, and intends to use this to encourage others to emulate them and choose careers in rural contexts.
- Adrian has also been communicating with Philip and joined the discussions. Some points Adrian raised included:

The R&R Blueprint, in itself, is not enough in his opinion.

Raised issues around staffing and the possible ways in which processes could be done in a more timely way.

The work of the Gonski Institute is varied. Investigating Early Learning participation in rural areas, a project asking the question 'What does success mean for Aboriginal students in NSW?', Fair Play Lego project (importance of play to academic and other outcomes) and researching the impact of neighbouring schools' enrolment profiles on each other.

- Committee to firm up its major aims into 2020 which will be informed by the R&R Blueprint evaluation.

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

Encourage members to bring their specific rural education issues to the attention of the PPA via 'issues' procedures but committee members are available to be contacted to talk through matters prior to considering issues being put forward.

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

Draft Position Paper for Council this term? NO

Collaboration with another RG/WP/SC? NO



New South Wales Primary Principals Association State Council Report

Term: Four

Working Party Report: School Viability and Educational Provision

Chairperson: Grant Schaefer Email: Grant.Schaefer@det.nsw.edu.au Executive Liaison: Robyn Evans

Representation:

Meeting Observers

•	•
•	•

Meeting Attendees

•	•
•	•

Summary of Matters ...

Currently working with four Primary schools in NSW, through various sections of the protocols that may lead to schools closing permanently, entering a recess of up to two years and one of amalgamation. Contacted various other schools to identify enrolment for 2019 and enrolment projections. One new school has been identified at the beginning of the school year and another at the beginning of Term 3 2019.

Also looking at 'other educational provision model' for a school currently in recess.

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

Discussion with DoE personal around identification of 6pt schools and available allowances.

Matters for delegates to take back to PPC's ...

PPC Presidents please let me know of any schools in your council areas that may be even rumoured to be talked about to with respect to entering the process of assessing a schools viability and educational provision. Please notify PPC Presidents of any schools that are having discussions with Directors Educational Leadership around any areas of current or future School Viability. I can be contacted on the above email address, at Lakelands Public School on 4261 1540 or on my mobile 0420 499 895.

Matters the NSWPPA Executive/State Council need to be aware of ...

1. The NSW Government freeze on staffing for 2020 in drought affected areas is affecting the classification of schools.
2. The Rural and Remote teacher incentive and when a Principal has a school entering recess and is moved to a school in the same area and the incentives are not available at the new school.

Draft Position paper for Council this term

No

Collaboration with another RG/SC/WP – Teaching Principals and Rural Education



Observer Group Report: Central Schools

Chairperson: Michael Windred
Email: michael.windred@det.nsw.edu.au
Contact Number: 0447626886

Summary of Matters:

On Monday 9 September 2019 the Central school's Reference Group had a face to face meeting with the directors of High performance, Rural and Pathways, Human Resources and Housing services.

- *Dr Ahmed Deria – Director, High Performance* took us through the registration process for government schools, including our curriculum monitoring process and NESA Random Inspections.
- *Laurie Campbell – Director, Rural & Pathways Education* was introduced to the reference group in regards to his role and where he sees it heading.
- *Gabi Carrigan – Executive Director, Human Resources, Leah Anderson, Director Recruitment and Employment, Rian Thompson, A/Director Strategy and Governance and Russell Williams, A/Director Operational Excellence* took us through the Recruitment update, including, WWCC review of materials and process and merit selection refinements update, casual teacher resourcing, talent management update, PDP refresh, NESA overdue maintenance of accreditation / Proficient teacher accreditation, scholarships / programs, rural experience program 2020; beginning teacher support funding, staffing Methodology Review (SMR) and Human Capital Management (HCM) program, EdConnect update and issues raised by the RG related to Central Schools e.g. HT Primary, inequities and three staffing formulas.
- *Greg Phipson – Director, Housing Services and Michael Grech – Lead Teacher Housing* spoke to us about the state of Teacher Housing – future directions and responses to issues already raised through member consultations.
- We have decided to move away from the previous format of our position paper and focus on the secondary staffing inequity and then the inequities between secondary and primary. We are addressing these through the Human Resources directorate.
- *Tim Mulroy – Acting Senior Vice-President, NSWTF* gave us a general NSWTF update – current campaigns etc. Spoke about Central School Specific matters and the Central School policy paper review/update.

Matters the NSWPPA Executive/ State Council need to be aware of:

Positive gains in 2020:

- We have the opportunity to get all of the principals together for a collective voice.
- Through Murat we can attain any director that we need to ask questions of that are specifically relevant to Central Schools.
- We are more visible within PPA as evidenced by Robyn Evan's ongoing involvement.
- We have built a sense of collective power, plus there is more collegial support.
- The broadening of collegial relationships beyond our geographical areas, principal networks, SPC/PPA networks etc.
- We got ourselves front and centre with Laurie Campbell; we also got ourselves back on the agenda with NSWTF.
- We are also getting way more motions specific to Central Schools to State Assembly of SPC.

Draft Position paper for State Council this term

Yes / No

If Yes please supply further information

We have decided to move away from the previous format of our position paper and focus on the secondary staffing inequity and then the inequities between secondary and primary. We are addressing these through the Human Resources directorate.



Observer Group Report: Environmental Education Centres

Observer: Peter Jones

Email: peter.j.jones@det.nsw.edu.au

Contact Number: 0249 558673

Summary of Matters:

Great news stories and other activity for Environmental Education Centres:

- Development and delivery of professional learning for teachers and schools
 - Teaching Aboriginal Content in Stage 6 Sciences (plans to develop a similar workshop for K-6 in 2020)
 - Professional learning on Depth Studies for the new Stage 6 Science syllabus
 - Mobile Muster curriculum workshops run across NSW providing curriculum based professional learning linking to sustainability education.
- Sustainable Schools Grants. Working closely with Infrastructure NSW in the development and rollout of these grants over the next 3 years. Applications now need to include hands-on student learning about sustainability, curriculum links and a focus on improving sustainability in the school environment.
- Supporting AECG in delivering Connecting to Country across NSW (either delivering part of the program or providing a venue across the 3 days).
- EEC's have continued to develop and update the Sustainability curriculum support materials which are hosted by DoE in the Learning across the Curriculum area. There is a wealth of updated material to support teaching and learning in schools.
- Many EEC's are supporting rural and remote schools each year by running the Outback Outreach program whereby metropolitan and regional EEC's tour isolated school communities providing sustainability education opportunities which would otherwise be out of reach for many students.
- EEC's continue to develop and deliver high quality curriculum based fieldwork excursions and incursions each day supporting student learning K-12 state wide.

Matters the NSWPPA Executive/ State Council need to be aware of:

Draft Position paper for State Council this term
If Yes please supply further information

Yes / No



New South Wales Primary Principals Association State Council Report

Term 4 Principal, School Leadership Observer Group Report

Chairperson: Peter Flannery

Email: peter.flannery@det.nsw.edu.au

Contact Number: 66235920/0416185131

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

1) School Leadership Strategy

- PSL team currently coaching 584 Newly Appointed First-time Principals as well as a significant number of more established principals
- PSL Coord and CESE co-designed a survey for 100 NAFTPs that began to receive coaching from a PSL. 75% of respondents were extremely or highly satisfied with the support they received from their PSL coach over the last 12 months. Significant areas of PSL impact included "Leading the Management of the School" (85%), "Leading Improvement, Innovation and Change" (83%), and "Developing Self and Others" (79%).

2) PSL and PC-M Staffing

- Supplementary PSL recruitment for 2020 was run recently and is currently being finalised.
- 4 PC-Ms have had their FTE increased due to local coaching needs.

3) Collaboration and Program Delivery

- The PSL team has been involved in a range of co-designed and co-delivered programs. These include:
 - The Aspiring Principals Program, Growing Great Leaders Program and the Extended Principals Induction Program, coordinated by Leadership Pathways.
 - The co-design and delivery of the Data Skills & Use Capacity Building project across 6 networks. This led to it being offered across the state in 2019.
- PSL Coord ran a successful pilot that focused on gathering evidence of impact of the work of PSLs. This information has informed the ongoing development of the PSL Business Plan and PSL role statements and accountabilities.

4) External Validation

- A total of 403 External Validations conducted in 2019
- External Validation Introductory Workshops for the 2020 EV schools currently being conducted across the state
- External Validation Meetings for 2020 begin in Term 1 Week 8.

5) Principal Support

- To date in 2019, there were 3920 contacts with Principals, with approximately 25% of these focused on EV support. Approximately 75% of contacts supported principals in their development of key areas of the Principal Standard.

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

1. NSWPPA Feedback

- Looking for state and local council delegate feedback as to strategies they would recommend to increase the 'uptake' of coaching/mentoring support from their local PSLs. What are the reasons why principals (of ranging contexts) access (or don't access) PSL support? How can the PSL team improve and enhance their service to schools?

Matters the NSWPPA Executive/State Council need to be aware of:

NIL

Draft Position Paper for Council this term? NO

Collaboration with another RG/WP/SC? Principal Wellbeing RG



Professional Learning Report

Professional Learning Officer: Margaret Charlton

Email: mcharlton@nswppa.org.au

Executive Liaison: Lyn Davis

Summary of Matters:

Art of Leadership 2019 – 7 courses run, with 178 participants

NSWPPA Principal Credential, 2018/19 – 88 participants over the program, with 55 validated and awarded the NSWPPA Principal Credential Certificate of Validation and 50% Master of Education (Educational Leadership) UOW. Heartfelt thanks extended to the outstanding team of Principal facilitators who support this program and the learning of school leaders across the state.

International presentation of the NSWPPA Principal Credential and the success and impact it has had across NSW was delivered at the ICP Convention in Shanghai in October.

Key NSWPPA Professional Learning programs for 2020:

NSWPPA Principal Credential, 2020/21 program

Art of Leadership and AOL Masterclass – 12 programs in total

Tao of Teams

Powerful Performance Conversations

The Middle Leadership Imperative

7 Habits of Highly Effective People

Leading at the Speed of Trust

NSWPPA website PL tab established to manage all registrations for courses

I've attended a number of PPCs providing information about how the PPA can support principals and leadership teams.

Matters for delegates to take back to PPC's:

See general information sheet, NSWPPA Professional Learning Program 2020, detailing NSWPPA professional learning courses for 2020. Please distribute to colleagues and discuss at next PPC meeting. Specific detail about each course/venue will be ready for Term 1. Get in early if you would like a program to run in your local area.

Please contact me if you would like me to attend your PPC meeting to provide detail around the developed courses, leadership and professional learning information.

I would like to use each PPC Leadership Contact person to disseminate information regarding professional learning opportunities, and when needed to provide feedback.

Professional learning on demand – the PPA is keen to work with local PPCs or networks of schools wishing to run a specific program in their area. Please contact me to discuss how we can match the program to your needs.



New South Wales Primary Principals Association State Council Report

Term: 4

Matters the NSWPPA Executive/ State Council need to be aware of:

Draft Position paper for Council this term

No

Collaboration with another RG/SC/WP?

No



New South Wales Primary Principals Association

State Council Report

Term : 4

Professional Support Officer Report

PSOs: Wendy Buckley 0403560814
Geoff Scott 0427451359

Email: wendy.buckley@det.nsw.edu.au
Email: geoff.scott@det.nsw.edu.au

Executive Liaison: Phil Seymour

Email: pseymour@nswppa.org.au

Summary of Matters:

Ongoing:

The PSOs have continued to support many colleagues in a variety of circumstances since our last report. The individual support provided is confidential, but ranges from telephone conversations, referrals to appropriate support services, meetings with principals, representations to DoE senior officers and on-site visits. Sadly, both PSOs attended funerals recently of current and past principals who have passed away. The work of Chairpersons Judy Goodsell (Principal Support RG) and Greg McLaren (Legal Issues SC) and that of the members of these groups is acknowledged as extremely valuable for the ongoing wellbeing of principals. Complaints and allegations directed at principals remain the major area of concern, whether managed by DELs or EPAC. Some of these are anonymous, however many are attributed to a disaffected staff member or member of the community, exacerbated by misuse of social media.

Current:

The DoE is currently working collaboratively on a number of matters relating to enhanced support for Principals:

- The trial of improved methodology and communication re complaints handling by DELs and Principals that was conducted in Metropolitan South Operational Directorate is to be extended to other ODs early 2020;
- A support resource with suggested changes to policies and procedures re workers compensation claims involving litigation has been drafted and the NSWPPA continues to have input;
- The issue of social and traditional media and technology misuse and the targeting of Principals is a major issue about which the NSWPPA has registered our ongoing concerns;
- Termly meetings with NSWPPA / NSWSPC / Dep. Sec/s re continuing a pro-active approach to implementing all of the above.

Matters for delegates to take back to PPC's:

- Continue having a regular session at all Area Council meetings on 'looking after each other', particularly but not only, for newly-appointed and relieving colleagues. Contact should be made with principals who regularly 'miss' Area Council Meetings to support them in their role.
- Remind Area Principals to check the now regular section in What's Hot, which will make reference to any Legal Issues updates and policy updates (with appropriate hyperlinks). All principals should be mindful of the procedures where a conflict of interest potentially arises.
- Invitations to DoE senior officers in Legal Directorate, Health and Safety and EPAC to attend and present at Area Council Meetings is encouraged. LI SC Chairperson, Greg McLaren, can assist Area Presidents in arranging these sessions. All of these suggestions are to assist principals to keep abreast of policies and procedures, be pro-active and minimise the risks of 'making a wrong call'.
- The current Principal Support Access Flowchart is on the website homepage under Principal Support – encourage all colleagues to refer to this and keep a copy handy in their offices. Remember to contact and engage with PSL, as an important resource person.

Matters the NSWPPA Executive/ State Council need to be aware of:

The DoE is currently working collaboratively on a number of matters relating to enhanced support for principals

Draft Position paper for Council this term

No

Collaboration with another RG/SC/WP? Principal Support RG / Legal Issues SC



REPORT to NSWPPA STATE COUNCIL 28 & 29 November 2019

A big thank you to the PPA and Vicki Harris for the organization of the Annual Life Members Day. We appreciated the opportunity to acknowledge the outstanding efforts of current principals and the Presentation of Awards.

We especially congratulate the new life Members: Alan Kerr, Jackie Malecki, Kerry Moore and Chris Parkinson for their outstanding contributions to Public Education and the NSW Primary Principals Association

OUTINGS and EVENTS UPDATE

On 5th September our luncheon was held at the Emperors Garden Restaurant preceded by drinks and a get together at the Covent Gardens Hotel. It was pleasing to see 45 members in attendance which was exceptional given the number of regulars who currently travelling.

Our next lunch will be our Annual Christmas Function on Thursday 5 December at the Epping Club. As always, we extend an invitation to President Phil or Executive Representative to join with us at our City lunches.

ARPP 2018/19 SURVEY REPORT

58 members responded to the Survey. The following analysis comments on the main themes emerging from the questions. Further detailed quantitative and qualitative analysis will follow this initial generic overview. The Survey covered 3 Areas: Retirement Activities, Personal reflections on aspects of Retirement and Membership.

PART C (Membership)

1. **IMPROVED MEMBERSHIP** for ARPP can be achieved by more contact @ point of retirement, promotional brochures, and 'retirement to transition programs for late career principals, personal invitations to no members. More gender friendly activities so as not seen as the 'Old Boys Club', create self-regulating local/regional chapters with an annual State 'Conference' and casual retirement seminars.
2. **ARPP EVENTS** should: keep the social aspects of the event, more variety of lunch venues encourage and support more regional activities, include more interest sessions (e.g. guest speakers, travel tips, historical sessions, life-style inputs, volunteer work options, PPA, Super pension Updates) which could be an optional component before social gatherings i.e. guest speaker @ 10.30am & encouragement to bring spouse.

ARPP WEBSITE REVIEW

Following on from our meeting with our Secondary Retirees and suggestions arising from our ARPP Survey we are keen to review our website and activities to enable our Association to be more responsive to the various needs of our members. In particular, we can look at components such as Managing Retirement; Keeping in Touch; Retirement Options; Working in Retirement; Staying Up-To-Date and a Tours & Travel section. We have been greatly impressed with the Secondary Retirees Network who are supported by the SPC and have the website integrated into the SPV website.

We are in the process of arranging a meeting with President Phil and Executive to consider avenues of support and further promotion of ARPP.

STEWART HOUSE

As our Charity of Choice we encourage all retired principals and teachers to continue to support & promote the funding of Stewart House. The support from schools and Teacher salary donations has declined significantly over the past 2 years and we seriously need to encourage greater support. It is currently undergoing a staffing review to enable ongoing support for the students attending Stewart House. Further, a Joint DET & S House Working Party is developing a new Memorandum of Understanding to further enhance the capacity of Stewart House to provide for those students nominated for Stewart House.

FOSH

Retired principals support the Friends of Stewart House Charity through involvement in the management of FOSH as well as supporting the various fund-raising events.

You may wish to join with us at the Functions planned for the rest of the year:

The most recent was a Cockatoo Island guided Tour & sausage sizzle lunch was attended by 33 members & friends and raised \$300.00 for Stewart House.

The final event for the year will be the Gosford Race Day on 23 November - \$75.00pp including shared platters for lunch. We currently have 68 attending and would welcome more supporters.

LECTURE SERIES

On Thursday 4 July some 25 members gathered at the new DET Head Office in Parramatta to listen to Brian Powyer present an excellent talk on the politics of colonial NSW. Brian outlined how the early political tensions between the free settlers (Exclusives) and former convicts (Emancipists) evolved over time to create the unique Australian political system.

VALE

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

Bernard Clarke

James Burton

Peter McCallum

Jack Stevenson

Toni Simms

Sadly, our dear friend and colleague Brian Powyer passed away following a massive heart attack on 12 November. Brian was a former PPA Executive member, former Principal of Winston Hills PS and Secretary of ARPP.

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

ENCOURAGING NEW MEMBERS

We continue to search for new members and recent retirees and encourage them to join with us. We call on your assistance with making contact with recently retired principals and those that are likely to retire this year.

ARPP was established to provide an avenue for retirees to keep in touch and to be able to meet and share their life in retirement.

While many of our members take on roles in a variety of organizations there are many who find the transition more difficult.

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

Keep well & enjoy the good life,

Tom Croker
President