

# NSW Primary Principals' Association Inc.



## State Council Meeting

**Term 1 2020**

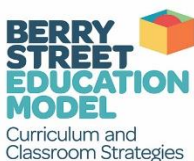
*12 and 13 March, 2020*

# Reports

### CORPORATE PARTNERS



### BUSINESS PARTNERS



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Reference Group: Aboriginal Education

Chairperson: Paul Byrne

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

Executive Liaison: Trish Peters

Regional Representation:

Hunter/Central Coast: apology	Western NSW: Jody Hall	Sydney: Joanne Graham
New England: apology	Illawarra/ SC: Adam Zanco	W Sydney: apology
SW Sydney: N/A	North Coast: Paul Byrne	N Sydney: Tina Lee
Riverina: Sean Scott		

DoE Personnel/ Visitors in attendance & role

<ul style="list-style-type: none"> <li>Karen Jones – Executive Director Aboriginal Education &amp; Communities</li> <li>Phil Dove – HCM Program Change Director</li> </ul>	<ul style="list-style-type: none"> <li>Lisa Muir – Director School Strategy Aboriginal Education &amp; Communities</li> <li>David Nosworthy – Schools Implement. Officer</li> </ul>
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Summary of Matters:

**Regional Reports**

- Attendance is a focus area for many schools in 2020 via new targets. Lack of support in some areas through limited access to ASLOs and HSLOs is making it a more difficult task than it should be.
- Language is blossoming across the state with many schools implementing programs for the first time. Some have hit hurdles with issues surrounding confusion of which language group is associated with particular areas. Some frustration in schools as they can't get programs started.
- Momentum Cloud's "Goal Hub" being used in the Illawarra/South Coast region. Great for PLPs and two-way communication with parents and carers. Coasts approx. \$500 per year for schools.
- Western NSW - Spirits are much higher than this time last year. Rivers are flowing and fish are in the river. Massive impact on the wellbeing and mental health of local communities.
- AECG offering opportunities for Culture Camps, STEM Camps and SHOW Camps in regional and rural areas. Great opportunity for country students to access these cultural learning experiences.
- Food Bank a great supporter of schools providing free resources for breakfast and lunch programs.
- Aboriginal Education networks have been established in both the Northern Sydney and Sydney regions. A great deal of collegial planning, sharing of resources and joint initiatives taking place.

**Human Capital Management**

- Will assist with workforce planning, organisation management & recruitment needs.
- TALEO will cease in 2021 New system will be based on SAP SuccessFactors.
- Training Strategy – the new system will be demonstrated to RGs from July 2020.

**Karen Jones & Lisa Muir (Aboriginal Education & Communities)**

- Lisa Alonso Love and Chloe Reid – job sharing the new Deputy Secretary position as Georgina Harrison is moving to HR
- New partnership agreement finalised with AECG. Short, sharp document. Leading into a 10-year strategic plan. Aboriginal Ed RG will play a major part in developing this plan.
- Looking to get to 1.6% of leaders being ATSI. Working on a strategy to engage Aboriginal leaders to support them into positions through leadership courses. "Prepare them better to fly!" What we're doing now is not working. Losing new Aboriginal teachers at a higher rate. Current programs aren't working. Mark Scott open and keen for a 10 year strategy for Aboriginal staffing. Working closely with School Leadership Institute. Working with middle leadership. Executive priority to build leadership capacity.
- ILs in primary schools. Looking at data around how it's gone and if they need to be relocated to other areas. Hopefully it will be three year contracts rather than one-offs.



## New South Wales Primary Principals Association State Council Report

Term 1 2020

### Matters for delegates to take back to PPC's:

- Any changes to schools will be notified mid-year rather than late in the year re. schools ceasing participation in Aboriginal Education & Communities initiatives. The same process will take place if you're going onto a program. Notice would be given in Term 3 to assist with recruitment.
- SINSW are working with the Aboriginal Ed team to design schools which incorporate Aboriginal perspectives when planning. ie. open spaces, signage, acknowledgements, etc... Karen Jones is very proactive in ensuring schools are supported in this respect.
- School Services now oversee funding for identified positions.
- Nanga Mai Awards are coming up. New partnership agreement to be signed on March 20.

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

- A great deal of discussion around the point that OoHC children should be included in the complexity of school when looking at equity funding, counsellor allocation and Principal classification. ATSI kids 8x more likely than non-ATSI students to be in OoHC placements.
- Since the RG meeting, contact has been made with Karen Jones re. establishing a working party to review/revise/update programs and initiatives from her directorate. This will involve all key stakeholders (PPA, SPC, AEOG, PSA, P&C, etc...) in an effort to make things "work better". First on the agenda will be the processes currently in place re. appointments of AEOs. Looking at options around staffing formulas and use of funding. HR and LSD people will also be involved.

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: One

<b>Reference Group: Assessment, Planning &amp; Accountability</b>		
<b>Chairperson:</b> Scott Sanford <b>Email:</b> <a href="mailto:scott.sanford@det.nsw.edu.au">scott.sanford@det.nsw.edu.au</a> <b>Executive Liaison:</b> Bob Willetts		
<b>Regional Representation:</b>		
Hunter/Central Coast: Leonie Clarkson	Western NSW: Scott Sanford	Sydney: Michelle Shelton / Olivera Mateski
New England: Charmaine Johnston (apology)	Illawarra/ SC: Glenn Daniels	W Sydney: Christine Burke for Kerrie Beeby (apology)
SW Sydney: Hamish Woudsma	North Coast: Narelle Kessey	N Sydney: Matthew Fuller
Riverina: Grant Beard		
<b>DoE Personnel/ Visitors in attendance &amp; role</b>		
<ul style="list-style-type: none"><li>Sharon Ford – Executive Director, High Performance</li><li>Dr Ahmed Deria - Director, High Performance</li><li>Mark Fisher-Hoad – High Performance</li></ul>	<ul style="list-style-type: none"><li>Daniel French - Relieving Director, NAPLAN Online</li><li>Catherine Thompson - Director, Literacy &amp; Numeracy (via Skype)</li></ul>	
<b>Summary of Matters:</b>		
<p>Issues received from members related to school planning, annual report, data use and A-E reporting.</p> <p><b>CESE:</b> New CESE documents are available and can be accessed through the CESE site. CESE are looking at giving 'What Works Best' a re-boot.</p> <p><b>NAPLAN Online:</b> The NAPLAN transition status shows that 2/3 primary schools (67%) will be continuing or commencing NAPLAN Online in 2020. 33% deferring to 2021. In order to test load on the system a simultaneous test practice has been scheduled for 12pm on Monday 23<sup>rd</sup> March for Years 5,7,9 Writing.</p> <p><b>School Planning:</b> - The length of the new plan is still being determined as to whether it will be a 4 or 5 year plan. An electronic support resource and sample plans are currently being written and evaluated. Hoping to have resources available to schools by mid-term two. Sample plans for large primary, small primary and SSP. There will be support and professional learning to follow.</p> <p><b>Curriculum Monitoring:</b> Will occur again in 2020 as it did in 2019. Random visits will get minimum of four days notice.</p> <p><b>Literacy &amp; Numeracy:</b> Best Start has progressed well for 2020, data is available in SCOUT. Phonics Check EOI in SchoolBiz. Funding is attached in the form of two days release per teacher (1 day for PL and 1 for assessment). Number of schools to participate is yet to be determined. Phonological Awareness Face-to-face PL is still available, with a mirror online course under development. Online assessment will be accessible through ALAN – point in time assessment, available in Term 2. Literacy and Numeracy in the Early Years - A great resource. There will be accompanying resources for parents, delayed by technical issues. Will be looking at building this resource further and would welcome any feedback about what might happen next.</p> <p><b>EAfs</b> – committed to having information out this semester for 2021.</p>		
<b>Matters for delegates to take back to PPC's:</b>		
<p><b>SCOUT:</b> New resources and reflection guides available on CESE site.</p> <p><b>NAPLAN:</b> NAPLAN Online 'load' practice test – 12pm Monday 23<sup>rd</sup> March</p> <p><b>Annual Report:</b> Improvements have been made to automation process.</p> <p><b>School Planning:</b> New school planning process coming our way for 2021. High Performance are developing a resource pack for schools and initial support will be available early, including sample plans by mid-term two.</p> <p><b>School Registration 2020:</b> 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. NSWPPA to work with High Performance on process.</p> <p><b>Literacy &amp; Numeracy:</b> - Phonics Check EOI Schoolbiz Week 5</p>		
<b>Matters the NSWPPA Executive/ State Council need to be aware of:</b>		
Draft Position paper for Council this term	No	
Collaboration with another RG/SC/WP? (who)		



## New South Wales Primary Principals Association State Council Report

Term: (enter term)

### Reference Group: Assets

Chairperson: Brent Kunkler Email: [brent.kunkler@det.nsw.edu.au](mailto:brent.kunkler@det.nsw.edu.au) Executive Liaison: Jude Hayman

### Regional Representation:

Hunter/Central Coast: Kevin Greaves (alt)	Western NSW: Kylie Toberty	Sydney: Rob Jennings
New England: Murray Cox	Illawarra/ SC: Phillip Katen	W Sydney: Gary Ruzgas
SW Sydney: Brent Kunkler	North Coast: Vacant	N Sydney: Megan Lockery
Riverina: Kerry Barker		

### DoE Personnel/ Visitors in attendance & role

• Glenn Downie – Director AMU	• Nick Fisher – Director Cooler Classrooms
• Brian Frankham – Director Assets performance	• Danielle Fogerty – Director Sustainability
• Amelia Tsang – Safety and Compliance	• Terry Stevens - ED Asset Management

### Summary of Matters:

1. Backlog maintenance program: 53% of line items completed. On track to be fully completed by June 30<sup>th</sup>
2. Fast Track Initiative; Tier1 operational. Tiers 2 / Tier 3 by Semester Two. Reminder to schools there is no cost for AMU to project manage. Remember if any school money is used to supplement community funding procurement guidelines to be followed.
3. Share our Space initiative: AMU only responsible for implementation. A lot of issues regarding the initiative from Principals.
4. Cooler Classrooms: 1376 audits completed all 2200 school to eventually be audited. 919 schools in RD1- 85 completed with 229 in design. A five year program. Round 2 (450 schools) yet to be announced. Further communications regarding the initiative will be available in March. Any questions AMU first then if no satisfaction contact Cooler Classrooms directly.
5. Bushfire mitigation plans on track. No high risk school was affected by fires. Vermiculite remediation program has been completed. Lead / Mould remediation plans being developed. Lock program funded over two years.
6. Still working on cleaning options Future Focussed Learning spaces.
7. 486 schools have had reduced cleaning hours as this was part of the contract. Communication was very poor with the school and the Principal in regards to the decrease. If the school principal is not satisfied with the standard of cleaning at 8.00am they try local resolution first then if still unhappy place on Webclean. ASO to complete with principals ongoing cleaning audits.
8. Finally a huge congratulation to SINSW and especially the AMU for their tireless efforts to ensure all bushfire / flood affected schools were ready for day 1 2020. A magnificent effort.

### Matters for delegates to take back to PPC's:

- Sustainable Schools Grants will be announced next week (Week 5) - \$15000 grants to NSW Public Schools. Unsuccessful schools can apply in November 2020; first Monday in November it opens and the last Friday in November applications will close. [Sustainability.enquiries@det.nsw.edu.au](mailto:Sustainability.enquiries@det.nsw.edu.au)
- The use of regional maintenance and cleaning review meetings to resolve individual school issues. PPC Assets reps need to either attend or submit school issues to these meetings.





## New South Wales Primary Principals Association State Council Report

Term: *(enter term)*

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

Cleaning hours Reduction

School Partnership initiatives

Draft Position paper for Council this term

No

Collaboration with another RG/SC/WP?

N/A



# New South Wales Primary Principals Association State Council Report

Term: **1**

Reference Group: <b>Curriculum</b>		
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		
<ul style="list-style-type: none"> <li>Paul Wood Director, Early Learning &amp; Primary Education (DoE)</li> <li>Ananda Horton, Primary Education Coordinator (DoE)</li> </ul>	<ul style="list-style-type: none"> <li>Kay Smith &amp; Kim Proctor Directors, School Services (DoE)</li> <li>Catherine Thomas, Director L&amp;N &amp; Natalie Johnston-Anderson, CESE DoE</li> </ul>	
<p>Summary of Matters:</p> <p>Representation on the following groups/meetings:</p> <ul style="list-style-type: none"> <li>DoE Workplace Engagement Reference Group - 24 &amp; 25 February (Norma Petrocco)</li> <li>DoE Curriculum Program Advisory Group - 27 February (Norma Petrocco &amp; Michael Windred)</li> <li>NESA Curriculum Committee &amp; Assessment Committee Joint Meeting (Norma Petrocco &amp; Bob Willetts)</li> <li>Mathematics Association of NSW Conference - 27 &amp; 28 March (Julie Organ)</li> </ul> <p>Matters Received:</p> <ul style="list-style-type: none"> <li>The teaching of Child Protection (Northern Sydney) - written response from James Hoffman 19/02/2020.</li> <li>Focus on Reading mapped to the progressions - training is now for individual teachers. Can this be changed to a train the trainer model as in prior versions as this significantly impacts on professional learning funds and how it is delivered in schools (Sydney) - awaiting response from DoE.</li> </ul> <p>Also in attendance at meeting:</p> <ul style="list-style-type: none"> <li>Tanya Coli Inspector, Primary Education Curriculum Standards and Sally Kelly.</li> </ul>		
<p>Matters for delegates to take back to PPC's:</p> <p><b>Child Protection Education Requirements in PDHPE K-6</b> - Child Protection Education is required to be taught in every stage of learning from K-10 as part of PDHPE. For further information refer to SchoolBiz article published 21 February (Week 5).</p> <p><b>Project Firestorm</b> - STEM curriculum resource for Year 5 and Year 6 students and teachers. For further information refer to SchoolBiz article published 21 February (Week 5).</p> <p><b>Curriculum Network Project</b> - Phase 2 will focus on building leadership capacity, trial resources and website.</p> <p><b>NESA Curriculum Review</b> - recommendations released by the end of Term 1.</p> <p><b>Write On</b> - will be starting in Term 2 and published in NESA news.</p> <p><b>A-Z Classroom Strategies for Beginning Teachers</b> - printed book available at NESA on-line shop.</p>		
Matters the NSWPPA Executive/ State Council need to be aware of:		
<p>Draft Position paper for Council this term      No</p> <p>Collaboration with another RG/SC/WP? (who)</p>		





# 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 (apology)
SW Sydney: Anja Shuett	North Coast: Jenni Smedley	N Sydney: Megan Gibbons
Riverina: Andrew Pryor (Apology)		
DoE Personnel/ Visitors in attendance & role		
<ul style="list-style-type: none"> <li>Gill White Director Disability Strategy</li> <li>Robert Goodman Leader NDID Transition</li> <li>Jackie Grozdanovski Principal Project Officer</li> </ul>	<ul style="list-style-type: none"> <li>Louise Farrell Director Disability Learning and Support</li> <li>Suzanne Rothwell Director Assisted Transport</li> <li>Neville Bryce CEO Assisted Transport</li> <li>Linda Smith Principal Project Officer</li> </ul>	
<ul style="list-style-type: none"> <li>Andrew Balzer STEM T4L Leader</li> </ul>		
Summary of Matters:		
<ol style="list-style-type: none"> <li>The Pilots at Glenrock and Grafton are continuing to inform revised Placement Panel Guidelines. These only commenced at the end of last term. The Reference Group will contact the PPC Presidents of these areas to hear their view on how they think it is going. The trials are going until Week 8 this term. The reports from the Disability Strategy Team has been quite positive in these early days.</li> <li>We once again highlighted the lack of consistency across networks in Placement panels and funding support turn around, wellbeing personnel turnover, students not being placed due to insufficient placements available, difficulty in getting skilled teachers for our support classes etc.</li> </ol>		
Matters for delegates to take back to PPC's:		
<p>Assisted Transport have 2 projects which we support in principle at this stage. These include</p> <ul style="list-style-type: none"> <li>ASTP Parent Applying First project- Online application for parents which will go straight to ASTP and then to us once provisionally approved. We do not do the applications (except those parents that cannot). This will save us a lot of time and there are contingencies for those without computers or skills</li> <li>ASTP rollover in Term 3 rather than Term 4 – this is a less busy time for us and it is only a small process and students will find out about their transport earlier</li> <li>Restrictive Practices Framework. The team looking at this Framework, seem to have a common sense view. There is quite a bit of anxiety amongst Principals about this "Framework" and the impact it may have especially around those students that require a quiet space, teachers to hold their hand, etc. The Royal Commission is going to have a huge impact on the way this framework is going to go. They are trying to get a lot of feedback and develop something that is practical and supports the students and schools. We want to ensure that this does not also come with lots of paperwork for us. There will need to be lots of TPL in this area. Please ensure that you have signed off plans for students and remember that "safety trumps everything"</li> </ul>		
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 Delkeith	Western NSW: Rob McPherson (Dafydd Thomas apologies)	Sydney: Wenita Bowles (Leanne Noon apologies)
New England: Pete Baum	Illawarra/ SC: Loreta Kocovska (Jacqueline Piggott apologies)	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 Giesekam – Chief Financial Officer	Barbara Soiland – Director of Business Services in EDConnect
Mary-Lou O'Brien – Director Strategic Schools Resourcing	Kate Sheehan – Director, Shared Services Human Resources
Brett Ogier – Director Finance Analysis and Partnerships	Scott Dries – Senior Manager, Shared Services
Ram Lakshmanan – R/Director, Finance Excellence	Sally Webster – Director, School and Business Systems
Brianne Roberts - Finance Manager	Hugh Twomey – Group Director, Teaching and Learning Experience
Jessica Horn – Finance Manager	Mark Boniface - Program Manager, Learning and Business Systems
Phil Dove – HCM Change Director	David Nosworthy – Schools Implementation Manager

**Summary of Matters:**

- 1:1 Principal support for budgeting – extremely well supported by Principals. Requests for continuation of this very important support service.
- SASS pay rise increase impact – more clarity to come in approved SBAR. December and January adjustments have been made.
- HCM presenters have confirmed TALEO will be replaced by a user-friendly, intuitive system. Principal / Delegate / Applicant training in the middle of the year.

**Matters for delegates to take back to PPCs:**

- Finance: SBAR Impact (Bushfires and C. Virus) – extended date. Approved SBAR will be delivered no later than 22<sup>nd</sup> April. In SBAR – Staffing Maintenance will be reflected in details. SASS pay rise will be reflected; English language Proficiency visible if entitled. SSP – Additional staffing (under initiatives) – one year only. Remember – spend; don't hold off.
- Very important for schools to raise orders before Shared Services receive an invoice to be paid. Check SCOUT accounting reports to see your school performance.
- PCard – your PIN can be viewed online via CitiManager App. Citi-Bank systems are touchy in terms of security and responses. Please identify issues to EdConnect, as this will highlight issues.

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

- The impact of SASS salary costs and understanding the approved SBAR. Communications are forthcoming from DoE Finance. Schools which use flexible funding for SLSO positions may face a reduction of staff time. This affects student learning access. Flexible funding was not increased to reflect salary increases. Our FARG and through the Finance Consultation group, we advocated very hard for this funding to be absorbed but were unsuccessful.

Draft Position paper for Council this term No

Collaboration with another RG/SC/WP? (who) Greg McLaren (Chair; Legal Issues)



**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
Riverina: Kirrilee Post		

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

- Staffing Methodology Review (SMR) SSP – one-off flexible funding. Monitored over the year to see how the money is spent and impact. There are criteria for schools to follow. There are 4 different ways for schools to use the money: Exec release, SLSO's, specialist health providers and giving more release to Aboriginal teachers in juvenile justice centres. There is a 5<sup>th</sup> way principals can utilize these funding and is available on request (to use the money for PL, for example) HR are now gathering an evidence base.
- Casual supplementation. Endorsement in SMR of a pilot program. There is a pilot for 47 areas/clusters of schools. There are 2 interventions; a) Hub and spoke system – this is an evolution of previous programs. The program has been designed around a commuting distance no more than 1 hour. More visibility as to where the resource is on a day to day basis is needed. Monitoring from each pay cycle to see where the casual is every day. HR are looking to put together ground rules as to how the resource is used (PL, etc.) and is it a suitable use of the request. b) In-built relief in the school. (e.g. Isolated schools) HR are doing the trial to see if these locations are the right location.
- Small Schools – Looking at SAM's on a permanent basis and having a second teacher permanently in small schools.
- The Human Capital Management (HCM) targets area to: increase automation to industry standards; reduce time needed to hire a permanent teacher from 10 weeks to 6 weeks; reduce the number of interfaces; reduce manual handling and overall process complexity; reduce steps in principal and school exec and teacher recruitment; and increase the capacity to hire by 25%. 18 systems will be decommissioned like OMSEE, OMSEE 4, TOS teacher transfer, others. Update in term 3.
- Additional time for AER numbers given due to the fires was appreciated.
- New SASS award – changes to SLSO student health support classification, for those administering medication – it is a specific pay rate not just an allowance. Changes in September to recruitment – by advert not transfer.

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

- 11% pay increase to SASS funded for permanent employees. School given supplementation to cover increased cost of temporary SASS.

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

Staff Methodology Review and Human Capital Management are the focus programs for HR Reference Group in 2020..

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:  
Term 1, 2020

## Reference Group: *Principals Support Reference Group*

Chairperson: Grace Palamara, Rel in T1 for Judy Goodsell

Executive Liaison: Lyn Davis

Email: grace.palamara@det.nsw.edu.au judith.goodsell@det.nsw.edu.au

### Regional Representation:

Hunter/Central Coast: Cindy Sadler	Western NSW: Anne Van Dartel for Angela Lewis	Sydney: Gai O'Neill
New England: Leonie Byrne	Illawarra/ SC: Kathy Rembisz	W Sydney: Grace Palamara
SW Sydney: Carolyn Wallace-Whelan	North Coast: Nikki Bartlett-absent	N Sydney: Betty Ploeg for Judy Goodsell
Riverina: Darren White		

### DoE Personnel/ Visitors in attendance & role

• Wendy Buckley, PPA Principal Support Officer	•
• Greg McLaren Legal Issues SC, Chairperson	•

### Summary of Matters:

**Bushfire crisis**-Concerns regarding counsellors who were only in for the first 1-2 weeks and unfortunately no longer providing support. EAPS/ Converge support was very poor. Some staff are now paying for private counselling.  
 -Situation is critical for staff and now members of communities experiencing issues between themselves.  
 -There appears to be a silence from DoE about how we are providing support or what is planned.  
 -Enrolments are changing as people are looking for a home. Information regarding OMSEE came too late.  
 -Suggestions for assistance are needing to be collected and implemented eg funding for students, support for the Principal and SAM's, delay target setting meetings with DEL's.  
**EALD**-Training for teachers for students that are new arrivals is minimal or non-existent. EALD personnel do not go into Western parts of the state. Visa changes have seen more families living and working in rural areas.  
**EPAC**-The time taken to complete the process is still a major concern. Recommendations from the review have been implemented however, we are unsure to what degree. Procedural fairness recommendation has been delayed.  
**Monitor staff sick leave**-This is now the full responsibility of the Principal to access SCOUT and follow-up. This is causing increasing workload and stress.

### Matters for delegates to take back to PPC's:

**Legal Services**-New Legal Services request form is a web-based option for requesting support. This will not replace phone option but will allow for a time frame to be set on when the response is needed. We should be having a response to acknowledge the inquiry/request within 24 hours from Legal Services.  
**TPMI** is a support mechanism for underperforming teachers and has been rolled out statewide. There may be a risk that Principals are not using it enough.  
**Human Capital Program** work will see the end of a number of ineffective tools. Plan for implementation-mid 2021. Changes include: TALEO will be gone, changes to onboarding, planning and staff recruitment, position and organisation management and workforce planning. Targets for improvement process include: Increase in automation; reduction in the time needed to hire (from 10 to 6 weeks); reduction in the number of interfaces (currently there are lots of interfaces, some with overnight delays) reduction in manual handling and complexity; reduction in steps; increased capacity. We will see improvements to the transfer, criminal check and approval to teach systems.

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

**The Principal Support Officer positions** are extremely valuable. Time is mainly being used to support colleagues with EPAC cases and a lot of time during the Jan holidays talking people through the problems faced due to the fires. There have been lots of cries for help. The positions should be formalised and reviewed annually by PPA.  
**PPA Priorities**-Reference group vision statement determined – *Empowering our colleagues through supportive structures to enhance their wellbeing and capacity*. Strategic Directions discussed and created.

Draft Position paper for Council this term

Yes / No

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





## SSP Reference Group

Chairperson: Mark Gosbell

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

Executive Liaison: Stuart Willey

Regional Representation:

Hunter/ Central Coast: Graham Finch	Western NSW: Jane Crosland	Sydney: Michelle Gomes
New England: Brett Pearson	Illawarra/South Coast: Katrina Eyland	Western Sydney: Kylee Thorson
South West Sydney: Anne Flint	North Coast: Helen Rea	Northern Sydney: Mark Gosbell
Riverina: Marianne Mitchell		

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

### Disability Strategy Implementation

- 2019 Awarded 198 scholarships to Masters of Inclusive Education
- Will offer more in 2020 earlier in the year and include Hearing/Vision scholarships as well
- DSI are collaborating with universities to increase inclusive education into degrees
- Research projects in place around doing practicums within SSPs and which universities are encouraging/discouraging
- 2019 PD around trauma-informed practices – will continue in 2020
- Innovation Program – applications closed and being assessed.
- Improving the Learning and Support Journey including Access Requests is committed to statewide changes from Term 3 i.e. new panel guidelines, improving consistency, testing of MyPlan (assessing student need prior to AR)
- CESE trial – Assessment for Complex Learners happening in 2020
- **Restrictive Practices Framework**
- Department needed to have addressed the consideration of restrictive practices such as Environmental restraint, seclusion, mechanical restraint (using materials), physical restraint or chemical restraint.
- Development of a Restrictive Practices Framework seeks to identify where DoE uses practices defined as restrictive but has processes to manage these. i.e. behavior plans, WHS policy etc.
- RPF team are starting with a clarifying defining terms with stakeholders and then identifying policies that refer to restrictive practices. Important to have a clear and shared definition and this will not be a policy that is just handed out.

### Staffing Supplementation 2020 from SMR \$37 million for 115 SSPs

SSP Staffing Supplementation aims to have a positive impact on:

- Equitable staffing allocation
- Reported resourcing constraints
- Capability of students to realise their full potential

Two-part implementation

1. Supplementary funding short term – flexible resourcing commencing Term 1 2020
2. Partnership program medium term – trial innovative staffing options for SSPs and support classes during 2020/2021

Four streams of **recommended** use for the funding

1. Increase exec entitlement
2. Increase SLSO
3. Engage dedicated specialists ie OT, physio etc
4. Increase capacity for AEOs

Principals will be provided with support materials and evaluation options.

Need to use WBS IO number to track funding.

### One Finance Reference Group

Representations in 2019 has ensured that all pay increases for SASS staff are 'quarantined' for SSPs. Assurances have been given that for any expenditure of funds on SLSO/SASS staff in SSPs either from base FTE or flexible funding SSPs will not 'pay the bill' for the increase cost associated with the new award.

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

Feedback processes for SMR are critical to further development / enhancement of the current SSP Supplementary funding allocation. SMR funding should be seen as above regular operational funding and where student need exceeds regular SBAR allocations schools should continue to work with Student Services and Disability Learning and Support as required.

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

The SSP reference group would like to thank the executive of the PPA along with representatives from PPCs across the state for the various acts of support and advocacy that have led to SMR making decision to provide significant supplementary funding package for SSPs in 2020. It has been clear in the process that there has been a genuinely collective effort in ensuring a clarity of the need of SSPs and this is much appreciated. 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: 1  
2020

### Reference Group: Student Wellbeing

Chairperson: Helen Craigie Email: helen.craigie@det.nsw.edu.au Executive Liaison: Trish Peters

#### Regional Representation:

Hunter/Central Coast: Emma Stothard	Western NSW: no rep	Sydney: Ruth Bradfield Ling
New England: no rep	Illawarra/ SC: no rep	W Sydney: Sandra Martin
SW Sydney: no rep	North Coast: Helen Craigie	N Sydney: Margaret Foott
Riverina: Susan Bourne		

#### DoE Personnel/ Visitors in attendance & role

*Nic Danta- Engagement lead/Disability Strategy	*Karen Hodge- Director Student Engagement & Interagency Partnerships
*Floryn Hall- Disability project Lead	
*Jackie Grozdanovski- Principal Project Officer/ Disability learning & Support	
*Robert.....	

\*All issues received this term voice serious concerns about the lack of counselling, learning and support and behaviour 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.

\*Psychological Services – Bushfire response- unprecedented with contingency counsellor plans activated during January and continuing; looking at localised responses in partnership with Health and Safety and Headspace resourcing. Message- schools will not be expected to bear the costs of additional support.

\*Smiling Minds Program- Admin problems with reaching schools who subscribed to be included in the pilot open to 400 schools. Some urgency to recruit more schools for the pilot to be successful. Smiling Mind presence on Yammer.

\*Menstrual Hygiene program- plan to provide free products for girls this year. A trial around implementation to be set up shortly / one metro and one rural school. AMU will need to include in scope of works to accommodate. Principals to manage implementation within school. A number of issues raised..... to be considered.

\*Para Professionals- data base procurement quality assurance process around 3<sup>rd</sup> party providers being established- link on the Student Wellbeing site -see below

\*Behaviour Strategy/ Discipline review- Behaviour web site resources being refreshed and platform/ quality links to be built on to reflect up to date quality data informed links. Advocacy groups problematic. Code of Behaviour/ Discipline – inconsistency in interpretations and actions. Suspension procedures- legal issues -criminal behaviour( 5-10 year olds)

Suite of strategies to support schools – money/ trauma and complex behaviours training/ preservice training/ interagency partnerships/ best practice in ED/BD schools

\*Disability Strategy – workforce capability and inclusive education / scholarships for teachers to undertake Special Ed – open in June for 2021 EOIs ( Teach NSW and School Biz)

Grad Diploma will also be offered. Liaising with NESAs/ units to assist in the development and improvement of pre service training particularly in class management and disability. NESAs priority areas- elaborations for students with a disability. TAFE fit for purpose quals for SLSOs – Cert in Educational Support. Trauma Informed practice- training modules ( Term 3) EOIs for teacher facilitators.

Disability Standards for Education- for Principals/ School exec and DELs-via MyPL (federally funded) .

Assessment for Complex learners ( Clarke Rd model). Learning Passport/ SWANS- exploring assessment for complex learners. PLASST review to be considered.

\*Restrictive Practices Consultation- focus on shared knowledge, common language and definitions.

Considerations- setting and context. Short consultation timeframe- Term 2- anticipated Framework – to support current policies. Practice must be registered ‘Restrictive practice Authorisation’ under NDIS. Other state’s policies and procedures being considered. Stuart Wylie (PPA exec) is on the consultation group  
**Feedback welcome.**





## New South Wales Primary Principals Association State Council Report

Term: 1  
2020

### Matters for delegates to take back to PPC's:

\*Please take the time to look at the contents in the following:

Behaviour resources- <https://education.nsw.gov.au/student-wellbeing/attendance-behaviour-and-engagement/student-behaviour>

Disability Strategy updates -<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](mailto:disability.strategy@det.nsw.edu.au)

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

Disability Royal Commission and updates as information becomes available. [disabilityroyalcommission@det.nsw.edu.au](mailto:disabilityroyalcommission@det.nsw.edu.au)

Para professionals link- <https://education.nsw.gov.au/student-wellbeing/external-wellbeing-providers>

### Matters the NSWPPA Executive/ State Council need to be aware

As above.

Draft Position paper for Council this term: No



# New South Wales Primary Principals Association State Council Report

Term: 1

## 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: Deborah Maxfield
New England: Andrew Rodgers	Illawarra/ SC: Chris Hopkins	W Sydney: Bek Zadow
SW Sydney: Doris Herrmann	North Coast: Leanne Parker	N Sydney: Paddy Rich
Riverina: Julie Eason		

## DoE Personnel/ Visitors in attendance & role

Phil Dove, Libby Gledhill & David Nosworthy – Human Capital Management Project

## Summary of Matters:

- Student Wellbeing: Chaplaincy / SWSO programs** – some schools that applied for a Chaplain missed out and others that didn't apply got given one. Those who missed out given limited feedback.
- Student Wellbeing: Counsellor Allocations** – Days given not equitable as not based on need, instead based on numbers. High Schools being given Wellbeing offers is another inequity.
- HR - Full time SAM / GA allocation** – TPRG will be writing a position paper around having a full time SAM in every school. GA allocation formula not transparent. If cleaning hours were adjusted due to size, why can't GA allocation be the same re size and age of school?
- Finance** – access to PL in some areas is poor, others is great.
- Rural and Remote** – inequity around schools classed as 'rural' and those classed as 'remote'.
- DoE: External Validation & Workload** – inconsistency around how panels run. Some schools having EV and audit within weeks of one another.
- DoE: Consolidated Schools Schedule** – lots of happy Principals = we appreciate this.
- DoE: Targets** – small cohorts and transient populations make having authentic targets very hard for small schools. CESE running a support project in this area but to qualify you have to have more than two executives, excluding many small schools.
- DoE: Enrolment Policy** – a revision on 18/12/19 listed changes for schools with up to 150 students. Causing concern.
- DoE: Bushfires & Closing Schools** – inconsistent around the state. Some Principals could make this decision themselves and others were not allowed to. Inaccurate information re fire threat in some areas where DoE was listening to state directions, rather than local on the ground RFS info.
- Curriculum** – COGS
- Assets** – Contractors, Storms, Kangaroos and Eagles: Contractors turning up unannounced. Storms: one school had no power for 8 days (got generator on day 9), toilets powered by electricity and still not allowed to close. Kangaroos and eagles due to drought are creating havoc in many school areas, destroying property and a threat to children.
- Technology** – device rollout for every teacher in a TP1/TP2 school. Very grateful to Mark Greentree and his ITD team for this initiative!!

## Matters for delegates to take back to PPC's:

- 3 – position paper will be written. Feedback from around the state will be sought – encourage colleagues to contribute.
- 9 – Small school are not allowed to have a "free for all" in terms of enrolment because of this change. The previous procedures apply re how families access out-of-area and how schools are allowed to accept out-of-area.
- 13 – please collect good news stories and pass them on to Bek. These will be collated and sent to Mark.

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

All issues 1-13

Draft Position paper for Council this term No

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



**Reference Group: Technology**

Chairperson: Clint White/Drew Janetzki Email: [drew.janetzki@det.nsw.edu.au](mailto:drew.janetzki@det.nsw.edu.au) Exec 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: Robert Linas
SW Sydney: Reg Corney	North Coast: Allison Mitchell	N Sydney: Mark Chaffer
Riverina: Richard Busby		

**DoE Personnel/ Visitors in attendance & role**

• Michelle Michael - Dir, Learning Design, Development	• Stephen Loquet - Chief Information Officer, DoE
• Ian Tobitt - Learning Design/Development Advisor	• Mark Greentree - Director, T4L
• Andries Treumicht - Group Dir, HR/Payroll/HCM	• Phil Dove - HCM Change Director

**Summary of Matters:**

- Digital Devices in Schools Policy implemented in Term 1 2020. Digital Citizenship Resources and Parent presentations are requested and being developed for parent/community information. Request for these to be made available before policies are rolled out.
- Youtube pilot to be conducted at internet@edge sites. Requests for unblocking a youtube link we make it active for all users. Only 5 schools have opted to be able to open up Youtube for students
- NSW Schools Digital Strategy- has been a lot of collaboration and deep thinking around this strategy which is trying to describe the ways that schools can best work
- Devices for Teachers Pilot started Nov 2019 allocated to all staff in TP1, TP2, SSP and EECs. Phase 2 is to 'get to know your device' and Phase 3 enhancing teaching and learning
- HCM Training strategy has had significant consultation around what will work best for training- have considered past feedback from LMBR and Payroll implementation. No change to schools until Go Live in 2021

**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. "MSA" Manage Staff Access available in portal to replace AMU- Access Management Utility to provision access to applications – positive move.
- Canva (publishing tool) have opened up a portal for free account for DoE staff [www.canva.com/edu-signup](http://www.canva.com/edu-signup)
- Devices for Teacher Pilot Schools (TP1, TP2, SSP and EECs) must complete initial survey for baseline data.
- Single sign-on with email address rescheduled. Corporate staff commencing
- Digital Devices in Schools Policy MyPL course coming- accredited – for principal/ leader to run with all staff around how the policy works and the implications for each school 'Digital Devices and Online Services' Includes slide decks and resources.
- Great resources to support policy implementation including forms tool to create school policy very efficiently <https://education.nsw.gov.au/about-us/strategies-and-reports/our-reports-and-reviews/mobile-devices-in-schools> Digital device student workshops <https://sites.google.com/education.nsw.gov.au/digitaldevicestudentworkshop/>



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

- As above main 3 items: Digital Devices in Schools Policy implemented in Term 1 2020. Digital Citizenship Resources and Parent presentations are requested and being developed for parent/community information. Request for these to be made available before policies are rolled out.
- Youtube pilot to be conducted at internet@edge sites. Requests for unblocking a youtube link we make it active for all users. Only 5 schools have opted to be able to open up Youtube for students
- NSW Schools Digital Strategy- has been a lot of collaboration and deep thinking around this strategy which is trying to describe the ways that schools can best work

Draft Position paper for Council his term

No

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



# New South Wales Primary Principals Association State Council Report

Term: 1

## Standing Committee Report: Annual Conference

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

### Representation:

Karen De Falco	Daryl McKay	Vicki Harris
Michelle Davies	Mark Pritchard	Cameron Upcroft
Sheila Bolland	Michelle Sarjana	Polly Palaitis
Kylie Watts (performance assistant)		

### Meeting Observers

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### Meeting Attendees

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### Summary of Matters:

- 2020 conference theme: 2020 Adjusting the Focus. The logo is on the PPA website, conference Twitter page and the app. Conference dates: Tuesday 27 October–Thursday 29 October at The Start Event Centre, 80 Pyrmont Rd, Pyrmont. Accommodation can now be booked using the code **NSWPPA20** for a 15% discount on the room rate.
- Introduced expectations of delegates to reflect the professional nature of the position of Principal and NSWPPA. These will be communicated through the app and also sent to all Presidents to share with their PPC.
- Committee now has a core group with the function of planning for the new conference venue. Additional meetings are required. Sponsorship packages are nearly finalised with the EOIs anticipated to be distributed in week 8.
- Presentation of promotional bags, shirts, notebooks to choose from, from several different companies. Awaiting their final quotes so we choose the best quality and price.
- Speaking program: in phase 1 of our wish list, and matching with the speaker's availability. The program will be slightly different:
  - Monday: Registration 4-8pm and Welcome to Conference (drinks) 5-8pm
  - Tuesday: Official Opening, performances & speeches followed by PPA Awards. Cocktail reception 6-8pm.
  - Wednesday: Business session and speaking program. Conference dinner. 7:00-10:30pm
  - Thursday: Breakfast with the Sponsors & speaking program. Conference close: approx. 1.15pm. This allows delegates travel time.

### Matters for delegates to take back to PPC's:

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

Draft Position paper for Council this term Yes / No N/A

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



# New South Wales Primary Principals Association State Council Report

Term: 1

## Standing Committee Report: Communications and Engagement

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

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

### Representation:

Simon Mulready	David Munday	
John Goh	Ian Reeson	
Carolyn Nugent		
Adam Wynn		

### Meeting Attendees

Oona Nielsen – Executive Director C&E	Carmen Michael – Director- Content & Engagement
Kathleen Donoghue - Lead and Think International	Jackie Kuek- Director (r) Internal Communications
Greg Daniel KPMG Social Media Advisory	

### Summary of Matters:

**SOCIAL MEDIA – Policy Update** - The Secretary has accepted the Ombudsman's recommendation that the social media policy will be reviewed and amended to state that, due to privacy law, staff are not permitted to post about their work, their colleagues or students on personal social media accounts.

- Staff should not have personal comments/images of work, colleagues, students on personal social media accounts. Only official school accounts can post about students, work and staff
- Is this/will this isolate our staff?
- Considerations for social media as a communications channel

**NSW School Updates New App** - Single use app only, relating directly to whether the school is operational or not. This information is the same that occurs on the School Safety Page.

Discussed concerns re inconsistencies in directions from DoE during recent bushfires.

**Schools Video** – successor to Filmpod. Intention is for sharing best practice. Can sync with SWS/Facebook. Brightcove platform offers a world-class, private and fully integrated video streaming platform:

- Upload 20 mins footage, get a 2 minute video back in 24 hours
- Testing with 10-20 schools currently

**Attendance Trial** – SMS parents re Attendance

**School Target Setting** – concludes April 9. Raised issues with process so far – asked for feedback T2.

**Lead and Think International** – private social media intervention solution

**Develop future plan for C&E SC** – Community Charter protocols – suggest strengthening some follow up, Education week feedback, Social Media Policy update, School Biz, review promotions masterclass, inappropriate emails to school staff from corporate staff i.e. unrealistic timelines in holidays, half mast too late

### Matters for delegates to take back to PPC's:

Social Media policy update – please provide feedback to our members

Schools Video

NSW School Updates

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

- Developing package for consideration reimagining logo, merchandise etc
- Social Media policy update
- Update Department/NSWPPA Communications protocol – DEL+ PPC president/ED/Dep Sec etc.
- Exec – aware of Measurement and Outcomes based funding in NSW Schools

Draft Position paper for Council this term: No

Collaboration with another RG/SC/WP? Not this term





# New South Wales Primary Principals Association State Council Report

Term: 1, 2020

Leadership Standing Committee Report:		
Chairperson: Cath Larkman Email: catherine.larkman@det.nsw.edu.au Executive Liaison: Lyn Davis		
Representation:		
Margaret Charlton	Jodie Paterson	Graeme Ross
Louise Challis	Peter Flannery	Christopher Parkinson
David O'Connor	Corinna Robertson	
Meeting Observers		
Meeting Attendees		
<ul style="list-style-type: none"> <li>Craig Brown and Corinna Robertson - School Leadership Institute</li> </ul>	<ul style="list-style-type: none"> <li>Kathleen Donohue – Future Focused Learning</li> </ul>	
Summary of Matters:		
<p>Updates to the School Leadership Institute: Corinna Robertson and Craig Brown</p> <ul style="list-style-type: none"> <li>Now a team of 20</li> <li>DP Role Statement currently undergoing consultation. LSC compiling responses</li> <li>Teacher Leaders – identification and development – survey in School Biz in Critical Dates section</li> </ul> <p>Initial Discussion around a Position Paper for HALT in response to the Grattan Institute report .  <a href="https://grattan.edu.au/report/top-teachers/">https://grattan.edu.au/report/top-teachers/</a></p> <p><a href="#">Review, additions and adjustments made to the PPA Vision Statement, Priority Actions/Initiatives</a></p> <p><a href="#">PARF Research Funding – initial discussion planned with Ann McIntyre</a></p> <p>Professional Learning Report presented by Margaret Charlton with many exciting learning opportunities for Principals and executive that will be outlines at State Council</p> <p>Kathleen Donohue presented to the LSC a Potential PPA PL proposal for development of innovative learning spaces – Discussion to follow.</p>		
Matters for delegates to take back to PPCs:		
<ul style="list-style-type: none"> <li>Promotion of Principal Credential in area PPCs</li> <li>5 new leadership programs in 2020 – Margaret Charlton finalising flyers for distribution- these will include opportunities for leaders and their staff.</li> <li>Feedback can be provided through the PPA website PL link</li> <li>School Leadership Institute survey in School Biz Critical Dates section for identification and development of Teacher Leaders</li> </ul>		
Matters the NSWPPA Executive/ State Council need to be aware of:		
Draft Position paper for Council this term		
		Yes / No
Collaboration with another RG/SC/WP? (who)		





Standing Committee Report: <b>LEGAL ISSUES</b>		
Chairperson: <b>Greg McLAREN</b> Email: <a href="mailto:greg.mclaren@det.nsw.edu.au">greg.mclaren@det.nsw.edu.au</a> Executive Liaison: <b>Robyn Evans</b>		
Representation:		
Andrew Doyle	Ben Matthews	Greg Grinham
Greg Wells	Ginny Latta	
Meeting Observers		
• <b>Geoff Scott</b> (PPA Support Officer & Life Member)		• <b>John Barwick</b> (fmr Chair & Life Member)
Meeting Attendees <i>in passing</i>		
• <b>Marnie O'Brien</b> - ED H&SD		• <b>Duncan Webb</b> - Knowledge Manager Legal Services
Summary of Matters:		
<p><u>Legal Services Directorate</u></p> <ul style="list-style-type: none"> <li>-Privacy &amp; Data Breach training module to come in 2020 (15 mins/or 30 mins NESA accreditation option)</li> <li>-Precedence of Inclosed Lands Act carrying to another school on student transfer is welcomed news</li> </ul> <p><u>Employee Performance and Conduct Directorate (EPaC)</u></p> <ul style="list-style-type: none"> <li>-Developing toolkit for Principals with themes of 'proactive, responsive and restorative' for EPaC matters</li> <li>-All investigator positions finally filled equiv. 48 f/t reduced caseload to 13each with goal of 8-10 cases each</li> <li>-EPaC decision tree flowchart should be interactive once Cloud option is available to the directorate</li> </ul> <p><u>Health &amp; Safety Directorate (H&amp;SD)</u></p> <ul style="list-style-type: none"> <li>-Safeguarding Kids Together (SKT) has superseded the School Communities Working Together program</li> <li>-Contact your local WH&amp;S consultant to assist with completing any risk assessment</li> <li>-Directorate working on occupational violence resources and PL, 22,000 notifications in the last few years</li> </ul> <p><i>*Principals are encouraged to talk to PPA colleagues if they have an issue they cannot resolve. If you or your Principal colleague cannot arrive at a satisfactory solution call a member of PPA State Executive, PPA Professional Support Officers Geoff Scott or Wendy Buckley, or Greg McLaren 04088 15 210.</i></p>		
Matters for delegates to take back to PPCs:		
<ul style="list-style-type: none"> <li>-For any teacher/exec underperforming e.g. 80% or less, Principals should source for assistance deployed Principals &amp; DPs in Performance Management and Improvement (TPMI) in your operational directorate <a href="https://education.nsw.gov.au/epac/performance">https://education.nsw.gov.au/epac/performance</a> . Legal Issues SC welcomes any feedback about TPMI</li> <li>-New First Aid Procedures as well as facts sheets on Guide to First Aid Officers, First Aid Plan &amp; Checklists</li> <li>-Fact sheet for 'Calling an Ambulance and When to Call and Ambulance' in SchoolBiz Term 1</li> <li>-Notify H&amp;SD if your school did not receive an Asthma Reliever Medication and spacer kit</li> <li>-Move to separate from the DoE long term employee health cases, taking off OMSEE cases over two years</li> <li>-Principals encouraged to be diligent with injury and incident notification on 1800 811 523 8am-5pm M-F</li> <li>-Bushfire threat, 600 DoE sites non-operational at some time in 2019. Legal Issues SC welcomes feedback</li> <li>-All Principals encouraged to place Legal Services, EPaC and Health &amp; Safety tiles on their staff portal page</li> </ul>		
Matters the NSWPPA Executive/ State Council need to be aware of		
<ul style="list-style-type: none"> <li>-Review panels for conduct decisions will be set up in Term 2 - requested NSWPPA as observer to panels</li> <li>-Restrictive practices (EPaC owned) being evaluated with PL as per disability, learning and support review</li> <li>-Fair Warning, Fair Action will remain the same until end of the EPaC review implementation. Legal Issues SC welcomes any feedback about success with or not so successful use of Fair Warning, Fair Action</li> <li>-Online DoE 'feedback and complaints' widget has not captured a lot of community use since release</li> </ul>		
Draft Position paper for Council this term		Yes- / No
Collaboration with another RG/SC/WP?		Principal Support RG



# New South Wales Primary Principals Association State Council Report

Term: (enter term)

## Standing Committee Report: Rural Education

Chairperson: Stephen de Roos Email: Stephen.deroos@det.nsw.edu.au Executive Liaison: Michael Trist

### Representation:

Stephen De Roos,	Tim Allen,	Michael Fisher,
Trish Webb,	Sue Ruffles,	Brad Hunt,
Mark Thomson,	Trish Webb,	Michael Ostler,
Danny Spillane,	Kate Charlton (apology)	Michael Trist

### Meeting Observers

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### Meeting Attendees

• Laurie Campbell	•
• Phil Dove HCM project	•

### Summary of Matters:

Laurie appears to want change and to work with us.

He is providing input to Staffing Methodology Review. Wants a 2-hour workshop at Term 2 meeting to get our input to a range of initiatives he is addressing.

Has created a project group to add to the Rural Strategy replacing the Blueprint. Would like to see SMART targets similar to our school plans. Would like to see milestones along the way to address concerns as they happen. Would like to see how the DoE can commit purposefully to the strategy

Stephen to encapsulate major ideas (Principal Classification, Rural Classification anomalies, Conversion from Temp to Perm status & Anomalies with incentives, Professional learning- need to get away from the one size fits all approach DoE seems to have, lack of understanding about location/distance to access services from DoE and inter-government agencies, HR – getting the right teachers in Rural Schools 1. Target rural secondary students to enter teaching courses 2. Get praccies into rural schools 3. Provide incentives for early career teachers 4. Provide incentives for all teachers. Looking at more accurate ways of identifying level of need of rural schools) and get back to him at his project meeting.

The HCM project seems to be rolling along nicely and was well received by the team. There were no specific references to Rural ed. Probably not the brief for HCM. Not sure how we can use HCM again. A report from HR will probably tell us everything we need to know.

### Matters for delegates to take back to PPC's:

1. Provide the contact details of 3 colleagues to Laurie Campbell so he can keep in touch with matters relating to Rural principals.
2. Read the Rural Blueprint evaluation when released and provide feedback to Laurie at next meeting



## New South Wales Primary Principals Association State Council Report

Term: *(enter term)*

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

The Rural ed strategy and the need to get it right with Laurie. The Rural ed Blueprint had some success but students are still behind in Rural schools.

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: 1

### Working Party Report: School Viability

Chairperson: Grant Schaefer Email: [Grant.Schaefer@det.nsw.edu.au](mailto:Grant.Schaefer@det.nsw.edu.au) Executive Liaison: Robyn Evans

#### Representation:


#### Meeting Observers

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#### Meeting Attendees

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#### Summary of Matters:

Currently working with three Primary schools in NSW, through various sections of the protocols that may lead to schools closing permanently, entering a recess of up to two years and one of amalgamation. Contacted various other schools to identify enrolment for 2020 and enrolment projections. One new school has been identified at the beginning of the school year.

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

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

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:

Cabramurra Public School which was placed into recess at the end of Term 4 2019 was lost in the fires in the Snowy Mountains over the 2019/20 New Year period.

Draft Position paper for Council this term

No

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



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

**Report to the NSWPPA State Executive and State Council**

**Observer Group: CENTRAL SCHOOLS**

Observer: Michael Windred

Contact number: 0447626886

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

Executive Member: Robyn Evans

Next Central Schools Reference Group Meeting, Monday 2nd March 2020 at UTS.

*Fourteen central and community school principals attended the Term One Reference Group meeting last Monday. We had another six unsuccessfully Skype in. During the meeting we sat at the table with Angelo Gavrielatos, President, NSW Teachers Federation.*

*Topics for discussion included:*

- RFF in primary schools... 2 hours additional release hours.
- Release Time for parity with HT and AP's.
- Salaries ... bogged down by Industrial Relations.
- Principal's Classification.

*Laurie Campbell, Director, Rural and Pathways Education, joined us and discussed:*

- Working on the new 2020 Rural and Remote strategy... putting together a collection of thoughts from various groups that Laurie has been meeting with. There are 40 concepts that Laurie believes that we should be working on. Didn't elaborate.
- Roadshow out to Tamworth, Dubbo etc will be an avenue to discuss the 40 concepts.
- Blue print evaluation reports on R&R ... conducted by CESE will be out around the 10<sup>th</sup> March 2020.
- HR – getting the right people for the job that understands R&R. Getting a person in HR that is dedicated to the R&R strategy.
- Getting into Careers Ed. Can get people into the schools on request? Carolyn Wilson is the contact person to request help from.
- Getting into the universities to attract teachers into rural and remote settings.
- SASS staff
- School classifications ... hoping to have clarity by our next meeting ... Term 3.

*We then met with Learning and Wellbeing Team – Debbie Hodge etc*

*Central Schools with a secondary enrolment over 100 will receive a Student Wellbeing officer. Central Schools with an enrolment over 200 will receive a full time counsellor. This a small win for Central and Community schools due to our drought effected areas. However we will pursue the right for all central schools to have a full time counsellor considering that the smallest enrolment in a secondary school is 107, the next smallest is 130 ... 132, 139 and so on. There also needs to be a pro-rata for schools that have a secondary population.*

*We will pursue the right for all primary schools to have access to a full time Wellbeing Officer.*

*We are all aware that mental health issues do not commence in Year 7, we have children in Kindergarten with significant mental health issues that prevent them from engaging with the curriculum.*

*Two large projects the Learning and Wellbeing Team are working with ...*

1. *Mental Health of the children in our schools. Topics discussed: Youth suicide, Smiling Minds reminder, The Good Behaviour Game ... K-4 program ... improving the self regulation of children. Batyr – drought relief school programs ... hooking up with people who live with depression / mental health / to have an advocate / someone to listen ... 254 scholarships counsellors in training. PDHPE units of work ... Mental Health Telepsychology and fly in Flu Out Services – trialling in rural and remote*
2. *Discipline suspension behaviour strategies. (ran out of time) ...*

*Mark Hall spoke about the Central Schools' PSL SEF Plan project was proposed to us and was accepted by all. Rob Walker spoke to us about the PSI Tool.*

<p><i>Anna Yusef, Principal Project Officer, Disability Strategy Team; Nicholas Danta, Engagement Lead, Disability Strategy Implementation; Jackie Grozdanovski, Principal Project Officer; Robert Goodman, Leader NDIS Transition spoke to us about Trauma Informed Practice</i></p> <p><i>We then spoke with Andries Treurnicht – Group Director, HR/Payroll and HCM</i></p>
<p>Draft Position paper for State Council this term?</p> <p>If Yes – Further Information</p>
<p>Specific matters of which the NSWPPA State Executive/State Council need to be made aware:</p> <p>We will continue to highlight the inequity in executive release, principal classification and student wellbeing officers.</p>



Observer Group Report: Environmental Education Centres

Observer: Peter Jones

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

Contact Number: 0249 558673

Summary of Matters:

- EEC's are eagerly awaiting the outcome of the school entitlement review currently taking place. There is concern about the length of time that this review has taken and that EEC's have not yet been consulted or contacted regarding this review and that inconsistencies that currently exist may continue. Many EEC Principals are very concerned that the Review Committee will not be sufficiently informed of the complexities and variables that exist between EEC's. The major push from EEC's is for there to be two teachers in every EEC (a Teaching Principal and a full-time teacher). Currently some EEC's have a Teaching Principal and 1.0 Classroom Teacher, others have a Teaching Principal only. One EEC shares a Teaching Principal between two Centres and has a 0.4 teacher allocation only.
- Strong concerns have been raised about SASS support in EEC's. Currently EEC SAM's are 15 minutes short of full-time (two teacher schools) while one teacher schools receive a lower SASS allocation again.
- Many of the rural EEC's have been significantly impacted by the long running drought and severe bushfire season. While some may not have suffered direct infrastructure damage to their buildings, the fires have damaged surrounding areas. Financial support for schools not destroyed by fires seems to have been non-existent.
- Principal Classification remains an issue with newer EEC Teaching Principals falling under the lower paid Principal Classification while performing the same role as others that are on the older 'Grandfathered' Principal Classification.
- Some of our EEC Principals believe there is a need for greater Aboriginal presence, a teacher or support worker, particularly in those EEC's which have a strong focus on Aboriginal history and cultures.

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

Draft Position paper for State Council this term

Yes / No

If Yes please supply further information



Observer Group Report: Principals, School Leadership

Chairperson: Peter Flannery

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

Contact Number: 0416185131/66235920

Summary of Matters:

**1) Senior Management**

- Director PSL Murray Campbell has been asked to return to the role of DEL, Bateman's Bay, to provide support to colleagues impacted by recent fires. Emma Kriketos, a member of the PSL team, and until recently the DEL for The Ponds Network is currently acting as Director PSL until the role is recruited.
- There is an increasing emphasis on the "One Workforce" strategy.
- Key focus areas of the 2020 PSL Business Plan
  - Growing School Leadership Capacity
  - A highly skilled and well supported workforce
  - Strengthening Partnerships and Innovation
  - Supporting Schools to pursue Excellence

**2) External Validation**

- A total of 403 External Validations conducted in 2019, and over 480 earmarked for this year to complete the 5 year cycle.
- External Validation Peer Principal training was held in Week 5.
- External Validation Panel Meetings for 2020 begin in Term 1 Week 8 and go through to Week 5 Term 4. A key component of the scheduling for this year was to have PSLs mostly following a three-week cycle: one week running EV panels followed by two weeks supporting other schools through their normal roles.

**3) Principal Support**

- 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.
- There are currently 672 coaching relationships (31% of schools) between Principals and their PSLs or Principal Coach-Mentors.
- Regarding impact of the PSL/PC-M coaching role, 70% of Newly Appointed First-time Principals surveyed in the pilot program indicated that there has been significant growth in their leadership capacity as a result of coaching and mentoring, and that 80% of principals surveyed indicated that they intend to request an extension of the coaching and mentoring relationship beyond the two year allocation.

**4) School Excellence**

- A major focus for PSLs this year will be supporting schools with embedding targets and developing next year's school plan. Particular focus initially on supporting schools with their situational analysis.

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

Draft Position paper for State Council this term

No

If Yes please supply further information



**Professional Learning Officer Report**

Chairperson: Margaret Charlton

Email: [mcharlton@nswppa.org.au](mailto:mcharlton@nswppa.org.au)

Executive Liaison: Lyn Davis

Email: [lyn.davis@det.nsw.edu.au](mailto:lyn.davis@det.nsw.edu.au)

**Summary of Matters:**

**Key NSWPPA Professional Learning programs for 2020:**

The following range of programs will be offered for Principals and school leaders throughout 2020. As each course is opened for registrations course information flyers and links will be provided on the PPA website under the [Professional Learning](#) tab.

**NSWPPA Principal Credential, 2020/21 program – Open for registrations**

Places are still available in this outstanding program. Key learning within the program led by Ann McIntyre.

**Art of Leadership** – 9 programs offered. All filled.

**AOL Masterclass** – 3 programs. Spaces available in Newcastle Masterclass only.

**7 Habits of Highly Effective People – Now open for registrations**

4 programs offered. See website for venues and registration information.

**Leading at the Speed of Trust – Now open for registrations**

4 programs offered. See website for venues and registration information.

**The Middle Leadership Imperative – Now open for registrations**

2 programs offered in 2020; UTS Sydney and Newcastle. Information and flyer and registration available on website from Week 8.

**The Tao of Team** – Currently training presenters. Courses advertised in Term 2.

**Powerful Performance Conversations** - Currently training presenters. Courses advertised in Term 2.

Included in the State Council kit will be:

- the general information sheet, **NSWPPA Professional Learning Program 2020**,
- **The 7 Habits of Highly Effective People** – information and registration flyer
- **Leading at the Speed of Trust** - information and registration flyer

All the above information will be available on the PPA website and will be emailed out to all members. **Please check PPA emails.**

**Matters for delegates to take back to PPC's:**

**It's extremely important now for PPCs and Principal colleagues to support the PPA Professional Learning initiative and engage with the various programs.**

See the 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. Get in early if you would like a program to run in your local area.



## New South Wales Primary Principals Association State Council Report

[Term:](#)

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.

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

Draft Position paper for Council this term Yes / No

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





## NSWPPA Professional Learning Program 2020

Empowering school leaders through quality professional learning.

The following range of programs will be offered for Principals and school leaders throughout 2020. As each course is opened for registrations course information flyers and links will be provided on the PPA website under the [Professional Learning](#) tab. Information will also be provided to your PPC President and Delegate at our upcoming State Council meeting.

### NSWPPA Principal Credential

<https://www.nswppa.org.au/principal-credential>

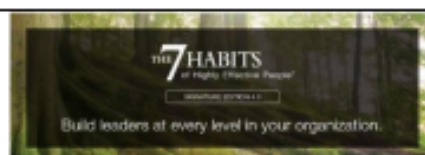


This program provides a substantial pathway of learning for school leadership. The Principal Credential enables leaders to focus their influence and their learning on the core business of teaching and learning to have the greatest influence on student learning outcomes. Within the program, formal learning is provided through residential seminars that enable access to international best practice, educational research and thinking. The key learning within the program is led by **Ann McIntyre**. The program includes facilitated collegial learning and focused individual learning with an experienced principal coach. The Principal Credential is founded on the Australian Professional Standard for Principals and provides personalised professional learning that is evidenced through a professional learning portfolio.

Audience: Principals, experienced APs and DPs, school leadership teams  
Duration: 3 x 2-day seminars over 18 months  
Accreditation: 50% Masters of Education (Educational Leadership), University of Wollongong  
6 hours, 45 minutes at Lead (Additional hours to be confirmed for 2020)  
Cost: \$3,600  
Program: Brighton Le Sands, Sydney

### 7 Habits of Highly Effective People

<https://www.nswppa.org.au/the-7-habits-of-highly-successful-people>

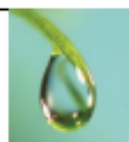


No matter how competent a person is, he or she will not have sustained and lasting success unless they are able to effectively lead themselves, influence, engage and collaborate with others, and continually improve and renew their capabilities. These elements are at the heart of personal, team, and organisational effectiveness. The 7 Habits will enable you to intentionally align values, behaviours, norms and systems toward a central strategy where culture becomes a force to drive results. You will learn how to grasp the 7 Habits as a powerful tool for creating a great culture and model and reinforce the 7 Habits to create an operating system for effectiveness in your teams and school.

Audience: Principal, school executive  
Duration: 2 days  
Accreditation: 15 NESA registered hours at Proficient  
Cost: \$950  
Programs: Rooty Hill, Central Coast, Kiama, Sydney (UTS)

## Leading at the Speed of Trust

<https://www.nswppa.org.au/leading-at-the-speed-of-trust>



Leading at the  
**SPEED**  
of  
**TRUST**

When trust is low, suspicion is high, and communication is guarded. With high trust, communication, creativity, and engagement improve. Trust is one of the most important aspects in today's school environment and like any other discipline, creating trust is a learnable skill. With increased trust our attention is redirected towards improving student learning outcomes. Leading at the Speed of Trust will provide the mindset, skillset, and toolset that will measurably increase a participant's ability to deliver results in a way that inspires trust.

Audience: Principal, school executive  
Duration: 2 days  
Accreditation: In development  
Cost: \$950  
Programs: Coffs Harbour, Campbelltown, Newcastle, Sydney (UTS)

## The Tao of Team

<https://www.nswppa.org.au/professional-learning>



### Creating, sustaining and energising an effective team.

Effective teams are built around a clear and compelling purpose where trust and connected relationships enable an effective team culture. This program will work through the purpose and process of forming a team, creating a team culture and effective team practices. This is a practical and interactive program that will replicate team-creation and team-building practices as well as trust and connected relationships that are enablers of effective team cultures. Participants practise the skills learned and begin to apply these in their own workplace context.

Audience: Principals, school executive  
Duration: 2 days  
Accreditation: In development  
Cost: \$950  
Programs: Newcastle, Wagga, Western Sydney, Sydney (city)

## Powerful Performance Conversations

<https://www.nswppa.org.au/professional-learning>



### Taking the challenge out of challenging conversations.

This program will focus on the common features of challenging conversations that are critical for school leader effectiveness. This focus will include four conversation types; Performance, Boundaries, Alignment and Coaching conversations. Although some conversations require a certain level of assertiveness, the design of these conversations embodies the intent that each party in the conversation will leave it with greater clarity, a positive forward direction and with the relationship enhanced. The program is experiential, and participants will practise the skills learned and begin to apply these in their own workplace context.

Audience: Principal, school executive  
Duration: 2 days (2 x 1-day seminars, 1-2 weeks apart is recommended but is negotiable)  
Accreditation: In development  
Cost: \$950  
Programs: Port Macquarie, Armidale, South West Sydney, Sydney (city)

## The Middle Leadership Imperative

<https://www.nswppa.org.au/professional-learning>

**THE  
MIDDLE  
LEADERSHIP  
IMPERATIVE**

The role of the middle leader has become increasingly important to the work of schools through increased accountability and responsibility of principals (Dinham 2016). This course will empower middle leaders through a practical understanding of the environmental and personal inputs into middle leadership, the key roles middle leaders play and the potential impact in relation to teachers and students. The program addresses three key themes:

Middle Leading - Leadership structure, role of the middle leader; interdependent skills of leading and managing; leadership qualities and character strengths

Collaborative professionalism - leading a team, communicating effectively, managing difficult conversations, importance of relationships and building trust, and feedback

Ideas in action – Narrowing the focus on improved student learning outcomes, how to lead for improved practice, Data - how and where to dig deeper

Audience: Assistant Principals

Duration: 4 days - 2 x 2-day seminars delivered over 2 terms

Accreditation: In development

Cost: \$1600

Programs: Sydney (UTS), Newcastle

## The Art of Leadership

<https://www.nswppa.org.au/art-of-leadership>

**The ART of  
Leadership**

The Art of Leadership is structured upon a leadership effectiveness framework that identifies and builds the capabilities that both school experience and relevant research show to be essential to successful school leadership. This framework encompasses four dimensions; Leadership of self, Leadership of others, Leadership of teams and Strategic school leadership. This practical, interactive program addresses the skills, processes and knowledge needed to lead a successful school with participants applying and refining skills in their own workplace context.

Audience: Principals, school executive

Duration: 6 days (2 x 3-day seminars), with an 'in school' practicum phase between the 2 seminars

Accreditation: 37 hours at Lead

Cost: \$3750

Programs: Sydney, Rooty Hill, Newcastle, Coffs Harbour, Kiama

## The Art of Leadership Masterclass

<https://www.nswppa.org.au/art-of-leadership>

**The ART of  
Leadership** **Master  
CLASS**

The AOL Masterclass builds on the knowledge and skills developed in the Art of Leadership program. Completion of the Art of Leadership is a requirement.

Audience: Principals, school executive (Completion of Art of Leadership is a requirement)

Duration: 3 days

Accreditation: 20 hours at Lead

Cost: \$2500

Programs: Sydney, Rooty Hill, Newcastle



## Flourish

<https://www.nswppa.org.au/flourish>



### Helping school principals flourish not just cope.

Flourish aims to improve the productivity, job satisfaction and overall sense of health and wellbeing of school principals. It has been co-designed with Principals for Principals. Flourish is a strategic and consciously designed experience to support principals through the process of embedding new work and lifestyle habits. The program provides support and space for principals to work on their wellbeing. Please follow the link on our webpage to access further information about this outstanding program.

Information regarding the Flourish program can be found through the above link.



## Professional Learning on Demand

The intent of the NSWPPA is to provide professional learning opportunities for school leaders across NSW. Whilst programs will be advertised at determined venues, the opportunity to respond to local need is welcomed. If your local PPC or network of schools wishes to run a specific program in your area, please contact us to discuss how we can match the program to your needs.

Margaret Charlton, Professional Learning Officer

Email: [mcharlton@nswppa.org.au](mailto:mcharlton@nswppa.org.au)



## Leading at the Speed of Trust®

**By behaving in ways that build trust with one, you build trust with many.  
Increase your personal credibility and practice specific behaviours that increase trust.**

**Cost \$950.00 per participant (inclusive of GST).**

All payments must be made on registration using Pcard or credit card.

### Who will benefit

Principals, school executive

### Program Overview

When trust is low, suspicion is high, and communication is guarded. With high trust, communication, creativity, and engagement improve.

Trust is one of the most important aspects in today's school environment and like any other discipline, creating trust is a learnable skill. Teams and schools that operate with high trust are significantly more effective than those who do not cultivate trust at the core of their culture.

Through this program participants will be able to better manage change and lead high-performing teams that are agile, collaborative, innovative, and engaged.

### Content

**Phase 1 - Program preparation** Completion of an assessment (self or 360°).

**Phase 2 – Two-day workshop.** Participants will increase their personal credibility and practise specific behaviours that increase trust. They will practise communicating transparently, respectfully, and directly and identify how to extend appropriate levels of trust with co-workers.

**Phase 3 – Post workshop.** Participants receive powerful tools and processes to sustain further learning for 52 weeks, embedding new learning.



### Register using the link below.

**Coffs Harbour:** June 1-2, Breakfree Aanuka Resort  
<https://cvent.me/gZxzYO>

**Campbelltown:** June 22-23, Campbelltown Catholic Club  
<https://cvent.me/xqlYZr>

**Newcastle:** July 27-28, Apollo International Charlestown  
<https://cvent.me/qgRyGV>

**Sydney:** August 17-18, UTS Broadway  
<https://cvent.me/XkR114>

Program details will be forwarded on registration.

### Further Information

Can be found at

<https://www.nswppa.org.au/professional-learning>

Or contact

Margaret Charlton

NSWPPA Professional Learning Officer

0408 905 051

[mcharlton@nswppa.org.au](mailto:mcharlton@nswppa.org.au)



## NSW Primary Principals' Association

### 2020 Empowered Leadership Series



## The 7 Habits of Highly Effective People®

Be more productive, strengthen your relationships, improve your communication skills, solve problems more creatively, all through the world's premier personal development program.

Cost \$950.00 per participant (inclusive of GST).

All payments must be made on registration using Pcard or credit card.

### Who will benefit

Principals, school executive

### Program Overview

How do you build the culture of your school? Is it left to chance? A healthy culture exists when people have the ability to work effectively together to achieve results that matter.

The 7 Habits is a powerful tool for creating great culture. As participants learn, model and reinforce The 7 Habits they develop high levels of character and competence and ultimately, trust. Using The 7 Habits, participants will effectively lead themselves, influence, engage and collaborate with others, and continually improve and renew their capabilities and so create a system for effectiveness in their teams and school.

### Content

**Phase 1 – Program preparation** Completion of an assessment (self or 360°).

**Phase 2 – Two-day workshop** examining principles you can apply to become more efficient and achieve a balanced life, including the ability to take initiative, prioritise and communicate more effectively.

**Phase 3 - Follow-up with program partner**, use Living the 7 Habits app, and resources, to help you embed the 7 Habits in your daily life, and in your school's culture.

Register using the link below.

**Rooty Hill:** May 20-21, West HQ

<https://cvent.me/QRdEZ1>

**Kiama:** June 29-30, Kiama Golf Club

<https://cvent.me/vvNe2y>

**Central Coast:** August 10-11, Forrester's Beach Resort

<https://cvent.me/WLvDI7>

**Sydney:** August 31 – September 1, UTS Broadway

<https://cvent.me/gZgn3Z>

Program details will be forwarded on registration.

### Further Information

Can be found at

<https://www.nswppa.org.au/professional-learning>

Or contact

Margaret Charlton

NSWPPA Professional Learning Officer

0408 905 051

[mcharlton@nswppa.org.au](mailto:mcharlton@nswppa.org.au)



Completing **The 7 Habits of Highly Effective People** will contribute 15 hours of NSW Education Standards Authority (NESA) Registered PD addressing 6.2.2, 6.3.2 and 7.3.2 from the Australian Professional Standards for Teachers towards maintaining Proficient Teacher Accreditation in NSW.

*This FranklinCovey program is renowned as the world's premier personal leadership development program.*

<https://www.franklincovey.com.au>





## State Council Report

Professional Support Officer Report	
Professional Support Officer: Wendy Buckley 0403 560 814	Email: <a href="mailto:wendy.buckley@det.nsw.edu.au">wendy.buckley@det.nsw.edu.au</a>
Professional Support Officer: Geoff Scott 0427 451 359	Email: <a href="mailto:geoff.scott@det.nsw.edu.au">geoff.scott@det.nsw.edu.au</a> ; <a href="mailto:gscott@nswppa.org.au">gscott@nswppa.org.au</a>
Executive Liaison: Phil Seymour	Email: <a href="mailto:pseymour@nswppa.org.au">pseymour@nswppa.org.au</a>
<p><b>Summary of Matters:</b></p> <p>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, acting as a support person, representations to DoE senior officers and on-site visits. The work of Chairpersons Judy Goodsell and Grace Palamara (Principal Support RG) and Greg McLaren (Legal Issues SC) and that of the members of these groups is acknowledged. 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 can be attributed to a disaffected staff member or member of the community, exacerbated by misuse of social media.</p> <p>Ongoing DoE work:</p> <ul style="list-style-type: none"> <li>• 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;</li> <li>• A support resource with suggested changes to policies and procedures re workers compensation claims involving litigation;</li> <li>• 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;</li> <li>• Termly meetings with NSWPPA / NSWSPC / Dep. Sec/s re continuing a pro-active approach to implementing all of the above.</li> </ul>	
<p><b>Matters for Delegates to take back to APPCs:</b></p> <ul style="list-style-type: none"> <li>• 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. Area Delegates, Presidents and Area Exec should contact Principals who regularly 'miss' Area Council Meetings to support them in their role.</li> <li>• 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.</li> <li>• 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'.</li> <li>• 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.</li> </ul>	
<p><b>Matters the NSWPPA Executive/ State Council need to be aware of:</b></p> <p>As for Area Council matters above.</p>	
Draft Position paper for Council this term	No
Collaboration with another RG/SC/WP? - Principals' Support RG; Legal Issues SC.	



## **REPORT to NSWPPA STATE COUNCIL 12 & 13 March 2020**

### **NSWPPA**

I would particularly like to thank the NSW Primary Principals Association and the State Conference Committee for organizing the Life Members Day. In particular I refer to Vicki Harris a fellow Life member. It continues to be a very special occasion with 40 Life Members attending. While we have 106 Life Members out there, many of them were away on trips, child minding, working or otherwise committed. It was wonderful to have Barry McConville, our longest serving Life member, in attendance.

We are always encouraged by the tremendous work carried out by the Executive of the NSWPPA. We wish them well as they continue to support the welfare needs of principals.

We are also very appreciative of the opportunity to report to State Council meetings each Term if only to remind them of what a great life is to be had in retirement.

### **PPA AWARDS FOR 2019**

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

(**Social Justice & Equity**) Mark Gosbell; (**Professional Award**) Christine Arthur Schnebli;  
(**Fellowship**) Robyn Evans and Brent Kunkler; (**Aboriginal Education Award**) Annie Downs

Special congratulations to the new **Life Members**: Alan Kerr; Jackie Malecki; Kerry Moore and Chris Parkinson

### **OUTINGS and EVENTS UPDATE**

**Our final function** for the year was the **Xmas Lunch held at the Epping Club** on Thursday 5 December. This was a great occasion attended by 62 members. We were also pleased to have our Sponsors Phil & Joel Campbell and Phil Seymour, PPA President, join with us.

A special feature of the day was our tribute to our dear friend & colleague Brian Powyer with several reflections from members.

The Xmas Raffle was again well supported with \$900 raised to support Stewart House. A big thank you to members who donated wonderful prizes. Special thanks to our Events Organiser Maurie Bird for coordinating the luncheon, Heather Causley for organizing the raffle and the Executive who provided great support.

The luncheon concluded with the Kris Kringle gift sharing which as always provided a lot of fun and enjoyment.

### **EXECUTIVE REPORT**

At our Executive meeting on 5 December a number of matters were considered, and it was determined that the following actions be implemented in 2020:

- Continue to promote country visits to Yamba, South Coast, Newcastle, Central Coast and Central West (Bathurst/Orange/Mudgee).
- Support the website Review and the appointment of a new Webmaster
- Develop material & articles to support the recommendations arising from the Survey

- Appointment of a Membership Coordinator (Kerryanne Knox) to encourage further new members
- Broaden the Life membership benefits to cover membership and lunches
- Review the membership Fee to reflect Sydney Urban area or regional location
- Move our membership year to a calendar year format

## **ARPP WEBSITE**

Since our last Report we have held further meetings with the PPA, and I am pleased to advise they will be supporting us with the review and rebuild of our Website. Arising from our Survey there is a need for us to be more responsive to the various needs of our members and focus on aspects such as Managing Retirement, Keeping in Touch, Retirement Options, Working in Retirement, staying Up to date and news around Tours & Travel.

To that end the Executive have agreed that in conjunction with the PPA we develop the new Website and provide an honorarium to support a new Webmaster.

The PPA have appointed Lyn Davis, PPA Vice President to be our Liaison person during the rebuild of the Site.

## **2020 EVENTS**

The dates and venues for our **City based Luncheons** are:

- Kirribilli Club: Thursday 2 April
- Thursday 4 June Sydney Rowing Club at Abbotsford
- Emperors Garden: Thursday 3 September
- Epping Club: Thursday 3 December.

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

**Non-Metropolitan Lunch Outings** are planned for Newcastle (Toronto), Central Coast (Woy Woy) and South Coast (Dapto or Kiama). Dates are yet to be finalised.

**Visits are proposed to the North Coast (Yamba) and either Bathurst/Orange or Mudgee.** We look forward to such events and the opportunity to meet with colleagues in those locations.

These occasions enable us to meet up with many of our country retired colleagues not previously involved in Association activities.

**ANNUAL GOLF DAY** The venue for our Annual ARPP Golf Day will again be Massey Park to be held on Friday 24 July. The day is open to ARPP members and friends, to club and social golfers and to men and women golfers

## **WELFARE WATCH**

Colin Labrie, our inaugural Secretary, is not well and has been undergoing extensive treatment. A call from colleagues would help to cheer him up. His number is 9639 6258

## **STEWART HOUSE**

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

The Liaison Program that involved visits to schools has been discontinued as it was no longer financially viable. The plan is to attend Principals Meeting across the state and seek support for promotion to teachers and schools. To that end we will be seeking the assistance of retirees in the various districts to support the presentations.

## **FOSH**

We continue to promote the Friends of Stewart House as a key fund raiser for Stewart House and encourage members to join in support of the activities. We are trying to expand the membership of FOSH by continuing to reach out to as

many retired principals and teachers that we can contact. If you are not a member, you can join for only \$20 per annum by visiting the website at [www.stewarthouse.org](http://www.stewarthouse.org)

Congratulations to Marilyn Bourne who was elected as the new FOSH President at the AGM held on 5 February. Best wishes to the incoming Executive Committee for the 2020 year.

## **ENCOURAGING NEW MEMBERS**

We continue to search for recent retirees and to encourage them to join with us as new members in our Association. We will be reaching out through the Principals' Networks for the opportunity to identify future retirees enabling us to make contact. Whilst we realize that many retirees live outside of the Sydney area, we would like to keep as many retired principals as possible in contact, if only to provide news of what is happening through email and to maintain a communication network around the state.

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