# NSWPPA State Council Term 2, 2020

# Speaker Summaries

|  |  |  |
| --- | --- | --- |
| **Thursday 11 June** | **Stuart** | **Honourable Sarah Mitchell, Minister for Education** |
| **Bob** | **Angelo Gavrielatos, President NSWTF** |
| **Michael T** | **Mark Scott, Secretary, Department of Education** |
| **Rob W** | **Steve Loquet, Chief Information Officer, Department of Education and Mark Greentree, Director Technology for Learning, Department of Education** |
| **Friday 12 June** | **Lyn** | **Murat Dizdar, Deputy Secretary, Department of Education** |
| **Trish** | **Gerard Giesekam, Chief Financial Officer, Department of Education** |

**Thursday 11 June**

**Guest – Honourable Sarah Mitchell, Minister for Education**

Thanks to all Principals and their staff. An incredible job done by all during very difficult times.

New guidelines will be coming in the next few weeks about things that we will be able to start doing again.

Consultation with NSWPPA Executive will continue.

Review of what was done during the COVID-19 period looking for what worked well and how we could improve.

Cross sector working party to look at the practices that came through the pandemic which we can use to improve educational outcomes across all sectors.

Cancelling NAPLAN was made early and Minister believes it was the right thing to do. Question will be what NAPLAN look like next year.

Curriculum review. Hoping to have announcement in the near future in relation to the review being conducted by Geoff Masters.

Question Norma Petrocco – Curriculum review when will principals be advised of the outcome.

Answer - Very Soon

Question Michael Ostler – Drought staffing supplementation what is happening

Answer - Working through what we will be doing next year. Advice in Term 3 last year, gave schools time to plan. Looking at soon so we can provide timely advice. Very serious look at what needs to be done in that space so I want to let you know asap.

Question Karen Mortimer – Harnessing the great work during Covid period.

Answer - Looking at innovations by school, technology use good and bad in relation to our IT and systems. Inequity in access to technology. Need to look at practical day to day things in relation to running a school e.g. access to cleaning supplies. Will look at the whole scope of everything done within schools.

Question Drew Janetzki – Divide between communities in relation to technology

Michael Burgess I think you have answered already.

Question Kevin Greaves - Communication during Covid period.

Answer – It was a bit bumpy at times. Has been speaking to PPA SPC etc. In relation to this. We were trying to get information out asap and this sometimes led to very little time for consultation. Leaks were not ideal, expressed my apologies to Presidents on behalf of all principals but we did our best through very trying circumstances.

Question Bob Willetts – Media releases could we have a heads up

I will have a chat with Phil offline and we can certainly look at that.

Question Judy Goodsell – Review into the Principal Wellbeing and adult to adult bullying (Community Charter)

Answer – It is very concerning. Ways that the department want to work with it are being concerned. Suggest that the question be put to Mark and Murat ad the DoE to look for ways to ensure that Principals are safe at work.

Question Phil Katen - Lack of counsellors in Primary Schools

Answer – Something they have been talking about this week with Mark Scott. There is a gap there and they need to look at ways they can improve the service to Primary Schools. Students getting younger and younger with high level needs. Don’t have an answer but will be looking into it.

Question - PSL contracts ending this year is there any news around what is happening in this space.

Will take the question on notice.

Minister - Further information online NAPLAN will be pushed back to 2022 due to the disruption in 2020.

Latham report due to respond to that by August, working our way through it at the moment. We will inform the PPA in relation to any decisions we do consider adopting.

Auditor General’s report in to LSLD – Worth raising with Mark and Murat. There are some areas I do want to see some reform. We are looking at changes for next year, but we will be working in collaboration with PPA and SPC. We want better outcomes and we want this working for everybody.

**Guest – Angelo Gavrielatos, President NSWTF**

Thanked Principals for their work during the pandemic.

Acknowledged Sth Coast and Nth Coast re: Fires.

Contemptuous behaviour on behalf of the premier and cabinet re: broke the news of return to schools (Wasn’t their fault).

Re: Covid: Don’t get complacent.

Won’t go back to normal, and have sharpened focus.

Can’t return to the normal of inequities that were exposed during the pandemic.

Eg. Online learning, computers, internet, even a desk at home. Inequities need to be acted on.

Eg. Cleaning service.

Recognised the relationship with Phil/PPA.

Industrial relations: Wage Freeze.

* Reject wage freeze, wage cut on the profession.
* Gov. Argued it was necessary
* Economists saying not to contract, but to stimulate the economy.
* Gov intended to make the wage cut retrospective – even thought there is an award agreement in place. Would've required legislation, brave and brutal act to subvert the law to invalidate the award.
* Prospective: The wage cut would impact the public sector as their awards were being negotiated. (Didn’t require legislation changes) - got through the lower house. Was defeated in the upper house (this was the focus of the NSWTF)
* Politically stupid and has damaged the government. The first award affected would be the NURSES!
* Gov is now pursuing in the industrial relations commission. Which is stacked operates under corrupt industrial laws.
* Would be imposed on us in 2022. Negotiations start in October next year.
* Principal Classification: (Park for the moment)
* What we have
* Independent commission of inquiry, to investigate the changed nature and value of the work of teachers and principals (Last time was 2003/04 - the IRC delivered increases of between 12 and 20% for different classifications). Geoff Scott blamed Angelo re: 20% for SPC and 17% for PPA.

1991 13.5 -29 % went to PP5/pp6 classifications

Haven't had our value and work evaluated for far too long. The changed nature and skills and responsibilities must be recognised.

Panel : Pat Lee...... ????

Witness statements being prepared to reflect all classifications. A matrix to ensure every box is ticked. (Consultation with us????)

Sent materials – put in a submission.

Running like an industrial tribunal. Hybrid between that IR style report and the Vincent report.

Deliver report and recommendations in Feb. Mount a campaign to take us to the beginning of negotiations with the department.

Experts preparing information / submissions for the panel. Looking at the relative movement of salaries compared to other degreed professions.

Disabilities in schools: was 1:33 the ratio is now 1: 6

Salaries have to be competitive and commensurate when compared to other professions.

TF rejects Latham report... even the premise of the report.

The idea of contracts will not be tolerated. No evidence of any improvement through precarious employment.

Principal Classification : timetable in order to pursue matters that require further consideration. Not a fan of current classification. Was thrust upon us because of the parity we were trying to make between Primary and secondary.

ET/AP restructure – there is unfinished business in terms of release time and in terms of P classification.

Qns: Trish Peters:

Q: What does industrial action look like?

A: 6-9 mth period of political and community engagement. We will consider options available should a new award not be made at the end of 2021.

Q: How are you going to work with the Principalship?

A: Always tensions, what we try to do is manage it. I work closely and try to build relationships and strengthen alliances to progress matters. Eg. Every morning would call a principal or 2. Value the profession and can empathise with the role.

Not up to us to own the problem. The OHS Act is to protect us. If something can’t be done/implemented, call and register the concern.

Steve McAlister : Inequity re technology

A: Have been exposed and require intensified effort to address. Intensify effort of recurr

Q: Re Upward Bullying.

A: Seek advice and support from TF.

Q: Tracey Anderson: How can we collaborate better re: teacher underperformance, particularly with TPMI

A; Charged process, used to be 2 terms, now 6 weeks. try to take it outside the school to reduce the potential conflict in the school. Instances of underperformance are to be dealt with. We have not challenged the outcome of the procedures in 4 years. Only challenged if there is a breach of process. Will not get involved other than that.

Q: How do we contact you?

A: Contact through Phil for Angelo. Or If there is an issue contact the switch and leave details.

**Guest – Mark Scott, Secretary, Department of Education**

* Thanks to PPA Exec for close consultation during Covd 19 – invaluable in fast changing environment. Spoke of changing expectations in this time which required several major decision changes.
* High level Covid Team met twice daily through the crisis – all aspects of school function and safety. There was more traffic to DoE website than NSW Health website.
* Commended effective use of technology in schools.
* Described issues around acquisition and distribution of sanitation and protective health products – largely successful given difficult environment. Cleaning – expensive – likely to continue for some time.
* Covid 19 wash-up – they will be looking closely at long term outcomes and directions for schools. Long term technology plan is prominent amongst these – one issue is possible move to giving schools direction and support in preferred ICT communication/learning platforms.
* New advice out today re further easing of restrictions for schools around Covid 19.
* “De-cluttering the curriculum” is proposed – what this looks like is to be determined.
* “School Improvement” - basically we want “sustained improvement over time” No real word on what this will look like.
* Likely to be budgetary constraints coming.
* Teacher supply into the future; behaviour management in schools both being worked on.

Questions

* Principal welfare – bullying/aggression from parents. No specific action suggested – other than to “look at it”
* School targets – likely to be affected by Covid 19 – what's going to happen? Advice is still to work towards existing targets.
* Early Action for Success – will it continue? Answer – working on it – answer by end of term. Phil requested that we be consulted
* Question re TPMI – will it continue? He acknowledged that teacher improvement program is important and is concerned regarding low numbers of teachers being “sacked” as a result. Clarified that some self-select to resign when challenged but will continue to look at the issue.
* Issue raised re the “removal” of school money for the Term 2 casual employment program and whether it sets a precedent for further raiding of school budgets. MS acknowledged implementation problems, but it was an emergency – that's it. Further request for a MoU for future events – will be looked at.
* Acknowledged Rural & Remote “challenges” and possible ICT solutions which may have come out of Covid 19.
* Question re timeliness around EPAC’s addressing of accusations against principals. MS explained that there are often delays outside EPAC’s control because they must often wait until other legal/police processes have finalised. Not a definite commitment to address the issue – Geoff Scott pressed and got a commitment.
* Issue of extra “back office” staff – MS explained that it was all around additional infrastructure projects.

**Guests – Steve Loquet, Chief Information Officer, Department of Education and Mark Greentree, Director Technology for Learning, Department of Education**

Update ITD and Schools Digital Strategy

Working closely with Clint and Drew.

Refer to presentation ‘Schools Digital Strategy”. Mark Greentree is providing a copy of the presentation(s) for the State Council documents folder.

Formed with the voice of schools.

Aligned around linking to Govt.

Economic blueprint from the Govt Productivty commission and Infrastructure strategy

Partnered with Dept Customer Service.

Links to DoE Strategy. Premier’s priorities. Improve engagement and student outcomes. Supporting teaching and learning. Focused on what works best in schools. Focuses on the various roles (teachers, exec principals, parents

Data to inform and support learning. How can we increase outcomes.

Adobe Brightcove for assemblies and livestream presentations (used by Secretary for livestreams)

247, 000 to 552,000 Google classroom jump. Impact on learning.

14,000 to 118,000 Teams.

15,000 to 368,896 jump in use of Zoom.

“Rural Access Gap” presentation is separate document.

Shared in confidence and not yet funded.

Addresses gap in access to technology for 1006 schools. Results in rural areas markedly poorer than metro areas.

5000 jobs to deliver including 780 in schools.

“Connecting Metro Schools” presentation is another separate document. Shared in confidence and not yet funded.

Mark G: Appreciation for completion of survey information in particular TPs.

STEM resource loan system well utilised and will continue.

“Everyone’s an author” – writing in a more engaging approach.

EEC's are doing virtual excursions in the field right at present.

RAG - A positive way to address a teacher shortage and particularly in secondary subject areas. Bandwidth issues acknowledged.

Provision of the teacher devices has been well received.

ClickView has assisted where YouTube has been unable to be used.

Where a DoE user sets up a Zoom meeting external people (OTs, Parents etc) should be able to join without issue.

Mark Greentree’s work in ensuring ITD work is school relevant was acknowledged as was his work in supporting the PPA’s move to online PL programs during the COVID period.

**Friday 12 June**

**Guest – Murat Dizdar, Deputy Secretary, Department of Education**

Acknowledgement of the great leadership in schools because of Covid 10.

Special thanks to PPA exec for their input and advice. The relationship has been a productive one and much appreciated.

Rose Bay P.S. probable case of COVID 19 of an OOSH worker. Grate leadership in all the schools where this has occurred.

Principal Schol Leadership – PSL – advertisements out in early Term 3. Thanks to Sharon Ford and her team regarding EV. 66 schools decided to still undergo EV. Murat supports the concept of a PSL and peer principals validating the judgments of principals and their staff.

School Excellence. In live stream in week 9 they will unpack the issues around school panning etc.

Schools encouraged to take a live stream on SDD Term 3 at 9.30. Suggested that schools allow time after to further unpack the livestream. The website will be a one stop shop for all resources. There will be sample plans for schools to look at. There will be practical resources for school teams – videos, animations, changes, process and what the Department is hoping to achieve. There is a chapter on effective use of funding and resources. There is a chapter on targets and improvements measures. Suggestion that schools do a situational analysis before they commence plan. This will assist in developing strategic focus.

The plan will be a 4 year plan. Template is simplified, more focussed and more meaningful.

First strategic direction will be mandated. This will be around student growth and attainment. Schools will choose the other 2 strategic directions.

Early in Term 3 all schools will be advised when their EV will be. Schools can refresh their school plans after EV.

QUESTIONS

Regarding new school plan. Support will be required and PSL and DEL support will be needed. Compassion will be needed as principals are under a lot of pressure. Murat explained that he wanted the plan out early so principals have time and it is not rushed. He will ask DELs not to be over powering.- rather be supportive.

EAFs and ILs – The funds committed to the literacy and numeracy strategy will remain. He referred to the impact of Instructional Leaders. Good PL is in your school, consistent and shoulder to shoulder. He acknowledged clarity is need quickly. Commitment is to advise schools or early next term at the latest.

SSP supplementary funding. - -Flexible funding issued this year. - Staffing methodology review are looking into this. Therefore needs to be an emergency bucket of funds available as needs change.

Lack of School Counsellor support – especially in smaller schools and schools with support classes receive no additional counsellor support. Murat advised the PPA to keep advocating strongly as what schools need is expert support on the ground. He believes an early approach and support and intervention is the way. Perhaps advocate for student support officers in primary schools. May need a virtual approach.....

Minister has asked Exec of DoE to look at rural and regional incentives.

DELs – feedback on DEL survey . Murat meets with EDs every week and DELs every 5 weeks. EDs bring 2 DELs to each meeting. Gallop survey – all DELS got the report. DEL and ED sat down and worked on areas of focus or the individual DEL. Of 110 DELS there were 7-8 where Murat was concerned. He spoke with all of these DELs. 7-8 focus areas were made clear to these DELs.

The results were overwhelming positive across the state. Murat will share results with Council.

He will repeat the survey in about 18 months.

Murat was acknowledged for his commitment to consultation.

**Guest – Gerard Giesekam, Chief Financial Officer, Department of Education**

Acknowledged country

Four areas to cover:

1. Fiscal update – DoE and State
2. One Finance – changes
3. SBAR
4. Financial management optimisation

**Fiscal update** – state treasury modelling points to detrimental impact on revenue – COVID has impact on significant from surplus to net debt and not likely to improve and deficits in years to come $6b deficit. Pursued stimulus packages including infrastructure. Net debt forecast to double. In that context continue to track COVID and bushfire related costs which are reported back to Treasury and not likely to recoup but some compensation may be possible. Absorb $600m of additional costs eg election commitments, SASS pay claim, COVID and bushfire costs too. Predicting overspend in current financial year $189m overspend this year. Commonwealth budget process in October and State after Federal maybe November or December not likely to see new money allocated until then. Temporary supply bill to allow State to operate without budget. Agencies expected to pare back.

**One Finance** – New directors across finance team, clarify roles and accountability processes (RACI) model. Shift finance function into more advisory function into Ed Connect area. New customer fiannce model – six new remedy queues. Self- training materials to ensure no gaps in knowledge. Phase 2 deliverables business finance dashboard model to monitor service delivery.

**SBAR** – 2020 SBAR successfully released in May. SSR website has guides for download. Text messages sent to principals advising, available in SCOUT for downloading and printing. SSR seeks to improve SBAR and are seeking feedback to improve. Key budget details – new SASS pay rates, additional FTEs to support EAL/D students (growing category), once-off supplementary to SSPs set up to inform future funding, additional funds to support setting up a new school, SFLM adjustment to support casual employment. Field support team providing information sessions online to support principals. Will continue to be available to support schools to strategically plan funds use eg in equity areas.

**Financial management optimisation** – close alignment with SBAR, getting as much of the budget into the SBAR at one time rather than drip feeding throughout the year. Focus to do this to 100% of notification before new year. Changing name of planned and approved SBAR to 2020 SBAR and 2020 SBAR adjustment as the name change may encourage school sot start o plan as soon as planned SBAR is receive.

**Coaching for finance performance** – significant consolidate fund monies in excess of $500.000 to assist them to plan and spend allocated budget – spend today’s money on today’s students. Brought on more chief officers and DEL in initiative. Kicked off test and learn phase with 25 schools (476 schools targeted) mix of primary and secondary schools to inform future support and insight int root causes of underspend. Will enable correct support to be provided – capability gap in DELS in finance and targeted training can be provided.

COVID environment only visiting schools where staff are available. Visits undertaken virtually where possible but developing relationships are important, so principal has singular point of contact and minimises burden on principal and provides flexibility of contact and support. Completed by end of June then visit remaining schools by end of calendar year.

**Carry forward policy** – staffing component to be used to fund student outcomes, multiple challenges, need to enhance finance procedures around this will take some time to implement. No impact on principal classification. Procedures, guidelines and QRGs being developed including an excpetion process working wth director to work with

One on one budget support – Had significant improvement in plan completion (only 3 schools had incomplete budgets when SBAR was released. Enhanced reporting suite for school and DELs to get snapshot on a page. Exploring options to continue to provide one-on-one support but fiscal times are tight but hoping to continue into 2021. Integrating budgeting and forecasting tools – further roadmap to enhance tools; additional EFPT training suite developed. Plan to link EFPT to school outcomes and including in SPARO.

**Questions**

Michael Burgess thanked Gerard for support

Greg Wells and Greg Grinham – harvesting of SFLM and impact on school budgets. Initiative geared to shore up casual workforce. Important to manage overall budget (not one line item) including applying savings to budget as a result of COVID. If schools are facing financial difficulties to talk to DELs who have their own support team.

Karen Brown – number of casuals who didn’t take up employment will money be returned – no

What circumstances in the future will require the DoE to harvest money? No intention to do this in future.

Sean Graham – accumulating 6100 funds or capital projects- can we? Something that we are looking at as part of the carry forward policy but we want that money spent this year on this year’s students, and not used as a mechanism to use for capital projects. Nothing to report yet but looking at it.

Steve McAlister and Greg Grinham – back office staff – who are these people and how does the DoE find money for this but no money for schools. Gave example of HCM as a large driver of increased costs.

Phil referred to disappointment that HCM is cut and that we see it as a program to be delivered; could we have had savings on Dep Secs for example - don’t have the source of funding to deliver new initiatives – tight fiscal environment is preventing this.

Michael said principals valued one on one support.