

NSW Primary Principals' Association Inc.



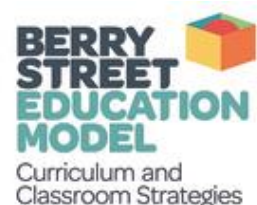
State Council Meeting Term 2 2020 *11 and 12 June, 2020*

Reports

CORPORATE PARTNERS



BUSINESS PARTNERS



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New South Wales Primary Principals Association State Council Report

Term 1 2020

Reference Group: Aboriginal Education		
Chairperson: Paul Byrne	Email: paul.byrne@det.nsw.edu.au	Executive Liaison: Trish Peters
Regional Representation:		
Hunter/Central Coast: John Picton	Western NSW: Jody Hall	Sydney: Joanne Graham
New England: Theresa Miles	Illawarra/ SC: Adam Zanco	W Sydney: Kerry Bryan
SW Sydney: Tammy Anderson	North Coast: Paul Byrne	N Sydney: Tina Lee
Riverina: Sean Scott		
DoE Personnel/ Visitors in attendance & role		
<ul style="list-style-type: none"> Karen Jones – Executive Director Aboriginal Education & Communities 	<ul style="list-style-type: none"> Lisa Muir – Director School Strategy Aboriginal Education & Communities 	
<ul style="list-style-type: none"> Michele Hall – Executive Director Connected Communities 	<ul style="list-style-type: none"> Tanya Neal – Director Policy, Research & Engage. Aboriginal Education & Communities 	
<ul style="list-style-type: none"> Nadine Smith, Claire Wallington, Glenys Jenkin Data Team – Aboriginal Education & Communities 	<ul style="list-style-type: none"> Alan Hall – SEO2 (AEO/AEW Prof. Learning & Support) 8 Aboriginal Ways of Learning 	
Regional Reports		
<ul style="list-style-type: none"> Focus on how schools across the State have supported Aboriginal students, families and communities and ways in which AEOs & AEWs have been utilised. Supports included: multiple phone calls per week, working remotely with PLPs, Language lessons delivered online via Zoom or Facebook live, assisting with accommodation, food and care packages, provided technology to homes, HSLO/ASLO utilised to follow up with students/families not engaged with remote learning, worked with Juvenile Justice facility to make meals for families and then deliver to homes, home visits, etc... Significant issues across the State with access to devices and internet in Aboriginal and low-SES households. DoE promises for additional support in this area were not fulfilled and left schools high and dry. Also concerns about the enormous decrease in contact and support from external agencies for needy families. Some struggles to get students to return to school since Phase 1 implemented in Week 3. TPMI – Number of Aboriginal beginning teachers who have difficulties when they start in the classroom post-studies. Looking at how we support beginning teachers when they go into schools. Three RG members will now work with the Aboriginal Workforce and Leadership Development Strategy to assist in providing more strategic support in this area. 		
Michele Hall – Executive Director, Connected Communities		
<ul style="list-style-type: none"> Now falls under the umbrella of School Operations and performance. Reports to Murat Dizdar. Exploration and investigation has been underway since late 2018 for Phase 2 of Connected Communities Strategy. Steering Committee has included Education, Health, Housing, Police, AECG, Cabinet and used a range of data sources to identify potential schools/communities. That information has been in confidence with cabinet since late 2019 and community consultation was due to take place during the early stages of 2020, however COVID-19 has put a halt to that. Timeframe now likely to be Term 3 consultations and then final list will be sent to cabinet in October 2020 for sign off. Executive Principal positions likely to be advertised in Term 1 2021. Concerns were raised re. the process used in Phase 1 where selected schools were announced in the media rather than given prior notice. This will not be the case in Phase 2. Face-to-face meetings will occur with Principals and communities. There will be a mix of metro, rural and regional schools. NSWPPA, NSWSPC & NSWTF will all be involved throughout the process. 		
Karen Jones – Executive Director, Aboriginal Education & Communities Directorate (and team)		
<ul style="list-style-type: none"> Data team has been created to inform practise and assist in selecting which schools and areas may require funding support. 		



- Lisa Muir discussed Premier's Priorities and CESE research into what works best for Aboriginal students. There will be a focus on looking at engagement points in K-6 and trialling initiatives.
- A NSW Statewide Staffroom has been created in Microsoft Teams for Aboriginal Education. Already over 28,000 members have joined. It is a safe space for sharing and staff are encouraged to join.
- An Aboriginal Education and Communities Working Party has been established to work on a 10-year strategy for Aboriginal Education in this State. All key stakeholders are involved, including NSWPPA. Meetings held each term to gather input and feedback and formulate ideas. Exciting initiative.

Auditor-General's Report on LSLD

- Discussion on three reports including Mark Latham's, the NSWPPA's and the Auditor-General's. Some similarities between the three. Looked at the recommendations, in particular the four-year funding projection to possibly align with the new school planning cycle.
- AECG to be invited to next RG meeting for discussion around community consultation and possible guidance they can offer in this area.

Summary of Matters:

Matters for delegates to take back to PPC's:

- New partnership agreement to be formally signed later in the year. It was originally due to be done in Term 1 before COVID-19.
- Encourage staff members to join the Statewide Team for Aboriginal education to share and access resources. The AECG have also created an Aboriginal Education Hub to be accessed initially for remote learning however this will be maintained and will continue to build a bank of resources for Principals, schools and parents to access. It can be found at:
<https://education.nsw.gov.au/teaching-and-learning/learning-from-home/learning-at-home/support-your-childs-learning/student-support/resources-for-parents-of-aboriginal-students#More10>
- School services oversee professional learning for our Aboriginal workforce. Please contact them if you would like to access additional PL for AEOs and AEWs.

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

- Schools working with significantly disadvantaged communities feel let down by the Minister and/or DoE when promises were made re. delivery of technology/devices, yet this either hasn't happened or occurred far too late and was quite minimal. Advice provided around securing internet access via dongles was poor. Schools were told not to purchase, but wait for further advice. We waited and nothing eventuated. Mixed messaging held up schools who were doing an amazing job on their own.

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: Two

Reference Group: Assessment, Planning & Accountability		
Chairperson: Scott Sanford	Email: scott.sanford@det.nsw.edu.au	Executive Liaison: Bob Willetts
Regional Representation:		
Hunter/Central Coast: Leonie Clarkson	Western NSW: Scott Sanford	Sydney: Olivera Mateski
New England: Julianne Crompton	Illawarra/ SC: Glenn Daniels	W Sydney: Kerrie Beeby
SW Sydney: Hamish Woudsma	North Coast: Narelle Kessey	N Sydney: Matthew Fuller
Riverina: Grant Beard		
DoE Personnel/ Visitors in attendance & role		
• Sharon Ford – Executive Director, High Performance	• Sally Egan – Executive Director, CESE	
• Dr Paul Wood, Director Curriculum – Education Continuity Taskforce	• Catherine Thompson – Director, Literacy & Numeracy	
• Rustum Abdurahman – Director, Innovation and Digital Services (CESE)		
Summary of Matters:		
<p>Issues received from members related to reporting to parents and learning at home.</p> <p>CESE: Release of updated 'What Works Best' and support resources, registered PL to follow. Revised dashboard available in SCOUT. Support planned for Principals in using dashboard. High levels of use of the Student Engagement app. Willingness in CESE to improve SCOUT and add in data sets that principals need.</p> <p>School Planning: Livestream for principals in Week 9 followed by an additional livestream on the SDD for all staff. Resources to go live on website on July 20th. Schools will be able to find out their EV year in the 4 year cycle of the new process on July 20th. All schools have Strategic Direction 1 – 'Student growth and attainment' to address growth and attainment targets in reading, numeracy, wellbeing etc. Fully populated samples will be available on website. Suggestion is to start school plan on a solid evidence base through a situational analysis, it is not a mandated aspect of the planning process. Support will be provided to support schools (PL, resources, videos, etc.)</p> <p>SPaRO: Enhancing SPaRO to allow evidence to be uploaded, annotated, aligned to SEF to be automatically generated ready for EV. New look SPaRO for new school planning cycle.</p> <p>Curriculum Monitoring: There will be no random inspections or curriculum monitoring processes implemented for 2020.</p> <p>Literacy & Numeracy: Phonological awareness diagnostic assessment tool is now live. Schools involved in Phonics Check trial will have PL delivered via Teams, able to use a feedback to parents (if they choose) and assessment to occur in ALAN between Weeks 4-6, Term 3.</p> <p>Assessment – attempted to pull together the assessment resources from across the department into one place. Includes Literacy and numeracy short assessments which provide quick information for teachers and feedback for students to monitor progress. Over 100 available already.</p> <p>Reporting to Parents – flexibility and additional time provided.</p>		
Matters for delegates to take back to PPC's:		
<p>SCOUT: PL for the recently released updated 'What Works Best' will be available soon.</p> <p>School Planning: Upcoming livestreams, resources available as well as schools finding out their EV year on July 20th. Enhanced SPaRO coming.</p> <p>Curriculum Monitoring / School Registration 2020: There will be no random inspections or curriculum monitoring processes implemented for 2020.</p> <p>Literacy & Numeracy: - Phonological Awareness Assessment and on demand Literacy and Numeracy assessments now available.</p>		
Matters the NSWPPA Executive/ State Council need to be aware of: No		
Draft Position paper for Council this term	No	
Collaboration with another RG/SC/WP? Technology / Comms & Engagement – Reporting to Parents (Sentral)		



New South Wales Primary Principals Association State Council Report

Term: (enter term)

Term two		
Chairperson: Brent Kunkler Email: brent.kunkler@det.nsw.edu.au Executive Liaison: Jude Hayman		
Regional Representation:		
Hunter/Central Coast: Kevin Greaves	Western NSW: Trish Forsyth	Sydney: Rob Jennings
New England: Murray Cox (apology)	Illawarra/ SC: Phillip Katen	W Sydney: Gary Ruzgas
SW Sydney: Brent Kunkler	North Coast: Anthony Buckley	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	• Terry Stevens - ED Asset Management	
• Anthony Manning – Chief Executive SINSW		
Summary of Matters:		
<p>Glenn Downie - Director & Terry Stevens – Executive Director Asset Management Unit</p> <ul style="list-style-type: none"> • Cleaning now under the auspice of the AMU • New cleaning issues resolution flow chart to be communicated to all principals • Planned maintenance 2019 / 2020 on track for Premiers targeted completion date • Common sense approach to work. i.e. One classroom wall needs painting all are painted • It is up to the Principal to liaise with the ASO on changes to the allocated works. The works must fall into the LCC priorities • Record maintenance funding levels over the last two years will not be maintained. Reduced funding for 2020 / 2021 planned maintenance. The input of the principal into the allocation of planned maintenance priorities 2020 / 2021 is still being negotiated. PPA would like to see a return to Principal / ASO planned maintenance priority meetings for 2020/2021 • Playground equipment – one supplier, contact ASO prior to any installation • Single invite for procurement through ASO / AMU - \$50000 • Enrolment Cap – AMU are doing an Accommodation Review. DEL/s will be given updated information in due course. School can access their accommodation information through AMS on the Web. This will form the basis of the review. <p>Anthony Manning – Chief Executive SINSW</p> <ul style="list-style-type: none"> • Explained the new warehousing of COVID related school supplies based at Chullora. Huge stocks of all products. School needs to contact ASO immediately they need replenishment • The implementation of the new cleaning procedures: <ul style="list-style-type: none"> ❖ School cleaning: standard in place ❖ Enhanced cleaning: all school post morning clean ❖ Day Cleaning: between 11.00am – 3.00pm. Time allocation individual to each school ❖ Deep cleaning: any school with an identified Covid -19 case. School closure one day 		



New South Wales Primary Principals Association State Council Report

Term: (enter term)

- SINSW are looking to lobby treasury to fund a stimulus package to maintain a zero-school maintenance program. The package would not be restricted to current contractors but look to employ from around the state

Nick Fisher - Cooler Classrooms Director

- As of 30th April: 1671 audits, 917 reports issued, 101 schools completed, 458 not started
- All Cooler Classroom schools will receive Solar panels. However, they are installed through a separate contractor so it may not happen at the time of the cooling installation.
- School is responsible at present for maintenance and replacement of any installed systems under 15KW. SINSW is looking at placing the systems installed under Cooler Classrooms to be maintained under preventative maintenance. PPA Reference group would like this to be extended to Air conditioners in the demountable program and both programs SINSW maintained
- Cool Classroom Director concedes that communication to schools could be better. Specifically keeping round one schools more up to date with expected commencement of works and communication once work is started. He has put process in place to address those needs
- No news as yet on round two school applications. Still at treasury

Brian Frankham –

- The enhanced / day cleaning is funded until the end of term two. Extension post that time is up to a Treasury funding allocation. Cleaning cost to SINSW up 75%
- Draft Future Focussed Furniture cleaning report released. PPA reference group to review prior to its final release. Report includes recommendation of the best type of furniture and furniture coverings to purchase in relation to ongoing furniture cleaning needs
- Maintenance Survey will be released in the coming weeks. It is very important that as many principals as possible complete the survey.

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
- 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.

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

- New Cleaning procedure
- Planned Maintenance 2020 /2021
- Principal Credentials - Assets update

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: 2

Reference Group: Curriculum Reference Group		
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: Jennifer Cox	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 Rep: Jacqueline Murphy-Cann	
DoE Personnel/ Visitors in attendance & role		
• Denise Roberts, ACARA	• Paul Wood & Kay Smith, DoE	
• Tany Coli, NESA	• Catherine Thomas & Kim Proctor, DoE	
<p>Summary of Matters:</p> <p>ACARA: Version 3 of the National Literacy Learning Progression have been published online. The first Online Formative Assessment Initiative newsletter has been published. The Student Diversity pages have been updated on the Australian Curriculum site. The latest issue of Primary Matters is available online with a focus on remote learning. The latest Digital Technologies in Focus project contains a wealth of resources and school stories. New illustrations of practice for the Framework of Aboriginal Languages and Torres Strait Islander Languages.</p> <p>DoE: Looking at the learnings from the COVID-19 period in regards to providing ongoing curriculum support. New Assessment Resource page , Short Assessments for Stage 2 and 3 and Teaching Strategies have been developed.</p> <p>ALAN - Phonological Awareness Assessment available in June via ALAN. Teachers can do this at anytime with their students. DoE recommends administering it to E51, S1 and S2 students.</p> <p>Learning Packages are available on the Learning from Home website.</p> <p>Child Protection - PDHPE team still working on reviewing existing Child Protection resources. New resources will be launched in Term 3.</p> <p>NESA: The focus for NESA has been the HSC. No new primary updates. <i>K-10 Curriculum Requirements for 2020</i> advice for principals and teachers available on the NESA website.</p> <p>Reporting to parents - Modified for Semester One. Schools have flexibility within their sector guidelines.</p>		
<p>Matters for delegates to take back to PPC's:</p> <p>Please encourage your teachers to join the Statewide Virtual Classrooms. There is a K-6 staffroom for teachers that includes short, sharp professional learning that is accredited.</p> <p>School Services staff can support schools virtually or face to face.</p> <p>National Music Teacher Program - 45 schools are involved in this program. School pays for costs. Learning from home 15 minute videos have been produced and are available to teachers to use on the Continuity of Learning Website.</p> <p>ABC Teaching Resources continue to provide support for teachers.</p> <p>Phonics Screening Check Trial webpage live with professional learning schedules for schools in the trail.</p>		
<p>Matters the NSWPPA Executive/ State Council need to be aware of:</p> <p>Representation on the following groups & meetings:</p> <p>English Language Proficiency Equity Loading Working Party - Julie Organ (6 March)</p> <p>Curriculum Support Program Advisory Group - Norma Petrocco & Michael Windred (20 May)</p>		
<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: Disability Programs		
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: John Paterson
Riverina: Andrew Pryor		
DoE Personnel/ Visitors in attendance & role		
Disability Strategy Nick Danta - Engagement leader Dis Strategies Tracey Winfer -Project Lead Disability Strategy	Rachel Adlington - Subject matter expert Disability Strategy Joanne Darvell – Change Manager Officer – working with Vision and Hearing to improve processes Lana Muncaster - New Program Manager	
<ul style="list-style-type: none">Robert Goodman R/Dir Disability Learning and SupportJackie Grodzianowski Principal Project Officer	Neville Bryce Leader Assisted Transport	
<ul style="list-style-type: none">CESE- Alex Do and Kari Razzag		
Summary of Matters:		
<p>Post Panel Communication. We are concerned that the Disability Strategy are planning to have Principals communicate to parents that the application for placement is unsuccessful. We believe this should come from the Wellbeing Team as they know the reasons why they did not get a placement and we have spent a lot of time telling parents that a Support Class is the best option. We are strongly opposed to this. Restrictive Practices Framework. This is still developing and we believe should be supportive.</p> <p>Support Class Placements It has been highlighted that there are not enough Support Class Placements for all students but especially for those entering High School.</p> <p>Restrictive Practices Guidelines- These are continuing to be developed and from what we have seen seems to be realistic with a common sense approach</p> <p>NCCD- The department is waiting for advice in regard to the timelines/ processes for this years collection because of Covid. We have outlined the need. We have highlighted the need for early advice</p> <p>High School Support Class Placements- We have highlighted that due to the much smaller number of classes in high Schools many students that require a placement are missing</p>		
Matters for delegates to take back to PPC's:		
<ul style="list-style-type: none">Scholarships will be open soon for staff to apply for Special Education including Hearing/ VisionThe Disability Strategy are looking at ways of simplifying the Hearing Vision Access Request this will be coordinated by the Hearing APAccess Request Yr5-7 When applying for a year placement in 2021 etc when a student is in Year 5 but they require Funding Support immediately make a comment stating that is required nowSchools will be able to select physios, speech therapists from providers listed on Allied Health Panel- This will save going through the procurement process, 2 pages rather than lots- info about this will be out in a couple of weeks.Assessment for Complex Learners- CESE are trialling a range of tools that may be able to be used to asses and track students with complex learning needs.		
Matters the NSWPPA Executive/ State Council need to be aware of		
Post Panel Communication – requires to be supported at an Executive level.		
Draft Position paper for Council this term	No	
Collaboration with another RG/SC/WP? (who)		



New South Wales Primary Principals Association State Council Report

2020 Term 2

Reference Group: *Finance and Administration*

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

Regional Representation:

Hunter/Central Coast: Owen Dalkeith	Western NSW: Rob McPherson	Sydney: Wanita Bowles
New England: Pete Baum	Illawarra/ SC: Wayne Osbourne	W Sydney: Nick Thomson
SW Sydney: Karen Mortimer	North Coast: Vanessa Cavanagh	N Sydney: Ryan Shephard
Riverina: Theresa Kane		

DoE Personnel/ Visitors in attendance & role

Gerard Gieseckam – Chief Financial Officer	Jessica Horn – Finance Manager
Vanessa Felton – Director, Shared Services	Sandi Simpkins – Director, Service Design, Learning and Business Systems
Brett Ogier – Director Finance Analysis and Partnerships	Kelly Edmunds – A/Director, Delivery Unit
Brienne Roberts - Finance Manager	James Oliver – Principal Project Officer
Cathy Broadbridge – Leader, Strategic Schools	

Summary of Matters:

1. SFLM reduction by 25% - concerns about going over budget for some schools and PPCs. The COVID-19 deployment of casuals had a supportive intention, but the repercussions have not been as positive.
2. 6100 'carry forward policy for schools' is in its consultation phase. Schools will have 4 years to manage their accumulated funds in 6100.
3. The new and upcoming online enrolment design is getting closer to completion. This DoE initiative has been extremely well received so far.
4. The Delivery Unit has made headway over the past 18 months in terms of actioning time saving for us. Examples of improvements for Principals, SASS staff and teachers in 2018-2019 presented are shortening the Annual report by 50%, allowing non-Principals to review PCard expenses, streamlining the FBT and improved search functionality in MyPL to account for location.

Matters for delegates to take back to PPCs

1. Delivery Unit and Finance would appreciate some feedback from PPCs. Complete the following survey at your next meeting, if possible. Responses will accumulate in one space and will be forwarded to Kelly Edmunds and Gerard Gieseckam by the end of Term 2. <https://forms.gle/VFi8Qs46prj1tg6g8>

Matters the NSWPPA Executive/ State Council need to be aware of: No

Draft Position paper for Council this term No

Collaboration with another RG/SC/WP? (who) Glenn Walker (Chair; HR) in regards to SMR



New South Wales Primary Principals Association State Council Report

Term: 2, 2020

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:

- **Casual Employment COVID 19 Program** – HR acknowledged some of the issues for schools with the deployment of the casual guarantee. The role out was a huge logistical undertaking. Intention of the program was to ensure employment for the large casual workforce during the pandemic. No plan to extend beyond Term 2.
- **GA Allocation** – Staffing Methodology Review preparing guidelines for allocation of General Assistants. No definite date for changes to current procedures.
- **Merit Selection applications**. Guidelines have been established for teacher, executive and principal positions. Page limit has been set for teachers and executive positions to half page per criteria (6 criteria = 3 pages). Principals ½ page per general selection criteria and 1 full page per specific selection criteria. Cover page does not count to overall page limit. In place from 10 June, 2020.
Preferred option to have application limits built into TALEO system. Functionality does not support this.
- **Teacher Supply Strategy update**. 2024 will see the tightening of supply and 2026 will start to see a gap emerge. Already seeing gaps and issues of supply for Rural and Remote schools and in other certain areas.
Key themes that team is working on; Pre-service teachers, retention of existing teachers, attracting new teachers, improve workforce planning, strengthening current scholarships.
- **Staffing Methodology Review (SMR) update**. Ambitious schedule with 7 areas of focus; Admin support, Leadership & Teacher Quality, Specialist settings, staffing supply and continuity, Work, Health and Safety, Equity and Targeted Intervention. There is a continual focus on existing pilots (SSPs and Casual Supplementation). Casual Supplementation 2020-2023. Work with SSPs continues. Exec and Admin entitlement seem to have been the most common use followed by utilisation of dedicated specialists. Hospital schools will be revisited to see what works in these settings.
- **Human Capital Management (HCM) update**. Purpose is to simplify the recruitment process in 4 areas; Recruitment, On boarding, Workforce Planning and Position and Organisational management system. The aim is to go live end of 2021. School Centric Testing is about bringing schools into the program and to give an opportunity for schools to use, troubleshoot, to see what actually works and what doesn't, and to provide important feedback that will optimise the program. Initial plan is to engage with a cross section of a variety of schools with vastly different contexts. Testing will roll out to over 350 schools at peak engagement. This will be webinar phase and will involve webinar solution demonstration and consultation sessions. It was made very clear this is a proposal at the moment and no schools have or will be contacted until consultation with PPA and SPC has taken place.

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

- **Merit Selection applications**. Page limit has been set for teachers and executive positions to half page per criteria (6 criteria = 3 pages). Principals ½ page per general selection criteria and 1 full page per specific selection criteria.

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 2 2020

Reference Group: <i>Principals' Support</i>		
Chairperson:	Judy Goodsell	Email: Judith.goodsell@det.nsw.edu.au Executive Liaison: Lyn Davis
Regional Representation:		
Hunter/Central Coast: Cathie McMaster	Western NSW: Angela Lewis	Sydney: Gai O'Neill
New England: Cindy Sadler	Illawarra/ SC: Kathy Rembisz	W Sydney: Carolyn Wallace- Whelan
SW Sydney: Grace Palamara	North Coast: Nicky Bartlett	N Sydney: Judy Goodsell
Riverina: Mark Peterson	Principal Support Officer: Wendy Buckley	
DoE Personnel/ Visitors in attendance & role		
• Kathy Powzun, Exec Director, Bushfire Strategy	•	
	•	
Summary of Matters:		
Summary of matters working on/ or issue received this term:		
<p>There were a number of issues raised at the Term 1 RG Meeting about the impact of bushfires, droughts and floods on a large number of school communities in NSW. Kathy Powzun, Executive Director, Bushfire Relief Strategy visited our Term 2 meeting to present an update:</p> <ul style="list-style-type: none"> • Strategy emphasis on principal and staff wellbeing • 189 schools were impacted by bushfires in NSW with 80 schools identifying as needing support through the strategy. • Of interest, at the time of the bushfires, 10% of Principals were relieving in the role and 28% had limited experience as Principals. <p>Ongoing priorities include:</p> <ul style="list-style-type: none"> • Supporting school counselling services. • Implementation of evidence-based online mental health programs • Funding for the Centre for Emotional Health to offer the Cool Kids program and Chilled Out Online programs. • Partnership with Headspace • Thriving for tomorrow program. This program is offered to DELs and Principals in bushfire affected communities. A coaching pack has been offered to 189 Principals and is funded by the DoE. <p>Matters for delegates to take back to PPC's:</p> <p>Principal Health and Wellbeing Survey Results:</p> <p>There is emphasis on the need to ensure that dignity is maintained in the work place. The 2019 Principal Health and Wellbeing report is a longitudinal study conducted by Dr Phil Riley. It suggests the need to urgently look for causes and reduce the level of adult- adult bullying, threats of violence etc. This point will be taken up through the Principal Support Reference Group and the Department of Education.</p> <p>In PPC's impacted by bushfires, please report back Kathy Powzun's update.</p>		
Matters the NSWPPA Executive/ State Council need to be aware of:		
<p>The work of the Principal Support Officers is highly valued by PPA membership. They have a very important and unique role to play in supporting PPA Principals. As an association, it is great to see that we can empower and support our members with timely shoulder to shoulder support. We are so lucky to have Wendy and Geoff in this role. The Principal Support Reference Group will advocate for an additional PSO to be employed by the NSWPPA to improve the network of support for Principals.</p>		
Draft Position paper for Council this term		No
Collaboration with another RG/SC/WP?		Legal Issues Standing Committee



New South Wales Primary Principals Association State Council Report

Term : 2 2020

SSP Reference Group

Chairperson: Mark Gosbell

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

Executive Liaison: Stuart Willey

Regional Representation:

Hunter/ Central Coast: Graham Finch-apologies	Western NSW: Jane Crosland	Sydney: Michelle Gomes
New England: Brett Pearson-apologies	Illawarra/South Coast: Katrina Eyard	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:

WHS and COVID-19 in Schools: General concern expressed regarding infection control, COVID and requirements in SSPs. Representation from WHS was provided by Heather Cochran Manager WHS Programs.

- Policies and procedures have been updated around infection control. New practical guide has been developed for SSPs/Support Classes which acknowledges SSPs are already doing it well. RG members asked how H&S know that SSPs are doing this well? With a high sick leave rate, are SSPs really doing it well? Has there been an analysis of SSP infection control or risk strategies? It is impractical to use PPE as suggested. WHS indicated that they speak to Principals anecdotally and through the H&S hotline we are hearing they are following the guidelines in terms of using the PPE.
- WHS Fact sheets are reiterating what SSPs are currently doing.
- RG members noted that some had requested a visit from H&S officer and was told they were suspended from visiting schools. WHS manager indicated they were not suspended but have been advised to limit the visits to school if it can't be done via zoom or phone, not a blanket directive.
- RG members noted if SSPs are using PPE as directed then there will need to be a review of financial resources for such, further, that the money being spent goes well beyond the hygiene grant given to schools.
- RG members noted if two staff members are close and cannot socially distance then they should use PPE.
- WHS noted that physically distancing fact sheets now updated for return to school next week. Hep A & Hep B injections – staff can be reimbursed for the cost as well as staff who are eligible for a free flu shot (as per Health guidelines) WHS: Issue of students spitting/infection control remains unresolved.

Action: will seek advice on bus drivers/ASTOs wearing PPE

Disability Strategy Implementation Team: Nick Danto, Lisa Whittaker, Rachael Adlington, Nesh Kandic, Tracey Winfer, Joanne Darvell

- Currently 91 projects under the Disability Team which shows the enormous breadth of the work. DoE working on submission for Royal Commission.
- Outcomes framework for students with disability will work with this ground for ongoing consultation.
- Inclusion work – 3 clear deliverables, Inclusive Education statement launch and resources to support that. Inclusive Ed statement is NOT about closing SSPs or Support Unit. It's about making all schools inclusive and that it's everyone's business. Consultation with various stakeholders around some aspects. Desire is to focus on inclusive education for every child in every school. Will do an analysis of what is available and then see what schools actually need and want. This is a cultural change that needs to happen.
- Mandatory training for leaders – Disability Standards for Education – aiming for week 8 launch. All Exec need to undertake this training. Is done once every 3 years to stay current.

Vision and Hearing & Improving the learning journey: Nesh, Joanne, Tracey & Rachael

- Highlighted the complexities and pain points in applying for ISTH/V. A vision and hearing champions' team was established to assist to design a new process. Aim to roll out in Term 3. Looking at transparency and consistency with the service provision. Parents have fed back the letter/offer they get are often confusing and not clear. School would become the contact/coordinator and be the ones to contact the families initially. School who submits AR would contact families. Pain points: letter of offer difficult to understand, parent response delayed or no response, letters being posted, inconsistent advice and difficulty determining vacancies prior to panel

Tell Them From Me: working with CESE to make the Tell Them From Me surveys more accessible for students with disabilities. Working on an easy read survey and Auslan. Also working on student survey to go alongside the TTFM survey.

Disability Learning and Support: Robert Goodman R/Director Disability Learning and Support

Restrictive Practices Guidelines: Jackie Grazdanovski Principal Project Officer

Specialist Allied Health panel: – you can now engage them online. Should be live in the next week or two will be a page on Disability website.

Restrictive Practices Framework: – Struggled with a definition of restrictive practices to include restricted access to curriculum. After discussion it has been removed as it doesn't necessarily fit with the definition of restrictive practices. RG members noted a need to think about what the rights and freedoms are for a student in order to think about what a restrictive practice might be. Further the need to look at the differences between school rules, keeping students safe vs a restrictive practice.

SLSO Health Clarification: regarding allocations of SLSO Health and the significant allowance given are required. How will SSPs manage this when in 2021 they become a permanent position? Some schools split the health care loading between SLSOs – put them on higher duties and hoping this might roll them all into the

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

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

Regional Issues SMR Funding allocations and short-term emergency support: Question re: SMR use following situation where Principal has contacted her about a student with significant needs and when requested extra support from DEL the response was she had significant Supplementary Funding and didn't need any extra.

Action: Reference group to seek input from HR and SOAP to clarify budget allocations under SMR and SSP supplementary funds and further clarify the use of resource support from Disability Learning and Support and student services for complex and emergent need. Mark to contact relevant SOAP and HR personnel.

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: 2
2020

Reference Group: Student Wellbeing		
Chairperson: Helen Craigie Email: helen.craigie@det.nsw.edu.au Executive Liaison: Trish Peters		
Regional Representation:		
Hunter/Central Coast: Lesley Burley	Western NSW: Vanessa Williams	Sydney: Ruth Bradfield Ling
New England: Melinda Partridge	Illawarra/ SC: Susan Hilliar	W Sydney: Sandra Martin
SW Sydney: Teresa Gosche	North Coast: Helen Craigie	N Sydney: Dany Coehlo
Riverina: Susan Bourne		
DoE Personnel/ Visitors in attendance & role		
Nic Danta- Engagement Lead/Disability Strategy	Karen Hodge- Director Student Engagement & Interagency Partnerships	
Ben Berriman-Project Coordinator / Attendance	Ed Services team- Maria Casbolt, Katrina Worrall, Deepa Rashanth, Sweta Pandit Dey, Kylie Turner	
Jackie Grozdanovski and Robert Goodman- Principal Project Officers/ Disability learning & Support		

Acknowledgement: Margaret Foott (Nth Sydney) whose proactive contribution over a number of years has been highly valued. A warm welcome to Dany Coehlo, Susan Hilliar and Melinda Partridge to the group.

Issues received this term: *unreliable information from CWU particularly with regards 'learning from home' attendance issues, *difficulties of managing CP training, OOH issues around parents receiving letters before Principals, *increasing pressures put on Principals with addressing students with trauma and behaviour issues and a lack of placements, *concerns with ED students being placed in MC classes * lack of appropriately trained staff to deal with ED(MH2/3) students, and *issues with the current access requests.

Asked to review: Attendance Policy, Mental Health & Wellbeing Programs for Schools (Introduction, User Friendly Guide, draft Mental Health & Wellbeing Program Planning and Bullying No Way STEPS templates).

Psychological Services – dedicated face to face and telepsychology services for regional and remote student's project *funding for up to 17 new positions- 16 senior psych's and one leader psych practice rolled out from now until 2023 *PAX Good Behaviour Game for K-2 cohort- currently being trialled - https://www.youtube.com/watch?v=t952q7_BJLE&list=PLxmb2gVkvOvyAqstsGda8CLrmIAZjaW-OI

Smiling Mind School Program- now online platform to extend the service training and delivery with a 50% uptake by schools in that time. Free for all schools K-6. DoE has expended funding for 400 schools to participate. The contract will cease at the end of this year. More schools are still needed.

Student Behaviour Strategy-Workstreams include: *Student Behaviour Policy and Suspension procedures and Implementation Plan (replacing Discipline Policy) familiarisation during 2020, with launch in term 1 2021. *Development of a model of complex behaviour support to build school capacity * Development and delivery of targeted and evidence based PL to improve teacher capacity in responding to challenging behaviours *Behaviour website resources being refreshed to reflect up to date quality data informed links.

Schools as Community Centres- 4 focus areas for students 0-8years; early literacy and numeracy development, transition, positive parenting and Connected Community, designed to support the school community and tailored to school needs. Facilitator reports to the Principal. Feedback welcomed.

Disability Strategy update- Inclusive practice in Education- *Trauma Informed Practice *Mandating Disability Standards PL- School Biz ad Week 8 or 9 *Innovation program *access requests *Disability Criteria review *Good Practice guide for Schools *streamlining access for hearing and vision support *Assessment for Complex learners *NCCD and TTFM data availability for Principals *assessment for complex learners – two tools being developed *research in autism and mental health project

Restrictive Practices Framework Consultation- *approval to launch allied health services panel *resources around collaborative practices *2nd draft nearly ready for consultation *Restricted access has been removed from document *development of fact sheets.

Child Protection update: * internal audit results include the need to develop more detailed and consistent advice on the implementation of policies and procedures to promote clarity in schools. *Implementing recommendations on online safety. Children's guardian working on screening and developing 10 standards including out of school care staff and contractors in schools. *Guidelines for Problematic sexualised behaviours *Need for consistency on what training is mandatory including timeframes. *CP curriculum materials being updated, ready later in the year; cyber safety and domestic violence and resources for younger students.



New South Wales Primary Principals Association State Council Report

Term: 2
2020

Matters for delegates to take back to PPC's

Please take the time to address or look at the contents in the following:

Check that all staff have completed the **annual Child Protection module** and make sure records match staff employed. This is an auditable requirement.

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

Smiling Mind Schools Program- excellent free mindfulness program. [**Smiling Mind education program**](#)

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

Psychological & 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: disabilityroyalcommission@det.nsw.edu.au

Para professionals database 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: 2

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: Michael Schwetz	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

- **Angelo Gavrielatos – President NSWTF**

Summary of Matters

1. Allocation of School Counsellors – specifically the way the people in that role rapidly changes.
2. COVID-19:
 - ❖ Conflicting advice for parents between DoE and schools,
 - ❖ clearer communication to be sent from DoE,
 - ❖ lack of clarity in communications,
 - ❖ delays in receiving PPE,
 - ❖ what do we do about resources we can't recoup,
 - ❖ concern about students still being kept at home,
 - ❖ social distancing pack would have been better received had we got it prior to students returning,
 - ❖ Technology – devices and dongles never turned up,
 - ❖ COVID casual scheme was flawed in many ways,
 - ❖ workload insurmountable,
 - ❖ inconsistency between DELs re schools moving to Phase 2 when the rest of the state was in Phase 1,
 - ❖ Term 2 temp contracts a killer for small school budgets,
 - ❖ hearing information from the media before DoE was disappointing and
 - ❖ vulnerable staff and how to have them classes as vulnerable and the inconsistency of this around the state.
3. Good news stories – grateful for additional TP release and grateful that TP1 and TP2 did not have their SFLM taken to fund the COVID Casual scheme.
4. Wellbeing of our TPs who have gone from bushfire, to flood, to COVID-19 pandemic is a real concern. TPs are also concerned about the burnout of their staff.
5. NSWTF Small School Restricted Committee are working on a policy that compliments the TPRG position paper.
6. Angelo Gavrielatos spent an hour with our group and has committed to attending our next meeting too. He has recommended that the TPRG put together a submission to the NSWTF's Independent Inquiry in to teacher work pressures, being led by Geoff Gallop.

Matters for delegates to take back to PPC's:

NSWTF Small School Restricted Committee are working on a policy that compliments the TPRG position paper. This will be an important document moving in to the next Award agreement.

TPRG will be working on a submission to the NSWTF's Independent Inquiry in to teacher work pressures.

Matters the NSWPPA Executive/ State Council need to be aware of: 1-6

Draft Position paper for Council this term

No

Collaboration with another RG/SC/WP? Nil



New South Wales Primary Principals Association State Council Report

Term: Term 2 2020

Reference Group: Technology		
Chairperson: Drew Janetzki Email: 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	
• Shane Gandy - Identity and Access Management – Automated Application process	• Mark Greentree - Director, T4L	
• Andries Treumicht - Group Dir, HR/Payroll/HCM	• Phil Dove - HCM Change Director	
• Hugh Twomey- Group Director of Student Management Branch at ITD	• Jarrod Papandrea & Antony Mawer - Sentral	
Summary of Matters:		
<ul style="list-style-type: none">• CIO Update and Issue Log: Learning on Demand for staff PL has been on the table for some time prior to Covid. Just in time learning is ideal as staff can access when they need it and it is useful. Started with connection & communication then moved to teaching & learning. There has been a lot of collaboration between the teams- huge effort- curriculum, learning & design, rural & remote etc then added these aspects to flavour the product in an effort to meet diverse needs. Still more to be done and the digital divide to overcome.• Digital Devices Update: Feedback on Youtube to the group- some great benefit to have the access, many schools really appreciated it to access material and for equity between home and school, some issues when kids who were unsupervised (this is a teacher issue rather than a Youtube access one). Internet access meant Youtube wasn't feasible for schools in some remote areas. This speaks to the digital divide and there are security and child protection issues.• Identity and Access Management : Automated Application process: Shane has given permission for the TRG is to share the slides and attach them to meeting notes• Sentral: TRG ensured changes to Primary School Academic Reports - NSW PPA and Sentral Templates• Student Administration (SA) Market Pricing Benchmark: On the back of Covid response, looking at the existing products and how they would work remotely to support continuity in the case of school closure.• 454 Sentral schools still operating with on-premise server. Opt-in approach to schools. Have migrated 184 to Cloud.• Commissioned Mark Lamont to conduct the pricing benchmark report to look at the offerings and make recommendations• In a number of cases, NSW government schools are paying above market rate for the products available in other jurisdictions for less• Barrier- no market signal currently. Across Australia, there is no signal as to the departments intentions with SA. Large vendors would like to be engaged in NSW but sitting on the sidelines as they aren't sure what the Department intends to do• 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 .• HCM (Human Capital Management) 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.		



New South Wales Primary Principals Association State Council Report

Term: Term 2 2020

Matters for delegates to take back to PPC's.

- TRG ensured changes to Primary School Academic Reports - NSW PPA and Sentral Templates
- There is pressure on treasury to support staff to access and be successful in the online environment. We as a group are keen to support the push for staff to all have a device as well as students. The data from this period has been helpful in terms of providing data.
- Suggestion for TRG to communicate to principals that the DoE has focussed on student devices, but keen to find out the need and desire for staff devices
- Mark GreenTree has been working for some time on differentiated learning for staff in terms of IT PL, including a self assessment for staff to use. This ties into the schools digital maturity framework. Perhaps this could be built into a wider view in excellence in teaching
- Mark is keen to hear the success stories. We were provided with a crisis but it has been an opportunity that has placed a microscope on education. Education hasn't had a dramatic change in 100 years and we have changed in unprecedented ways. The world has changed significantly in terms of shifting the way we have always done things. We have had the opportunity to challenge what we do. Let's build on what we have found during this term.
- PL- 5 teams together- Rural & Distance Ed, IT, business systems etc. 12 people working at TD for 5 weeks to deliver, 38000 teachers face to face, delivering up to 5 hours of PL webinars per day including Q & A
- T4L Allstars- can't to T4L awards this year but a good chance to showcase and share great things that are happening.
- **Human Capital Management Program Update**
- HCM going live 2021
- This will collapse many legacy systems so there will be far less sources of information and the integration with SAP Success factors will be different. As close as possible to a single source of truth
- Looking to have an inclusion of mandatory training for staff
- Current timeframe – go live October 2021, still in phase of business requirements gathering. Implementation phase will last around 6 months, corporate first, then schools will be brought on individually
- Emphasis that this is an IT program, not Staffing Methodology Review

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

- Good new story: TRG ensured changes to Primary School Academic Reports - NSW PPA and Sentral Templates
- TRG keen to continue to support all NSW schools with digital divide that was shown in COVID-19.
- TRG would like to invite Stephen Loquet - Chief Information Officer, DoE , Mark Greentree - Director, T4L & Michelle Michael - Dir, Learning Design, Development to our Term 2 State Council meeting.

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: 2

Standing Committee Report: Annual Conference

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

Representation:

Karen DeFalco	Daryl McKay	Vicki Harris
Michelle Davies	Mark Pritchard	Cameron Upcroft
Michelle Sarjana	Polly Palaitis	Sheila Bollard
Lyndall Droscher	Rob Walker	

Summary of Matters:

- Conference planning still going ahead for October. We are unsure at this stage to the total number which will be allowed to attend the conference space. Obviously dependent upon NSW Health recommendations.
- Conference registration will open on Monday 27th July. Payment this year is **only** by Pcard.
- Conference dates:
Registration & Welcome drinks: Monday 26 October. Speaking program: Tuesday 27-Thursday 29 October.
Day 1: Opening ceremony, PPA awards, Life Member's function, speaking program, AGM and cocktail reception.
Day 2: Business session 2, speaking program and evening social event (dinner & dancing – if permitted).
Day 3: Speaking program. Conference closes at 12.45pm (approx.) followed by lunch. This time caters for travel.
- Conference sponsorship packages changed due to COVID. Sponsors paying 50% of the total. Most sponsorship packages have already been taken up. 36 responses in 4 minutes of release.
- Speakers must currently reside in Australia. Speakers are currently on a firm hold, no contracts signed or deposits made as yet.
- Currently investigating most effective way to efficiently collect and track delegate attendance at conference sessions without a hefty financial commitment.
- Investigating the possibility of livestreaming sessions for those who cannot attend.
- Student performances – decision made to record these. If/when restrictions are eased to allow student to travel (excursions), student can perform live.
- All information for conference this year will be found on the SchoolStream app. No hosting a separate website. There will be a link to registration on the PPA website.

Matters for delegates to take back to PPC's

- Conference registration will open on Monday 27th July. Payment this year is **only** by Pcard.
- All information for conference this year will be found on the SchoolStream app. No hosting a separate website. There will be a link to registration on the PPA website.

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

- Currently investigating most effective way to efficiently collect and track delegate attendance at conference sessions without a hefty financial commitment.
- **Day 1: Opening ceremony, PPA awards, Life Members function, speaking program, AGM and cocktail reception.**
- **Day 2: Business session 2, speaking program and evening social event (dinner & dancing – if permitted).**
- **Day 3: Speaking program. Conference closes at 12.45pm (approx.) followed by lunch.**

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**

Standing Committee Report: Communications and Engagement

Simon Mulready, John Goh, Andrew Smee, Carolyn Nugent, Adam Wynn Ben Carter Amanda Kowalczyk

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

Representation: via Zoom

Simon Mulready	David Munday	Andrew Smee
John Goh	Jude Hayman	
Carolyn Nugent	Ben Carter	
Adam Wynn	Amanda Kowalczyk	

Meeting Attendees

Oona Nielsen – Executive Director C&E	Carmen Michael – Director- Content & Engagement
Linda Doherty - Director	Jackie Kuek- Director (r) Internal Communications

Summary of Matters:

SOCIAL MEDIA – Policy Update – Simon and Dave met with EPAC and C&E – waiting for feedback but the solution sounds practical, not like what we were initially advised.

Communication issues:

Frequency of communications to Principals – still too many on some topics, messaging needs to be respectful not insulting – some directorates still not getting it right.

Support for key messages e.g. back to school, parents on school grounds, letter for students who are unwell, T3 Kindergarten enrolment reminders, feedback for parents when children miss 2021 high school placements – this is not a primary responsibility

Continuing to consult on bushfire communications, also ongoing meetings with Kathy Powzun.

Media:

Inviting Arian Kerr from Media Unit to Term 3 meeting

SWS – looking at top 10 primary schools to see how they are using SWS and how we can use this info to support more schools.

Schoolbiz – plan to change into a news hub style – an opportunity to provide a lot of feedback about what should stay and go. This information is consumed differently in schools to Corporate. It must contain more editorial and curation, Search function - maybe it is only for schoolbiz and it works, remove EOI, sticking to the rules between directorates e.g. no hiding docs in schoolbiz and saying we told you about it or consulted, links to the consolidated schedule for schools that add straight to our calendars in outlook, a decent staff to support all of the above. It needs to become the source of truth.

Matters for delegates to take back to PPC's: Schools Video – successor to Filmpond. 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

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

- Developing package for consideration reimagining logo, merchandise etc
- Rolling meetings on Teams throughout Term 2 with different project groups
- Continuing to develop protocols for use of Teams and other platforms for the NSWPPA

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: 2, 2020

Leadership Standing Committee Report		
Chairperson: Cath Larkman Email: catherine.larkman@det.nsw.edu.au Executive Liaison: Lyn Davis		
Representation:		
Karen Maraga	Margaret Charlton	Peter Flannery
Jodie Paterson	David O'Connor	Louise Challis
Graeme Ross	Corinna Robinson	Estelle Southall
Cath Larkman		
Meeting Attendees		
• Joanne Jarvis – School Leadership Institute		
Summary of Matters:		
<p>Committee members reviewed LSC Vision and PPA Priorities doc 20/21 from previous meeting and declared them finalised.</p> <p><u>Professional Learning Report – Margaret Charlton</u></p> <p>The PPA Principal Credential has begun and the first section is being addressed via podcasts created by Ann Macintyre and led using online platforms by Principal facilitators. Facilitators and teams meet fortnightly with facilitators collaborating on the alternate week. We hope to cover the Term 3 component via a conference if restrictions are lifted.</p> <p>The Covey programs, 7 habits and speed of trust, originally organised as face to face programs. Negotiations took place to be able to deliver these programs online. Take up was slow to start but there are now wait lists. Some schools are requesting options for school teams which are being looked into.</p> <p>Art of Leadership and Masterclasses will remain face to face delivery. All postponed programs planned for Term 4 with both Newcastle sessions in Term 1, 2021.</p> <p>The Tao of Teams and Powerful Performance conversations will not translate to online so training of facilitators is planned to take place early 2021 for a 2021 delivery.</p> <p>Middle Leadership Imperative's progress has slowed due to restrictions. There is the potential of running a pilot program and possibility of some online delivery.</p> <p>The Committee have acknowledged and thanks our Professional Learning Officer for the huge amount of work which has taken place to facilitate high quality learning for leaders – especially considering the circumstances.</p> <p><u>SLI Report – Joanne Jarvis</u></p> <p>Discussion of Deputy and the Principal Role statements. Currently discussion is taking place with the Teacher's Federation – timing of release yet to be decided due to current focus of schools.</p> <p>Some discussion and feedback also took place around the Principal Leadership Framework. Other projects in development are: Leadership Identification Framework, Middle Leadership Procurement and research project around Middle Leadership and Aboriginal Leadership needs.</p> <p><u>HALT Position Paper deferred to next meeting</u></p> <p>Further reading recommended and re-reading of Grattan Report</p> <p><u>PARF (Principals' Australia Research Foundation)</u></p> <p>Some delay due to COVID -19 and is in developmental and consultation phase.</p>		



New South Wales Primary Principals Association State Council Report

Term: 2, 2020

Matters for delegates to take back to PPCs	
- Updates on professional learning options	
Matters the NSWPPA Executive/ State Council need to be aware of.	
Draft Position paper for Council this term	No



New South Wales Primary Principals Association State Council Report

Term: 2, 2020

Standing Committee Report: **LEGAL ISSUES**

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

Representation:

Andrew Doyle	Ben Matthews	Greg Grinham
Greg Wells	Jeff Lie	

Meeting Observers

• Geoff Scott (PPA Support Officer & Life Member)	• Wendy Buckley (PPA Support Officer)
•	• Judy Goodsell (Chair, Principal Support RG)

Meeting Attendees

• Michael Waterhouse (DoE General Counsel)	• Jo Frearson (DoE A/Director H&SD)
• Sarah Hargans (DoE Chief Legal Officer)	•

Summary of Matters:

Legal Services Directorate

- 2020 has brought an increase to GIPA requests up over 60% to previous years at this time of the year.
 - Cross portfolio social media project for serious attacks on school staff & defamation due for pilot in term 3.
- #### Employee Performance and Conduct Directorate (EPaC)

- Eighteen areas of misconduct in guidelines as well as new direct management action phases.
- Seconded Principals and DPs in Teacher Performance Management and Improvement (TPMI) unit continue to advise and support school leaders in providing targeted support for underperforming staff in schools.

Health & Safety Directorate (H&SD)

- Emergency drills notification on ICE on hold. To be discussed with PPA for reactivation in term 3.
- Schools reminded to only use thermometer issued to schools on students with flu or cold like symptoms.

**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.*

Matters for delegates to take back to PPCs:

- EPaC website has been updated since week 5 to adhere to Tedeschi Review recommendations.
- Casual teachers can also access Employee Assistance Program (EAPs) during term 2.
- New non-attendance directions with the Education Act Part 5A related to serious violence /violent behaviour risk requires Executive Director /Dep Sec to be actioned to direct to a student not to attend school during a specified period as student is deemed risk to others. Not related to Suspension policy.
- Principals encouraged to contact Legal Services for advice about issues with terms and conditions for cancelled excursions and camps due to the pandemic.

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

- Disciplinary Advisory Panel of cross portfolio senior officers reviewing conduct matters has commenced. Legal Issues SC seeks NSWPPA representation as an observer on that panel.
- CESE will continue to conduct a second evaluation of TPMI. Legal Issues SC recommends the NSWPPA continue to support this program providing direct guidance to school leaders with underperforming staff.
- Non School Ops EDs and senior officers using non-endorsed NSWPPA Principals (& schools) to trial systems and practices. This sample is then used as the consultancy basis for implantation. Suggest this method could be detrimental to all schools unbeknown to that Principal (& school) of the bigger picture.
- EPaCs Fair Work, Fair action needs to be removed or improved. A 'dud' since introduced in 2014.

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: 2

Rural and Remote Standing Committee		
Chairperson: Stephen de Roos	Email: stephen.deroos@det.nsw.edu.au	Executive Liaison: Michael Trist
Representation:		
Michael Trist	Michael Fisher	
Kate Charlton	Sue Ruffles	
Mark Thomson	Brad Hunt	
DoE Personnel/ Visitors in attendance & role		
<ul style="list-style-type: none"> Laurie Campbell- Rural and Pathways Director 		
Summary of matters		
<ol style="list-style-type: none"> Laurie Campbell <ul style="list-style-type: none"> The review of the Blueprint held some successes and a lot of areas where little to no shift occurred. The most telling was no improvement in NAPLAN. 25% of NSW students in Rural and Remote and 40% of schools CESE used 2017 data for a 2020 report. The consultation process for the Rural and Remote Strategy has had to be adapted due to Covid 19. Advice was to continue with how we have managed so far for now, but the best way is face to face and to give time to reach as many as possible. We advised Laurie to get into the PPCs in Rural and Remote areas and to get out on a trip through the areas. The consultation focus should be on principals who are in the more remote areas. Standing Committee members will have individual meetings with Laurie. Advice to Laurie was to not have a document similar to the last blueprint. Again, we asked for the Strategy to have a series of assessment/evaluation checkpoints to mirror the milestone process we have to comply with. The strategy also needed to be fluid enough to respond appropriately when identified priorities are not being met. It appears this is part of the planning thinking. The classification of Rural and Remote schools continues to be an issue our team feels is holding any real improvement. There is still no real definition. Work needs to continue to get a proper answer on this classification. Ensuring the definition of rural and remote aligns to other state agencies – ie health, police, The committee wanted to focus on the following points to be part of Laurie's fact finding. <ul style="list-style-type: none"> HR/Staffing – can't always offer permanency, lack of staff/temporary, lack of staffing officer Replacing an ageing workforce in rural and remote Two-tiered system for staffing rural and remote – offering rural and remote positions. There are already some significant advantages attracting staff but there still isn't enough take up from the workforce. Rural and Remote students accessing whole of government services is inconsistent. Schools are places where Community Health, Psych and Paediatrician etc services need to access. Low SES families often can't get to support. How to put government services into schools – Health, FaCS, Police Youth Liaison, The DoE approach to solving HR, School Services etc issues is not supporting Rural and Remote schools ICT inconsistent access for students at home but also often no options to access in the community. Lack of consultants- curriculum support, Beginning Teacher Induction etc Availability of staff role statements in School Service is often inconsistent Early education access to counselling and student disability support is an issue with remote schools. Possible request for individual PPC to discuss issues recognised by individual members that are then relayed back to Laurie by the PPC Presidents. 		
Matters for delegates to take back to PPC's:		
PPC in Rural and Remote areas to gather the concerns their members have. The individual members need to provide the stories that CESE are not picking up. These stories provide the background for him to advocate for real improvement.		
Matters the NSWPPA Executive/ State Council need to be aware of:		
Draft Position paper for Council this term		No
Collaboration with another RG/SC/WP? Nil		



New South Wales Primary Principals Association State Council Report

Term: 2

Working Party Report: School Viability		
Chairperson: Grant Schaefer Email: Grant.Schaefer@det.nsw.edu.au Executive Liaison: Robyn Evans		
Representation:		
Meeting Observers		
•	•	
•	•	
Meeting Attendees		
<ul style="list-style-type: none"> • • 		
<p>Summary of Matters:</p> <p>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. Three new school have been identified at the beginning of the school year.</p> <p>Also looking at 'other educational provision model' for a school currently in recess.</p> <p>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.</p> <p>Discussion with DoE personal around identification of 6pt schools and available allowances.</p> <p>Still unsure what effect COVID-19 will have on enrolments for TP1 and TP2 with changes in employment opportunities and other economic effects.</p>		
Matters for delegates to take back to PPC's		
<p>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.</p>		
Matters the NSWPPA Executive/ State Council need to be aware of:		
<p>Draft Position paper for Council this term</p> <p>Collaboration with another RG/SC/WP? (who)</p>		
		No

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

Disaster / Drought Supplementation

A question on many of our principal's minds is about the Disaster supplementation staffing (for the drought) as this will have significant implications on many schools and their staff. Will this carry into 2021?

Technology Access

Due to the isolation of most Central Schools, and of-course many other rural and remote schools the lack of infrastructure in telecommunications meant that we were forced to use a remote learning model (hard copies of work and USB's stacked with resources) due to our families not being able to access the internet from their home.

Lack of infrastructure for digital access is high up on our list of priorities for many of our schools. Very few families have internet access and many of their teachers also don't have internet access in their houses.

Principals reported that due to everyone being home that the poor bandwidth caused systems to intermittently drop out. The poor bandwidth disabled schools to perform multiple Zoom lessons and meetings at one time across the school and into the community. One principal reported that their Wifi repeater in school was damaged by painters who were allowed to be on site... yet the IT personnel not allowed to travel out to the school to fix it.

Delivery of Laptops and Dongles

There was a varied response from principals across the state.

1. Dongles and laptops that were requested arrived in a timely manner.
2. Dongles and laptops that were requested arrived in a timely manner, and then a double up of the order of dongles and laptops arrived a few weeks later without warning or reason.
3. Dongles and laptops that were requested arrived at the same time the students came back to school.
4. Dongles arrived but no laptops.
5. Some schools are still to receive their order.

Some principals reported that the dongles were of little value due to the lack of mobile coverage.

In another case, the delivery company wouldn't deliver the dongles and laptops to school even though they were only forty minutes away and then took the devices nearly two hours away and drove through the town of Yeoval and past the school. The principal's husband ended up driving the two hours to pick them up.

I realise that we have brought to the attention our struggle with reliable technology many times before, however it might be worth bringing this to the attention of the Technology Reference Group, Laurie Campbell (Director, Rural and Pathways Education) and Stephen Loquet (Chief Information Officer) one more time.

Hygiene Supplies

Some schools are still awaiting the non-contact thermometer and goggles and masks etc despite several emails to COVID 19 and to their local AMU.

COVID-19 Employment of casuals

Schools had 25% of their Sick and FACS leave withdrawn from their accounts to employ casuals for the length of Term 2, however there were cases where the casuals that were appointed to the schools could not work in the schools, however schools were not consulted about what casuals were working in the schools. This didn't make sense and it have left school out of pocket. Do they get reimbursed? What has been planned for the excess?

Draft Position paper for State Council this term?

If Yes – Further Information

Specific matters of which the NSWPPA State Executive/State Council need to be made aware:

We will continue to highlight the inequity in executive release, principal classification and student wellbeing officers.



New South Wales Primary Principals Association State Council Report

Term: 2, 2020

Observer Group Report: Environmental Education Centres	
Observer: Peter Jones Email: peter.j.jones@det.nsw.edu.au Contact Number: 0249 558673	
Summary of Matters <ul style="list-style-type: none"> • EEC's are currently under increasing financial pressure following the COVID 19 restrictions and the current ban on excursions. EEC's rely on income generated by excursions to fund their equipment and other expenses, especially additional staffing. • EEC's have been actively lobbying DoE for small groups of students from a single school to be permitted to participate in educational fieldwork excursions conducted at the EEC school site. Unfortunately, the DoE has been unwilling to make any exception to the excursion ban even though EEC teachers are Department employees and students are at no more risk in our schools than their own, particularly as they learn outside during the excursion. • Recent requests for data and other information have been coming in from DoE with unreasonable timeframes (often required within hours). As EEC Principals are Teaching Principals and do not have fulltime SASS staff, these requests have caused considerable stress. • Unfortunately, there is still no word on the school entitlement review and how this will impact EEC's. Concern has been raised that EEC Principals have not been part of the consultation process and that the current inconsistencies that currently exist may continue. • The major push from EEC's continues 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. • Concerns remain about the 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. 	
Matters the NSWPPA Executive/ State Council need to be aware of: <ul style="list-style-type: none"> • The financial pressures facing EEC's due to zero excursion income • The current excursion ban ruling which does not exclude EEC's • Timeframes for information requests 	
Draft Position paper for State Council this term If Yes please supply further information	Yes / No



New South Wales Primary Principals Association State Council Report

Term 4

Observer Group Report: Principals, School Leadership

Chairperson: Peter Flannery

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

Contact Number: 0416185131/66235920

Summary of Matters:

1) Recruitment and PSL Business Plan

- a) The Director, PSL role currently under recruitment
- b) An eligibility list has been established for temporary PSL and PC-M positions across the state for the remainder of 2020.
- c) A significant number of current PSLs complete their contracts at the end of 2020, with a recruitment process for 2021 to be conducted in Semester 2.
- d) Key focus areas of the 2020 PSL Business Plan continue to be:
 - i) Growing School Leadership Capacity
 - ii) A highly skilled and well supported workforce
 - iii) Strengthening Partnerships and Innovation
 - iv) Supporting Schools to pursue Excellence

2) School Excellence

- a) The PSL and PC-M team have been supporting the development and workshopping of the draft School Excellence materials 2021-2024, ready for launch, development and implementation in Semester 2 2020.
- b) The PSL team are working with the Capacity Building Team (CESE) and DELs with the Leading Evaluation, Evidence and Data (LEED) Project, further supporting the development of the 2021-2024 School Excellence Policy.

3) External Validation

- a) The scheduling and conducting of External Validation panel meetings for 2020 was postponed due to Covid-19, with them since being rescheduled to begin Week 6 Term 2. The panel meetings continue to be led by PSLs and supported by colleague peer principals, and are being conducted virtually via the Microsoft Teams platform.

4) Principal Support

- a) Data regarding Principal support shows significant areas requested include coaching of newly appointed Principals, mentoring and advice, EV and School Excellence support, network and PPC meeting presentations and contentious issues support. In light of Covid-19, PSL support included taking on the role of co-principal or indeed relieving as principal in some contexts.
- b) Newly Appointed First-time Principal coaching impact surveys have been distributed and feedback collated in order to measure the impact of PSL and PC-M support in this area.

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



New South Wales Primary Principals Association State Council Report

Term :

Professional Learning Officer Report	
Chairperson: Margaret Charlton	Email: mcharlton@nswppa.org.au
Executive Liaison: Lyn Davis	Email: lyn.davis@det.nsw.edu.au
Summary of Matters: NSWPPA Professional Learning programs	
<p>The Covid 19 restrictions have had a significant impact on the delivery of professional learning programs. The PPA had planned an exciting year, with a range of high-quality professional learning opportunities available for principals and their school executive. With a range of programs ready to start from Term 2, as in schools our plans also had to adapt. We have since been working to deliver our programs using a range of learning platforms.</p>	
7 Habits of Highly Effective People / Leading at the Speed of Trust	
<p>In Term 2 we are trialling these high-quality programs through online platforms. There has been an overwhelming demand for both programs, and all Term 2 courses filled extremely quickly. In Term 2 we had the following number of participants:</p> <p>7 Habits of Highly Effective People – 66 (2 programs) Leading at the Speed of Trust – 36 (2 programs)</p>	
<p>New courses will be advertised for Semester 2 in the coming weeks, through the PPA email. We have large numbers of school leaders on the waiting lists (70-100) for both programs, so 5 new courses in each program will be offered in Semester 2. A number of schools have taken advantage of 'Professional Learning on Demand' and contacted me directly to organise this professional learning for school teams or networks of schools.</p>	
NSWPPA Principal Credential – Empowered leaders creating the future	
<p>This outstanding leadership program has been designed to provide transformational professional learning that is evidenced by professional practice and has strong intellectual rigour.</p> <p>A strength of the program is the ability of the PPA to continue to evolve to meet the needs of NSW primary school leaders. In response to the current restrictions, this program will include a blended learning model, with online learning and facilitation groups until we can move to more face-to-face conferences and support. The quality of the learning within the program continues to be supported by our team of expert Principal Facilitators, 16 in all. The launch of this program online, in Week 5, was extremely successful. Sixty-six school leaders have started their leadership learning journey with the PPA.</p>	
Art of Leadership / AOL Masterclasses	
<p>We are currently working on a plan to deliver the remaining Art of Leadership programs for 2020 from Term 3. This, however, is dependent upon the lifting of restrictions. At the moment it is still wait and see. When we are able to make a decision to restart the programs, all participants will be notified by email.</p>	
The Tao of Teams / Powerful Performance Conversations	
<p>These two experiential learning programs have been postponed until we are able to deliver our professional learning face to face. We may be able to trial these programs in Term 4, with full delivery expected to start in 2021.</p>	
Flourish	
<p>Flourish continues to operate on identified need. If you have a group of Principals wishing to complete this life changing program, please contact me and I can get the process started.</p>	



New South Wales Primary Principals Association State Council Report

Term :

The Middle Leadership Imperative

The planned courses within this program, due to start in Term 2, have been postponed due to the restrictions. A trial of this program is planned for Semester 2 with full delivery to commence in 2021.

Matters for delegates to take back to PPC's:

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

Term 4 schools will receive a general information sheet, NSWPPA Professional Learning Program 2021, detailing NSWPPA professional learning courses for next year. Please promote with colleagues as they plan for 2021.

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

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

Margaret Charlton

mcharlton@nswppa.org.au

0408 905 051

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)



New South Wales Primary Principals Association State Council Report

Term : 2 2020

Professional Support Officer Report	
Professional Support Officer: Wendy Buckley 0403 560 814	Email: wendy.buckley@det.nsw.edu.au
Professional Support Officer: Geoff Scott 0427 451 359	Email: geoff.scott@det.nsw.edu.au ; gscott@nswppa.org.au
Executive Liaison: Phil Seymour	Email: pseymour@nswppa.org.au
<p>Summary of Matters:</p> <p>The PSOs have continued to support colleagues in a variety of circumstances since our last report. The individual support provided is confidential, but includes conversations, advice, referrals, advocacy etc. and has been affected by the COVID restrictions on travel, face-to-face meetings and the fact that many colleagues are rightly focused on the immediate management of online learning and limited student attendance. Now that restrictions are easing, there has been an increase in the number of Principals seeking advice and support.</p> <p>It is noted that DELs, in the main, have also been focused on COVID-related matters and have been providing support for Principals and schools. However again, in the last fortnight, there appears to be a change of focus by some DELs that includes requirements for Principals to undertake 'business-as-usual' matters that Principals see as being not the main things on which they need to concentrate at this time. These requirements include scheduling Zoom meetings to discuss matters such as feedback on 'Local Schools Local Decisions' Policy, PDPs etc. The NSWPPA has asked for clarifying communications from Senior Officers to DELs to ensure the main priorities at this time are supporting Principals reinstating classroom-based teaching and learning and ensuring the welfare of students and staff.</p> <p>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. A matter of concern: How can Principals be supported in taking action on inappropriate behaviours by a small minority of staff members in schools across the State, which EPAC has determined do not meet the threshold for EPAC referral and intervention. The NSWPPA will be working with DoE to improve the now dated 'Fair Warning, Fair Action' Policy.</p>	
<p>Matters for Delegates to take back to APPCs:</p> <ul style="list-style-type: none"> • 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. • Remind Area Principals to check the now regular section in What's Hot, which will make reference to any Legal Issues updates and policy updates (with appropriate hyperlinks). All Principals should be mindful of the procedures where a conflict of interest potentially arises. • Invitations to DoE senior officers in Legal Directorate, Health and Safety and EPAC to attend and present at Area Council Meetings is encouraged. LI SC Chairperson, Greg McLaren, can assist Area Presidents in arranging these sessions. All of these suggestions are to assist principals to keep abreast of policies and procedures, be pro-active and minimise the risks of 'making a wrong call'. • The current Principal Support Access Flowchart is on the website homepage under Principal Support – encourage all colleagues to refer to this and keep a copy handy in their offices. Remember to contact and engage with PSL, as an important resource person. 	
<p>Matters the NSWPPA Executive/ State Council need to be aware of:</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.	