

# NSW Primary Principals' Association Inc.

## State Council Meeting

### Term 3

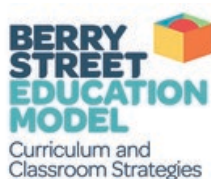
3 and 4 September, 2020

# Council Kit

## CORPORATE PARTNERS



## BUSINESS PARTNERS



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NSWPPA

## TERM 3 2020 STATE COUNCIL MEETING

AGENDA

**Thursday 3 and Friday 4 September 2020**  
**Online Meeting**

**[Join Thursday's State Council Zoom Meeting here](#)**

***Or copy and paste this link into your browser...***

**<https://nsweducation.zoom.us/j/65382586215?pwd=T0RpazhGUkh2RUVCMEd6NFUyYlR3UT09>**

**Area Council Delegates, Reference Group/Standing Committee/Working Party Chairpersons,  
Observer Delegates and State Executive**

### **AGENDA**

**Day 1 – Thursday 3 September 2020**  
***(Sessions chaired by President, Phil Seymour unless otherwise indicated)***

**8:30am – 9:00am (login available from 8:00am)**

#### **1. Commencement of Term 3 State Council Meeting**

- 1.1. Welcome & online protocols reminder**
- 1.2. Acknowledgement of Country**

#### **2. State Council Opening Business**

- 2.1. Apologies**
- 2.2. Introduction of new members**
- 2.3. Stewart House – arrangements, members encouraged to join & promote salary contributions to Stewart House**

#### **3. Agenda**

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

**9:00am – 9:45am**

#### **4. Guest: The Hon. Sarah Mitchell MLC, Minister for Education and Early Childhood Learning**

- 4.1. Welcome**
- 4.2. Presentation**
- 4.3. Questions & Discussion**



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## TERM 3 2020 STATE COUNCIL MEETING

AGENDA

**9:45am – 10:30am**

**5. Guest: Mark Scott, Secretary, Department of Education**

**5.1. Welcome**

**5.2. Presentation**

**5.3. Questions & Discussion**

**10:30am – 11:00am Morning Tea**

**11:00am – 11:45am Lessons learned in COVID-19 school support and management of outbreaks**

**6. Guest: Sylvia Corish, Executive Director School Performance.**

**6.1. Welcome**

**6.2. Presentation**

**6.3. Questions & Discussion**

**11:45am – 12:30pm**

**7. President's Report**

**President, Phil Seymour**

**7.1. Report as circulated**

**7.2. Property Acquisition**

**8. Minutes of Term 1 2020 State Council Meeting**

**Secretary, Jude Hayman**

**8.1. Corrections**

**8.2. Acceptance**

**8.3. Business Arising**

**9. Treasurer's Report**

**Treasurer, Michael Burgess**

**9.1. Report as circulated**

**9.2. Highlighted items**

**9.3. Acceptance**

**Chair: Deputy President, Robyn Evans**

**10. Panel Session 1: Reference Group/Standing Committee/Working Party Chairpersons**

**10.1. Questions on reports (as previously tabled/circulated)**

**12:30pm – 1:00pm Lunch**

**1:00pm – 2:30pm**

**Chair: Deputy President, Robyn Evans**

**11. Panel Session 2: Reference Group/Standing Committee/Working Party Chairpersons**

**11.1. Questions on reports (as previously tabled/circulated)**



**2:30pm –**

**3:30pm Director Educational Leadership survey results and School Performance update**

**12. Guests: Murat Dizdar, Deputy Secretary, School Performance and Cathy Brennan, A/Deputy Secretary, School Performance**

**12.1. Welcome**

**12.2. Presentation**

**12.3. Questions and Discussion**

**3:30pm – 3:45pm**

**13. Update on Measurement and outcomes-based funding in NSW schools (The Hon. Mark Latham MLC, Committee Chair)**

**President, Phil Seymour**

**3:45 – 4:15**

**14. Property Acquisition**

**4:15pm Meeting Adjourned for Day One for all Delegates, Chairpersons and Observers.**

**4:15pm – 4:30pm Executive Reflection on Day 1 and refinements for Day 2.**



***Online Meeting***

***Join Friday's State Council Zoom Meeting here***

***Or copy and paste this link into your browser...***

<https://nsweducation.zoom.us/j/63380017780?pwd=MjdjZWZkOWt2Wmw1QU1XT1paK20zZz09>

***DAY 2 – Friday 4 September 2020***

***(Sessions chaired by President, Phil Seymour unless otherwise indicated)***

***8:30am – 9:30am***

**1. Review of Day One and outline/update of sessions for Day 2.**

**2. NSWPPA Business Session**

**2.1. APPA Report – President, Phil Seymour**

**2.2. AGPPA Report – Deputy President, Robyn Evans**

***Deputy President, Robyn Evans***

**3. Panel Session 3: Reference Group/Standing Committee/Working Party Chairpersons**

**3.1. Questions on reports (as previously tabled/circulated)**

***9:30am – 10:30am NSW Department of Education Organisational Review***

**4. Guests: School Improvement and Education Reform Group - Georgina Harrisson, Group Deputy Secretary; Murat Dizdar, Deputy Secretary School Performance, Cathy Brennan, A/Deputy Secretary, School Performance, Martin Graham, A/Deputy Secretary Education and Skills Reform and Jane Simmons, A/Deputy Secretary Learning Improvement**

**4.1. Welcome**

**4.2. Presentation**

**4.3. Questions and Discussion**

***10:30am - 11:00am Morning Tea***

***11:00am – 11:45am Aboriginal Education update***

**5. Guest: Karen Jones, Executive Director Aboriginal Education and Communities with Tan Neal, Director Policy, Research and Engagement Aboriginal Education and Communities**

**5.1. Welcome**

**5.2. Presentation**

**5.3. Questions and Discussion**

***11:45am – 12:30pm – Curriculum Review and Literacy and Numeracy update***

**6. Guest: Kay Smith, A/Executive Director Learning and Teaching with Paul Wood, Director, Early**



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## TERM 3 2020 STATE COUNCIL MEETING

AGENDA

**Learning and Primary Education and Catherine Thompson, Director, Literacy and Numeracy**

**6.1. Welcome**

**6.2. Presentation**

**6.3. Questions and Discussion**

**12:30pm – 12:40am Chair: Rob Walker, Vice President**

### **7. Area Council Issues**

**NB This session may be extended or lunch taken and reconvened if required.**

**12:40pm – 1:00pm Chair: Deputy President, Robyn Evans**

### **8. Panel Session 4: Reference Group/Standing Committee/Working Party Chairpersons**

**8.1. Questions on reports (as previously tabled/circulated)**

**1:00pm – 1:30pm Lunch**

**1:30am – 2:00pm**

### **9. Guest: Ben Ballard, A/Executive Director, Learning and Wellbeing with Karen Hodge, Director Student Engagement and Interagency Partnerships.**

**9.1. Welcome**

**9.2. Presentation**

**9.3. Questions and Discussion**

**2:00pm – 2:30pm Chair: Deputy President, Robyn Evans**

### **10. Panel Session 5: Reference Group/Standing Committee/Working Party Chairpersons**

**10.1. Questions on reports (as previously tabled/circulated)**

**2:30pm Wrap up and scheduled closure of meeting President Phil Seymour**

**2:30pm – 3:00pm Afternoon Tea break**

**3:00pm – 4:00pm Area Council meetings chaired by PPC Presidents (option - local arrangements apply)**

### **Next Meeting**

**Term 4, 2020 NSWPPA State Council Meeting**

**Thursday 26 and Friday 27 November, 2020**

**Novotel Sydney Central OR online!**

**Stay Safe – remember to vote in your State Executive election**



### Term 3 State Council

Welcome to Term 3 State Council !

I tried to get us together for this State Council, but the guidelines just wouldn't allow it....much like what is happening in your schools ...the guidelines !! The Department of Health certainly isn't doing us any favours with their regular changes in the guidelines. Executive discussed the latest 16 pager with the Minister, particularly related to the impact on school staff of the negative COVID result being needed in schools.

Another big issue related to COVID is the **impact of the state borders**. Borders north & south have been problematic and have impacted on schools, staff and students. We've had conversations with Executive Directors Dean White & Frank Potter as well as Deputy Secretary 's Murat Dizdar and Cathy Brennan on how best to help schools. In the south they have been lucky to get exemptions for HSC students and teachers, but getting permits for others hasn't been so easy yet. The northern border appears even harder to crack with over 270 staff living in Queensland and schools struggling to find casuals to back fill vacancies. One of our schools is paying \$15,000 per week for additional casuals. The DoE will support these schools & their shrinking budgets.

Not a week has gone by since last State Council when at least one school hasn't gone non-operational due to a COVID positive result occurring in our schools. The dreaded news has landed hard on many schools, but the DoE has been incredibly supportive according to the principals I have spoken to. We invited Executive Director Sylvia Corish (a previous PPA delegate to State Council) to our last Executive meeting to explain the process schools go through. It was illuminating information, so we have invited her to State Council to explain the process to you all.

The DoE certainly hasn't been standing still while COVID has happened around us. There have been a couple of really important release this week that we must turn our attention to:

#### **Disability Strategy - Inclusion Statement**

I have been personally highlighting here at State Council for some time the issue of inclusive practices and the lobby groups who are pushing for the end of our SSPs and Support Units.

***Inclusive education means that all students, regardless of disability, ethnicity, socioeconomic status, nationality, language, gender, sexual orientation or faith, can access and fully participate in learning, alongside their similar aged peers, supported by reasonable adjustments and teaching strategies tailored to meet their individual needs.***

The statement is a commitment to strengthening inclusive education for all students with disability in mainstream schools and their support classes, and schools for specific purposes. This is a sigh of relief for all of us and certainly has been made in the face of much opposition and the DoE and Minister need to be congratulated on this position. There is however much more work to come around this issue and you need to make yourself aware of what's going on.

See: <https://education.nsw.gov.au/inside-the-department/disability-strategy-resources/inclusive-education>





The Disability Strategy team will hold a number of engagement sessions with school communities in terms 3 - 4, to hear feedback on the support that is needed. This will inform the development of an Inclusive Education Policy and practice resources.

### **Student Behaviour Strategy**

The consultation draft landed on Thursday morning. Your Student Wellbeing Reference Group, chaired by Helen Craigie, has been attending meetings, forums and workshops and providing input to this review since 2017.

In 2017, an NSW Ombudsman's Inquiry and the NSW DoE's Ed Services Review provided information to strengthen support for student behaviour to NSW public schools. The Ombudsman's proposals for behaviour management reform focused on enhancing responses to students requiring targeted or individualised intervention and strengthening system-level processes to identify and respond to behaviour concerns. It also proposed schools adopt a tiered or whole-school, prevention-focused approach to address the full spectrum of student behaviour needs including prevention, early intervention for 'at risk' students and individual targeted intervention for students with complex and challenging behaviour needs.

It also proposed actions to support the implementation of these reforms including access to capacity building expertise for principals, and data systems for identifying and tracking student progress and outcomes.

The report, *Strengthening school and system capacity to implement effective interventions to support student behaviour and wellbeing in NSW public schools: An evidence review*; undertaken by esteemed Australian academic, Professor Donna Cross provides the foundation for the consultation draft.

The **Student Behaviour Strategy** document outlines the broad principles and highlight some key changes including changes to suspension and the employment of specialist staff with behaviour expertise to support us to manage complex and challenging behaviours as well as whole of school approaches.

- **Key Reform Direction 1** - outlines the proposed changes to suspensions and the inclusion of an approved in-school suspension option.
- **Key Reform Direction 2** - outlines the proposal for the support for complex behaviours from specialist staff
- **Key Reform Direction 3** - focuses on capacity building and PL

We have met with our Secondary colleagues as the procedures around this policy are different P-6 and 7-12. Points of agreement with Secondary Principals Council include:

- Many of the draft documents are too wordy and are difficult to navigate easily.
- Too many lengthy checklists and student support documents creating an admin burden
- Instructional Leaders – Wellbeing could support schools with high needs and complex behaviours.
- All support units in mainstream schools should have a non-teaching DP with 7 or more classes.
- Student support person requirements in the draft strategy are unworkable and impractical.
- A Health and Safety approach to managing suspensions where staff and student safety is at risk must be incorporated into policy.
- The impracticality of In-school suspensions in many settings
- Disagreeing with varying the current length of suspensions



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## New South Wales Primary Principals Association President's Report to State Council

Our Legal Services chair Greg McLaren advises that there is a review of the **Code of Conduct** that you as delegates need to follow through. In the last What's Hot I attached a cheat sheet that may help you to gather your thoughts on this issue.

Whilst not Department related, the **East Coast review of NAPLAN** landed on Friday afternoon with much fanfare. Our Minister had led the way for the Eastern States to look into NAPLAN and charged Prof Barry McGaw, Prof Bill Loudon and Prof Claire Wyatt-Smith with reviewing NAPLAN. I have included the 10 recommendations separately and await the work of Vice President Bob Willetts and chair of our Assessment Planning & Accountability RG Scott Sanford to discuss our position on this.

On the issue of **contracts for principals** we put it squarely at the Minister last week and she responded that the government's position was clearly stated when responding the "Latham Manifesto" recommendation 25 on performance pay for principals i.e.

*This would represent a significant departure from historical and statutory employment practices and would require extensive consultation with stakeholders and further consideration by NSW Government. The NSW Government is working to improve principal performance. The School Leadership Institute has developed a draft Principal Leadership Framework to support the professional growth of principals. The Principal Leadership Framework sets out the leadership actions and behaviours that research indicates have a positive impact on teacher and student learning."*

Mmmmmm

At last State Council I discussed the APPA research which highlighted the growth in anxious behaviours in our students and the concern principals have in addressing this growing behaviour. We have followed this up with psychologist Michael Hawton and have developed a pilot which we have presented to the Chiefs of Staff of Minister for Education and Minister for Mental Health. We are awaiting a "call back" and will present the package at next State Council.

Finally, I will discuss my proposal for a permanent home for the PPA and put a motion before Council on Thursday morning. We felt it necessary to provide information to you all and ask for you to agree to the initiative.

From this to this:

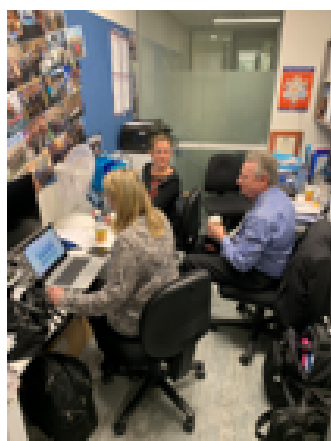




**NSWPPA**

**New South Wales Primary Principals Association**

**President's Report to State Council**



### **Executive Election Timeline:**

- **Week 5 Monday 17<sup>th</sup> August Nominations will open.**
- **Week 7 Monday 31 August Nominations will close.**
- **Week 8 Wednesday 9<sup>th</sup> September Ballot opens.**
- **Week 10 Wednesday 23<sup>rd</sup> September Ballot closes.**
- **Week 10 Thursday 24<sup>th</sup> September Election declared, and results distributed to all members.**

Whilst I haven't seen who has nominated, I'm sure we have some outstanding colleagues who will be volunteering their services to support us....look closely at them, sum up what strengths they will bring, the experiences they have had and who they can represent.

As this is my last State Council as President I want to thank you for your support and the privilege I've enjoyed in leading our Association for four years. I will pass the baton on, with tears in my eyes, at the end of our Annual Conference. Thank you one and all and thank you to this Executive who have worked so hard as a team to deliver great outcomes for you.

Phil Seymour

**President**

# NAPLAN REVIEW – FINAL REPORT

## Recommendation 1

1.1 Ministers re-endorse the importance of standardised testing in Australian school education for:

- a. Monitoring progress towards national goals
- b. School system accountability and performance
- c. School improvement
- d. Individual student learning achievement and growth, noting the limitations on use in detailed diagnosis of learning deficiencies and difficulties due to the degree of uncertainty in measures of individual students
- e. Information for parents on student and school performance.

1.2 Ministers re-affirm the role of national standardised assessment in fulfilling these purposes.

1.3 Continue to conduct national standardised assessment as a census test of student achievement.

1.4 Define the purposes and limitations of national standardised assessment by decision of the Ministerial Council in the manner proposed in Table 23 and communicate this on the Australian Curriculum, Assessment and Reporting Authority (ACARA) website and in communications with schools and parents/carers.

## Recommendation 2

2.1 Ministers note that national assessment policies and practices vary and that there are no common features of assessment among high-achieving countries.

2.2 Rename the numeracy test as mathematics, to clarify that it assesses the content and proficiency strands of the Australian Curriculum: Mathematics.

2.3 Add assessment of critical and creative thinking in science, technology, engineering and mathematics (STEM) to the national standardised census assessment program, except at Year 3, and introduce it only after a period of experimental test development that demonstrates that valid and reliable tests have been developed.

2.4 Withdraw the current triennial sample survey of science literacy in Years 6 and 10 and consider replacing it in the triennial cycle with another covering both a subject and a general capability from the Australian Curriculum, such as history and intercultural understanding.

2.5 Explicitly map the tests to the National Literacy and Numeracy Learning Progressions to provide insight into student learning progress in the year levels in which the tests are administered.

2.6 Jurisdictions investigate students' reasons for absence from NAPLAN testing and seek to reduce the current levels of absence, particularly at the secondary level.

## Recommendation 3

3.1 Conduct NAPLAN tests as early in the school year as is administratively feasible.

3.2 Set a goal for the results from all NAPLAN Online tests marked online being reported to schools, students and parents/carers within a week of the conclusion of the testing window.

3.3 Continue to administer NAPLAN tests in Years 3, 5 and 7 and replace assessments in Year 9 with assessments in Year 10. Assessments in Year 9 are not to be held in 2021.

#### **Recommendation 4**

4.1 Adopt a new name, Australian National Standardised Assessments (ANSA), in recognition of the changes in the existing tests and the addition of tests of critical and creative thinking in science, technology, engineering and mathematics (STEM).

4.2 Discontinue the National Assessment Program (NAP) sample survey in science literacy with the introduction of ANSA in critical and creative thinking in STEM.

4.3 Maintain the National Assessment Program (NAP) sample surveys in civics and citizenship and in information and communication technology literacy on their current three-yearly cycle. Rename the program the National Sample Assessment Program (NSAP).

#### **Recommendation 5**

5.1 Redevelop the reading and mathematics tests as digital assessments, capitalising on all the flexibility that the digital form offers for content and item form, with no constraint to mirror the current print versions of the tests.

5.2 Develop the new critical and creative thinking in science, technology, engineering and mathematics (STEM) so that it is 'born digital' since it will have no print form that it might have been constrained to match.

5.3 Undertake further development of the branching model and system changes to see if the branching could be based on estimates of achievement derived by the psychometric model and not number of items answered correctly in the testlets.

5.4 Review the level of the National Minimum Standards on the NAPLAN scales to see if they are set too low and progress work on developing additional "proficient" and "highly proficient" benchmarks.

#### **Recommendation 6**

6.1 Undertake significant development work on a new writing test to be 'born digital'.

6.2 Ensure the new test design demonstrates clear alignment to the Australian Curriculum: English, the Achievement Standards, the General Capabilities, and National Literacy and Numeracy Learning Progressions.

6.3 Ensure the new test offers a broadened range of forms including imaginative, persuasive and informative genres, staged across the years of testing (for example, Year 3: imaginative; Year 5: imaginative and persuasive; secondary: persuasive and informative).

6.4 Ensure the prompt clarifies to students the audience for the writing.

6.5 Extend the assessment time for the writing test to be sufficient for students to be able to draft and edit before producing final copy.

6.6 Develop a 'digital placemat' to present students with an overall concept or theme and a number of visual and verbal stimuli they could respond to.

6.7 Withdraw the language conventions test as a separate test and assess grammar, punctuation and spelling in the writing test.

6.8 Allow Year 3 students to hand write responses and Years 5, 7 and 10 students to write using a computer.

6.9 Systematically train students in the use of a keyboard to achieve efficiency before Year 5, with demonstration of fluency in typing to be ongoing throughout schooling.

6.10 Simplify the marking rubric with fewer criteria that are conceptually independent.

6.11 Trial automated scoring of spelling, vocabulary, sentence structure and punctuation in the writing test, while authorial aspects of writing are to be scored by teachers.

6.12 Reinstate the writing test as a census test in 2023, following redevelopment and evidence from the sample trial.

6.13 Explore digital approaches to support national marker training and marker moderation online, including the use of exemplars and rich commentaries for a stronger national perspective to the marking and teacher judgement contribution.

#### **Recommendation 7**

Establish a new time series, beginning with the year in which NAPLAN Online is fully implemented.

#### **Recommendation 8**

Continue to publish annual reports on performance levels – national, state and territory and jurisdiction, as well as for subgroups of interest, such as male and female, Indigenous, students with a language background other than English – and trends in performance levels over time.

#### **Recommendation 9**

9.1 Ministers emphasise that standardised test results should be used in conjunction with school-based assessments in judging students' progress and in reporting to parents.

9.2 Ministers emphasise that My School does not compare statistically similar schools but instead provides information on patterns of achievement and growth of similar students from the larger Australian population.

#### **Recommendation 10**

Undertake a formal evaluation of any changes made to the national standardised assessment program, with particular attention to the costs and benefits of these changes for students, teachers, schools and school systems.



## NSW Primary Principals' Association Inc.

### Term 3 2020 State Council Treasurer's Report

The balances of the NSWPPA accounts on Wednesday 26<sup>th</sup> August 2020 were:

Name	BSB	Account number	Account balance
Conference	062 262	1005 0470	\$ 240,774.50
General	062 548	1020 2587	\$ 698,549.09
Professional Learning	062 000	1933 5165	\$ 43,839.72
Business online	062 900	1051 3465	\$ 440,774.50
Term Deposit	062 649	5005 3981	\$ 600,000.00
		<b>TOTAL CREDITS:</b>	<b>\$2,023,934.81</b>
		<b>NET POSITION:</b>	<b>\$2,057,401.52</b>

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

#### Some Notes

- We have had 161 transactions on the general account (which is only about 60 less than normal). We have received \$302,640 and paid out \$669,347. Our income is significantly less than normal. Our expenditure is higher as grants have gone to PPCs and we have paid our GST liability.
- Claims received to 25<sup>th</sup> August are reflected in this report.
- Our net position includes payroll/superannuation liabilities of approximately \$56,000.
- Significant general account income items include fortnightly membership fees of approx. \$35,000, and registration fees for our PL courses.
- Significant general account expenditure includes PL costs (presenters, materials), GST payment \$105,802, grants to PPCs.
- Grants have been paid to 41 PPC's. I am waiting on BAS information from the remaining 2 PPCs so I can finalise their grant.
- The Professional Learning Account – income for PL is reflected in the general account. Expenditure from this account has primarily been on course materials and course establishment costs. Costs are recovered through PL course fees.
- Refunds of approximately \$140,000 will be paid back to conference sponsors.
- The impact of the COVID19 restrictions will be measured once we are back to operating normally. Obviously there has been reduced expenditure in some areas due to state executive, RG/SC/WP and state council meeting via Zoom or Teams rather than face to face.
- Thanks to local area treasurers for their ongoing work. Remind local Treasurers that they need to prepare their audited statement for their local AGM and provide a copy to the State Treasurer.
- Annual financial statements/audit reports. Constitutionally each PPC must provide a copy of their annual audit report to the state treasurer by the end of the year.
- Treasurers should have provided BAS details for June quarter already. The **next BAS information is due by 10 October** for the July – Sep quarter. Please remind treasurers to submit their information via the website. They can do this early once they have finished transactions for the period. This is important as we need to complete our financial year obligations.
- <https://nswppa.schoolzineplus.com/form/7>

## State Treasurer

Please note that all claims should come to me. Please inform your admin staff also. My contact details are:

[michael.burgess@det.nsw.edu.au](mailto:michael.burgess@det.nsw.edu.au)

Terrigal Public School Number: 02 4384 4599

Mobile Number: 0439 003 072

## Relieving and Acting Principals

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

Relieving and Acting Principals who are in the role for a known fixed period will have their membership payment calculated for this period based on \$23.28 per fortnight. Membership is considered a personal expense (not school) and stays with the individual if they move schools. Once calculated, the payment should be made via direct deposit to the NSWPPA (account details below). Assistance in making the calculation may be obtained from either the State Treasurer or your Area Treasurer.

Account name: NSW Primary Principals Association

BSB: 062 548

Account number: 1020 2587

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

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

## ABN, GST and BAS advice to PPCs

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

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

It has been resolved that we will only use one ABN for the ~~organisation~~ including Area Councils, ~~ie~~ Area Councils should not be operating with their own ABN. Our ABN is 77 527 522 968 used at the state level and by all Area Councils. ~~Similarly~~ the NSWPPA is registered for GST. Individual Area Councils do not need to register for GST. The Area Council is part of the NSWPPA which is registered for GST. Consequently all Area Councils are registered for GST. In order to complete BAS requirements, on a quarterly basis Area Treasurers provide the State Treasurer with Area Council financial information (income, expenditure, GST paid, GST collected) via an online form.

Michael Burgess | Principal | Terrigal Public School | Havenview Rd | Terrigal NSW 2260 | [02-4384 4599](tel:02-4384-4599) W | [02-4385 2470](tel:02-4385-2470) F | [0439 003 072](tel:0439-003-072) M | [mburgess@nswppa.org.au](mailto:mburgess@nswppa.org.au) | [www.nswppa.org.au](http://www.nswppa.org.au) |





# NSWPPA TERM 2 2020 STATE COUNCIL MEETING MINUTES

**DAY 1 – Thursday 11 June 2020**

**(Sessions chaired by President, Phil Seymour unless otherwise indicated)**

**8:45am-  
9:00am**

## **1. Commencement of Term 1 State Council Meeting**

- 1.1. Welcome & online protocols reminder  
Please have videos and mute on and use the chat feature, two executive will be monitoring the chat and asking your questions after collating and prioritising them.
- 1.2. Acknowledgement of Country: completed by Phil who recognised that through Zoom we were meeting on the lands of many nations and peoples. We respect the elders of them all.

## **2. State Council Opening Business**

- 2.1. Apologies-Mark Diamond, Andrew Pryor, Tom Croker and Geoff Scott (Friday).
- 2.2. Introduction of new members to State Council-Sue Goodwin, Cath ~~Lackman~~, Lyndall ~~Quarrier~~
- 2.3. Stewart House –Financial challenges. Please talk to our colleagues at PPCs to encourage them to join & promote salary contributions to Stewart House.

## **3. Agenda**

- 3.1. Items as circulated
- 3.2. Additional items and variations- addition 12.2-AGPPA Report; 12.3 Election Term 3
- 3.3. Acceptance
- 3.4. Development of questions for Guests

**9-  
9:45am**

## **4. Guest: The Hon. Sarah Mitchell MLC, Minister for Education**

- 4.1. Welcome
- 4.2. Presentation
  - Thank you for the outstanding job Principals have done during the pandemic.
  - The Minister acknowledged that there were things that could have been done better during the peak of Covid-19, challenging to consult as things moved fast-politics.
  - New updated guidelines are coming regarding the Covid-19 space.
  - Evaluation of what has been done, what worked well and what could we be doing more broadly moving forward to benefit teaching and learning.
  - Business as usual. Pleased they made the decision to cancel NAPLAN. Review is still underway, delayed until mid-August.
- 4.3. Questions & Discussion
  - NESA Curriculum Review
  - Drought staffing supplementation-working through what will happen in 2021, aware that we need to know earlier and the Minister believes there are good reasons to argue to keep it.
  - Digital divide-aware of and exploring where the gaps are, also needing to explore other issues that were evident as a result of Covid-19.
  - Communication was challenging because of the political situation, the Minister apologises and would have liked to consult with us but the situation did not allow it because things were moving quickly.
  - The Minister will speak with Phil regarding communication to Principals prior to media releases.
  - Concerns about the bullying of Principals by parents / adults, the Minister suggested this be raised with Mark/Murat.
  - Counsellor support-the Minister is aware there is a gap for Primary schools. The Minister has discussed this with Mark Scott, she is aware of the early intervention that is needed. She does not have an answer yet but is working on it.
  - PSLs contracts finish at the end of the year, what is happening in this space? Taking this question on notice.



# NSWPPA TERM 2 2020 STATE COUNCIL MEETING MINUTES

	<ul style="list-style-type: none"> <li>• The Latham report, it is going through a cabinet process, <u>6-month</u> period, the Minister will communicate / discuss with us.</li> <li>• Auditor General's report into LSLD – worth raising with Mark and Murat. There are some areas where the Minister would like to see some reform, they will work in collaboration with PPA and SPC. They want better outcomes that work for everybody.</li> </ul>
9:45-10:15am	<p><b>5. President's Report</b></p> <p>5.1 Report as circulated</p> <ul style="list-style-type: none"> <li>• Covid-19 reflections and acknowledgements.</li> <li>• Disability Strategy-Access request process; inclusion statement and restrictive practices. PPA standing by needing to meet the needs of our students, we do not support disbanding SSPs and either do the DoE.</li> <li>• Human Resources-Human Capital Management (HCM), concerns that the HCM work may be impacted by budget cuts, we have expressed our concerns.</li> <li>• Aboriginal Education-Targets</li> <li>• Connected Communities-we would like to know the results they have gathered to determine the schools and impact.</li> <li>• School Planning- in the background we have the AGs report on LSLD and Mark Latham's report causing accountability pressures. Representation on SEAG (Phil, Robyn, Bob).</li> <li>• Professional Learning-acknowledgement of the work Margaret Charlton has done to ensure this continued online. Covey, Principal Credential.</li> <li>• Communication-essential that you have our App. Please encourage PPC to read 'What's Hot' and use the App.</li> </ul>
	<p><b>6. Minutes of Term 1 2020 State Council Meeting</b> <b>Secretary, Jude Hayman</b></p> <p>6.1. Corrections-Nil</p> <p>6.2. Acceptance. Moved: Jude Hayman. Seconded: Carolyn Nugent Carried.</p> <p>6.3. Business Arising-Nil</p>
	<p><b>7. Treasurer's Report</b> <b>Treasurer, Michael Burgess</b></p> <p>7.1. Report as circulated</p> <p>7.2. Highlighted items</p> <ul style="list-style-type: none"> <li>• Reduced spending as there has been no travel.</li> <li>• The next BAS information is due by 10 July. Please remind PPC Treasurers to enter Area GST information.</li> </ul> <p>Please remind relieving / acting Principals to cancel their salary deductions (by contacting <u>EdConnect</u>) once they have completed their role.</p> <p>7.3. Acceptance. Moved: Michael Burgess. Seconded: Dave Munday. Carried.</p>
10:15-10:30am	<p><b>Chair: Deputy President, Robyn Evans</b></p> <p><b>8. Panel Session 1: Reference Group/Standing Committee/Working Party Chairpersons</b></p> <p>8.1. Questions on reports (as previously tabled/circulated)</p> <ul style="list-style-type: none"> <li>• Robyn shared the PPA Executive Auditor General, Local School Local Decision response to the document for Chairs. She asked them to read and discuss with their RG, WP where relevant and send their response to Robyn by 27 July prior to the next Executive meeting.</li> </ul>
10:30am – 11am Morning Tea	



# NSWPPA TERM 2 2020 STATE COUNCIL MEETING MINUTES

11-11:45am	<p><b>9. Guest: Angelo Gavrielatos, President, NSWTF</b></p> <p>9.1. Welcome</p> <p>9.2. Presentation</p> <ul style="list-style-type: none"> <li>Acknowledgement and thanks for what we do. Acknowledged the Principals and support for those impacted by the fires. Acknowledged the work that Principals did during the Covid-19 crisis.</li> <li>Covid-19 highlighted the inequities for many students and staff, from technology to cleaning. Cleaning used to be an all-day service at school, the enhanced cleaning should be in place all of the time.</li> <li>Wage cut / freeze- the government is pursuing in the Industrial Relations Court, would be imposed on us in 2022, negotiations start in October next year. 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.</li> <li>Principal classification-timetable in order to pursue matters that require further consideration. Angelo is not a fan of the current system, it was thrust upon us because of the parity we were trying to make between Primary and Secondary.</li> </ul> <p>9.3. Questions &amp; Discussion</p> <ul style="list-style-type: none"> <li>Q: What does industrial action look like? A: <u>6-8 month</u> period of political and community engagement. We will consider options available should a new award not be made at the end of 2021.</li> <li>Q: How are you going to work with Principals? 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. E.g. every morning Angelo calls one or two principals, he values the profession and can empathise with the role.</li> <li>Q: Inequity re technology A: Have been exposed and require intensified effort to address.</li> <li>Q: Re Upward Bullying. A: Seek advice and support from TF.</li> <li>Q: How can we collaborate better re: teacher underperformance, particularly with TPMI A: Changed process, used to be 2 terms. 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.</li> </ul>
11:45-12:30pm	<p><b>Chair: Deputy President, Robyn Evans</b></p> <p><b>10. Panel Session 1: Reference Group/Standing Committee/Working Party Chairpersons</b></p> <p>10.1. Chairpersons outlined key points in their reports (previously circulated) and <del>q</del> <b>uestions</b> answered.</p>
<b>1230-130pm Lunch</b>	
1:30-2:15pm	<p><b>11. Guest: Mark Scott, Secretary, Department of Education</b></p> <p>11.1. Welcome</p> <p>11.2. Presentation</p> <ul style="list-style-type: none"> <li>Thank you to the PPA executive for the weekly meetings, allowing DoE to test policy, seek advice etc.</li> <li>A Covid-19 executive team was established and has worked well, Mark acknowledged the team members.</li> <li>Challenges with technology, realistic about the inequities but acknowledged the</li> </ul>



## NSWPPA TERM 2 2020 STATE COUNCIL MEETING MINUTES

remarkable effort. Dongles and additional laptops were prioritised to Stage 6. Technology supply chains were problematic.

- Supplies- massive disruptions to supply as a result of increased demand and panic buying. The DoE aggressively entered the marketplace to be able to procure items, bought what they were able to e.g. hotel soap. The DoE has a warehouse stocked with items, they will keep some items in stores in case of a second wave.
- Cleaning-a large enterprise to allow additional cleaning to happen, thanked Eric. Extending this through term 3. \$1 million plus a day to enable this to happen, beyond Mark's position to decide if this continues. Mark acknowledged that many people believe all day cleaning should continue beyond Covid-19.
- DoE 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 single preferred ICT communication/learning platform.
- New advice, linked to Health guidelines will be distributed today, changes from Monday 15<sup>th</sup> June and Term 3.
- Geoff Masters Curriculum Review-decluttering the curriculum, provide more support for teachers around the key elements. Less distractions. The Government will release the final report and the Government intentions possibly toward the end of June, possible early July.
- Some big agenda items-School Improvement-more information coming. Budget challenges-Administration staff costs, maintaining maintenance costs. Teacher shortages in some subject areas and geographical areas, what is the DoE strategy?

### Behaviour Policy

#### 11.3. Questions & Discussion

- Principal Wellbeing/ bullying- Does the Community Charter need to be revisited, refreshed etc.? What action does the PPA suggest?
- School Targets disruption as a result of Covid-19-NAPLAN will be back in 2021, there are other assessment tools schools can use. The data has been disrupted, not compromised.
- EaFS-aware decisions need to be made quickly. It has been with us since 2012, evidence of lift in some schools, debate about how to best deploy resources. Talking about how to best transition to strengthen. Mark would like to have information to us by the end of the term.
- Teacher Improvement Program- will it continue? Mark acknowledged that it is important and he is concerned about the media reporting of 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.
- What will happen with the laptops not distributed? Orders have not been cancelled, approximately 20000 yet to arrive. Approximately 6-7000 were distributed. Working on a strategy as to how to distribute and the need to be prepared for a second wave.
- 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. Mark acknowledged implementation problems, but it was an emergency and they wanted to ensure casual teachers were employed. Further question about the possibility of a Memorandum of Understanding for future events-a good idea to have further conversations.



# NSWPPA TERM 2 2020 STATE COUNCIL MEETING MINUTES

	<ul style="list-style-type: none"> <li>Acknowledged Rural &amp; Remote “challenges” and possible ICT solutions which may have arisen as a result of Covid 19.</li> <li>Concerns about length of time EPAC investigations are taking. Is there a way for the PPA to engage with DoE to improve this - EPAC Review set guidelines around time <u>protocols</u>. The DoE is implementing changes. Sometimes the delay is linked to Police investigations, inability of people to engage due to illness. Mark not making excuses for EPAC but there are many factors to be considered. Mark is happy to communicate with PPA executive regarding the review and update us with information concerning implementation of the review recommendations.</li> </ul>
2:15- 2:30pm	<p><b>12. NSWPPA Business Session</b></p> <p>12.1. APPA Report – President, Phil</p> <ul style="list-style-type: none"> <li>Page 27 of the State Council Kit.</li> </ul> <p>12.2. State Executive Elections, Term 3.</p> <ul style="list-style-type: none"> <li>2020 is a State Executive election year.</li> <li>Phil nominated Mark Pritchard has the Returning Officer. Seconded: Angela Lewis. Carried.</li> <li>Executive Election Timeline</li> </ul> <p>Week 5 Monday 17<sup>th</sup> August Nominations will open.  Week 7 <u>Monday 31</u> August Nominations will close.  Week 8 Wednesday 9<sup>th</sup> September Ballot opens.  Week 10 Wednesday 23<sup>rd</sup> September Ballot closes.  Week 10 Thursday 24<sup>th</sup> September Election declared and results distributed to all members.  The election is open to all financial members of NSWPPA.  Any member who is nominated has been advised by the Returning Officer to discuss with those who have nominated or seconded him or her before identifying them in their Policy Statement or any campaigning material.</p>
	<p>Chair: Deputy President, Robyn Evans</p> <p><b>13. Panel Session 3: Reference Group/Standing Committee/Working Party Chairpersons</b></p> <p>13.1. Chairpersons outlined key points in their reports (previously circulated) and questions answered.</p>
3-4pm	<p><b>14. Guest: Stephen <u>Loquist</u>, Chief Information Officer, Department of Education and Mark Greentree, Director, Technology for Learning, Department of Education</b></p> <p>14.1. Welcome</p> <p>14.2. Presentation-PowerPoint shared.</p> <ul style="list-style-type: none"> <li>Schools Digital Strategy (SDS) which has been endorsed by the Minister etc.</li> <li>The SDS is designed to improve literacy and efficacy across the state.</li> <li>Working closely with the Technology RG.</li> <li>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?</li> <li>“Rural Access Gap” presentation in separate document. Addresses gap in access to technology for 1006 schools. Results in rural areas markedly poorer than metro areas.</li> <li>“Connecting Metro Schools” presentation in another separate document.</li> </ul> <p>14.3. Questions and Discussion</p> <ul style="list-style-type: none"> <li>Appreciation for completion of survey information in particular TPs.</li> </ul>



# NSWPPA TERM 2 2020 STATE COUNCIL MEETING MINUTES

	<ul style="list-style-type: none"> <li>STEM resource loan system well utilised and will continue.</li> <li>Where a DoE user sets up a Zoom meeting external people (OTs, Parents etc) should be able to join without issue.</li> <li>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.</li> </ul>
4:15pm Meeting adjourned for Day One	

DAY 2 – Friday 12 June 2020 (Sessions chaired by President, Phil Seymour unless otherwise indicated)	
8:45-9am	<b>15. Review of Day One and outline/update of sessions for Day 2.</b> <ul style="list-style-type: none"> <li>Please consider nominations for PPA Awards.</li> <li>Congratulations to Greg Wells, presented with Certificate of Meritorious Service.</li> </ul>
9-9:45am	<b>16. Guest: Murat Dizdar, Deputy Secretary, Department of Education</b> <p>16.1. Welcome</p> <p>16.2. Presentation</p> <ul style="list-style-type: none"> <li>Thank you to the executive for working productively with DoE during Covid-19. Also acknowledged schools who have been impacted directly by Covid-19. The intent has been for DoE to do their best, acknowledged mistakes have been made.</li> <li>PSLs-advertisements in Term 3.</li> <li>School Livestream Week 9, the website will have lots of resources to assist with planning. The first strategic direction, growth and attainment is mandated, the other two are schools' choice. The <u>four year</u> plan is simplified and user friendly. There will also be a livestream on the SDD Term 3.</li> <li>Advanced notification of External Validation dates will be provided (<u>5 year</u> cycle).</li> </ul> <p>16.3. Questions and Discussion</p> <ul style="list-style-type: none"> <li>Strong support will be needed for our Principals given the current context (Covid-19, bushfires, drought). Murat is pushing ahead so there is time for Principals to meet DoE timelines. Murat will ask the DELs and PSLs to be clear and balanced with support.</li> <li>Early Action for Success / ILs- the next strategy will not have a time limit. Many sights have had a profound impact. <del>EAFS</del> supports what good PL is. The commitment is to Literacy and Numeracy. The resource has been committed to and working on what it will look like moving forward. Murat is aware that we need to know, DoE aim to tell us by Week 2, Term 3.</li> <li>Have DELs been informed that SSP Supplementary funding, planned, resourced and implemented is not the be all and end all of supports available and that DELs work with principals to support emergent complex needs through student services and Disability Learning and Support? Staffing methodology review are looking into this. There needs to be an emergency bucket of funds available as needs change.</li> <li>Lack of school counsellor support in Primary schools. Murat suggested we keep advocating for this and he supports the importance of the need and benefits of earlier intervention. The Minister is also aware of the needs. Murat asked how do we address the issues of school counsellor access in rural and remote areas? Executive will pursue this.</li> <li>Feedback about DELs and where to with this information? Murat meets with EDs and DELs regularly. Survey and growth coach feedback and discussions has taken place. Of 110 DELs there were 7-8 where there were concerns. Murat will share the results with State Council. He is going to conduct survey every two years.</li> </ul>



# NSWPPA TERM 2 2020 STATE COUNCIL MEETING MINUTES

9:45- 10:30 am	<p><b>CHAIR: Deputy President, Robyn Evans</b></p> <p><b>17. Panel Session 3: Reference Group/Standing Committee/Working Party Chairpersons</b></p> <p>17.1. Chairpersons outline key points in their reports (previously circulated) and questions answered.</p> <ul style="list-style-type: none"> <li>Disability Standards for Education training is mandatory for Principals and school executive.</li> </ul>
10:30-11am Morning Tea	
11- 11:45am	<p><b>18. Guest: Gerard Glasheen, Chief Financial Officer, Department of Education</b></p> <p>18.1. Welcome</p> <p>18.2. Presentation</p> <ul style="list-style-type: none"> <li>Fiscal update- Covid-19 has had a detrimental impact on the budget. Important to track Covid-19 and Bushfire costs, internal order numbers allow this. Not guaranteed to get money back from treasury. \$600 million in additional costs. There will be a significant overspend within the Department this year. Current projection is a \$189 million overspend. Unlikely to see a state budget until November or December, not expecting additional money.</li> <li>One Finance – New directors across finance team. Shifting finance function into a more advisory function into Ed Connect area. New customer finance 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.</li> <li>SBAR- 2020 SBAR successfully released in May. SSR website has guides for download. 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), one-off supplementary to SSPs set up to inform future funding, additional funds to support new schools, 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 e.g. in equity areas.</li> <li>Financial management optimisation – close alignment with SBAR, getting as much of the budget into the SBAR at one time. Changing name of planned and approved SBAR to 2020 SBAR and 2020 SBAR adjustment as the name change may encourage schools to plan as soon as SBAR is received.</li> <li>Coaching for finance performance (significant consolidated fund monies, in excess of \$500,000) to assist with planning and spending allocated budget – spend today's money on today's students. Test and learn phase <u>has</u> started with 25 schools (476 schools targeted) mix of primary and secondary schools to inform future support and insight into root causes of underspend. Will enable correct support to be provided – capability gap in DELs in finance and targeted training can be provided.</li> </ul> <p>18.3. Questions and Discussion</p> <ul style="list-style-type: none"> <li>Harvesting SFLM, concerns from Principals. The initiative was geared towards ensuring the casual workforce were employed therefore the decision was made to access the SFLM, they are conscious that schools will have issues and they will monitor and ensure schools are supported. If schools are going to face financial difficulties as a result please communicate this with DELs. Will there be money left where the casuals weren't utilised? They will also be monitoring this and looking at complete budgets not just one line item. Would this happen again? Unable to say, Covid-19 was a unique context but there are no plans to. We will be in deficit for some time to come.</li> <li>Accumulating 6100 funds for capital projects. They are looking at this as part of a 'carry forward' policy. They are taking feedback to help plan. The focus is money needs to be spent on this year's students.</li> </ul>



## NSWPPA TERM 2 2020 STATE COUNCIL MEETING MINUTES

	<ul style="list-style-type: none"> <li>'Back Office' people, media attention, is there a lot of money being spent? Gerard believes that there is a minimal spend when the figure is placed next to the overall budget figure. HCM funding has been pared back as they don't have the spending to support the initiatives. Phi expressed disappointment that HCM is cut and that we see it as a program to be delivered as it supports principals. Gerard said it won't be removed but the budget will be reduced.</li> </ul>
11:45-11:55am	<p><b>Chair: Rob Walker, Vice President</b></p> <p><b>19. Area Council Issues</b></p> <p>See issues on PPA Website</p>
11:55-12:15pm	<p><b>Chair: Deputy President, Robyn Evans</b></p> <p><b>20. Panel Session 4: Reference Group/Standing Committee/Working Party Chairpersons</b></p> <p>20.1 Chairpersons outlined key points in their reports (previously circulated) and questions answered.</p>
12:15-12:30pm	<p><b>Chair: President, Phil Seymour</b></p> <p><b>21 State Council Wrap up</b></p> <p>21.1 Phil thanked all the Executive for their hard work in organising and conducting the first State Council using Zoom technology, particularly Deputy President Ian Reason. He also thanked all Chairpersons, Delegates, Presidents and Observers for their participation in what was a very successful meeting.</p>
	Meeting closed 12.30pm

**Next Meeting**  
**Term 3, 2020 NSWPPA State Council Meeting**  
**Thursday 3 and Friday 4 September, 2020**  
**Novotel Sydney Central OR online!**

STATE EXECUTIVE	EXECUTIVE Day One	EXECUTIVE Day Two
PRESIDENT	Phil Seymour	Phil Seymour
DEPUTY PRESIDENT	Robyn Evans	Robyn Evans
DEPUTY PRESIDENT	<del>Ian Reason</del>	<del>Ian Reason</del>
VICE PRESIDENT	Rob Walker	Rob Walker
VICE PRESIDENT	Trish Peter	Trish Peters
R/VICE PRESIDENT	Stuart Wylie	Stuart Wylie
VICE PRESIDENT	Michael Trist	Michael Trist
VICE PRESIDENT	Lyn Davis	Lyn Davis
VICE PRESIDENT	Bob Willetts	Bob Willetts
SECRETARY	Jude Hayman	Jude Hayman
TREASURER	Michael Burgess	Michael Burgess
EXECUTIVE OFFICER	Mark Pritchard	Mark Pritchard
PROFESSIONAL SUPPORT OFFICER	Geoff Scott	Apology
PROFESSIONAL SUPPORT OFFICER	Wendy Buckley	Wendy Buckley





# NSWPPA TERM 2 2020 STATE COUNCIL MEETING MINUTES

PROFESSIONAL SUPPORT OFFICER	Margaret Charlton	Apology
<b>REFERENCE GROUPS</b>	<b>CHAIRPERSON Day 1</b>	<b>CHAIRPERSON Day 2</b>
ABORIGINAL EDUCATION	Paul Byrne	Paul Byrne
ASSET MANAGEMENT	Brent Kunkler	Brent Kunkler
CURRICULUM	Norma Petrocca	Norma Petrocca
DISABILITY PROGRAMS	Graeme McLeod	Graeme McLeod
ASSESSMENT, PLANNING & ACCOUNTABILITY	Scott Sanford	Scott Sanford
FINANCE & ADMINISTRATION	Karen Mortimer	Karen Mortimer
HUMAN RESOURCES	Glenn Walker	Glenn Walker
PRINCIPALS' SUPPORT		
SCHOOLS SPECIFIC PURPOSE	Mark Gosbell	Mark Gosbell
STUDENT WELLBEING	Helen Craigie	Helen Craigie
TEACHING PRINCIPALS	Bek Zadow	Bek Zadow
TECHNOLOGY	Drew Janetzki	Drew Janetzki
<b>STANDING COMMITTEES</b>		
ANNUAL CONFERENCE	Kylie Donovan	Kylie Donovan
COMMUNICATION and ENGAGEMENT	David Munday	David Munday
LEADERSHIP	Cath Larkman	Cath Larkman
LEGAL ISSUES	Greg McLaren	Greg McLaren
RURAL EDUCATION	Stephen de Roos	Stephen de Roos
<b>WORKING PARTY</b>		
SCHOOL VIABILITY	Grant Schaefer	Grant Schaefer
<b>OBSERVER GROUPS</b>		
CENTRAL SCHOOLS	Michael Windard	Michael Windard
ENVIRONMENTAL ED. CENTRES	Peter Jones	Peter Jones
PRINCIPAL SCHOOL LEADERSHIP	Peter Flannery	Peter Flannery
RETIRED PRINCIPALS	Apology	Apology

<b>AREA COUNCILS</b>	<b>DELEGATE Day One 11/6/2020</b>	<b>DELEGATE Day Two 12/6/2020</b>
ALBURY	Andrew McEachern	Andrew McEachern
ARMIDALE	Debbie Baker	Debbie Baker
BANKSTOWN	Ben Walsh	Ben Walsh



# NSWPPA TERM 2 2020 STATE COUNCIL MEETING MINUTES

BATEMANS BAY	Carolyn Nugent	Carolyn Nugent
BATHURST	Jaime <del>Medbury</del>	Jaime <del>Medbury</del>
BLACKTOWN	Tracy Anderson	Tracy Anderson
BONDI	Craig Nielsen	Craig Nielsen
BOURKE	Lisa Wright	Lisa Wright
BROKEN HILL	Cath Eddie	Cath Eddie
CAMPBELLTOWN	Dawn Dallas	Dawn Dallas
CENTRAL COAST	Leonie Clarkson	Leonie Clarkson
DENILQUIN	Gayle <del>Pigg</del>	Gayle <del>Pigg</del>
DUBBO	Sharon Murray	Sharon Murray
FAIRFIELD	Sue Goodwin	Lyndall <del>Grascher</del>
GRANVILLE	Greg <del>Graham</del>	Greg <del>Graham</del>
GRIFFITH	Monica St Baker	Monica St Baker
HAWKESBURY/WINDSOR	Melanie Mackie	Melanie Mackie
HORNSBY	Milly Stone	Milly Stone
LAKE MACQUARIE	Simon <del>Mulready</del>	Simon <del>Mulready</del>
LISMORE	Shane Fletcher	Shane Fletcher
LIVERPOOL	Irene Faros	Irene Faros
MAITLAND	Simon Parson	Simon Parson
MID NORTH COAST	Robyn Urquhart	Robyn Urquhart
MOREE	Kathryn Weston	Kathryn Weston
MTDRUITT/MINCHINBURY	Delphine Annett	Delphine Annett
NEWCASTLE	Mick McCann	Mick McCann
NORTHERN BEACHES	Leesa Martin	Leesa Martin
ORANGE/LACHLAN	Steve McAlister	Liz Beasley
PARRAMATTA	Tony <del>O'Connor</del>	Tony <del>O'Connor</del>
PENRITH/BLUE MOUNTAINS	Andrew Hooper	Andrew Hooper
PORT JACKSON	Samantha Nicol	Samantha Nicol
PORT MACQUARIE	Jock <del>Garver</del>	Jock <del>Garver</del>
QUEANBEYAN	Phil <del>Katen</del>	Phil <del>Katen</del>
RYDE	Tania Weston	Tania Weston
SHELLHARBOUR	John Bond	John Bond
ST GEORGE	Michelle Shelton	Michelle Shelton
SUTHERLAND	Jason Ezzy	Jason Ezzy
TAMWORTH	Benjamin Carter	Benjamin Carter
TAREE	Deborah <del>Scanes</del>	Deborah <del>Scanes</del>
TWEED/BALLINA	Judi Albans	Judi Albans
UPPER HUNTER	Narelle Hunt	Narelle Hunt
WAGGA WAGGA	Kerry Barker	Kerry Barker



# NSWPPA TERM 2 2020 STATE COUNCIL MEETING MINUTES

WOLLONGONG	Tim Fisher	Tim Fisher
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AREA COUNCIL S	PRESIDENT Day One <u>12/03/20</u>	Day Two 13/3/20
ALBURY	Brett Davies	Brett Davies
ARMIDALE	Denise Smother	Denise Smother
BANKSTOWN	Apology	Melissa Proctor
BATEMANS BAY	Leah Martin	Leah Martin
BATHURST	Lance Cooper	Lance Cooper
BLACKTOWN	Andrew Bowmer	Andrew Bowmer
BONDI	Trish Fisher	Trish Fisher
BOURKE	Angela Lewis	Angela Lewis
BROKEN HILL	Scott Sanford	Scott Sanford
CAMPBELLTOWN	Kelly Paton (Absent)	Kelly <del>Paton</del> (Absent)
CENTRAL COAST	Jonathan <del>Moxon</del>	Jonathan <del>Moxon</del>
DENILIQUIN	Dorothy Dore	Dorothy Dore
DUBBO	Anne van <del>Dartel</del>	Anne van <del>Dartel</del> (Apology)
FAIRFIELD	<del>Genelle Beluszanka</del>	<del>Genelle Beluszanka</del>
GRANVILLE	Estelle Southall	Estelle Southall
GRIFFITH	Andrew Pryor (Apology)	Andrew Pryor (Apology)
HAWKESBURY/WINDSOR	Gary <del>Buzas</del>	Gary <del>Buzas</del>
HORNSBY	Greg McLaren	Greg McLaren
LAKE MACQUARIE	Lee-Ann <del>Saurins</del>	Lee-Ann <del>Saurins</del>
LISMORE	Jackie <del>Nilon</del>	Jackie <del>Nilon</del>
LIVERPOOL	Anne Webb	Anne Webb
MAITLAND	Kevin Greaves	Kevin Greaves
MID NORTH COAST	James <del>Deagan</del>	James <del>Deagan</del>
MOREE	Dan van <del>Velhuizen</del>	Dan van <del>Velhuizen</del> (Apology)
MT DRUITT MINCHINBURY	Pate Cooper	Pate Cooper
NEWCASTLE	Sue <del>Mawerth</del>	Sue <del>Mawerth</del>
NORTHERN BEACHES	Vanessa Murphy	Vanessa Murphy



**NSWPPA**  
**TERM 2 2020 STATE COUNCIL MEETING**  
**MINUTES**

ORANGE/LACHLAN	Michael Ostler	Michael Ostler
PARRAMATTA	<del>Bek Zadaw</del>	<del>Bek Zadaw</del>
PENRITH BLUE MOUNTAINS	Adam Wynn	Adam Wynn
PORT JACKSON	Hugh Miller	Hugh Miller Apology)
PORT MACQUARIE	David Munday	David Munday
QUEANBEYAN	Danny Scott	Danny Scott
RYDE	Jenni Cope	Jenni Cope
SHELLHARBOUR	Greg Wells	Greg Wells
ST GEORGE	Tanya <del>Sarafoski</del>	Tanya <del>Sarafoski</del> (Apology)
SUTHERLAND	Andrew Doyle	Andrew Doyle (Apology)
TAMWORTH	Andrew Rodgers	Andrew Rodgers (Apology)
TAREE	Nigel Sherrard	Nigel Sherrard
TWEED/BALLINA	David Lees	David Lees
UPPER HUNTER	Shaun Graham	Shaun Graham (Apology)
WAGGA WAGGA	Grant Beard	Grant Beard
WOLLONGONG	Karen Brown	Karen Brown

### Term 3 State Council 2020

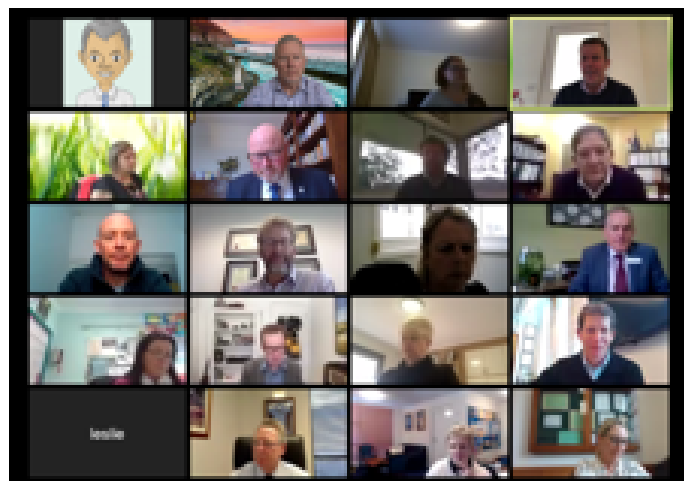
Malcolm Elliott was re-elected unopposed by the national, state and territory sector principals' associations that make up the National Advisory Council (NAC) of the Australian Primary Principals Association. Malcolm said he is looking forward to continuing to lead APPA's work on behalf of primary principals across Australia, particularly through a time in the nation's history where the importance of their role in the community has never been more significant. He said,

"Australia has a world class education capacity. We must maintain our focus on equity, fairness and the purposes of education. The adaptability of our schools during the pandemic has uncovered opportunities for more closely meeting the needs of our students in our culturally and geographically diverse nation including working even more effectively with families."

Britany Roostenburg, current President of the NT Principals Association, was unanimously elected to her first term as APPA Deputy President, emphasising clearly the breadth and strength of APPA as a truly national association for Primary principals. In welcoming Britany to the leadership team, Malcolm also acknowledged and paid tribute to Phil Seymour, current President of the NSWPPA, who steps down as APPA Deputy President in October, after having served in this role with distinction for many years.

**Minister Dan Tehan & Fabian Harding** (Senior Advisor) met with us and discussed the following:

- Australian Primary Principals Day
- Experience of the pandemic now & we shared some of our experiences
- Current state/status of schools and principals nationally
- Different modes of delivery and the impact on staff & students /families
- Students experiencing disadvantage and the digital divide that has been highlighted
- Students with disability



### Working with Prof Phil Riley

APPA has begun work with Professor Philip Riley and School TV on a longitudinal research project which is school leader focused and which will illuminate and share policies, practices and innovation which support school leaders around Australia. The intention is to go into detail on the range of issues impacting on the role of school leader, provide practical support while contributing to and creating change. A media hub developed by School TV in conjunction with stakeholders will be used to develop and maintain connections around Australia with a specific focus on school leadership.

### The Disability Standards

The Federal Department is conducting a review of these & Matt Johnston (President of ASEPA ) led us through discussions and has designed a tool to collect our thoughts so he could develop a response on behalf of APPA.

### Primary Principal's Day

We discussed the efforts in all our states and jurisdictions and shared some of the activities. There was discussion on High School principals who indicated many felt left out. We will look into that further, but it is difficult as they don't have a cross sectoral body & several Associations are even aligned to their own sector's national body



### AITSL Discussion Paper on Cultural Competency

This embargoed Discussion Paper (*sorry can't share it yet*) has been developed to introduce key themes and messages identified during initial consultations with the profession and community stakeholders in 2019.

Carly Jia from AITSL led us in discussion of this Paper which provides an overview of the impacts, needs, and considerations of cultural competency within the context of Aboriginal and Torres Strait Islander education to stimulate thought and conversation.

### Some of the key points:

- The Paper provides a detailed background of cultural competency in the Australian education context. It sets out a series of key areas for discussion and outlines how you can contribute your voice and views to this work through a written submission process. The responses received from the online submission process, combined with national consultation undertaken during 2020, will inform key findings and recommendations to be presented and discussed at a National Dialogue in 2021.
- The National Dialogue, which will bring together teachers and a wide range of education and community experts, including Aboriginal and Torres Strait Islander stakeholders, will help us to collectively inform the design and development of resources and tools to support teachers and school leaders to improve their cultural competency.
- Australian education systems were never designed for Aboriginal and Torres Strait Islander students (Aboriginal Consultative Group, 1975; Aboriginal Education Policy Task Force, 1988; Department of Education, Employment and Training, 1989).
- The legacy of colonisation has undermined Aboriginal and Torres Strait Islander students' access to their cultures, identities, histories, and languages and, therefore, they have largely not had access to a complete, relevant, and responsive education.
- Australia's education system must respectfully embrace Aboriginal and Torres Strait Islander cultural identities and provide Aboriginal and Torres Strait Islander peoples with safe learning environments (Alice Springs (Mparntwe) Education Declaration, 2019).
- The Mparntwe (pronounced M-ban-twa) Education Declaration respectfully highlights how culture is important for us all, and especially for Aboriginal and Torres Strait Islander peoples who have experienced a systemic erasure of their languages and cultures. Our cultures guide our individual and collective identities and influence all aspects of our lives.
- The acknowledgement that teachers have an important role to play in the cultural understanding and healing occurring right now across Indigenous Australia is a guiding light in this project.

Phil Seymour  
Deputy President

## NATIONAL COUNCIL MINUTES

Monday 17 August 2020

**Attendees:** Ian Anderson; Phil Seymour; Angela Falkenberg; Robyn Evans; Anne-Maree Kliman; Liz Bobos; Sally Milbourne; Brenton Robins; Andrew Dalglish; Leslie Single; Wendy Cave; Pat Murphy; Britany Roestenburg;

### 1. PRESIDENT'S REPORT

President's report was presented by Ian Anderson.

On behalf of all members of the National Council, I would like to express our condolences to Phil Seymour on the recent passing of his mother. This is something which is always difficult, but made even more difficult with the border closures and conditions around group meetings.

COVID-19 has continued to dominate the way in which we do business within states and across the country, limiting to some extent, our work. Part of today's meeting will be spent on our Strategic Plan, with the goal of identifying specific actions to be undertaken. Each member of the Executive will lead their session (Zoom Rooms) for a 30 minute session before coming back together to finish off the morning session.

Congratulations to Britany Roestenburg on her appointment to the APPA Deputy President position, with Malcolm being re-elected to the position of President for a further two years.

Since our last meeting, the DESE has undergone further restructuring. Ms Nikini Weragoda's team in the Improving Student Outcomes Division will be the main point of contact with the principal associations. Nikini's team looks after the learning progressions and online formative assessment initiative, teacher and school leader health and wellbeing, professional learning, induction and mentoring. I had an online meeting with Nikini to bring her up to speed with our activities and she is keen to keep in touch on a regular basis. She is also the contact to liaise with prior to meetings with the Minister.

Over the past few months, I have been involved (as AGPPA President) in several online meetings including:

- Formative Online Assessment
- National Architecture Review
- ACARA Curriculum Review (I now sit on the ACARA Peak Parent and Principal Group)



We have a number of guests joining us over the two days:

- Dan Tehan (Federal Minister for Education)
- Mark Grant (CEO Aitsi)
- Dr Jenny Donovan (Director National Evidence Institute)
- Dr Phil Riley

Phil has forwarded through the quote to report on Government Primary, by state, for 2018 & 19. (See attached). At this meeting, we will need to decide if we accept this quote. (Given that we are unlikely to be spending money on any travel and accommodation this year, I would propose that we do accept the quote as this will be a major piece of AGPPA work moving forward.)

\*Congratulations Britany for being elected as Deputy President of APPA. Thank you to Phil for being past APPA Deputy President and congratulations to Malcolm Elliott for being re-elected as President.

## 2. STRATEGIC PLAN

Groups worked to clarify and update their focus area of the Strategic Plan. Identify budget and priority of activities to be undertaken.

## 3. JENNY DONOVAN (Director, National Evidence Institute)

Jenny Donovan joined the meeting along with David Boyd and Christina C from her team. Jenny was appointed on 1 July 2020 as the Director of the National Evidence Institute and reports to ASOC.

Consulting last four weeks collecting information and finding out views of priority work and NEI to do. She put the following questions to the meeting:

- Where do you think evidence gaps exist at the moment? Or what would you identify as big projects?
- Engagement and involvement of teachers and school leaders?
- Research partnerships – share now or via email anything that they know that is happening which is great in your jurisdictions; initial teacher training; institutions or consultancies or projects that have been commissioned.
- What will it look like in the future if we do our job?

The summary of what they have been collecting is going to ASOC on Friday.

## 4. DR PHIL RILEY: PRINCIPAL HEALTH AND WELLBEING SURVEY - STATE DATA FROM THE LATEST SURVEY

State by State reports will be of benefit.

Victoria going from worse to best. Complex case management is also useful development.

COVID – Focus groups

- Principals exhausted.
- Trying to get COVID questions into survey this year.
- Chronic uncertainty
- Delayed communication

It was proposed to engage Phil Riley to obtain data from survey and also get a break down for each State from 2018 & 2019 in a way we want it framed at cost of \$45,864.88 (Incl GST). (This breaks down to approximately \$5000 per State.)

**ACTION:** Meeting again together on Tuesday 18 August 2020 after meeting to further discuss and look at below:

- Look at what the data is not telling us that.

- Who is making decisions in each State?

## 2. MARK GRANT – CEO AITSL

Mark Grant and Anne Sharman from AITSL attended the meeting. Mark provided update on projects.

## 3. GENERAL BUSINESS

Ian Anderson advised that this is Phil Seymour's last meeting with AGPPA and thanked him for his contributions in his role at AGPPA for many years as well as filling the role of APPA Deputy President for many years. Phil has been in public education system for 44 years and retires on 29 October 2020

## 4. DR PHIL RILEY: PRINCIPAL HEALTH AND WELLBEING SURVEY - STATE DATA FROM THE LATEST SURVEY – QUESTIONS

1. Can the data be scrutinised by gender, particularly for the Occupational Violence and Aggression (OVA) survey questions.
2. What does the data tell us about early career leaders, particularly the younger cohort?
3. Does the demographic data allow us to see any correlation between working in lower socio-economic schools and burnout?
4. Can we determine why there are spikes in some locations e.g. ACT saw an increase in OVA
5. In relation to OVA, can the data be synthesised into gender, age, demographics, years of service?
6. What is the data for metro areas compared to regional/remote areas.
7. Can explanations be provided (based on Phil's Knowledge) on what is happening in jurisdictions to support PHWB and if this has yielded better outcomes?
8. Can provocations/guiding questions be provided to prompt further principal and system conversations?

Robyn Evans  
NSWPPA Deputy President  
18 August 2020