

# NSW Primary Principals' Association Inc.

## State Council Meeting

### Term 3

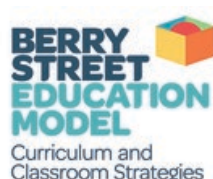
3 and 4 September, 2020

# Reports Kit

## CORPORATE PARTNERS



## BUSINESS PARTNERS



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Reference Group: Aboriginal Education		
Chairperson: Paul Byrne	Email: paul.byrne@det.nsw.edu.au	Executive Liaison: Trish Peters
Regional Representation:		
Hunter/Central Coast: John Pictou	Western NSW: Jody Hall	Sydney: Joanne Graham
New England: Theresa Miles (apology)	Illawarra/ SC: Adam Zango	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"> <li>Karen Jones – Executive Director (apology) Aboriginal Education &amp; Communities</li> </ul>		<ul style="list-style-type: none"> <li>Karen George – Professional Support Officer (apology) Aboriginal Education &amp; Communities</li> </ul>
<p><b>Regional Reports</b></p> <ul style="list-style-type: none"> <li>Issues across the State with unsettled students and communities due to living with COVID restrictions. Most Principals experiencing continual and escalating poor behaviour in students which has resulted in a spike in suspensions. Staff have been amazingly resilient. Has been a taxing time on Principals leading staff and communities. There has been no break and there are concerns for the wellbeing of Principals.</li> <li>Attendance concerns for many Aboriginal students who have either not returned to school or who have poor attendance patterns since the resumption of full time on-campus learning. Schools are referring to HSLOs and ASLOs, but they are overwhelmed with the number of cases.</li> <li>Schools with AEOs and AEWs are being inundated with requests for their staff members to be used as AECG representatives for merit selection panels as schools cannot have community onsite. Has been quite disruptive, but schools feel that they must oblige as there is no real alternative in place.</li> <li>Most programs are on hold at the moment, or have been modified, due to COVID ie. Sista Speak, Bro Speak, NAIDOC celebrations, Connecting to Country and Cultural Immersion on country. Some rural communities feeling quite isolated and is impacting on mental health.</li> </ul> <p><b>Aboriginal Education and Communities Directorate – Update</b></p> <ul style="list-style-type: none"> <li>Karen George sent through a presentation re. the AECD's work in a range of areas, including Executive structure changes, new organisational structure, Kimberwell (supports Aboriginal students from school to further education, training or employment), Language &amp; Culture Nests, National Agreement on Closing the Gap, Premier's Priority, Partnership Agreement update and the 10 Year Strategy Planning.</li> </ul> <p><b>Aboriginal Education 10 Year Strategy Planning Document – AERG Response/Feedback</b></p> <ul style="list-style-type: none"> <li>Recommend looking into an Executive allowance for onsite DoE pre-schools similar to Support Classes ie. 3 classes = Assistant Principal.</li> <li>Early Intervention Units attached to pre-schools. High Aboriginal enrolment + large % of disabilities makes it difficult to appropriately support all children.</li> <li>PLPs should be mandatory for all Aboriginal students. Greater consistency across the State with a PLP template. Possibly use the updated 8 Ways template created by Allan Hall and team. AECD will look into this.</li> <li>Recommend mandatory online training for all DoE staff in cultural competency, similar to disabilities and WHS. Would just become part of what we do, but would be a great refresher every 12-24 months.</li> <li>The Premier's Priority is targeted at high schools. We would like primary targets/priorities included, particularly around embracing/embedding cultural knowledge and identity for Aboriginal students.</li> <li>Recommend that every District Office have ASLOs and ACLOs to cater to local context and needs.</li> <li>Greater support and clearer guidelines required for Principals supporting beginning Aboriginal teachers. Mechanisms and funding should be automatic and not need to be applied for. Most Principals would not be aware of the support they can access. This is an issue.</li> </ul>		



Summary of Matters:	
Matters for delegates to take back to PPC's:	
<ul style="list-style-type: none"><li>• New partnership agreement to be formally signed later in the year. It was originally due to be done in Term 1 before COVID-19. Date has been set for October 23<sup>rd</sup>.</li><li>• Encourage staff members to join the Statewide Team for Aboriginal Education to share and access resources. This is continually updated. The AECD 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: <a href="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">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</a></li><li>• Support is available for Principals with Beginning Teachers (Aboriginal) – 8 days plus 2 to participate in professional learning. Discuss with your DEL and/or HR. A plan needs to be submitted.</li></ul>	
Matters the NSWPPA Executive/ State Council need to be aware of:	
N/A	
Draft Position paper for Council this term	Yes / <b>No</b>
Collaboration with another RG/SC/WP? (who)	N/A



# New South Wales Primary Principals Association State Council Report

Term: Three

## Reference Group: Assessment, Planning & Accountability

**Chairperson:** Scott Sanford **Email:** [scott.sanford@det.nsw.edu.au](mailto: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 Woudma	North Coast: Narelle Kessey	N Sydney: Matthew Fuller
Riverina: Grant Beard	NSWPPA Executive: Bob Willetts	

### DoE Personnel/ Visitors in attendance & role

• Sharon Ford – Executive Director, High Performance	• Catherine Thompson – Director, Literacy & Numeracy
• Dr Paul Wood, Director, Early Learning & Primary Education	• Rob Johnston – Director of Analytics
• <del>Rustum Abdulrahman</del> – Director, Innovation and Digital Services (CESE)	• Lucy Lu – Acting Head of CESE
• <del>Smaller van Westendorp</del> – Manager, Assessment & School Liaison	• Amy <del>Bauer</del> – Literacy & Numeracy <del>PL-Loader</del>

### Summary of Matters:

Issues received from members related to reporting to Attorney-General Program, External Validation, SCOUT and Early Action for Success.

**Early Action for Success:** Extension of Instructional Leaders for 2021, UTS is leading a major evaluation of the literacy / numeracy action plan. It will be published in early 2021.

**Curriculum Review:** Curriculum Review implementation timelines are ambitious. Implementation support will be key. Catalyst lab currently looking at extra curricula demands – identifying the things that take time away from being able to address curriculum content.

**CESE:** Re-alignment – 4 Teams.

- Strategic analysis and research – case studies, strategic research e.g. WWB, lit review
- Evaluation team – now Evaluation and Effectiveness
- Statistics and Analysis – now Education Statistics and Measurement
- Skills, Performance and Insights – promoting life long learning, cross sectoral work.

NAPLAN Online, Digital Assessment Team (~~Rustum Abdulrahman~~), BI Analytics Team (Rob Johnson) moved out of CESE. 47000 downloads on revised WWB. Assessment for complex learners project - Finding the right instruments to assess students with special needs.

**School Excellence in Action:** Feedback since launch has been positive. EV years have been sent to schools. Upgrades to ~~SPARQ~~ providing greater functionality and a simpler user experience.

**SCOUT:** Scout has moved to ITD from CESE. New dashboard has generated a lot of feedback and this has resulted in further enhancements. New App being developed to triangulate data from multiple sources, ~~ie~~ ~~import~~ data from ~~School Markbook~~, Mathletics, ACER, etc. – sorted by outcomes. DoE will look to procure various learning tools and then schools pay DoE – user pay system. Aiming for an earlier release (end of June) ~~of item~~ analysis data for Online NAPLAN users in 2021.

**NESA Registration & Curriculum Monitoring:** NESA is keeping the same focus areas for 2021. 2020 schools to roll into 2021, unless school is doing EV in 2021. Registered e-learning modules are available – 3 out of 6 are ready now. A new initiative due to postponement of SICM.

- Legislation and Policy
- School Registration Processes
- Exploring Curriculum Monitoring

**Literacy & Numeracy:** Student dashboard within SCOUT in development – due for release in Term 1 2021. Will show a snapshot of student assessment results along with other details about the student, ~~ie~~ attendance.

**Check in Assessments** – Items mapped to English and Maths syllabus and progressions, Feedback feature with links to teaching strategies. Results available in 2 working days. School and individual student level data informing Areas of Focus. Overall school, state and SSG data will be updated when tests close.



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

**SCOUT:** New App in development to support the triangulation of school-based data. Check in Assessments - experimental report for student differentiation will be available soon. Very interested in feedback, especially around item analysis.

**School Excellence in Action:** 2021 EV dates will be released to schools by end of Term 3.

**Curriculum Monitoring / School Registration:** Planning started for 2021 with early notification to selected schools in Term 4, 2020.

**Primary Curriculum Self-assessment Survey (PCSaS):** Trials to be completed in Term 4 and Term 1 (2021). Focus areas to follow NESA's 5-year plan.

**Reporting to Parents:** Early Learning & Primary team are interested in what schools did in Semester 1 and what we can learn from this. Catalyst Lab work looking to re-start their reporting piece.

Matters the NSWPPA Executive/ State Council need to be aware of: Proposed Auditor-Generals schedule – Literacy & Numeracy in NSW schools and Planning for curriculum change.

Draft Position paper for Council this term No

Collaboration with another RG/SC/WP?



## New South Wales Primary Principals Association State Council Report

Term: Three

### Reference Group: Assets

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	Illawarra/ SC: Phillip Katen	W Sydney: Gary <del>Barclay</del>
SW Sydney: Brent Kunkler	North Coast: Anthony Buckley	N Sydney: Megan Lockery
Riverina: Kerry Barker		

### DoE Personnel/ Visitors in attendance & role

<ul style="list-style-type: none"> <li>Glenn Downie – Director AMU</li> </ul>	<ul style="list-style-type: none"> <li>Nick Fisher – Director Cooler Classrooms</li> </ul>
<ul style="list-style-type: none"> <li>Brian Frankham – Director Assets Performance</li> </ul>	<ul style="list-style-type: none"> <li>Anthony Manning – Chief Executive SINSW</li> </ul>
<ul style="list-style-type: none"> <li>Martin Karm – R/ED Service Delivery</li> </ul>	<ul style="list-style-type: none"> <li>Terry Stevens - ED Asset Management</li> </ul>
	<ul style="list-style-type: none"> <li>Jennifer Barclay – Manager Properties</li> </ul>

### Summary of Matters:

#### Anthony Manning:

- 97% Planned Maintenance completed
- Working closely with FMC (4 contractors) and Public Works and meeting monthly to discuss what works and what doesn't
- Setting standards with FMC to change 'duct tape model of repairs' to replacement of assets
- Consequence of COVID- SINSW moving more into Facilities Maintenance space
- Asset Services Officers – goal is to have 1 for 15 schools
- Aiming to simplify the role of the Principal in Assets
- Maintenance going well but more push needed to get Minor Works happening especially converting existing spaces into contemporary spaces
- Enrolment Cap – still 24.1 per space but Glenn Downie working on this

#### Nick Fisher:

- First part of program - due diligence across state 1919 schools out of 2 200 assessed as at 31 July
- Assessment is of air conditioners being 'fit for purpose'
- 143 spaces completed with 103 in delivery as at 31 July 2020
- Each school involved has been sent a letter with update of date of project
- Ratio is 2:1 school above 30 degrees compared with under 30 degrees
- Round 2- applications being assessed at this stage
- Costs around \$30 k per room including air con and electrical upgrades – power can be a huge cost

#### Jennifer Barclay:

- 4 teams- Leases and Licences; Acquisition and Divestment; Early Childhood Programs and Corporate Office Accommodation
- Leases and Licences – develops licences and leases but excludes OOSH, Canteen and Uniform Shops; leases unused DoE land, manages easements; arranges leases for school halls, playing fields, closed schools, swimming pools, indoor sports facilities, EECs and construction leases for road works
- Aim of document is to improve clarity over the responsibility for leases and licences between Property Team and Asset Management and to reduce Principals' admin burden
  - Principals to continue to sign off on Community Use Agreements



Summary of Matters: ~~CAPT~~

Martin Karm:

- Data Insight – forecast population, use sophisticated tools to make predictions of areas of growth and decline
- Service Planning- use info to investigate service needs, deals with school community groups of 5-15 schools not individual schools, produces Service Needs Report (interventions to be delivered)
- Asset Utilisation – new team formed in last 6 months, identifies schools underutilised, share the load, covers rural and metro
- School Learning Environments and Change (SLEC) – old Futures Learning Unit, objective is to create educational rationale for new schools, researches contemporary learning environments, professional learning

Glenn Downie / Terry Stevens:

- Maintenance- only about 2% outstanding out of \$840 million backlog maintenance funding
- Waiting on next year's allocation from State Budget, unknown how much Principal input for PMW
- Community Use Agreement collection by Assets – to get a sense of what is out there
- AMU to reduce admin burden by doing OOSH, Canteen and Uniform Shop tender process
- Maintenance Contractors – poor performance across the state, low KPIs, FMCs overcharging
- Share our Space- here to stay as determined by Minister's Office
- Principals Preparation Module Assets being updated to include massive FAQs
- Asbestos: removal not school expense, may need to wait for holidays/weekends for safety
- Enhanced cleaning – TS- will continue Term 3 as long as NSW Health says needed. Need to keep tables clear of paper for deep clean
- TS – COVID Taskforce will continue to send hygiene supplies until school says to stop

Brian Frankham:

- Environmental Cleaning – spike in number requested - 31, tendered to 40 contractors with 20 anywhere and 20 metro only. Need more for rural areas.
- New life cycle costing (LCC) will be done next year
- ASOs will be given LCC data to check then determine work to be done
- Future Focussed learning environments / furniture cleaning policy final draft – needs to be ratified.

Matters for delegates to take back to PPC's:

- New licencing document
- CUA – AMY collection

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

- PPA representatives on SINSW decision making committees

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: 3

### Reference Group: Curriculum

Chairperson: Norma Petrocco Email: [norma.petrocco1@det.nsw.edu.au](mailto:norma.petrocco1@det.nsw.edu.au) Executive Liaison: Bob Willetts

#### Regional Representation:

Hunter/Central Coast: Lee-Ann Saurins	Western NSW: Denise Toohey	Sydney: Brendan Haynes
New England: Jennifer Cox	Illawarra/ SC: Rhonda Morton	W Sydney: Norma Petrocco
SW Sydney: Lisa Ritherdon	North Coast: Heather Wright	N Sydney: Julie Organ
Riverina: Bouts Sayasenh	EC Rep: Jacqueline Murphy-Cann	

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

• Paul Wood & Catherine Thomson, Directors	• James Hoffman, Leader Primary Curriculum
• Kylie Watson, Advisor, Kim Proctor, Director	• Tany Coli, Inspector Primary Education NESA

#### Summary of Matters:

##### NSW Curriculum Review:

Still in its early stages. Priority is decluttering of the curriculum and reducing syllabus content.

##### NSW Government Timeline:

2022 – New English and Mathematics curriculum K-2.

2023 – Full implementation of new K-2 timetable. New English and Mathematics curriculum for Years 3 – 10.

2024 – Full implementation of new timetable K – 12. New syllabuses for Years 11 – 12.

##### ACARA Australian Curriculum Review:

12 June 2020, Education Ministers agreed that it was timely to review the Foundation – Year 10 Australian Curriculum.

Link to the Terms of Reference, background information and news:

<https://www.acara.edu.au/curriculum/curriculum-review>

DoE has been invited to put nominations forward for each learning area reference group.

Achievement standards will not change and the general capabilities will remain.

##### ACARA Online Formative Assessment Initiative:

Second newsletter published 4 August – updates on work of the alpha phase, upcoming Innovation Forum and opportunities for participation in user testing.

Link: <https://comms.lpfai.edu.au/online-formative-assessment-initiative-e-news-02>

##### School Services:

Restructure in September. School Services will not exist as it is and will be realigned to other divisions. Teaching and Learning Team will stay together eg Curriculum Advisors, LANSAs and P-2 Initiatives Officer. Tailored Support to continue in three different ways – Strategic Services, Operational Services and Responsive Services.

Currently working on refining the professional learning on offer – 30 topics currently will be reduced to 4 topics with sub categories.

##### Early Action for Success:

Extended for another year. Principals were advised via email. Evaluation to be conducted in May 2021.

##### Check-in Year 3 and 5 Assessments:

86 schools have registered to date. Results are accessed via SCOUT two days after the assessment takes place. Will not be used to allocate funding. Feedback tool for teachers and leadership teams.

##### Year 1 Phonics Check:

Has commenced. Over 21000 students involved.

Developing a trial student longitudinal Dashboard with SCOUT (student on a page) – enables teachers to see at a glance where a student is in terms of learning and engagement. Shows a snapshot of assessment results with other key details about a student and support in identifying and improving literacy and numeracy outcomes. Will be trialled this year with the intention of going live in 2021.

##### NESA:

Planning and timeframes are currently being developed for the implementation of the recommendation of the NSW Curriculum Review.



Project officer positions currently being advertised.

Write-On competition has concluded. 81 public schools participated.

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

Teachers still need to engage in the professional learning on offer by the DoE even though changes will be occurring. Current support for English eg conceptual contexts is still available. Current resources and support are still relevant. There will be work on conceptual programming K-6 and how teachers engage with syllabuses will continue to be the focus.

**DoE Child Protection Resources:**

Updated resources to reflect the new PDHPE syllabus incorporating contemporary content.

Units of Learning from ES1 to S5. Teaching and learning activities, formative assessment, teacher notes and support resources. Available in PDF and Word Doc format to allow schools to adjust to fit their context.

Website and support resources available on DoE site – Curriculum – Key Learning Areas – PDHPE – Child Protection.

Draft timeline – on track to release for implementation Term 1 2021.

Parent information resources will be available for schools to use.

**In Conversation: The New Curriculum** – email from Mark Scott 17/08/20. Mark Scott, Jane Simmons (A/Deputy Secretary, Learning and Improvement) and Paul Martin (Chief Executive Officer, NESA) discuss the NSW Curriculum Reform. Please encourage your principals to watch the discussion that goes for approximately 35 minutes.

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

**Representation at Meetings:**

NESA Curriculum Committee Meeting 12/08/20 – Norma Petrocco

NSWPPA Submission to the NSW Legislative Council Portfolio Committee No.3 – Education inquiry into and report on the contents of the proposed changes to the NSW school curriculum.

Draft Position paper for Council this term No

Collaboration with another RG/SC/WP?



# New South Wales Primary Principals Association State Council Report

Term:3 2020

## 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
Riverina: Andrew Pryor	North Coast: Jenni Smedley	N Sydney: John Paterson
SW Sydney <del>Joie Schmitt</del> (apology)		

### DoE Personnel/ Visitors in attendance & role

Disability Strategy Lisa <del>Whittaker</del> (Director) Nick <del>Datta</del> , Kylie Walsh, Melinda Workman, Brydan Lenne,	
<ul style="list-style-type: none"> <li>Robert Goodman R/Dir Disability Learning and Support</li> <li>Jackie Grodzanski Principal Project Officer</li> </ul>	Louise Farrell Director Disability and Support
<ul style="list-style-type: none"> <li>Robyn Bale Director Royal <del>Commission</del></li> <li>Kaye Sato Principal Legal Officer</li> </ul>	Jacqui Ward Early Childhood- Early Intervention Policy
<ul style="list-style-type: none"> <li>Lara Ilnatowicz Senior Project Officer Specialist Allied Health Services</li> </ul>	Alison Faure- <del>Bac</del> Public Policy Manager Disability Criteria Review

### Summary of Matters:

**Review of the Disability Criteria** – The department is reviewing The Disability Criteria so it will better reflect the wider range of disabilities than that are currently identified, the adjustments provided and the functional needs of students with a disability. We hope that it will also better reflect students need so that resourcing can be based on that need. This may this may free up some School Counsellor time but we have some concerns that it may impact teacher workload. It may use practices such as in the NCCD. We have asked to see some modelling as we believe there will be a greater number of students classified as having a disability, as those with ADHD and some medical issues will be included as a disability. This is a positive step but they should also be supported.

**Placement Panels-** Principal Representation. There will be a Principal Representative on these panels plus Nominee who may attend on the Principals behalf if they are not available. There will be a Principal Representative for each of the Wellbeing Coordinators. If the Principal Representative is not available the nominee will replace them. For larger panels the Principal and nominee may be able to attend different days. There will be compulsory training for all members of a panel to ensure consistency across the state.

**Restrictive Practices Framework (Draft).** This is quite a good document as it defines what restrictive practices are. We have asked for case studies/ examples etc so to give schools better guidance. Some students do require some practices that could be classified as restrictive practices for some aspects of their day to day management. Schools need to have materials to support them in planning, collaborating with parents and managing these. It is also important for schools to know what not to do.

**Inclusive Education Statement** This was released on Wednesday 26/8/20. The reference group supports the guiding principles of this statement but as Principals we need to know how this will be resourced and supported further by the department so that schools can implement these principles.

**Autism/Mental Health Report.** This report has highlighted the increase in prevalence of Autism and Mental Health with projections to 2028. We have all seen the increase in schools and the data reflects this eg Autism 1.1% in 2013, 2% in 2019 and 2028 projection 3.5%. Mental Health from 0.9 in 2013, 1.3% in 2019 and 2018 1.9%. The implications for schools and resourcing are tremendous.

**Specialist Allied Health** There are a range of providers that have already been vetted by the department and schools only have to go through a two page process to use these providers. This is typically where a school engages through their funds a speech therapist, OT etc. It is a much simpler process



**Early Intervention Policy** This is being revised to reflect current practices. We do believe that this resource needs to be expanded to further assist students prepare for school.

**Trauma Informed Practice Course** This course has had over 1000 participants across the state and the feedback is very positive. Hopefully this will be offered to all next year but limitations may be based on number of facilitators.

**Royal Commission-** We don't know when the Royal Commission will be in NSW and how we will be impacted. The team in state office we believe are ready to support schools when this does and have developed a range of resources to assist. It is important that schools don't destroy any records related to students with a Disability until the Royal Commission has concluded (and after that follow normal record keeping guidelines)

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? (who)



# State Council Report

## 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	Robyn Evans – Deputy President, PPA
Vanessa Felton – Director, Shared Services	Andrea Patrick - Executive Director Chief Procurement Officer
Brett Ogier – Director Finance Analysis and Partnerships	Hugh Twomey – Group Director, Student Management
Brienne Roberts - Finance Manager	Sally Webster – Director, School and Business Systems
Mary-Lou O'Brien – Director Strategic Schools Resourcing	Dianna La Grassa – Project Manager Lead
Jessica Horn – Finance Manager	Mark Boniface – Program Director

### Summary of Matters:

1. 6100 'carry forward policy for schools' has been reworked after consultation. Schools will have 4 years to manage their accumulated funds in 6100. The DoE is considering a contingency amount for the carry forward after that, possibly based on the % of non-staffing operational needs, in 6100 only.
2. Purchase order approval – please approve before purchase as this is policy and important for accountability. If you are not sure of the exact amount, pre-approve and adjust the amount later. Too many resources are being used in DoE Shared Services, attending manually to the issues created by not following this accounting procedure. Currently approximately 50 000 manual workarounds per month are occurring.
3. Paying with PCard – ask these questions. What are we buying? What is the best purchase method. Pay with PCard where possible and consider increasing limits for staff with PCards.

### Matters for delegates to take back to PPCs

1. QOSCH license fee discussions – please discuss implications for your local schools as an agenda item and ensure your delegate is sent any information.
2. School and Business Systems advice: Pupil Record Card (PRC) update – the print folder version of the PRC remains, and in Week 8 there will be an official decision shared about its status and best practice for Principals. ATM the card remains, does not need to be used, so what you put in it is at the Principal's discretion. It is relatively obsolete.
3. Thank you for completing the survey questions from Delivery Unit and Finance. Responses have been sent to them. Our summary so far indicates that the most administration burden is in the finance, budget, training and administration systems areas. Finance concerns we are continuing to raise are the concerns you raised. Delivery Unit information is available through your Regional and Area contacts.

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? Yes, Greg McLaren, Legal Issues



Human Resources Reference Group

Chairperson: Glenn Walker

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

Executive Liaison: Michael Trist

Regional Representation:

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

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

- Principal Contracts.** Significant legislative change would be required for this to go ahead. Principal contracts is NOT an avenue being considered at all.
- New HR structure** involves creation of a Chief People Officer role and a dedicated HR function to serve both the strategic and operational needs of schools.  
There is also a dedicated HR People and Culture function, which focuses on key enablers for effective HR delivery, such as data and Analytics, Culture and Capability and HR systems. This restructure will go live September 21, 2020.
- Teacher Supply Strategy.** The immediate challenge is a declining amount of graduates, but a higher demand.  
More supply in primary and metro, less supply in rural and remote areas. Build on the initiatives already underway (scholarships, practicum strategy, Casual hub pilot); co-ordinate/link in with other strategies and work that is in development (Rural and Remote Strategy, Quality Teacher initiatives); focus on piloting and early implementation in areas of greatest need, e.g. rural and remote areas.
- SASS Award Implementation.** There are currently discussions and decisions being made on the transition of Business Managers from CSE to SASS employment award. Transition does not mean that schools with Business Managers should not employ them, however it will be a school based decision.
- Recruitment and Employment Update.** Schools have submitted the anticipated enrolments for 2021. From 20/8/2020, schools can put in new anticipated enrolments if it has changed from the original plan.  
Last day for OMSEE for any vacancies - 16th October.  
Drought areas are being looked at and reviewed - review will be out soon to determine how staffing is impacted.
- Human Capital Management Program.** Better systems and processes are being developed on the SAP Success Factors platform and these are being enhanced by other fit-for-purpose solutions.  
Schools participation remains a core part of the HCM Program – joint SPC & PPA HCM Consultative Group (12 principals), the 2 PPA & SPC endorsed principals working full time in the HCM Program.
- HR Chair Position.** Glenn Walker will be stepping down from the HR Chair position effective Term 4. Nominations were taken to the group with one candidate put forward: Skye Seymour.

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

- Principal contracts is NOT an avenue being considered.

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

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: 3

### Reference Group: *Principals Support*

Chairperson: Grace Palamara (Rel)

email: [grace.palamara@det.nsw.edu.au](mailto:grace.palamara@det.nsw.edu.au)

Executive Liaison: Lyn Davis

Regional Representation:

Hunter/ Central Coast: Cindy Sadler	Western NSW: Angela Lewis	Sydney: Gail O'Neill
New England: Cathie McMaster	Illawarra/South Coast: Kathy Rembisz	Western Sydney: Grace Palamara
South West Sydney: Carolyn Wallace-Whelan	North Coast: Nikkie Bartlett	Northern Sydney: -
Riverina: Mark Peterson		

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

- Regional issues include workload, performance contracts for Principals causing great concern, number of zooms and PL we are being asked to complete, complaints management and particularly the stress of serial complainants and the time needed to manage these, EV, PSL's and their role, school services and corporate staff working from home and the lack of understanding that schools are busy, EPAC recommendations still not fully implemented, communication re Covid-19, respectful communications on social media, new school planning process timeline and all the tasks involved, DEL sign-off of SIP, Principal Classification, lack of support and little acknowledgment for Principals on National Principals Day by our employer, School Community Charter, workload for Teaching Principals.
- Reference Group created a Wellbeing Plan, identifying priorities.
- Following up on: PSL and their role, suggested amendments to School Community Charter, Phil Riley Survey results- extraction of NSW data, liaison with Teaching Principals Reference Group, EPAC, workload in general but particularly as we head to Term 4.
- Principal Classification
- Retired Principals-calls to every Principal re the Principal performance contract being followed up by Geoff Scott.

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

- Participation in PPA State Conference can be off site. DEL's not to plan or host PL or meetings during this time.
- School Community Charter. PPC's to discuss and collate any feedback, concerns, areas requiring amendments and forward responses to reference group regional representatives.
- Encourage Principals to raise issues through their PPC and to the regional reps.
- Professional Support Officers-Wendy Buckley and Geoff Scott provide valuable support to colleagues. There can be ongoing support for colleagues if they leave the service.

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

- Principal Classification-suggestions to PPA was forwarded.
- Professional Support Officers-Wendy Buckley and Geoff Scott. Proposal to increase the funding due to the heavy workload. Many complex cases where colleagues are requiring a lot of support. Support Flow Chart requires review in the very near future due to Principals preferring to contact the support officers directly in some cases.
- Covid-19 communication needs to be more forthcoming, timely, clear and consistent.
- Highlight to DoE that they should/could acknowledge National Principals Day more sincerely and publicly in the future.
- NSW data from the Phil Riley survey be extracted and areas of wellbeing be addressed.

Draft Position Paper for Council this term? NO

Collaboration with another RG/WP/SC? NO



## **Professional Support Officers - Supporting Principals in NSW Public Schools**

### **Overview – how does the NSWPPA support Principals?**

Supporting principals in their day-to-day leadership role in schools continues to be a key priority of the NSWPPA.

As the peak professional body representing nearly 1800 Principals of Primary, Central, Special, Hospital Schools and Environmental Education Centres across NSW, the Association has developed structures and programs that focus on meeting the needs of Principals through:

- preparation for Principalship;
- development and refinement of leadership skills; and
- supporting the welfare and well-being of Principals.

In the last category above, individual support for Principals in managing difficult and complex situations, has been a key role of the NSWPPA Professional Support Officers (PSOs). The role includes the provision of advice to, and advocacy on behalf of, colleagues at all stages of their careers. The PSO position was initially established in 2017.

### **Background – where do PSOs fit in the structure of the NSWPPA?**

Examples of the Association's structures and programs that support Principals include:

- the local collegial support available across 43 Area Primary Principals' Councils and their Executive;
- professional learning programs and courses, co-ordinated by the Leadership Standing Committee and supported by the employment of a part-time Professional Learning Officer;
- advice, guidance and support to enhance the professional competence and the well-being of Principals, co-ordinated by the Principal Support Reference Group and the Legal Issues Standing Committee and supported by the employment of two part-time Professional Support Officers.

### **The Role of the Professional Support Officers**

#### **History**

- In 2017, the NSWPPA State Council, based on a recommendation from State Executive, determined that the provision of professional support for Principal well-being could be enhanced by the appointment of a Professional Support Officer (PSO). The PSO would work, on a needs-basis, with individual Principals who were experiencing difficulty in managing complex issues in their schools and communities and whose well-being was being adversely affected.
- The PSO would work as a de facto additional member of the Principal Support RG (PSRG) and Legal Issues SC (LISC), would report and be accountable to the NSWPPA State President. The trial position was initially to be filled, on a volunteer basis, by the immediate Past President of the NSWPPA because of the knowledge, trust and credibility that were an integral part of the role of Past President.





- Requests and referrals for support, advice and advocacy could be made by individual Principals, either using existing methods through the PSRG, or by direct contact with the PSO. The PSO would be available at any reasonable time of day, throughout the year.
- The role and the effectiveness of the position were to be regularly reviewed by State Executive and an evaluation was to be conducted in Term 4, 2017 to determine if the position was viable, effective and whether the needs of Principals were being met.
- The PSO, in consultation with the State President, relevant State Executive Liaison Officers and the two Chairpersons of the PSRG and LISC, established a confidential database of cases being managed by the PSO. This confidential record was to ensure that there was a co-ordinated approach to managing cases and the Association could track any concerning trends that needed to be addressed with the DoE, NSWTF, NSW P&C etc.
- The evaluation in Term 4, 2017 found that the need for the position of PSO was high and growing and that the support provided to Principals by the PSO was of a high standard and appreciated by Principals. State Council determined that they would make the position a part-time paid position from 2018, at a salary equivalent to 1 dpw at Deputy Principal rate. An Eol process was conducted by State Executive to fill the position and the outcome was ratified by State Council.
- The record of work of the PSO and the evaluation of effectiveness during 2018, resulted in State Council determining that an additional PSO position be established in 2019, at the same salary rate. An Eol process was conducted by State Executive to fill the position and the outcome was ratified by State Council, bringing the number of part-time PSO positions to two.
- The value and effectiveness of the PSO positions were evaluated by State Council during 2018. Council determined that the amount of time and work that the PSOs were providing to support over 100 colleagues, together with the increasing complexity of the work undertaken, should see the salary of the two PSOs increased to the equivalent of 2 dpw at Deputy Principal rate.
- State Executive are currently considering the level of need for PSO support going forward from 2020 and whether the role of the PSOs continues to be necessary and effective in supporting Principals.

### **Currently (as at Term 2 2020)**

Supporting Principals' well-being continues to be an area of high and increasing need. Since the commencement of the role of PSO in 2017, there have been over 100 Principals who have sought and received advice, assistance and advocacy support from the PSOs. Annual reviews of the role of the PSOs have been conducted by the Association and responses by Principals to an evaluation of need and effectiveness have been overwhelmingly positive.

### **Examples of the work performed by the PSOs:**

- Listening to colleagues in a supportive and empathetic manner, to determine in consultation with them, the nature of the complex matters causing concern;
- Asking what assistance the Principal believes can be provided, through the PSOs, by the NSWPPA;
- Establishing a high level of confidentiality, trust and credibility;



- Clarifying what other sources of support have already been accessed by the Principal and whether these have been effective e.g. DoE (through Directors, EPAC, Health & Safety, Legal, HR etc.), NSW Teachers Federation, private legal advice, private medical assistance etc.;
- Acting as a Support Person and/or advocate for the Principal and accompanying them to meetings, interviews etc., where requested;
- Providing advice on written communications received or proposed to be sent by the Principal;
- Giving straight and honest advice to Principals, based on a knowledge of DoE policies and procedures;
- Building a mutually respectful professional relationship with Senior Officers of the DoE and NSWTF, based on the high regard in which the NSWPPA is held;
- Liaising with Directors, Executive Directors, DoE Directorates, NSWTF on the Principal's behalf when requested and appropriate;
- Keeping in touch with the Principal to check on their well-being and the progress of any issues, meetings, correspondence;
- Regularly contacting and consulting with the other PSO, relevant State Executive and Chairpersons, to ensure accuracy of advice;
- Responding to referrals from NSWPPA State Executive and from DoE Senior Officers;
- Regularly maintaining and updating the confidential NSWPPA database for PSO cases;
- Attending P & C meetings when requested to inform members of the PSO role as an integral part of the NSWPPA.

## The Future

- The PSO role is now an established part of NSWPPA structures and processes for supporting Principals.
- The demand is increasing and cases are becoming more complex, particularly where the DoE Complaints Handling Policy has not been well-managed, and there are disaffected staff members and/or parent community members, with 'an axe to grind'.
- Inaccurate and ill-informed criticism, including the mis-use of social media, often inappropriately 'targets' the Principal. There is a lack of will from the employer to provide protection and little recourse open to the Principal, other than costly private legal action.
- There is a need to continue evaluation of the PSO position and consider expanding the number of PSOs employed, to enable the highest level of support to continue to be provided.
- The PSO role is currently filled by two recently retired senior Principals with considerable experience in a variety of settings and with a high level of trust and credibility in the NSW education community.



**NSWPPA**

**New South Wales Primary Principals Association**

Building 10 Level 5 UTS Broadway Campus HAYMARKET [www.nswppa.org.au](http://www.nswppa.org.au)

The selection of people to fill the role of PSO need not be confined to retired Principals, but the current methodology for selection of people to fill the role does appear to be effective and supported by Principals.



# New South Wales Primary Principals Association State Council Report

Term: 3 2020

## SSP Reference Group

Chairperson: Mark Gosbell	email: mark.gosbell@det.nsw.edu.au	
Executive Liaison: Stuart Wiley (Apologies)		
Regional Representation:		
Hunter/Central Coast: Graham Flech	Western NSW: Jane Crossland	Sydney: Michelle Gomes
New England: Brett Pearson	Illawarra/South Coast: Katrina Dylind	Western Sydney: Kyle Thomson
South West Sydney: Anne Flint	North Coast: Helen Bea	Northern Sydney: Mark Gosbell
<del>Queensland:</del> Marianne Mitchell		

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

**SLSD/SLSD Health** – Clare Archibald Director, Industrial Relations, Bev Chapman Industrial Relations Principal Industrial Officer, Senior Advisor Corporate Recruitment Management, Anula Gopal R/Manager, Corporate Recruitment, Telk Boss Manager, Complex Support Disability, Learning & Wellbeing Directorate, Jim Ridge Principal Data Analyst, Strategy and Governance, Human Resources, Leah Anderson Director, Recruitment and Employment, Human Resources

New award – made Sep 2019 in response to a salary increase request for SASS. Package of reforms to support a pay increase but also to take out some of the restrictions around the SASS roles. Addressing remuneration and also looking at structure of the classifications and new statement of duties. New role – SLSD Health. Can recruit to new qualifications (or train). Health care no longer optional, can now be a duty of the role. Transition to the role of SLSD – Health for some. If a school has a vacancy it can now be reclassified as an SLSD – Health. Others currently in the role, can be reclassified. Can submit this through [EOC](#) for higher duties. Still waiting to see how these can be done permanently. What will this look like? Health allowance vs SLSD – Health position. SLSD – statement of duties, entitled to the allowance if they do health procedures. With the SLSD – Health position, it is not an allowance it is all “rolled up” into their salary. Current agreement – a transition to the new SLSD – Health position with a decrease in the number of SLSDs claiming the health allowance. Complex behaviour – not been considered at this stage. Should SLSDs that work with very complex behaviour also get the additional salary? Can also look at this for the next award (June 2021). At this stage: keep using the various allowance at this stage and don't move to the new role.

**Disability Learning and Support - review of the disability criteria** – Alison Fournier-Broc Public Policy Manager Disability, Learning & Support; Learning and Wellbeing Course Forel Director Disability Learning and Support

Dot Currently at the beginning of the disability criteria review. There are 3 stages of the review. Significant complexity of the issues has come out from consultation with the SSP group, particularly around diagnosis vs need. The current criteria is not aligned with a continuum of functionality. The DLS team are looking at a set of principles and a range of possible criteria. Other states are using both a functional and diagnostic method and social complexity but the interplay with the different state education systems has an impact on the implementation of these criteria when considering implementation in the NSW system.

**Disability Strategy Implementation Team Inclusive Education** – Kyle Walsh PEO

The DoE held view is very clear that there is no consideration for closing SSPs and that the system [will](#) to work closely with all and ensure that there is inclusive education for all students across all settings.

Inclusive Education Statement to be released in the next few weeks. Inclusive Education Policy – anticipated it will be released in November. To be implemented in Term 2 2021 with a resource hub to support implementation.

**Assessment for Complex Learners Trial** – Alex CSESE Leader, Assessment for Complex Learners Trial and Ravi Joseph Pao SSP

Outline of the trial and the different areas being studied. Randomised control group using The Passport for Learning will be done in 2021. Currently doing a smaller trial before larger trial next year.

**Trauma Informed Practice** – Nic Dasta Engagement Lead, Disability Strategy Implementation Bryan Lerone Senior Project Officer Building on from core PL, will then roll out advanced and specialist training.

**General Business – Regional Issues**

**SMR SSP Supplementary Funding for 2021** – Communication coming out shortly.

Scout info for shared students – shared enrolments student data is not accessible in SSPs. RG to seek further advice.

**FOEI changes for a shared enrolment setting** – Funding impact on schools with transitory populations creating issues of resourcing. RG to seek further advice.

**Variations in placement panel decision** – Why are some seeing the AR prior to meeting and some not?

**Why are we still doing anticipated enrolments with age bands?** RG to seek further advice

**SSP hypothetical petition** Most schools sent to staff and/or parents. Legally ok to share.

**SIP / Situational analysis** – school principals can't access WHS reports. RG request clarification on SCOUT report views.

**School concerned about assets issues**. RG advise principal to email chair of assets reference group

**Schools are managing 12 and transitions for the following year**. Clarify around exemptions and work experience. See recent update from DoE around transitions. Some exemptions for students with disabilities

**Hydrotherapy pools funded and nappy bins**. Hydrotherapy – RG unsure about legacy funding of pool chemicals however maintenance of pumps and filters is now covered under MET/Reactive Maintenance and accessed through FM Web

**Site Specific Costs such as Nappy Bins** – Schools are encouraged to ring/email schools finance where concern about shortfall in allocation exists.

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

Correspondence regarding the 2021 SSP Supplementary funding is expected shortly. Schools with any concerns or queries about this issue, especially considering Situational Analysis for School Improvement Planning, should contact their DOL.

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

Reference group action supported by the PPA executive in light of updated Term 3 Learning Guidelines have resulted in swift action and clarity for schools from WHS. The Reference groups appreciates the expediency of the guidance provided by WHS and the support of the PPA executive in this matter.

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:3  
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: Kylie Green	Sydney: Ruth Bradfield Ling
New England: Melinda Partridge	Illawarra/SC: no representation	W Sydney: Sandra Martin
SW Sydney: Teresa Gosche	North Coast: Helen Craigie	N Sydney: Dany Coshlo
Riverina: Susan Bourne		

A warm welcome to Kylie Green (Broken Hill School of the Air) replacing Vanessa Williams.

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

\*Karen Hodge- (Director Student Engagement & Interagency Partnerships) and Veronica Davis

\*Inclusion Team- Nic Danta( Engagement Lead/Disability), Kim Singleton, Kylie Walsh, Melinda Workman, Chloe Duncan, Sarah Fernandes, Brydan Lenne

\*Alison Faure-Brac and Robert Goodman- Disability Learning and Support

### **Issues received this term:**

Pressures of transition plans/reports for students applying for selective HS entry, elevated mental health issues in schools with high achieving students/ OC classes, lack of counselling support, elevated complex behaviours and lack of appropriate expertise and support. Many staff in wellbeing positions do not have the skills to adequately support schools.

### **Consultations and reviews:**

Attendance Policy and resources, Flexible funding for Wellbeing Services, Mental Health & Wellbeing Programs for Schools (Introduction, User Friendly Guide, draft Mental Health & Wellbeing Program Planning), Inclusive Education policy and Online Resource hub, Student Behaviour Strategy, Links to Learning program audit and review, and CAMHS NSW School- Link review (Health and Education responding to mental health complexities)

### **Behaviour and Wellbeing update**

As part of the restructure there will be two teams supporting mental health and wellbeing; composition still TBA. A memo random is currently being developed between Health and Education

**School counselling services:** retraining program funding has been extended with more than 70 teachers currently retraining. A new tailored pathway includes scholarship options, targeted recruitment to fill 'leave' positions and additional employment options without the necessity for teaching qualifications. Online counsellor records system being redesigned- to improve availability at 'point of need'.

**Behaviour Strategy:** consultation until September 24<sup>th</sup>, being finalised in October, with the launch in term 1 2021. \*Development of a model of complex behaviour support to build school capacity with targeted support. The DoE is working towards an MOU with DCJ, Health, Youth Justice and Police. This is being prioritised as a government directive.

\* Behaviour specialists to be based with School Services to handle complex support and specialist intervention support

\*Development and delivery of targeted and evidence based PL to improve teacher capacity in responding to challenging behaviours.

\*PBL- staff have been informed. The 36 positions will now be repurposed as behaviour specialist positions.

\* Functional Behaviour Training – has been made available (160 APLAS + have registered)

**Flexible Wellbeing funding**- currently being reviewed

Inclusive Education: Support/ resourcing for principals in implementation of Inclusive practices

**Autism/ Mental Health report key findings:** increase in primary diagnosis of autism – 2013-18- 15.4%

**Trauma -informed practice update:** developing a continuum of learning to support best practice

**Links to Learning program:** currently being audited/ purpose re-engagement with school

**Child Protection update:** Developing Child Safe standards framework (Children's Guardian) legislation pending. Corporate training is recommended. A timeframe to be recommended for the completion of yearly training; end of February each year recommendation



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

The Draft Behaviour Strategy has been emailed out to all staff for comment which is due by September 25<sup>th</sup>. Take particular note of draft Point 1- Key Reform Directions regarding suspension. As I write this the draft Procedures for supporting the student behaviour policy K-6 are not publicly available. I urge everyone to provide feedback on the available docs, either individually, as a school or as a PPC group. The PPA exec and the SWRG are currently strongly advocating for changes particularly with Point 1.

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

NSW School-Link- responding to Mental Health Complexities / a resource for schools-  
[https://www.swhhd.health.nsw.gov.au/services/ICAMHS/pdf/SL\\_Resource.pdf](https://www.swhhd.health.nsw.gov.au/services/ICAMHS/pdf/SL_Resource.pdf)

Evidence Based mental Health and Wellbeing Programs for Schools: <https://education.nsw.gov.au/student-wellbeing/counselling-and-psychology-services/student-mental-health-and-wellbeing-support-in-schools>

SAFEMinds- Responding to Self Harm PL, an excellent free resource <https://education.nsw.gov.au/student-wellbeing/counselling-and-psychology-services/student-mental-health-and-wellbeing-support-in-schools/mental-health-partner-providers/safeminds-schools-and-families-enhancing-minds->

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

Wellbeing for School Excellence link ( another soft launch) <https://education.nsw.gov.au/student-wellbeing/whole-school-approach/wellbeing-framework-for-schools/wellbeing-for-school-excellence>

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

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: 3

Reference Group: Teaching Principals'		
Chairperson: Bek Zadow	Email: <a href="mailto:rebekah.zadow@det.nsw.edu.au">rebekah.zadow@det.nsw.edu.au</a>	Executive Liaison: Stuart Wylie (apology)
Regional Representation:		
Hunter/Central Coast: Kristen <del>Kline</del>	Western NSW: Shelley Darcy	Sydney: Deborah Maxfield
New England: Andrew Rodgers	Illawarra/SC: Bec Stone	W Sydney: Bek Zadow
SW Sydney: Doris Herrmann	North Coast: Julie <del>Cox</del>	N Sydney: Paddy Rich
Riverina: Julie Eason		
DoE Personnel/ Visitors in attendance & role		
<ul style="list-style-type: none"> <li>HCMP – <del>Anders Tasunicht</del> &amp; Libby Gledhill</li> <li>DoE School Leadership Institute – Amanda <del>Cappo</del>, Trudy Taylor &amp; Christopher Lukins</li> <li>Angelo <del>Gavrilatos</del> – President NSWTF</li> </ul>		
Summary of Matters		
<ol style="list-style-type: none"> <li>Workload and wellbeing during COVID times – additional administrative and management tasks on top of regular workload (and recovering from bush fires and floods) – concerns around principal burnout</li> <li>COVID-19: <ul style="list-style-type: none"> <li>EECs at risk of going broke due to loss of revenue and having to honour temporary contracts. Finance are concerned and contacting EECs to state their concern, but no solution from DoE even though just following DoE instructions.</li> <li>For schools without a full time SAM, TPs are having to leave their class to attend to essential tradespeople who need to access the school site and therefore fill out COVID compliance paperwork. Also, there is no support for these schools in managing a sick child (that they could normally keep in the classroom but away from others until they are picked up) who they need to isolate if showing symptoms. This is of course on top of the TP already having to leave the classroom to phone the parent to pick the child up.</li> </ul> </li> <li>Fulltime SAM permanently in every school.</li> <li>New School Plan – like the look of it, new process looks good and we are committed to this process, however, some areas are under immense pressure to have their Situational Analysis completed by the end of Term 3 and this is too much on top of everything else. Don't want an extended time to have the school plan done, but would like time to complete the whole process properly.</li> <li>Tell Them <del>From</del> Me – useless for small schools. Data not accurate due to cohort sizes. Talk of CESE grouping small school together to counter this. The TPRG have huge concerns around this as again, this data will not be relevant to their context. Many small schools have effective ways of gathering this information and we would like to be able to showcase this data, rather than TTFM.</li> <li>E-Safety – huge glitches on mandatory training. No fixed solution. Have been told to try different browsers by <del>EdConnect</del> but it does not work.</li> <li>Counsellor time – it is not working in our small schools. The allocations are not enough. There has to be a more equitable system based on need, as opposed to numbers.</li> <li>Principal Contracts – appalled that this could happen. <del>Grateful</del> for the action of the NSWTF and NSWPPA in letting Principals know through communication and phone calls from retired Principals. Some areas did not receive information from their PPC about this, which caused confusion.</li> <li>Updated contacts on the NSWPPA website continues to be an issue – makes it hard to connect with all TPs around the state.</li> <li>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.</li> <li>Angelo <del>Gavrilatos</del> after attending our Term 2 meeting, returned to our Term 3 meeting to spend an hour with our group. He is committed to attending as regularly as possible to continue to hear TPs voice.</li> </ol>		
Matters for delegates to take back to PPC's:		
<ul style="list-style-type: none"> <li>School Leadership Institute have offered 5 fully funded places to TPs in the Rural and Remote Leadership Development Program after meeting with the TPRG.</li> <li>Angelo confirmed NSWTF do not support the hub and spoke model</li> </ul>		
Matters the NSWPPA Executive/ State Council need to be aware of: 1-11		
Draft Position paper for Council this term: No		
Collaboration with another RG/SC/WPP? Nil		



Reference Group: Technology

Chairperson: Drew Janetzki Email: [drew.janetzki@det.nsw.edu.au](mailto:drew.janetzki@det.nsw.edu.au) Exec Liaison: Ian Reeson

Regional Representation:

Hunter/Central Coast: Drew Janetzki	Western NSW: Glen Bourke	Sydney: Clint White
New England: Luke Norman	Illawarra/SC: Leah Martin	W Sydney: Robert Linas (apologies)
SW Sydney: Reg <del>Cavan</del>	North Coast: Alison 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
• Eric Land - R/Leader, Digital learning   Learning design and development	• Mark Greentree - Director, T4L
• Shane Gandy - Identity and Access Management - Automated Application process	• Phil Dove - HCM Change Director
• <del>Andrew Thompson</del> - Group Dir, HR/Payroll/HCM	• Scott Thomson Executive Director, Cyber Security, ITD, Corporate Services
• Peter Coppola-Director, Digital Experience Solution	• Megan Townes- Microsoft Educator
• Robyn Evans - Deputy President	• Luke Norman Oxley Vale- Third Party Software

Summary of Matters:

2.1 CIO Update and Issue Log

Rural access gap

- Rural and remote have created a strategy, ITD tasked with digitising
- Hardship and disadvantage in many rural settings
- 1002 non-coastal schools, many are small schools
- Student centre of class, bringing learning modes and tech together
- Connect all stakeholders with student at centre
- Bring learning spaces to life with technology
- Schools streaming between schools and to parents
- Already some PL for the skillset required for this- eg webinar teaching, teaching in person and on screen
- Can be very difficult to attract strong teacher to rural schools and this strategy empowers the system to get the skills to the right areas
- Can have external speakers coming in to broadcast- best teacher in the world in our classrooms digitally
- A lot of positive feedback from the group about these ideas and how they build on current focus in school on collaborative practice
- RAG- centre of govt very supportive with funding
- POV of economy has opportunity to lift the economy in those areas
- Device ratios- 1:1 for teacher as part of the program, 4:1 or 6:1 for students, making digitisation available to all schools to enhance T & L

**CIO Update and Issue Log:** Questions- Stephen Loquet continues to thank the PPA Technology Reference Group for keeping them accountable through the issue log and agenda. All issues addressed (see attached the Term 3 log book)





- **T4L devices**

Potential delay to early 2021 to do the analysis effectively post-crisis so we do it once and do it well

Keen to get it right

- Need to have transparent communication about timing and plan
- Professional learning is biggest part of SDS
- Potential for schools who have already invested in devices to receive PL value in T4L
- Suggestion from Ian to take into account the age and lifespan of devices when considering the current state in a school

**Mark GreenTree- Covid devices**

- Limited emergency funding for this
- Management of these devices is being considered but don't want to disrupt HSC students so this will happen after HSC
- Hoping to have advice towards back end of this term
- Lesson learned from Covid – timely feedback and updates are so important

### **3.1 Peter Coppola-Director, Digital Experience Solution**

- Upcoming changes to the Student Portal - new UI and greater control for schools to publish essentials

- Update on Staff Portal App - iPad version, Android version and improvements to SAP on mobile integration

- Student feedback was about customisation
- Staff wanted to control content
- Have made some changes to have less pop ups for students
- Different looks for K-6 and 7-12 to suit student needs
- Change to staff portal- can manage school essentials for the whole school (for students)- not yet granular for grades
- Currently piloting 5 schools, looking for more pilot schools. Looking to roll out to 50 schools in September and responding to feedback along the way
- Looking for a member of TRG to be part of the pilot- Reg will volunteer
- Avatar is an option to be built in for students
- Drew suggests that a digital citizenship component is an idea to be included- as a pre-requisite to accessing new portal perhaps?
- Launchpad- centrally supported tools eg G suite, teams etc, team is looking at expanding options
- Student portal options are linked to the software coordinator role through AMU, this can be delegated to any staff member through AMU
- Positive feedback about the launchpad- less steps is helpful for students
- Staff portal app- principal portal app. Now an iPad version available. Opening iPhone and iPad versions to all staff in the coming weeks.
- Android app is coming at end of September.

### **4.1 Human Capital Management Program Update – slide deck in Files**

Presenter: ~~Andries Traurnicht~~ Group Director, HR

- Update on the HCM project



## State Council Report

- Case for change- need to streamline and become more efficient, single source of truth, speed up recruitment process
- Reduce number of interfaces from 5 to 1
- Reduce manual handling and complexity, decommission 18 systems
- Increase automation from 1% to 33%
- 29 systems to be retained, 18 systems to be retired, Taleo to be replaced with single integrated recruitment solution
- Financial pressure has meant the program has been downsized. Now means that in the next 6 months all business solutions are finalised
- July- Dec 2020 continued stakeholder engagement
- Four principals and one SAM all remain on the program so the commitment to school centric focus is very high
- Build at fixed price by vendor at end of year is essential
- Program will provide prototypes to showcase functionality- TRG invited to participate
- NSW DoE has committed that during September 2020 there will be clarity about what the project looks like beyond 2020. Andries hopes to update TRG about this when possible.

### 5.1 Cyber Awareness - Phishing - Cyber Awareness - Password Security-Information Security Awareness

Presenter: Scott Thomson Executive Director, Cyber Security, ITD, Corporate Services

- PPA & SPC groups are reps of key stakeholders in this space
- Very large number of irregular logins from student account
- Can see country of origin and repeated logins
- Thousands of student logins used to purchase free Adobe software through online hub, then sell licence keys around the world
- Consequence is disruption for schools by resetting all student passwords
- Used a teacher/staff account to access EMU
- Data breaches eg Edmodo, Adobe, LinkedIn resulted in publishing of passwords and usernames on dark web and phishing could have been used.
- Real issue with password hygiene with people using consecutive numbers or people reusing previous passwords
- Now can't use any of last 13 passwords
- Those with access to SMU can change passwords including principal
- Five schools in NSW last week- disruption to whole schools etc as well as external security issues
- New actions-
  - EMU only accessible on school sites
  - Bulk reset of student passwords has been switched off for now- although it is needed in primary settings at start of year, not high usage this time of year
  - proposal to secure bulk reset through specific permissions or multi factor authentication
- Suggestion for second authorisation within the school
- PL around this is very helpful with the messaging
- Secretary will be launching bite size PL
- Phishing simulation to educate, not to shame, will be rolled out



- Report any event to [abuse@det.nsw.edu.au](mailto:abuse@det.nsw.edu.au)

#### 6.1 Identity and Access Management – Automated Application process

Presenters: Shane Gandy (Robyn Evans attended)

- Automated access to be provided to principal, teacher and SAM role
- 3 weeks into program, 1900 uses of automation services
- Saved many hours in admin time delegating access
- EdConnect provided feedback, 1<sup>st</sup> week in Term 3 calls dropped by 50% regarding this issue
- Contextual authentication: large schools with DP (or two) looking at how to build this into the program. Will seek some input/validation in coming PPATRG meetings
- Spent time on understanding staff on AMU list no longer at school. Found that there are multiple entry points for casuals and therefore not getting a clear picture of authorisation point (Eg. SMU via Add staff OR a CEPS payroll update). This sometimes overrides information on that staff member.
- Contact Shane if you would like him to visit your Principal Network
- PPT in Teams drive for reference

#### Robyn Evans – Deputy President

- Wanted to say "Thank you" regarding leadership via Clint and Drew and the TRG
- Appreciation for all TRG members, receive great feedback as a reference group who "step up"
- Applies to the meetings as well as in-between-meeting work
- The PPA Executive have appreciated this reference group

#### Digital Devices Update Presenter:

Eric Land – Digital Strategy

- Parent and carer consultation on student use of devices
- Presentation to support parent understanding of context around how the policy and digital device uses fit into bigger picture
- Form to create school procedure
- Eric and team are happy to support schools to trial the procedure
- Great feedback on form for procedure

Michelle Michael

- Realignment is currently underway
- A lot of changes to roles and a lot of movement into and out of ITD
- New structure first round by 21 September
- Michelle's advice is to ideate what the group would like to see and how we work with ITD (or whoever it is in future) as this group has power

#### School Magazine

- June Wall works with Libraries and School mag
- She will touch base with team through Drew for feedback
- School mag was one of most heavily used resource in LFH



- Upcoming virtual literacy festival, resources through school mag for writing
- There is a print and online version of the school mag
- Some schools were subscribing for a single student but distributing more widely. School mag isn't funded- it's revenue based so this can't happen or school mag won't be viable.

#### Libraries

- Looking to review school library policy next year, and a plan for implementing strategic PL for TLs
- Information fluency framework to be implemented

#### Youtube pilot

- Started T2wk7-8
- There were PL courses for principals and teachers
- Currently on hold

#### Web filtering

- In term 2 there was a higher number of "breach of acceptable usage policy" mostly from Soundtrap which has a social chat function
- Need SSL decryption to allow these pages without the social aspect
- Soundtrap has been able to do some technical work at their end (Netherlands based) to allow the learning platform without other features
- New web filtering tool rolled out in term 2 with advice doc
- Education web page with 3 short videos for 'how to use'

#### Google Meet

- Schools that have one G suite domain and then schools that use DoE domain
- 50 schools with own G suite domain
- Rooty Hill HS was unable to use for students
- Still waiting for feature for only the teacher to share screen- hopefully in September
- 

Request to bring team from Digital Learning Selector to showcase training and tool to our next meeting.

- A lot of interest from other groups eg inclusion, high performance etc

Thank you from the group to Michelle for the work she and the team have done and we look forward to continuing to work together

Ian suggests that if there are projects that Michelle identified might fall through the cracks or need our advocacy on, please let us know.

**Friday 14<sup>th</sup> August, 2020- ICT Learning Opportunities from Microsoft, Apple, Google and Adobe are below:**



Matters for delegates to take back to PPC's.

Please see the highlighted sections above: re Topics Covered:

## 2.1 CIO Update and Issue Log

### Rural access gap

CIO Update and Issue Log: Questions- Stephen Loquet continues to thank the PPA Technology Reference Group for keeping them accountable through the issue log and agenda. All issues addressed (see attached the Term 3 log book)

- T4L devices

Potential delay to early 2021 to do the analysis effectively post-crisis so we do it once and do it well. Keen to get it right

### Mark ~~GreenTree~~ Covid devices

- Limited emergency funding for this
- Management of these devices is being considered but don't want to disrupt HSC students so this will happen after HSC
- Hoping to have advice towards back end of this term
- Lesson learned from ~~Covid~~ – timely feedback and updates are so important

## 3.1 Peter Coppola-Director, Digital Experience Solution

- Upcoming changes to the Student Portal - new UI and greater control for schools to publish essentials

- Update on Staff Portal App - iPad version, Android version and improvements to SAP on mobile integration

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#### ICT Learning Opportunities:

##### Microsoft Schools transformation program

- Semester long PL program, every semester
- Based on Education Transformation Framework
- Mapped (hopefully) to SDS
- Free PL to help schools digitally transform
- 4 compulsory workshops min 2 people
- Leadership workshop etc
- Holistic approach to digital transformation
- IT coordinator to IT pro workshop
- Not limited to Windows devices- can include eg. Microsoft apps on iPad
- MIE trainer- certification and they deliver PL throughout the semester
- Currently delivered remotely, but this is the preference moving forward.
- Hoping to run F2F in future in Sydney but remote reaches rural schools
- Public team- Microsoft Community
- [bit.ly/qawdceasto](https://bit.ly/qawdceasto)
- Was initiated in Vic Catholic schools- called Tune Up
- Was successful for all staff to have a sustained digital transformation strategy
- Next semester rego will open soon, suggestion for schools to factor into planning
- All NESA registered PL

##### Apple PL updates:

- Apple Education: New Ways to Lead and Connect Leadership Series
- <https://books.apple.com/au/book/elements-of-leadership/id1267616976>
- Final addition to The Power Podcasts
- Inspiring teachers all over the world to dream bigger, aim higher and keep seeing things differently.
- The Distinguished Ones

##### Google PL updates: Google Education Framework

- [https://edu.google.com/training-support/professional-development/?modal\\_active=none](https://edu.google.com/training-support/professional-development/?modal_active=none)

**Adobe PL updates** Any support you can provide in relation to sharing information about our weekly Inject Creativity Live events would be most appreciated.

- <http://bit.ly/adobe-inject>
- Edu Tech Conference :9th &10th November



State Council Report

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

- TRG investing into how ICT can improve their processes
- TRG keen to continue to support all NSW schools with digital divide that was shown in COVID-19.
- The Technology Reference Group are working with ICT to ensure all schools can be given equal status and growth in use of ICT across NSW.
- The next 6 months will be time to review and reflect on how T4L could change for the better, including options for training and development, potentially a certification process for
- Technology Reference Group still wants issues logged to continue the tracking of issues which are listened to please keep logging your ICT issues:
- PPA want to ensure Computational Thinking is embedded into the delivery of ICT systems that aligns to the NSW K-6 Science and Technology  
<https://www.educationstandards.nsw.edu.au/wps/portal/nesa/k-10/learning-areas/technologies/coding-across-the-curriculum>

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: 3, 2020

## Standing Committee Report: ANNUAL CONFERENCE

Chairperson: **Kylie Donovan** Email: [kylie.donovan@det.nsw.edu.au](mailto:kylie.donovan@det.nsw.edu.au) Executive Liaison: **Rob Walker**

### Representation

Kylie Donovan	Karen DeFalco	Daryl Mickay
Vicki Harris	Michelle Davies	Michelle Sarlanga
Cameron Uerhoff	Sheila Bolland	Polly Palatis
Lyndall Droscher	Mark Pritchard	Rob Walker

### Summary of Matters & Matters for delegates to take back to PPCs:

Due to COVID and DoE restrictions, we had to cancel The Star Event Centre for this year. We have transferred all deposit payments to the 2021 conference. Along with the PPA executive, a decision was made to deliver a virtual conference run by a small conference team at the Go Live studio in Crows Nest.

- 2 day conference to be livestreamed on Tuesday 27<sup>th</sup> and Wednesday 28<sup>th</sup> October.
- The conference program is free for all NSWPPA principals to register. For \$100 delegates can order a conference pack which will be delivered to their school prior to conference which includes: Conference satchel (laptop bag), PPA notebook, conference polo shirt and the book *A Repurposed Life* by Ronni Kahn, (profits go to Oz Harvest).

### Conference program includes:

PPA Awards

Mike Munro AM

Shane Fitzsimmons AFSM

Dr Julia Baird

Rabia Siddique

Ronni Kahn AO

Stan Grant

Professor ~~Pasi Sahlberg~~

Jonathan Biggins

Farewell to Phil Seymour - Presentation

PPC Zoom – social and wellbeing session

Conference registration is open now, however, orders for the conference pack will close on Wednesday, (week 10) 23/9/2020.

<http://nswppa.nicheit.com.au/web/registration>

Information about the conference program and speaker times will be available on the ~~SchoolStream~~ conference app,

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

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





## 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
Lucy - Sutton – Manager Content Strategy	

#### Summary of Matters:

**SOCIAL MEDIA – Policy Update** – A common sense solution was anticipated following previous advice, however the policy that was released via Schoolbiz was not what we were expecting. We were still waiting for an opportunity for more feedback, consultation and input.

#### Communication issues:

Ongoing representations about improving the strategies that DOE use to get critical information out to Principals, Schools and Staff. What are the priority channels e.g. school app

#### Media

Media Protocols – Mark Latham has apparently been cold calling some schools – other media as well – please be mindful and follow protocols.

Inviting Arian Kerr from Media Unit to Term 4 meeting.

**SWS** –Andrew and Amanda are contacting the primary schools with the Top 10 SWS sites – obtaining information about who does the work, how were they trained and how it is working. This feedback will generate a position for us to take forward to suggest improvements so all schools can benefit. All schools are being cut over to SWS. No other way to have a website.

**Schoolbiz** –waiting for feedback on the next update – our committee will all be providing feedback Other schools and staff have already engaged with the feedback process.

**Student Journalism Teams** - keep an eye out on schoolbiz if you have interested kids.

**Mathematics Initiative** - Looks good, great resources, maths champion campaign.

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

A survey has been developed to ask principals about what communication platforms and strategies they use. We will use that to provide input into the new YAMMER strategy and provide a response to the WEHMALLA internal NSWPPA solution. It is on hold just waiting for gap in the program to send out, please encourage members to complete.

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

Communication Protocol being re-drafted for presentation to Term 1 2021 State Council.

Operational document being developed for our communication strategy and Teams platform ready for trial with Assets RG. Reference group members to Area Council reps

Draft Position paper for Council this term: No

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



**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 - apologies	David O'Connor	Louise Challis
Graeme Ross - apologies	Corinna Robinson	Estelle Southall
Cath Larkman	Robyn Evans	

**Meeting Attendees**

- Chris Lukins, Amanda Conray, Joanne Jarvis – School Leadership Institute

- 1. PARF Research Funding update** (Karen Maraga) – survey questions will go out at the same time to participants/facilitators on impact of the PPA Leadership Credential (all PPA Credential iterations). Focus groups will follow. Funding will be used to engage Ann McIntyre to complete the research paper.
- 2. School Leadership Institute (SLI) Rural and Remote (RnRPLP)** (Chris Lukins, Amanda Conray) – presented the upcoming program to be delivered by the School Leadership Institute. Specific and tailored program that supports leadership development of leaders in rural and remote schools. Building on system leadership with APLP Alumni. Academic partners Dr John Halsey, Dr Cam Brooks
- 3. Professional Learning Documentation** – from Sandra Robinson. HIPL (High Impact Professional Learning document) - response to survey of DOE employees and research –provides background information. Lyn Davis attended group on behalf of PPA 11/8/20 (second meeting). *Recommendation: for Sandra Robinson to provide update to LSC/PPA. We would like some more information around the purpose and background of the document before completing the survey (Cath and Estelle).*
- 4. Professional Learning update** (Marg Charlton) – see copy of slide deck  
**Comment:** commended Marg Charlton on the manner in which she has built the role of the professional learning officer and professional development in what has ended up being an extremely difficult year.

**Discussion point: What do we offer for experienced principals?**

- What are the needs?
- Developing leadership around us – how do we consciously and deliberately develop leadership around us.
- Engagement/inspiration – with topics outside our 'every day' work – eg. What is happening globally for education?
- Working in hubs? Nationally/internationally?
- Leader of teaching and learning
- Tap in beyond education – researchers that support deep thinking
- LEAP – how can PPA continue to support the program?

**Action:** discuss with PPA executive opportunity to work with Sue Lazenby and Warren Marks around PL opportunities.

**5. School Leadership Initiative** (Joanne Jarvis)

- Summation (all encompassed in a new Leadership Strategy 2020 – not yet published):
  - o Middle leader induction
  - o Bushfire relief strategy
  - o Rural and remote leadership development program
  - o Offerings for experienced principals to enhance system leadership



## New South Wales Primary Principals Association State Council Report - summarised

Term: 3, 2020

- o Development of resources including webinar, recording, and podcasts
- o Research papers into middle leadership and Aboriginal leaders
- o School leadership identification framework
- o APLP Alumni program

Matters for delegates to take back to PPCs

- Awareness of HIPL draft and current consultation process

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

- High Impact Professional Learning Policy (HIPL) Draft/ Recommendation: the document needs to go back to the executive with feedback from LSC.
- Opportunities to work with Sue Lazenby and Warren Marks

Draft Position paper for Council this term

No



Standing Committee Report: <b>LEGAL ISSUES</b>		
Chairperson: <b>Greg McLaren</b> Email: <a href="mailto:greg.mclaren@det.nsw.edu.au">greg.mclaren@det.nsw.edu.au</a> Executive Liaison: <b>Robyn Evans</b>		
Representation:		
<b>Andrew Doyle</b>	<b>Jeff Lie</b>	<b>Greg Grinham</b>
<b>Greg Wells</b>	<b>Ginny Latta a</b>	<b>Ben Matthews a</b>
Meeting Observers		
• <b>Geoff Scott</b> (PPA Support Officer & Life Member) a		• <b>Wendy Buckley</b> (PPA Support Officer)
• <b>Grace Palamara</b> (acting Chair, Principal Support RG)		
Meeting Attendees		
• <b>Andries Treurnicht</b> (DoE HCM Group Director)		• <b>Margaret Baker</b> (DoE Principal Legal Officer) a
• <b>David Nosworthy</b> (HCM Manager & PPA Life Member)		• <b>Elizabeth Gledhill</b> (DoE HCM Manager)
<b>Summary of Matters &amp; Matters for delegates to take back to PPCs:</b>		
<u>Legal Services Directorate</u>		
-New 'online advice request form' feedback to PPA Legal Issues SC is encouraged. Legal Directorate survey revealed 96% schools satisfied with service. Reminder Legal Services is still committed to phone responses.		
-Education Act changes: "parent" includes a guardian or other person having the custody or care of a child.		
-Ombo suggesting all warnings should be in writing prior to Principals applying a banning or conditions letter (Inclosed Lands Act). DoE Legal Services & PPA Legal Issues SC disagree with Ombo and will look at options.		
<u>Employee Performance and Conduct Directorate (EPaC)</u>		
-EPaC is changing its name to Professional & Ethical Standards directorate under realignment.		
-Whole Code of Conduct currently under review. Release proposed for term 1, 2021 with interactive PL.		
-EPaC website has been updated since week 5 with worthwhile reads on eg conduct information/resources.		
-Fair Work, Fair Action to be removed ☺. Replaced by Direct Management Action for minor misconduct.		
-Lawful directions given by Principals will be greater supported by EPaC. Resources being developed.		
-New procedures for managing employee misconduct & unsatisfactory performance where an 'impairment'.		
-Complaints & Feedback Yammer page to be set up offering Principals effective PL for complaints handling.		
<u>Health &amp; Safety Directorate (H&amp;SD)</u>		
-Directorate handed a significant funding cut even after bushfires, floods, drought & COVID management.		
-During pandemic no face to face training for first aid, anaphylaxis and CPR - only remote learning.		
-New bushfire resources released on H&SD website, Emergency management: Bushfire planning & response.		
-Resources for Respectful Workplaces to be launched on 14 September, updating jargon and expectations.		
-Updated information on H&SD website about employee induction and key steps for Principals. H&SD site: <a href="https://education.nsw.gov.au/inside-the-department/health-and-safety/training-and-induction/induction/induction-for-employees">https://education.nsw.gov.au/inside-the-department/health-and-safety/training-and-induction/induction/induction-for-employees</a>		
<i>*Principals are encouraged to talk to PPA colleagues if they have an issue they cannot resolve. If you or your Principal colleague cannot arrive at a satisfactory solution call a member of PPA State Executive, PPA Professional Support Officers Geoff Scott or Wendy Buckley, or Greg McLaren 04088 15 210.</i>		
<b>Matters the NSWPPA Executive/ State Council need to be aware of:</b>		
-Proposal being explored by DoE to have CCTV in classrooms. Redraft of Legal Issues Bulletin #41 is in place.		
-Disciplinary Advisory Panel of cross portfolio senior officers reviewing conduct matters has 4-6 matters per fortnightly meeting. PPA representation as an observer on that panel has been denied by panel members.		
-CESE due to release findings of second evaluation of TPMI. PPA Legal Issues SC recommends the PPA continue to support this program providing direct guidance to school leaders with underperforming staff.		
-2019 Mark Tedeschi QC review of EPaC has seen the vast majority of recommendations actioned.		
-PPA Legal Issues SC attributes many of the more helpful resources from EPaC is due to seconded Principals.		
Collaboration with another RG/SC/WP?      Principal Support RG		



Standing Committee Report: Rural Education

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

Representation Friday 14<sup>th</sup> August via Zoom:

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

Meeting Observers


Meeting Attendees

1. Laurie Campbell Rural Ed and Pathways Director.

Laurie presented 4 key areas. His priority was to get feedback from us. He was open to a full and frank conversation with us. Rural strategies implementation plan will be developed around the 4 key areas. 3000 stakeholder conversations since October 2019 provided the data to move forward. A lot of these issues are repeated from the old Blueprint document and it seems like we are having the same conversations around the same issues.

Key Area 1: People – What is missing? Converting temporary teachers to permanent. Particularly 1-point schools who cannot access this. We have temp teachers in our school's community and well respected and we can't offer them permanency to stay. Needs to be addressed. Before and after school care section needs to include child care... Serious lack of services in some locations.

Key Area 2: Practice – Making sure schools, regardless of location, have access to support, resources and services. What is missing? The key issues have been outlined well here and seem to be coming up time and time again.

Key Area 3: Platform – What is missing? Technology platforms are not at the speed we would like it to be. Bandwidth needs addressing.

Key Area 4: Partnerships – What is missing? Understand that cross border areas are not aligned for services... needs to be worked on. Funds for hubs for health – need to really look at what services (or what services are not) in communities. Justice system support is non-existent. Lack of communication is an issue here. How are network specialist centres functioning across the state? Travel time for specialists for some of our schools. This is even happening in school services such as counsellors. Can we do it in different ways? Distance education – we need to utilise their services.

Top Issues for Laurie to take back:

1. Conversion of temp to permanent teachers including 1-point schools
2. All of HR stuff – getting the right people into schools.
3. "Real" incentives for rural and remote schools.
4. Need to have a substantive full time second teacher, especially in 6 and 8-point schools.
5. Getting pre-service teachers out into our areas to complete their ~~pracs~~ – hopefully to entice them to come to our areas.
6. Having \$\$\$ for staffing embedding within the staffing agreement so it is secure.
7. Targeting grads telling DoE that they won't accept permanent offers, and then getting multiple chances.
8. EAFS extended again – some schools have NEVER been on the program and it has never been properly assessed.
9. Schools in our areas staffed well! – wellbeing, support, services...etc...



- Drought supplementation in schools: Where are we up to? Working party currently on this. More long term solutions not year to year...
- Drought Plan from Dean White's presentation – Where are we up to? Question was taken on notice.
- SCOUT Bushfire affected schools listed... why isn't there a "drought" affected section? Taken on notice.

2. Sarah Barrett-Reid - Presented her research into HR. Invited Sarah to our meeting because her research seemed to the group to be worthwhile but was she diving in deep enough and finding similar facts that our group were experiencing? We felt it was important to give her some additional background to give her more background. Sarah is hoping to find out first hand what a rural and remote school looks like and to get an understanding of the barriers that are not represented in her data.

- Developing a teacher supply strategy –PPT presented. Making sure not trading on quality. 10 years plan. Comments made by our group is resonating with some of her research. Lots of teachers teaching outside their subject area... serious lack of casual teachers... support for initial teacher education students... how can we support pre-service teachers to have practicums in rural and remote schools?...
- Presented supply and demand framework – what movements will look like in the next ten years.
- It was noted to Sarah that temporary teachers will not stay in our schools/areas if they can't be given permanent jobs.
- Teaching in rural areas is very different from the city. Getting over teachers in rural schools is important for this.
- Question on the number of teachers at retirement age, actually retiring?
- Too many difficulties for retired/middle career teachers to teach casually locally, due to accreditation, maintenance etc... once these teachers stop working, we might not be able to staff some of our schools from day to day.
- Sarah is keen to work together (with us) in the next 4-6 weeks on discuss further, maybe to prioritise ideas as well.
- Sarah will follow up on accreditation questions/concerns we posed.

Stephen Laguarda was with Mark Greentree but did most of the presentation

- SL – Share some visions to support R&R.
- New Telco deal – Satellite schools to fibre and increase band width to all schools x20
- Next Step – PPT Presented. Rural Access Gap. How to help 1002 school in R&R. Research shows widening gap in schools' digital access. Designed to pick up and upgrade schools. Links to Government KPIs.
- Student at Centre – Program upgrades 1 to 1 devices to teachers, 4 to 1 devices to students.
- What does it do? - 'Team Teaching' across digital platforms, Teaching can occur in multiple spaces, virtual assembly groups (lecturer style), Direct Instruction extended to individuals in different locations, Digital Excursions. (live or recorded), Self-directed learning from home and other locations.
- Funding sort- approx. 2 years to roll out.
- SL sort thoughts on project. Technical assistance – more people made available + professional development. Libraries of content developed.
- MG – Driven support to ensure technology delivers outcomes.
- MT – Commented, interactive component to drive uptake. TA – Is there links with Access Programs? – A shake up of educators' mind set. Start the professional learning now!
- DART – also being brought in to IT
- SD – Does this remind anyone of Aurora? MG – Could be seen as Aurora College x10 then double it.
- Digital Classroom Teacher instead of Computer Coordinator.
- Micro Credentialling – Standing level of knowledge to assist with targeting support.
- MD – Could lead to loss of staff in some areas? MG – Is about powering and enabling to add value to what we already do and maintaining the people.



Cynthia Wearne

- Role is around Teacher Education Partnerships – liaises with universities re teacher training
- Rural & Remote Initiative for Pre-service Teachers (PST) - gets final year PST into rural schools (details in her PPT). They send them in pairs/groups and arrange accommodation & some payment during ~~prac~~. The idea behind her work is to encourage schools to employ them upon course completion if possible.
- Cons include ~~accom~~ costs, suitability & availability. Important to ensure that PSTs are likely to be offered long term work through this program but this has to depend on their skills and a position being available.

Investigating how to expand the program – PPA/SPC to assist in promoting?

Amanda ~~Copray~~ and Chris Lukins

Rural and Remote leadership initiative was very much appreciated by the group.

- Developed from need for specialised leadership development in R&R. Wide consultation. Combined with School Leadership Development Strategy. The ~~course~~ is designed to go for 9 months culminating in an Inquiry Project. The academic Partners are Dr John Halsey, Dr Cam Brooks. Roles are designated to help the participants within the program – R&R Leader, R&R Principal, Mentor, Middle Leader. Participant Outcomes listed. The System Impact relates to building capacity of aspiring and current leaders

Comments to Amanda and Chris included

- Great initiative. Addressed hurdles. Can there be a focus on the pedagogical, not systems? Like the concept. Quality. Is it open to aspiring leaders?
- Intend to roll out in Term 4.
- Amanda is ~~seeking~~ feedback on design impact. The initiative will build on Expertise of the individual fully supported.

Summary of Matters:

Matters for delegates to take back to PPC's:

- Get in touch with Cynthia if you can offer positions to Pre-Service Teachers.
- Additional matters you want Laurie Campbell to put in to his key areas.

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

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

Draft Position paper for Council this term

Yes / No

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



# New South Wales Primary Principals Association State Council Report

Term: 3

## Working Party Report: School Viability

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

### Representation:


### Meeting Observers

•	•
•	•

### Meeting Attendees

•	•
•	•

### Summary of Matters:

Currently working with five 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, one of amalgamation and one with respect to change of boundaries.

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

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

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

Still unsure what effect COVID-19 will have on enrolments for TP1 and TP2 with changes in employment opportunities and other economic effects.

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

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





## New South Wales Primary Principals Association State Council Report

Term: 3

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? (who)

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

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

**Observer Group: CENTRAL SCHOOLS**

Observer: Michael Windred

Contact number: 0447626886

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

Executive Member: Robyn Evans

**There isn't much to report on this term ...**

We have had a couple of brief meetings recently to be briefed and provide feedback on:

- the 'Restrictive Practices' document and
- the 'Disability Criteria' document.

On 9<sup>th</sup> September 2020 we will be meeting with Steve Loquet (CIO) who will brief us as to where ITD is at and heading. Steve spoke about his rural technology project at our Term 2 State Council meeting about this, so he is providing the Central and Community School principals with an overview of the plans and a chance for some Q&A.

**Disaster / Drought Supplementation**

We were told that we would find out about whether many of our schools were still eligible for the Disaster supplementation staffing (for the drought and bushfires) at the end of this term. After some advocating with Murat who has provided us with great support, last week we found the supplementation in our anticipated staffing for 2021.

This is an excellent result.

**Technology Access**

I passed our issues with technology access onto our Technology plus Rural and Remote reference groups as a point of reference.

**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:**



## 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 has been filled, with Emma Kriketos the successful candidate. It was deemed to be out of scope of the realignment due to its temporary two year contract status.
- 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 currently underway. Thank you to the PPA reps who are on panels this term for the PSL and PC-M positions.
- 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

Currently completing a situational analysis of the current state of the team and impact of the work so we can develop our own business unit strategic improvement plan.

#### 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 the launch, development and implementation currently underway.
- 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.
- c) Currently supporting the implementation of professional learning in collaboration with DELs and schools. Focus is on situational analysis and contextualizing the professional learning for all schools. Central School sample plans now available with further plans coming on board as part of the regular update of resources on the [SEIA](#) website.
- d) The PSL/PC-M team continuing to undertake detailed PL in additional areas of [SEIA](#) and in particular the improved functionality within SPARO.

#### 3) External Validation

- a) The scheduling and conducting of External Validation panel meetings for 2020 was postponed due to Covid-19, but have been running since 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. Feedback on the virtual panels has been positive with the shortened timeframe achievable when delivering this online.

#### 4) Principal Support

- a) Currently there are 619 principals across all school settings being formally coach matched to PSL/P C-Ms.
  - 399 are newly appointed, first time principals (NAFTP)
  - 62 are experienced or outside the 2 year NAFTP category
  - 3 are principals of new build schools
  - 155 are relieving in the principal role
- b) 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.
- c) 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  
If Yes please supply further information

No



## New South Wales Primary Principals Association State Council Report

[Terms](#)

### Professional Learning Officer Report

Chairperson: Margaret Charlton

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

Executive Liaison: Lyn Davis

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

#### Summary of Matters: **NSWPPA Professional Learning programs**

**Covid** 19 restrictions continue to have a significant impact on the delivery of professional learning programs. With Term 3 DoE advice regarding professional learning our plans for the delivery of programs had to adapt. We have continue working to deliver our programs using a range of learning platforms.

#### **7 Habits of Highly Effective People / Leading at the Speed of Trust**

Throughout Term 3 these two programs were in high demand, with all programs filling quickly. Feedback from both programs has been extremely positive with **100%** indicating the professional learning met their needs. All our facilitators have been highly valued for their experience and expertise.

In Term 3 we had the following number of participants:

7 Habits of Highly Effective People – 108 (6 programs)

Leading at the Speed of Trust – 107 (6 programs)

A schedule of **2021 programs** will be developed in Term 4 and distributed to Principals and PPCs. These will start with online programs; however, we are hoping to be able to include face to face learning opportunities next year.

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. This has been highly successful.

#### **NSWPPA Principal Credential – Empowered leaders creating the future**

The Credential Program has had a very successful start, with 67 participants and 16 Principal facilitators. The blended learning model has seen successful podcasts delivered and Learning Teams engaging with the course materials led by the principal facilitators. A highly successful online conference was held and webinars are planned into Term 4 and 2021. Experienced Principal facilitators have provided videos of their professional practice to support key learnings within the program. A strength of the program continues to be the ability of the PPA to continue to evolve to meet the needs of NSW primary school leaders.

#### **Flourish**

Flourish continues to operate on identified need. Two groups have commenced the program. If you have a group of Principals wishing to complete this life changing program, please contact me and I can get the process started.

#### **Art of Leadership / AOL Masterclasses**

Plans to deliver the remaining Art of Leadership programs for 2020 from Term 3 were once again postponed due to DoE advice regarding professional learning. When we are able to restart the programs, all participants will be notified by email.

#### **The Tao of Teams / Powerful Performance Conversations**

These two experiential learning programs have been postponed until we are able to deliver our professional learning face to face. We have planned for full delivery to start in 2021.

#### **The Middle Leadership Imperative**

The planned courses within this program have been postponed due to the restrictions. A trial of this program is planned for Semester 2; however, DoE advice has also put restrictions on this.



## New South Wales Primary Principals Association State Council Report

Table

<p>Matters for delegates to take back to PPC's:</p> <p><b>It's extremely important for PPCs and Principal colleagues to support the PPA Professional Learning initiative and engage with the PL programs.</b></p> <p>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.</p> <p>Please contact me if you would like me to attend your PPC meeting (online) to provide detail around the developed courses, leadership and professional learning information.</p> <p><b>Professional learning on demand</b> – 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.</p> <p>Margaret Charlton  <a href="mailto:mcharlton@nswppa.org.au">mcharlton@nswppa.org.au</a>            0408 905 051</p>	
<p>Matters the NSWPPA Executive/ State Council need to be aware of:</p>	
<p>Draft Position paper for Council this term</p>	<p>Yes / No</p>
<p>Collaboration with another RG/SC/WP? (<u>who</u>)</p>	



# New South Wales Primary Principals Association

## State Council Report

Term : 3 2020

Professional Support Officer Report	
Professional Support Officer: Wendy Buckley 0403 560 814	Email: <a href="mailto:wendy.buckley@det.nsw.edu.au">wendy.buckley@det.nsw.edu.au</a>
Professional Support Officer: Geoff Scott 0427 451 359	Email: <a href="mailto:geoff.scott@det.nsw.edu.au">geoff.scott@det.nsw.edu.au</a> ; <a href="mailto:gscott@nswppa.org.au">gscott@nswppa.org.au</a>
Executive Liaison: Phil Seymour	Email: <a href="mailto:pseymour@nswppa.org.au">pseymour@nswppa.org.au</a>
<p><b>Summary of Matters:</b></p> <p>The PSO's 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. <b>Now that restrictions are easing, there has been an increase in the number of Principals seeking advice and support.</b></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. <b>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.</b></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. <b>A matter of concern:</b> 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><b>Matters for Delegates to take back to APPCs:</b></p> <ul style="list-style-type: none"> <li>• Continue having a regular session at all Area Council meetings on 'looking after each other', particularly but not only, for newly-appointed and relieving colleagues. Area Delegates, Presidents and Area Exec should contact Principals who regularly 'miss' Area Council Meetings to support them in their role.</li> <li>• Remind Area Principals to check the now regular section in What's Hot, which will make reference to any Legal Issues updates and policy updates (with appropriate hyperlinks). <b>All Principals should be mindful of the procedures where a conflict of interest potentially arises.</b></li> <li>• Invitations to DoE senior officers in Legal Directorate, Health and Safety and EPAC to attend and present at Area Council Meetings is encouraged. LI SC Chairpersons, Greg McLaren, can assist Area Presidents in arranging these sessions. All of these suggestions are to assist principals to keep abreast of policies and procedures, be pro-active and minimise the risks of 'making a wrong call'.</li> <li>• The current Principal Support Access Flowchart is on the website homepage under Principal Support – encourage all colleagues to refer to this and keep a copy handy in their offices. Remember to contact and engage with PSL, as an important resource person.</li> </ul>	
<p><b>Matters the NSWPPA Executive/ State Council need to be aware of:</b></p> <p>As for Area Council matters above.</p>	
Draft Position paper for Council this term	No
Collaboration with another RG/SC/WP? - Principals' Support RG; Legal Issues SC.	

# ARPP

*Association of Retired Primary Principals*

## REPORT to NSWPPA STATE COUNCIL 3 & 4 September 2020

We are always encouraged by the tremendous work carried out by the Executive of the NSWPPA. We wish them well as they continue to support the welfare needs of principals during this difficult COVID 19 Crisis.

We are very appreciative of the opportunity to be part of this State Council proceedings and to provide an ARPP report if only to remind you of what a great life is to be had by principals at large.

### CONTRACT PROPOSALS

In early August some 50 plus Retired Primary and secondary Principals were engaged in urgent telephone Calls to every Public School Principal to appraise them of a proposal by the Government to place all principals on performance Contracts. The action followed on from a joint Teachers Federation On-Line Meeting supported by the PPA & SPC. This message outlined the great concern of the impact on the permanency of principals & aspiring principals, filling of hard to staff schools and the culture of our public education system.

Of particular concern was the linking of Targets such as NAPLAN & school improvement tied to Gonski expected returns.

Associated with the proposal was the employment of non-educators into the role and the likely extension of Contracts to all members of the teaching service.

Retired principals felt very strongly about this proposal as many had experienced the earlier attempts in 1990,2004 and 2011 by Governments of the day based on "efficiency and reform" mantra. There was a strong sense of the need to protect our system and to prevent the destabilisation of the profession.

It is to be hoped that common sense has prevailed, and the proposal withdrawn from consideration.

### OUTINGS and EVENTS UPDATE

Unfortunately, we have not been able to meet for our regular Luncheon Meetings due to the COVID 19 restrictions.

We live in hope that we may be able to come together for our Annual Christmas function set down for 3 December at the Epping Club.

### MEMBERSHIP

Given the lockdown and cancellation of many events we have decided to suspend the payment of our Membership Fees for the July to December period. For those who have made payment they will receive a credit towards their 2021 Dues.

### ANNUAL GOLF DAY

This was held on 24 July at Massey Park Golf Club. After apologies and late withdrawals the field was reduced to 13 players. It was a great day with the eventual winner of the ARPP Trophy being Peter Dawson who held the title in 2019. The event was followed by an enjoyable lunch and the announcement of the winners on the day.

We have considered other Venues for 2021 but will most likely return to Massey. Special thanks to Maurie Bird who coordinated the day.



### **ARPP WEBSITE**

Since our last Report to the PPA, I can advise that we have commenced the development of new topics and areas of Interest for a revised ARPP Website. Our first activity will be the completion of the history of PPA following on from the work presented on the early years coordinated by Past President John McMillan.

We will be developing articles on the PPA from 1991 onwards and we will at the appropriate time be looking to the PPA to provide us with assistance with the gathering of information and events involving the PPA.

We have established a Working Party to research and develop the history of events. This includes very esteemed colleagues such as Warren Marks, Kerryanne Knox, Jackie Malecki, Geoff Scott, Tom Croker along with the ARPP Executive Committee.

In conjunction with the research we will be conducting Podcasts with past members to help inform the process.

We are still to appoint a new Webmaster and would appreciate any advice & suggestions from Council.

### **WELFARE UPDATE**

John McMillan, our Past ARPP President has recently undergone further treatment for a Prostate condition.

Reports are that he is doing ok and the treatment has provided great relief.

Retiree Bruce Morton has this week undergone extensive surgery to remove nasty malignant tumors in his parotid gland on his face. Tanya has advised that the operation was successful, and he is doing fine.

### **WELFARE OFFICER**

We will be recommending to our members that we appoint a Welfare Officer to be a point of contact for members who are doing it tough. Further it will enable us to keep us informed of the welfare and wellbeing of our members and their families.

In this critical pandemic state it is more important than ever for us to have in place networks to help us look after each other.

### **STEWART HOUSE**

WE continue to support Stewart House and especially during the lockdown which has seen Stewart House closed due to the COVID 19 and Government restrictions on school visits and excursions.

Stewart House needs to have the ongoing support from teachers and schools to enable the continued operation.

A THANK YOU notice has been distributed to all schools outlining the significance of the contributions.

A copy of the Notice has been provided to both the PPA and SPC seeking their support in further promoting support.

### **ENCOURAGING NEW MEMBERS**

We continue to search for recent retirees and to encourage them to join with us as new members in our Association.

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

We seek your support in promoting our organisation as a strong advocate for our schools, Leaders & NSWPPA and a continuing voice for public education. ARPP was established to provide an avenue for retirees to keep in touch and to be able to meet and share their life in retirement. While many of our members take on roles in a variety of organizations there are many who find the transition more difficult.

Stay safe & take care,

Tom Croker  
President