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| Observer Group Report: Principals, School Leadership |
| Chairperson: Peter Flannery Email: peter.flannery@det.nsw.edu.auContact Number: 0416185131/66235920  |
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| Summary of Matters:1. **Recruitment and PSL Business Plan**
	1. 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.
	2. An eligibility list has been established for temporary PSL and PC-M positions across the state for the remainder of 2020.
	3. 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.

Key focus areas of the 2020 PSL Business Plan continue to be: * + 1. Growing School Leadership Capacity
		2. A highly skilled and well supported workforce
		3. Strengthening Partnerships and Innovation
		4. 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.1. **School Excellence**
	1. 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.
	2. The PSL team are working with the Capacity Building Team (CESE) and DELs with the Leading Evaluation, Evidence and Data (LEED) Project, further supporting the development of the 2021-2024 School Excellence Policy.
	3. 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.
	4. **The** PSL/PC-M team continuing to undertake detailed PL in additional areas of SEiA and in particular the improved functionality within SPARO.
2. **External Validation**
	1. 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.
3. **Principal Support**
	1. 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) 1. are experienced or outside the 2 year NAFTP category

 3 are principals of new build schools155 are relieving in the principal role* 1. 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.
	2. 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.
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| Matters the NSWPPA Executive/ State Council need to be aware of: nil |
| Draft Position paper for State Council this term NoIf Yes please supply further information |

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