

NSW Primary Principals' Association Inc.

State Council Meeting

Term 4

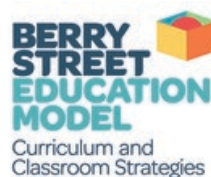
26 and 27 November, 2020

Council Kit

CORPORATE PARTNERS



BUSINESS PARTNERS



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NSWPPA

New South Wales Primary Principals' Association

State Council Agenda

www.nswppa.org.au

**Thursday 26 and Friday 27 November 2020
Online Meeting**

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

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

<https://nsweducation.zoom.us/j/64424308256?pwd=UWN4ZFV4QWlwc1g2QVEvcnY1SVJadz09>

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

AGENDA

**Day 1 – Thursday 26 November 2020
(Sessions chaired by President, Robyn Evans unless otherwise indicated)**

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

1. Commencement of Term 4 State Council Meeting

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

2. State Council Opening Business

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

3. Agenda

- 3.1. Items as circulated**
- 3.2. Additional items and variations**
- 3.3. Acceptance**

4. President's Report

President, Robyn Evans

- 4.1. Report as circulated**

9:00am – 9:05am

5. Minutes of Term 3 2020 State Council Meeting

Secretary, Greg McLaren

- 5.1. Presentation**
- 5.2. Questions & Discussion**



9:05am – 9:15am

6. Treasurer's Report

Treasurer, Gregory Grinham

- 6.1. Report as circulated*
- 6.2. Highlighted items*
- 6.3. Acceptance*

9:15am – 9:45am Question Development – Break Out rooms in use

7. Question Development – Break Out rooms in use

Vice President Stuart Wylie

- 7.1. Explanation of how task will be completed*
- 7.2. Move to break out rooms to complete task (State Executive member in each room)*
- 7.3. Development of questions for session with*
 - a. Group Deputy Secretary Georgina Harrison*
 - b. Minister*
 - c. Secretary*
 - d. Deputy Secretaries Murat Dizdar & Cathy Brennan*
 - e. Deputy Secretary Jane Simmons*
 - f. Deputy Secretary Lisa Alonso Love*
 - g. Director, Finance Excellence - Vanessa Felton and Manager, Finance - Jessica Horn*

9:45am – 9:55am Break

9:55am – 10:45am

8. Guest: Georgina Harrison, Group Deputy Secretary

Vice President Trish Peters

- 8.1. Welcome*
- 8.2. Presentation*
- 8.3. Questions and Discussion*

10:45am – 11:00am Chair: Deputy President, Rob Walker

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

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

11:00am – 11:30pm Morning Tea

11:30am – 11:55am Chair: Deputy President, Rob Walker

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

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

11:55am – 1:00pm

11. Workshop: PPA Objectives SWOT Analysis

Deputy President, Bob Willetts

1:00pm – 1:30pm Lunch



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New South Wales Primary Principals' Association

State Council Agenda

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1:30pm – 2:15pm

12. Guest: Minister for Education and Early Childhood Learning, the Hon Sarah Mitchell MLC

12.1. Welcome

12.2. Presentation

12.3. Questions and Discussion

2:15pm – 3:00pm

13. Guest: Mark Scott, Secretary, Department of Education

13.1. Welcome

13.2. Presentation

13.3. Questions and Discussion

3:00pm – 3:45pm

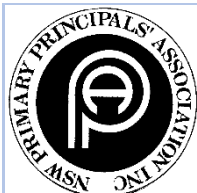
Chair: Deputy President, Rob Walker

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

14.1. Questions on reports (as previously tabled/circulated)

3:45pm Meeting Adjourned for Day One for all Delegates, Chairpersons and Observers.

3:45pm – 4:15pm Executive Reflection on Day 1 and refinements for Day 2.



President's Report

Welcome to the Term 4 State Council meeting. Week 7 already! I have 'picked up the baton from Immediate Past President Phil Seymour and I am RUNNING. I started the Presidency leading my school and then handed over to one of my incredible Assistant Principals. Week 6 was my first week focussing solely on the leadership of our Association. It is such a privilege and an honour to be doing so and I look forward to working collaboratively with the State Executive and Chairpersons in a proactive and responsive manner to be at the table to have a voice in shaping initiatives and policies. We will continue to build on the positive relationships we have with senior Department leaders to do so.

I would like to introduce the State Executive following the most recent election:

President:	Robyn Evans - Casula Public School
Deputy President:	Rob Walker - Evans River K-12 School
Deputy President:	Bob Willetts - Berry Public School
Vice President:	Michael Burgess - Terrigal Public School
Vice President:	Jude Hayman - Griffith Public School
Vice President:	Trish Peters - Kincumber Public School
Vice President:	Norma Petrocco - Kingswood Public School
Vice President:	Michael Trist - Narranga Public School
Vice President:	Stuart Wylie - Thornton Public School
Secretary:	Greg McLaren - Samuel Gilbert Public School
Treasurer:	Gregory Grinham - Granville Public School
Executive Officer:	Mark Pritchard
Executive Assistant:	Lisa Beare

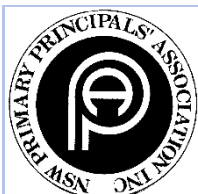
Professional Support Officers: Wendy Buckley : 0403 560 814
Geoff Scott: 0427 451 359
Phil Seymour: 0412 673 378

Upcoming PPC Meetings and AGMs

This term we have continued to engage in many meetings, discussions and negotiations aimed at advocating for all of our principals and schools regardless of school size, demographics or location. We can't wait to get back to some form of face to face meetings hopefully in Term 1. I am conscious WE ALL feel the need to reconnect with our colleagues – we are 'people people' and collegial networking and supporting one another is just what we do. Colleagues, I ask that you adhere to the latest advice I provided last week from Murat Dizdar and Marnie O'Brien around maximum of 20 in the **same** network.

All current COVID recommendations and procedures are to be followed. SAFETY for all is the priority. I ask you connect with colleagues in the next 4 weeks and check in on each other – maybe not in person, but I am confident you can be creative in how you catch up.

The State Executive will continue to meet via ZOOM for our upcoming Week 9 Executive Meeting and Minister Meeting. We can ALL hope that Term 1 2021 brings us the news we hope and the state of NSW has restrictions reduced. I don't think any of us will ever take the joy of 'catching up with colleagues in person' for granted again.



CONGRATULATIONS to our State Conference Committee and to all who participated in it for 2020

What a brilliant conference - COVID did not stop the show from going on !!! AND what a show it was.

A huge thank you to the State Conference Committee and the creativity they showed. Without doubt the credit for the success of this State Conference lies with the Standing Committee and on the ground to Kylie Donovan, Karen De Falco and Cameron Upcroft. THIS WAS a HUGE operation yet they made it look effortless.

'This Is Your Life' was very fitting for our President Phil Seymour. A well-kept secret by Kylie Donovan and Skye Seymour. Thank you too to the colleagues who contributed to his gift.

Congratulations to all our colleagues who received a NSWPPA Award in recognition of service to students, staff, colleagues and communities. Thank you too to those who co-ordinated the presentation of these awards in your schools.

Planning for the 2021 Conference is already underway. 946 colleagues attended Conference across the state this year. The feedback was greatly appreciated and in planning forward for 2021, the State Conference Committee will be considering a hybrid model of delivery – in Sydney AND livestream. Stay tuned and see what they come up with.

Wellbeing – RECOVERY – You matter – Dr Adam Fraser

NSWPPA in partnership with Dr Adam Fraser co-designed this fabulous session about RECOVERY and why it matters. Adam presented with a depth of understanding and perspective about the role of Principals and school leaders. Opportunities to share in break out rooms saw new connections made across the state. It also ensured EVERYONE had the opportunity to access the high quality professional learning from wherever your school is! We had 378 registrations. Your support of Stewart House will make such a difference for the students across the state who access this invaluable service. \$7,560 is a great contribution.

Huge thank you to Adam Fraser and his Flourish team Christine Amarego, Kate Parahan and Bob Willetts.

We will be looking at planning further sessions with Dr Adam Fraser and exploring new ways of communicating strong messages of wellbeing out to our membership. Focus this term on your Recovery Calendar and stay connected to your colleagues.

Parliamentary Inquiry into the NSW Curriculum Review

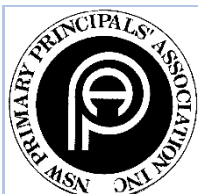
The NSWPPA was called to give evidence at the inquiry following our initial submission. Our response to the NSW Curriculum Review and the Parliamentary Inquiry were both co-created with consultation at State Council, and we acknowledge the Assessment Planning and Accountability Reference Group and the Curriculum Reference Group for their extraordinary work. Special thanks to Vice President Norma Petrocco and Deputy President Bob Willetts for representing the NSWPPA at the Inquiry.

Key messages put to the inquiry:

- The NSWPPA supports the key findings of the Curriculum Review.

Our evidence included further comments addressing the inquiry terms of reference including:

- Reducing Content
- Greater focus on General Capabilities (Communication, Collaboration, Creative and Critical Thinking)
- Enhance focus on Social/Emotional Learning



- Wellbeing is a prerequisite for learning (not supplementary to learning as indicated by the chair)
- Renewed call for increased School Counsellors in all Primary Schools
- Assessment and reporting to parents.
- The impact of curriculum/syllabus changes on our workload.

The full Parliamentary Hansard transcript is publicly available.

Key Updates where Executive and Chairs have been involved in multiple briefings and consultations:

Behaviour Strategy

The Department has sought regular feedback from PPA this term and this will continue into next semester. The new policy and procedures are anticipated to be ready for implementation on Day 1 Term 3 2021. Professional Learning and support tools are being developed.

The current Student Discipline Policy and Suspension and Expulsion of School Student Procedures remain the same and are to be used during term 1 and 2 2021.

Professional and Ethical Standard (formerly EPAC)

This week the Legal Issues Standing Committee members and I met with Acting Executive Director Daryl Currie and the PES team. Many of whom have school backgrounds. This was a broad discussion which was candid and open. When conduct and performance issues are raised through PES we have a commitment that communication about the allegation and timeliness of the response will be prioritised.

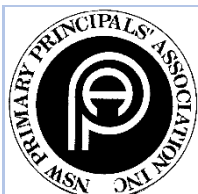
High Impact Professional Learning

The HIPL Policy is currently in its final stage before being released. Stacy Quince has led this work – the intent is to provide a policy to support Professional Learning in our schools. The five elements of the policy include:

- PL is driven by identified student needs
- School Leadership teams facilitate PL
- Collaborative and differentiated PL strengthens teacher and leader practice
- PL is ongoing and deliberately planned for
- School leaders and teachers are to focus on student growth and attainment

COVID Intensive Learning

With the announcement of \$337.0 million being released for this one off initiative the Department has charged Paul Wood to lead this piece of work. His team has extensive plans for the initiative. Recruitment of interested teachers is underway – they are also looking at securing 4th year University students to add to the workforce. What we know *right now is*: WE WILL be able to recruit our own staff and WE WILL have access to a pool of teachers to employ if we wish. WE WILL have online resources available. WE WILL have a monetary amount for each of our schools by the end of Term 4. WE WILL have more information as it is developed in collaboration with PPA and SPC. WE WILL be provided with details on what WE CAN and what WE CAN'T use the funding for hopefully by the end of term so we can be planning forward. There will be an expectation that we use the funding for the purpose it is intended. WE WILL have flexibility around what it looks like in our schools – small group in-class support, withdrawal groups, online learning, before and after school sessions etc and/or a variety of these models. WE WILL be able to contextualise the provision. Right now, that is as much information as we have as the team is working on it as we speak. A valuable resource in response to COVID.



Term 4 State Council

Meeting with the Secretary

Our meeting Secretary Mark Scott covered questions in regards to HCM, Staffing Methodology Review, Principal Classification, The Master Schedule, COVID Intensive Learning Support Program and Principal Wellbeing.

Meeting with the Minister

We have a scheduled meeting with the Minister on Tuesday 24 November. We have a number of agenda items from the Budget announcement as well as key actions forward around COVID funding, Principal Classification and the NSWPPA Anxiety Project. I will be meeting with David Cross, Director of Policy in the Minister's Office fortnightly to discuss matters arising.

Connected Communities

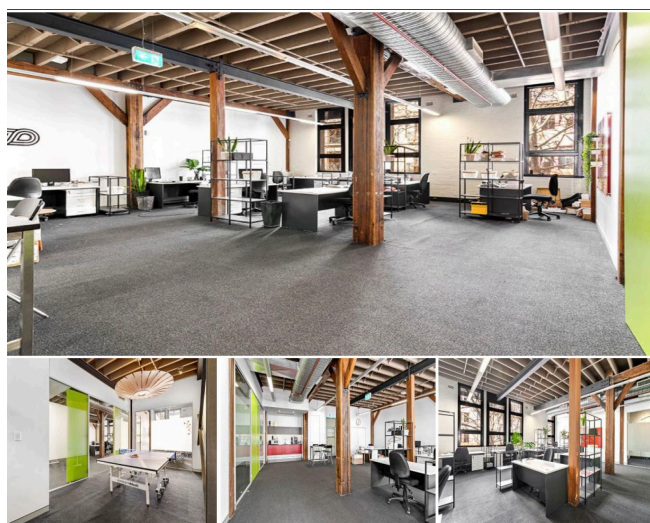
The first tranche of schools have been advised they had been identified for inclusion in the Connected Communities Expansion. Once DaPCo (NSW Government Delivery and Performance Committee) meets on Friday 4 December a second tranche of schools will be informed.

Professional Learning

COVID certainly has had an impact on our Professional learning activities this year. Our Professional Learning Officer, Margaret Charlton, has had to make some significant changes to her plans as a result of the DoE's guidelines. The Professional Learning Team have commenced planning forward for 2021. A big thank you to Margaret for her leadership in this area. Exciting opportunities are awaiting and it will be lovely to host the suite of Professional Learning activities from our new Office.

Communication

Communication between our Association and our individual members continues to be a key focus. We are constantly looking to improve our communication channels, so our members are aware of what is happening in all of our meetings. Our State Council delegates, members of Reference Groups/Standing Committees & Working Parties and Area Council contacts have huge roles to play in providing and receiving information. We have re-iterated the importance of the flow of information both ways with a particular emphasis on the Area Council meeting and the sharing by area contacts and members timely and important information. David Munday and the Drew Janetzki along with their liaisons and Reference Group members are actively looking at these matters with a view of changes and tweaks for the better in Term 1. Stay tuned



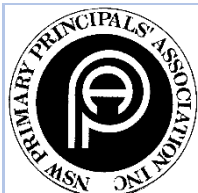
A home for the NSWPPA

This will be our State Council week...

Monday I am doing the 'make good' inspection and then fingers crossed, picking up the keys with Phil Seymour on Thursday.

We will start in the office this term with wifi, trestle tables and plastic chairs. We will work out of plastic tubs and we will get a 'feel' for the space before we fit it out.

We anticipate all RG/ SC/WP meetings will commence from there in term 1 and will be held in the two available spaces Monday thru to Friday during meeting weeks. We will host Professional Learning from the office also. The



President, Professional Learning Officer, Executive Assistant and Executive Officer will also work from the Office.

Thinking ahead...Reference Group Standing Committee and Working Party Membership

In term 1 at State Council we will again be recruiting for vacancies on Reference Groups from Regions. If you are currently a CONTACT in your PPC area, please look out for the opportunity to join as vacancies arise – let your PPC President know. In term 1 vacancies will be shared.

Your voice is needed:

Our vision:

‘to lead, support, advocate for, and empower school leaders to enable student success’

We will be working on the 2021-22 NSWPPA Priorities at this State Council – the voice of the PPC membership in this forum and all others is necessary – Delegates and Presidents will be integral to shaping the future directions.

Our current Priorities are:

Priority 1: Principal Wellbeing

Principal Wellbeing is key to successful schools across the state. This is our overarching priority

Priority 2: The Principal in a Changing Environment

In a climate of devolved decision making and increasing accountability, support for leadership development, Principal wellbeing and capacity building is at the forefront of our actions.

Priority 3: Learning and Quality Teaching

The emphasis on the provision of quality teaching continues as funding models, new curriculum and professional accreditation impact on the operation of our schools.

Priority 4: Communication

A collaborative and effective communication strategy to promote public school and systems partnerships with the wider membership, governments, Department of Education and all key stakeholder groups.

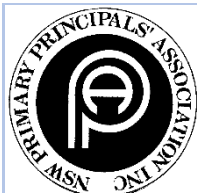
Priority 5: School Operations

Supporting principals at this time to effectively operationalise department reforms, policies and procedures.

We will be looking at the relevance and refreshing and reframing our ‘where to next’ priorities with a view of launching them in term 1 2021.

Other areas the Executive and I have been focussing on and engaging in discussions and putting forward recommendations since Week 4 include:-

- NSWPPA Anxiety Project
- Principal Classification;
- Work of the PSL; School Planning & Accountability; External Validation
- PSL Panels
- Aboriginal Education including the expansion of the Connected Communities initiative;
- Curriculum Review with Geoff Masters as well as the Upper House Review of the Curriculum Review
- Disability Strategy – inclusion policy; restraining procedures,
- Behaviour Policy
- Local Schools Local Decisions
- Code of Conduct review



- Human Capital Management (HCM) – next steps.
- Meeting with the Secretary Mark Scott and Minister Sarah Mitchell
- Attending State Budget Meeting
- Attending AGPPA and APPA Meetings
- Principal Support and Wellbeing
- ED Connect - Operational Report - Principal Hub
- NSWPPA Executive Induction
- Media reports

Thank you too to Craig Petersen NSWSPC President

I would like to acknowledge and thank Craig for his genuine and much appreciated welcome to the Presidency. I will continue to build on the collegiality Phil Seymour previously established by working in collaboration with our SPC colleagues. We have much in common and strength in a collective voice. We have scheduled weekly meetings to clarify and action next steps forward on some of the focus areas ahead. Thank you to Craig and his Executive – we look forward to working with you all.

We acknowledge YOUR contribution- thank you !

For many of you this will be your last State Council Meeting. On behalf of the NSWPPA Executive and the NSW membership I thank you for the enormous contribution you have made to the Association in your capacity as president, delegate, chairperson, RG /SC /WP member. YOU have made a difference for your colleagues, students, staff and communities across New South Wales. You have much to be proud of – your legacy is acknowledged.

rob ☺

Robyn Evans
President NSWPPA



Term 4 2020 State Council Treasurer's Report

Pleasure to present my first report as State Treasurer, and I would like to thank Michael Burgess for his support and sage guidance during the handover period, and for assisting with the development of the report that I present to this State Council.

The balances of the NSWPPA accounts on Friday 20th November 2020 were:

Name	BSB	Account number	Account balance
Conference	062 262	1005 0470	\$ 23,425.33
General	062 548	1020 2587	\$ 549,123.48
Professional Learning	062 000	1933 5165	\$ 43,839.72
Business online	062 900	1051 3465	\$ 826.45
Term Deposit	062 649	5005 3981	\$ 0
		TOTAL CREDITS:	\$581,842.67
		NET POSITION:	\$602,473.90

Some Notes

- Claims received to 17th November are reflected in this report.
- Our net position includes payroll/superannuation liabilities.
- The term deposit has been closed and funds moved to the general account to allow for the settlement of the office space purchase.
- \$440,000 was transferred from the business account to the general account to ensure Association operations were able to continue.
- \$1,097,825 has been transferred to our solicitor's trust fund to allow for the settlement of the purchase of our new office space this week.
- We will apply to have the stamp duty returned to us once settlement takes place.
- It is important to remember that we have budgeted \$200,000 for the establishment of the office including insurance, furniture and communication/IT systems.
- The corporate accounts for Lyn Davis and Ian Reeson have been deactivated and will be closed.
- The corporate account for Phil Seymour will remain active but will revert to the same conditions as the other Professional Support Officers.
- Congratulations to new members of the executive team, corporate accounts for these members will be established shortly. Corporate debit cards are provided to the executive team and key staff members to reduce the administrative burden. Cards are used to pay for transport, accommodation and other operational expenses directly related to the work of the Association. Each member provides evidence of purchases and card usage is monitored at each executive meeting.
- Congratulations to the conference team for an outstanding conference. All conference related invoices have been paid and all refunds to sponsors completed.
- Thanks to local area treasurers for their ongoing work. **Remind local Treasurers that they need to prepare their audited statement for their local AGM and provide a copy to the State Treasurer.** Thank you to the treasurers who have already provided their reports.

- Treasurers should have provided BAS details for September quarter already. The **next BAS information is due by 10 January** for the Sep – Dec quarter. Please remind treasurers to submit their information via the website. They can do this early once they have finished transactions for the year. This is important as we need to compete our GST obligations.
- <https://nswppa.schoolzineplus.com/form/7>

Gregory Grinham

State Treasurer

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

Gregory.Grinham@det.nsw.edu.au

Granville Public School | Lena Street | GRANVILLE NSW 2142

02-9897 5712 (Direct Line) or 0422 670 860 (M)

Relieving and Acting Principals

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

Relieving and Acting Principals who are in the role for a known fixed period will have their membership payment calculated for this period based on \$23.08 per fortnight. Membership is considered a personal expense (not school) and stays with the individual if they move schools. Once calculated, the payment should be made via direct deposit to the NSWPPA (account details below). Assistance in making the calculation may be obtained from either the State Treasurer or your Area Treasurer.

Account name: NSW Primary Principals Association

BSB: 062 548

Account number: 1020 2587

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

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

Gregory (Greg) Grinham | Principal | Granville Public School | Lena Street | GRANVILLE NSW 2142 | 02-9897 5712 (Direct Line) | 0422 670 860 (M) | gregory.grinham@det.nsw.edu.au | ggrinham@nswppa.org.au



NSWPPA

TERM 3 2020 STATE COUNCIL MEETING

MINUTES

DAY 1 – Thursday 3 September

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

8:30am - 9:00am	1. Commencement of Term 1 State Council Meeting 1.1. Welcome & online protocols reminder Please have videos and mute on and use the chat feature, two executive will be monitoring the chat and asking your questions 1.2. Acknowledgement of Country
	2. State Council Opening Business 2.1. Apologies <ul style="list-style-type: none"> See attendance lists 2.2. Introduction of new members to State Council- Christine Freeman-EEC 2.3. Stewart House – members encouraged to join & promote salary contributions to Stewart House
	3. Agenda 3.1. Items as circulated 3.2. Additional items and variations <ul style="list-style-type: none"> Teachers Federation meeting at 3:45pm, registration required. Item 13 moved to Day Two, item 2.3 3.3. Acceptance. Moved: Phil Seymour. Seconded: Robyn Evans 3.4. Development of questions for Guests
9-9:45am	4. Guest: Sarah Mitchell, Minister for Education 4.1. Welcome 4.2. Presentation <ul style="list-style-type: none"> COVID-19 acknowledgement and the challenges it has presented. Thank you for the management, particularly the schools who have had to close. NAPLAN Review-sensible recommendations, happy where it has landed. The Minister addressed some of the recommendations. Disappointed that Dan Tehan is focusing on the online test and believes that needs to happen before reforming the test. The Minister wants to ensure the platform will be successful. Check in assessments-negate arguments about being anti testing. Also pleased with the Phonics assessment. 4.3. Questions & Discussion <ul style="list-style-type: none"> Wellbeing-workload, managing it as well as the wellbeing of our community, can we slow down the new releases? The Minister is very aware of wellbeing issues however there are things that we need to push forward with. She is open to talking about the items that do not matter right now. Draft Behaviour Policy-there is a need for the right resources to make the implementation of the policy successful, so we did not want it to be rushed. The Minister said that Mark Scott would be able to speak further but said the consultation is still open as it is in the draft phase.

	<ul style="list-style-type: none"> • What budget priorities will the Minister be fighting for given the COVID challenges to the budgetary situation? Funding is secure through Gonski as it is legislated. Anything new will need to be examined and possibly look internally at other areas that aren't working. The Minister spoke about the importance of working on our priorities. • Will the Minister rule out Principal Contracts? Has received a lot of attention because of Latham. It is not something the Government is seriously considering. The focus is on the School Leadership Institute and the framework. • Provision of wellbeing positions in Primary schools in line with the support allocated to Secondary schools? Meeting with the Minister for Mental Health, Bronny Taylor to look at how they can support the Primary space. Made mention of programs such as 'Smiling Minds' and meeting with PPA Executive to discuss a project about anxiety. The Minister is aware that mental health issues begin at an early age. Recognise that there is a need for a coordinated support across health and education. Discussions in Government about supporting school staff and parents in dealing with mental health. • Curriculum Review-strong feeling from the Government to move it from 10 years to 4 years to achieve outcomes sooner rather than later. The executive have discussed the wish to be part of the conversation and the Minister has relayed that to the NESA Board chair. • Behaviour strategy had not been updated since 2006. Consultation period until the end of Term 3. The Minister is concerned about the numbers of young students who are suspended and the over representation of certain groups. Please provide feedback as requested. It was flagged that it is what is not happening prior to the start of school that is one reason why there is an increase in suspensions in the early years as time is needed to put interventions in place. The Minister will be working on an initiative about the first 2000 days of life and hopefully the work could have a positive impact on education. The Minister will provide us with more information in time. • School Improvement Planning (SIP)-targets were in place with Bump it Up and it was successful. The idea is to work and support schools and Principals where needed. Data is important to be able to identify and support. • Continuation of drought supplementation-the Minister will provide an answer very soon.
9:45-10:30 am	<p>5. Guest: Mark Scott, Secretary, Department of Education</p> <p>5.1 Welcome</p> <p>5.2 Presentation</p> <ul style="list-style-type: none"> • 2020 challenging. COVID taskforce meets every morning, having to be very responsive. Following advice from Health. Will review guidelines at the end of this Term, hoping for some relaxation. Increased stress and anxiety at the forefront of concerns and actions to provide the support and infrastructure that is needed to address these issues and looks forward to our continued advice. • School Excellence-more time provided, excellent support tools provided. Situational Analysis to allow us to evaluate where our schools are at and provide clarity, through our school plans of where to next. • Behaviour Strategy-consultation at the moment. Looking forward to feedback. Tapping into the best global advice they can find, consultation has been provided. • Early Childhood Education-aware of the enormous gap, working on how to improve access and ensure quality. • Latham report-the Government has responded. • Curriculum review-ambitious timetable, the first area to address is Numeracy K to 3.

	<p>Early mastery is vital.</p> <ul style="list-style-type: none"> • NAPLAN review-recommends reading the report, a number of good recommendations. • People Matter survey-DoE has received significant responses. Important to take the pulse and get insight from staff. <p>5.3 Questions & Discussion</p> <ul style="list-style-type: none"> • SES increase is mostly in the number of DELs, didn't want engagement to be superficial. All the DELs have a teaching and learning background. Mark doesn't accept that the majority of senior Executive have no or little teaching/school experience. • Work stream increase is a concern, who is monitoring it? There is a lot of work going on in the background, it is important to sequence and prioritise, Mark does take on the feedback. • Continual change of staff is impacting on work. Mark has been in the role for four years and this is the first major change to the senior executive. Stability is a priority, in schools also. Concerned about the high number of relieving Principals. People are reapplying for their Senior Executive positions as Mark wants to ensure he has the right people in the right positions. 90 day transition, we will see a lot of familiar faces and some people will choose not to apply. COVID interrupted the process. Student centered focus, Mark's contract states that he can move staff in any position in the DoE if required. Little change compared to many government systems. • Media coverage-increase in Autism and need for supports. Mark referred us back to the Disability Strategy for the supports. Links with school infrastructure to recognize the provisions needed. • Social Media Policy changes and the constraints. Mark said it is about creating a safe environment, could Simon Mulready please provide more detail about the constraints seen as a result of the changes. Mark acknowledged the important role social media plays in acknowledging great work. • Will devices requested during COVID be delivered? Mark will check if secondary schools have any spare devices. • The inconsistent advice from DELs in regards to the School Excellence process is concerning many Principals. Mark will take this forward, he emphasized the importance is in the quality of engagement with community and a clear plan.
10.30-11am Morning Tea	
11-11.45 am	<p>6. Guest: Sylvia Corish, Executive Director School Performance.</p> <p>6.1 Welcome</p> <p>6.2 Presentation</p> <ul style="list-style-type: none"> • Processes of what happens in schools with a COVID case. • Links to the Health Department who are regularly notifying of students and staff diagnosed as positive. • If a parent tells you a positive COVID, contact DEL, incident notification so the Department processes are followed. • Health Department should not contact schools directly, if they do, contact DEL, do not do as Health tells you as the Department will manage it. • Health will ask about contacts and will work with the Department to do contact tracing. • Sometimes tests can take three days. Notification can happen at any time. • Vital that our contact information for students, parents and staff is up to date and accurate. • Letter goes home to community – school is non-operational while contact tracing

	<p>occurs. Staff get the same message slightly before parents.</p> <ul style="list-style-type: none"> • Good practice is to contact P&C president, change answering machine information, and speak to close contact staff individually. • Health Department send texts / make calls to close contacts. (text protocol is why they prefer mobile numbers to landlines) • School site is then deep cleaned – usually late at night - up to 40-50 cleaners. Guards are on site to ensure no one enters. • Everyone gets a letter sent out – four varieties, dependent on who it's to and how much contact they had with the confirmed case. • Most schools only close for 1 day. Only longer if there has been widespread close contact with the confirmed case. <p>6.3 Questions & Discussion</p> <ul style="list-style-type: none"> • The DoE will publicise the situation via the school website and Facebook. • Unusual for students to be evacuated during the day, but it can occur. • Have as many ways as communicating as you can. • The school's choice as to the source of information e.g. ERN, Sentral etc. whatever the management process is in your school. • Sylvia praised all the Principals who have had to manage situations. Stay calm, follow processes, and ensure information is up to date. No question is silly. Every example is different.
<p>11.45-12.30 pm</p>	<p>7. President's Report <i>President, Phil Seymour</i></p> <p>7.1 Report as circulated Phil's Power Point</p> <ul style="list-style-type: none"> • COVID-Border issues, processes for schools with a positive result, guidelines. • Disability Strategy-Inclusion statement-recognises various sites that meet the needs of our students. Next, policy statements and resources. • Student Behaviour Strategy-consultation draft • Code of Conduct Review • East Coast Review of NAPLAN • Contracts • Growth of Anxious Behaviours • Elections-the ballot opens Wednesday 9 September, closes Wednesday September 23, please vote. • Final State Council for Ian Reeson and Lyn Davis. Phil acknowledged the outstanding contributions they have made to PPA. Robyn also acknowledged Ian, Lyn and Phil. Phil will be officially acknowledged at State Conference. <p>7.2 Property Acquisition Discussion</p> <ul style="list-style-type: none"> • Accountant has been consulted, his advice was to purchase it now rather than enter into a loan agreement. We have the cash and we have the reserve. • Motion: The NSWPPA purchases a property in the Sydney CBD in close proximity to the Novotel Sydney Central and Central railway station to a maximum value of \$1.5m including any necessary internal fit out and the purchase or lease of any associated parking spaces. No loan agreement should be entered into at this stage. Moved: Phil Seymour. Seconded: Ian Reeson. Area Councils responded by voice or written posts. Carried 53 for, 1 against.

	<p>8. Minutes of Term 1 2020 State Council Meeting Secretary, Jude Hayman</p> <p>8.1 Corrections-Page 27, date incorrect 12/3/20 and 13/3/20</p> <p>8.2 Acceptance. Moved: Greg Grinham. Seconded: Lyn Davis</p> <p>8.3 Business Arising-Nil</p>
	<p>9. Treasurer's Report Treasurer, Michael Burgess</p> <p>9.1 Report as circulated</p> <p>9.2 Highlighted items</p> <p>9.3 Acceptance. Moved: Greg Grinham. Seconded: Michael Trist. Carried.</p>
	<p>Chair: Deputy President, Robyn Evans</p> <p>10. Panel Session 1: Reference Group/Standing Committee/Working Party Chairpersons</p> <p>10.1 Questions on reports (as previously tabled/circulated)</p> <ul style="list-style-type: none"> • Skye Seymour ratified as Chair of Human Resources Reference Group.
12.30-1pm Lunch	
1-2.30pm	<p>Chair: Deputy President, Robyn Evans</p> <p>11. Panel Session 2: Reference Group/Standing Committee/Working Party Chairpersons</p> <p>11.1 Questions on reports (as previously tabled/circulated)</p>
3.30pm	<p>Director Educational Leadership survey results and School Performance update</p> <p>12. Guests: Murat Dizdar, Deputy Secretary, School Performance and Cathy Brennan, A/Deputy Secretary, School Performance</p> <p>12.1 Welcome</p> <p>12.2 Presentation- Power Point</p> <ul style="list-style-type: none"> • School Excellence in Action, aware of the inconsistencies of messaging from the DELs. Situational Analysis should be completed by the end of the year. They want us to have the time to make the most of the resources. Professional Learning 'Bites' available and more to be completed. • LEED Project update (wrap around support with School Excellence) • North and South realignment-moving from 6 Operational Directorates to 8. Guiding principles were equity & diversity, connections & geography, reduced line management. Recruitment for two additional Executive Directors. Realignment begins 21/9/20, for schools day one Term 4. • 2019 Principal Survey results- Gallop and Growth Coaching. Anonymous, 70% response rate. Randomly selected 550 principals, 302 were primary (SSPs and Kto2 schools within). Qualitative responses shared. The report informs how the ED will support the DEL to grow and improve. <p>12.3 Questions and Discussion</p> <ul style="list-style-type: none"> • Supportive of Principal's attending the conference virtually whilst at home, they will communicate this to EDs and DELs. • Issues of EECs being closed and the need for them to reopen. Advice was to work closely with DELs regarding budget concerns. They are aware of the issues, Murat following up and Michael Trist has passed on to Marnie O'Brien. • Hopefully hear about drought and bushfire relief funding. It is currently on the entitlements.

	<ul style="list-style-type: none"> • Connected Communities-Government has approved 17 more sites (Phase 2), working closely with the Principal and schools to provide information one at a time. Phase 1 is the continuing schools. • Principal wellbeing-impact of COVID, and on many schools, combined with bushfire and drought. Challenges to finding time to work on planning because of all the additional work that is coming across our desks. • Curriculum Review- Jane Simmons is the ED and she will communicate fairly soon what the work will look like. Aware of the need to do the work well. The importance of PPA being part of the consultation. • Reduction in QTSS – disparity with staffing guarantee? QTSS is based on student numbers, Murat and Cathy will follow up. • COVID changes – challenging, daily shifts. Draft communications we can use with parents requested. School Update App mentioned by Cathy. • Continuation of SSP funding? Murat will follow up and the executive will ask the Secretary at the meeting scheduled for the 7th September.
3.30-3.45pm	13. Update on Measurement and outcomes-based funding in NSW schools (The Hon. Mark Latham MLC, Committee Chair) <i>President, Phil Seymour</i>
3.45-4.15	14. Property Acquisition <ul style="list-style-type: none"> • See item 7, day 1, Presidents Report.
4:15pm Meeting adjourned for Day One	
4:15pm – 4:30pm Executive Reflection on Day 1 and refinements for Day 2.	



NSWPPA

TERM 3 2020 STATE COUNCIL MEETING

MINUTES

DAY 2 – Friday 4 September 2020

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

**8:30-9.30
am**

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

- Phil attended the Federation meeting yesterday afternoon.

2. NSWPPA Business Session

2.1 APPA Report – President, Phil Seymour

2.2 AGPPA Report – Deputy President, Robyn Evans

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

- Phil shared a Power Point highlighting the Government response (available in Council Kit), Phil disappointed that there were many that were noted instead of not supported.

2.4 Award ratification for presentation at Term 4. Distinguished Service Award.

CHAIR: Deputy President, Robyn Evans

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

17.1. Questions on reports (as previously tabled/circulated)

**9.30-
10.30 am**

NSW Department of Education Organisational Review

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

4.1 Welcome

4.2 Presentation

- Power Point
- Georgina Harrison-Challenging year and wellbeing is a key concern, both staff and students, thank you to Principals for the work/ support in their communities. Georgina said they want a simplified structure to deliver accountability. School performance work is driving things. They want to ensure there is clarity in the work of DoE. Communication and Engagements plans must be measured, organised and systematic. Organisation must be accountable and this will be improved. Need to bring Professional Learning into a structured organised site. What works Best has been downloaded many times. Georgina stressed that all of the work she outlines will not all land in schools at the same time. Support will be aligned to the SEF so you know where to go. There is a lot underway to improve support to schools. Changes in statewide student services, want to maintain push toward consistence statewide.
- Learning Improvement (Jane Simmons) – There is lot of connection and cross over in the learning improvement work. Decluttering the curriculum is the first piece of work. NESA and ACARA timeframes dictate the progress of the work. NESA design the curriculum, DoE implement it. What might we need to implement English and Math's K-2 in 2022? Professional Learning needs also under consideration. Disability Strategy is a major priority for DoE. Inclusive Education statement released last week. It does

	<p>not mean we are getting rid of SSPs. Behaviour strategy – asking for feedback on the strategy. This will inform guidelines and the policy itself. Rolled out from 2021. Literacy and Numeracy strategy – Kay talking about this today. Positive feedback on Phonics check and check in assessments. EAFS positions extended.</p> <ul style="list-style-type: none"> • School Performance North (Cathy Brennan) • Education and Skills Reform (Martin Graham) Anchored by Karen Jones in Aboriginal programs area as we look at the closing the gap data. CESE is in this team. Early Childhood is in this area. Goal all children doing 600 hours preschool before entering school. National policy- looking at how we can use this to our advantage. Strong advice to read the NAPLAN review. VET in schools is also in Martin’s area. <p>4.3 Questions and Discussion</p> <ul style="list-style-type: none"> • The Behaviour Policy feedback time is limited as from a system and student perspective we need to have students return to school. The timeframe from the start of the work on the policy has been extensive. The Disability and Behaviour strategies are aligned. • Why does physical violence only refer to incidences where the victim required medical attention? Jane asked for these questions to come through as feedback. • Concern for supports of victims. Again, Jane asked for feedback and ideas, what resources are required etc.? • Check in Assessments-positive feedback provided. • Future focused learning and direct instruction (Latham response). The curriculum determines what we teach. Input will be sought regarding best practice. There have been good learnings from the COVID shut down and the way learning was delivered.
10:30-11am Morning Tea	
11-11:45am	<p><i>Aboriginal Education update</i></p> <p>5. Guest: Karen Jones, Executive Director Aboriginal Education and Communities with Tanya Neal, Director Policy, Research and Engagement Aboriginal Education and Communities</p> <p>5.1 Welcome</p> <p>5.2 Presentation</p> <ul style="list-style-type: none"> • PowerPoint- • Partnership for the next 10 years is being updated ready for next year. Launched on 23rd October. Ongoing commitment, AECG and DoE working together, statement of commitment from schools would be the direction, not separate school level agreements. • Kimberwalli on old Whalan High School site – centre of excellence for transitioning from education to employment for Aboriginal students. Director based on site to build relationships with schools, communities and businesses. • Language and Culture nests initiative under OCHRE strategy – a number of language nests around NSW. Evaluations in this area showed the need to develop community language program, currently a pilot on Bundjalung country. Each language and culture is unique. • Early Years Language and Culture Grants space being broadened and deepened – any interested personnel should contact Tanya. Working with Paul Wood’s team to deliver projects to NSW DoE Aboriginal pre-schools – EOI in Schoolbiz focus on meeting program objectives and ability to deliver shared across the state.

	<ul style="list-style-type: none"> • DoE response to Closing the Gap agreement – background given from 2008 (see slide deck for graphic). Over time the strategy weakened and there was no ongoing government commitment. Progress on targets was really slow, few on track to be met and due to expire. In March 2019 a new national agreement was signed with commitment to make decisions together (public document available on the COAG website). Coalition of Peaks consists of over 50 organisations. Sixteen targets were established which will help to monitor outcomes for Aboriginal people in education, from early childhood to post-school. Target No 4 – for primary principals (AEDC) target is 50% of Aboriginal students meet targets on all domains. Target No 5 – to meet full potential; journey starts way back in early years. (Include JJ, OOHHC and mental health targets). Targets alone don't drive change but provide ability to monitor progress. Priorities for reform include formal partnerships, building support for community-controlled services, accountability for government agencies to improve service, access to data and information. New agreement has the potential to really close the gaps. Our next step (NSW DoE) is to develop an implementation plan under School Improvement and Education Reform Group. • K- 6 student wellbeing and engagement focus. Working with reference group to address wellbeing and engagement and learning. Looking at TTFM for data and linking to SEF, close to baseline data to help to design strategies broader than just literacy and numeracy model to replace instructional leader model. Have funds to implement shorter, sharper initiatives which will include wellbeing. • Aboriginal Statewide staffroom – Paul Byrne will feature in the next 'yarn up'; trying to broaden engagement across NSW. • Working with SLI to develop a focussed Aboriginal Leadership initiative. Ten-year plan for the directorate focussed on improvements for students and cultural competency for staff and education about Aboriginal Australia. Looking at supported pathways to better equip leaders. <p>5.3 Questions and Discussion</p> <ul style="list-style-type: none"> • How to make a start to teaching local language at school. Guidelines are being developed to support schools. • Communicating Closing the Gap information – Tanya Neal committed to distributing information and consulting with PPA, an evolving space.
11:45am-12.30pm	<p>Curriculum Review and Literacy and Numeracy update</p> <p>6. Guest: Kay Smith, A/Executive Director Learning and Teaching with Paul Wood, Director, Early Learning and Primary Education and Catherine Thompson, Director, Literacy and Numeracy</p> <p>6.1 Welcome</p> <p>6.2 Presentation</p> <ul style="list-style-type: none"> • PowerPoint • Kay-Early learning-Continuity of learning, resources for parents and teachers when working from home and transition support to schools during COVID. Kay recommends regularly checking the websites. • Curriculum support-new and ongoing projects e.g. Child Protection, online math's hub • Literacy and Numeracy-assessments, teaching resources, professional learning, ongoing support for L&N Strategy Advisers and Trainers. • Statewide staffrooms-over 6000 members, moderators from school services. Kay is interested in feedback about the statewide staffrooms and is happy for direct emails and feedback from PPA groups. • Learning from home-they had to change the way they worked and change Professional

	<p>Learning so it was accessible to the current climate.</p> <ul style="list-style-type: none"> Supporting teachers of EAL/D students-snapshot of work. Catherine- EAfS, from 59 to 527 schools, cross sectorial funding. Two evaluations, Eribius and UTS. NAPLAN, progressions, teacher surveys and focus groups. Rapid diagnostic Positive trends-structures and processes, strong leadership, effective use of data, whole school approach. L3 Review- not continuing in 2021. Effective reading. Paul-Streamlining the curriculum. No clarity from NESA yet but it is being rigorously worked on. DoE working with NESA to develop a curriculum that best meets student needs. Identify what is important to teach and learn. Key question for us is how is our professional learning going to ensure our teachers have deep content knowledge. We want to engage with the profession and determine your needs. Professional learning for impact – learning pathways, leaders and networks, seamless support for curriculum & new ways of working. Want to give schools a rich array of content. <p>6.3 Questions and Discussion</p> <ul style="list-style-type: none"> How was the decision to extend IL positions determined? What was the consultation around this? Consultation took place with focus groups. Determined that we would extend by twelve months while we look for a more stable longer-term solution. Will LANSAs positions continue next year? We will continue to support our literacy and numeracy strategies. We will continue to support our literacy and numeracy strategies. We are remodeling the 21 EAfS trainers' roles. They will work more consistently with our school trainers. We are also opening new training strategies for everyone. How will they avoid bias when bringing different strategies together to create new PL? L3 is registered in big sections and you must complete them all to get through to the end. We are creating a suite of options that teachers have the autonomy to choose their pathway.
12.30-12.40pm	<p>Chair: Rob Walker, Vice President</p> <p>7. Area Council Issues</p> <p>See PPA website and Council Kit</p>
12.40-1pm	<p>Chair: Deputy President, Robyn Evans</p> <p>8. Panel Session 4: Reference Group/Standing Committee/Working Party Chairpersons</p> <p>8.1 Questions on reports (as previously tabled/circulated)</p>
1-1.30pm Lunch	
1.30-2pm	<p>9. Guest: Ben Ballard, A/Executive Director, Learning and Wellbeing with Karen Hodge, Director Student Engagement and Interagency Partnerships.</p> <p>9.1 Welcome</p> <p>9.2 Presentation</p> <ul style="list-style-type: none"> Power Point provides detail of changes including implementation of phases. Please take the opportunity during the consultation to provide positive and negative feedback. <p>9.3 Questions and Discussion</p> <ul style="list-style-type: none"> Concerns about in school suspension, lack resources to support it-it will still be the Principals decision, there will be pressure.

	<ul style="list-style-type: none"> • What resources will be available in schools? No extra support. • Behaviour Support Specialists, how will they support the number of schools in the system? They will be working with existing Learning and Wellbeing staff to upskill across the system. • Questioned the reference to physical violence only being classed as this if medical help sought-provide that as feedback, secondary also unhappy with this. Wording and some references need to be worked on. • Why has persistent misbehavior been removed? Karen will follow up on this so she can respond succinctly. • Increased access to BD/ED and paediatricians, a simple process to get access to funding while we wait is needed. Response was, we do have disability criteria review to consider and this may assist accessing funding. • How do APLAs fit in the picture are they part of the support? Absolutely. There are about 120 of them, some are already training in the behaviour area. • Trish Peters and Helen Craigie are meeting with Karen Hodge so will provide more questions and feedback at the meeting.
2-2.30pm	<p>Chair: Deputy President, Robyn Evans</p> <p>10. Panel Session 5: Reference Group/Standing Committee/Working Party Chairpersons</p> <p>10.1 Questions on reports (as previously tabled/circulated)</p> <ul style="list-style-type: none"> • Robyn Evans thanked Glenn Walker for his wonderful job of Chairing the Human Resources Reference Group. • Motion: The allocation for professional support officers be increased by 0.4 (currently 0.8) to 1.2 from the beginning of 2021. Moved: Lyn Davis. Seconded: Steve McAlister. Carried. • Principal Contracts draft Position Paper has been prepared and shared with State Council. The Principal Contracts Position Paper is the accepted response of the NSWPPA. Moved; Michael Trist. Seconded: Michael Burgess. Carried. • Motion: Increase the Executive Assistant to the President role from 0.4 to 0.8. And an EOI be distributed to fill the position. Moved: Phil Seymour. Seconded: Ian Reeson. Carried. • Elections: ballot paper information has been organised.

Next Meeting
Term 3, 2020 NSWPPA State Council Meeting
Thursday and Friday, 26 and 27 November 2020
Novotel Sydney Central OR online!

STATE EXECUTIVE	EXECUTIVE Day One	EXECUTIVE Day Two
PRESIDENT	Phil Seymour	Phil Seymour
DEPUTY PRESIDENT	Robyn Evans	Robyn Evans
DEPUTY PRESIDENT	Ian Reeson	Ian Reeson
VICE PRESIDENT	Rob Walker	Rob Walker
VICE PRESIDENT	Trish Peter	Trish Peters
R/VICE PRESIDENT	Stuart Wylie	Stuart Wylie
VICE PRESIDENT	Michael Trist	Michael Trist
VICE PRESIDENT	Lyn Davis	Lyn Davis
VICE PRESIDENT	Bob Willetts	Bob Willetts
SECRETARY	Jude Hayman	Jude Hayman
TREASURER	Michael Burgess	Michael Burgess
EXECUTIVE OFFICER	Mark Pritchard	Mark Pritchard
PROFESSIONAL SUPPORT OFFICER	Geoff Scott	Geoff Scott
PROFESSIONAL SUPPORT OFFICER	Wendy Buckley	
PROFESSIONAL SUPPORT OFFICER	Margaret Charlton	Margaret Charlton
REFERENCE GROUPS	CHAIRPERSON Day 1	CHAIRPERSON Day 2
ABORIGINAL EDUCATION	Paul Byrne	Paul Byrne
ASSET MANAGEMENT	Brent Kunkler	Brent Kunkler
CURRICULUM	Norma Petrocco	Norma Petrocco
DISABILITY PROGRAMS	Graeme McLeod	Graeme McLeod
ASSESSMENT, PLANNING & ACCOUNTABILITY	Scott Sanford	Scott Sanford
FINANCE & ADMINISTRATION	Karen Mortimer	Karen Mortimer
HUMAN RESOURCES	Glenn Walker/ Skye Seymour	Glenn Walker/ Skye Seymour
PRINCIPALS' SUPPORT	Grace Palamara	Grace Palamara
SCHOOLS SPECIFIC PURPOSE	Mark Gosbell	Mark Gosbell
STUDENT WELLBEING	Helen Craigie	Helen Craigie
TEACHING PRINCIPALS	Bek Zadow	Bek Zadow
TECHNOLOGY	Drew Janetzki	Drew Janetzki
STANDING COMMITTEES		
ANNUAL CONFERENCE	Kylie Donovan	Kylie Donovan
COMMUNICATION and ENGAGEMENT	David Munday	David Munday
LEADERSHIP	Estelle Southall	Apology
LEGAL ISSUES	Greg McLaren	Greg McLaren
RURAL EDUCATION	Stephen de Roos	Stephen de Roos

WORKING PARTY		
SCHOOL VIABILITY	Grant Schaefer	Grant Schaefer
OBSERVER GROUPS		
CENTRAL SCHOOLS	Michael Windred	Michael Windred
ENVIRONMENTAL ED. CENTRES	Christine Freeman	Christine Freeman
PRINCIPAL SCHOOL LEADERSHIP	Peter Flannery	Peter Flannery
RETIRED PRINCIPALS	Tom Croker	Apology

AREA COUNCILS	DELEGATE Day One	DELEGATE Day Two
ALBURY	Andrew McEachern	Andrew McEachern
ARMIDALE	Debbie Baker	Debbie Baker
BANKSTOWN	Ben Walsh	Ben Walsh
BATEMANS BAY	Carolyn Nugent	Carolyn Nugent
BATHURST	Jaime Medbury	Jaime Medbury
BLACKTOWN	Tracy Anderson	Tracy Anderson
BONDI	Craig Nielsen	Craig Nielsen
BOURKE	Lisa Wright	Lisa Wright
BROKEN HILL	Glen Walker	Glen Walker
CAMPBELLTOWN	Dawn Dallas	Dawn Dallas
CENTRAL COAST	Leonie Clarkson	Leonie Clarkson
DENILQUIN	Gayle Pinn	Gayle Pinn
DUBBO	Sharon Murray	Sharon Murray
FAIRFIELD	Mark Diamond	Mark Diamond
GRANVILLE	Greg Grinham	Greg Grinham
GRIFFITH	Monica St Baker	Monica St Baker
HAWKESBURY/WINDSOR	Melanie Mackie	Melanie Mackie
HORNSBY	Milly Stone	Milly Stone
LAKE MACQUARIE	Simon Mulready	Simon Mulready
LISMORE	Shane Fletcher	Shane Fletcher
LIVERPOOL	Irene Faros	Irene Faros
MAITLAND	Simon Parson	Simon Parson
MID NORTH COAST	Robyn Urquhart	Robyn Urquhart
MOREE	Kathryn Weston	Kathryn Weston
MTDRUITT/MINCHINBURY	Pate Cooper	Pate Cooper
NEWCASTLE	Mick McCann	Mick McCann
NORTHERN BEACHES	Christine Smith	Christine Smith
ORANGE/LACHLAN	Steve McAlister	Steve McAlister

PARRAMATTA	Tony D'Amore	Tony D'Amore
PENRITH/BLEU MOUNTAINS	Andrew Hooper	Andrew Hooper
PORT JACKSON	Samantha Nicol	Samantha Nicol
PORT MACQUARIE	Jock Garven	Jock Garven
QUEANBEYAN	Phil Katen	Phil Katen
RYDE	Tania Weston	Tania Weston
SHELLHARBOUR	John Bond	John Bond
ST GEORGE	Michelle Shelton	Michelle Shelton
SUTHERLAND	Jason Ezzy	Jason Ezzy
TAMWORTH	Benjamin Carter	Benjamin Carter
TAREE	Deborah Scanes	Deborah Scanes
TWEED/BALLINA	Judi Albans	Judi Albans
UPPER HUNTER	Narelle Hunt	Narelle Hunt
WAGGA WAGGA	Kerry Barker	Kerry Barker
WOLLONGONG	Tim Fisher	Tim Fisher

APPA Report

NAC and Board Meetings

Preparation, facilitation and follow-up of scheduled on-line meetings was undertaken in Sept, Oct and Nov. There has been very encouraging participation in all NAC 'Agenda-less Catch Up' mtgs to date and these have proven to be valuable times of sharing in an open and relaxed format.

- APPA Board Meetings were held on 14 September and 20 October.

Associations Forum have been assisting with a Board Evaluation Survey and they will be conducting Board Governance Training early in 2021.

- Session #1 of the Term 4 APPA NAC Meeting was held on 27 October.

The Term 4 edition of **APPA National Horizons** was released on 5 Nov. <https://mailchi.mp/appa/appa-horizons-3rd-edition>

Updating of the **APPA Handbook** and **APPA Conference Protocols** has continued, together with further planning for a possible **2020 PFPE Event**.

Liaison has continued with current **Business Partners** and issuing of invoices has been completed as agreed and as appropriate.

APPA Submissions have been prepared and lodged for the:

- *2020 Review - Disability Standards for Education 2005;*
- *Valuing the teaching profession - An independent inquiry;* and
- *Review of the regional Schooling Resource Standard loadings.*

Members of the Office Team have participated in the following **Key Meetings**:

- ACARA Parents and Principals Peak National Bodies Meetings (24 August & 12 October)
- DESE & APPA Catch-Up Meeting (29 October)
- AITSL 'Red Tape Review' Workshop (17 September)
- OFAI (On-line Formative Assessment Initiative) Sessions (24, 31 August; 7, 14, 21, 28 September)
- Children's Anxiety Roundtable, Stage 2 (Session # 2) (27 August)

MoneySmart

Q&A meetings were held on 25 & 27 August for MoneySmart Projects - Round 2 participants together with the MoneySmart / APPA teams.

The timeframes for Round 2 Projects have been extended with an open-ended delivery date (in response to the impacts of Covid-19).

Applications for Round 3 Grant closed on 16th October. 19 applications have been received and preparations are underway for review of these, using support from retired principals.

SchoolAid

SchoolAid are celebrating their 21st Anniversary in 2020, and are using this opportunity for a broad review called 'The Next 21', assisted by consultants from McKinsey & Company who are facilitating this process.

Graeme Feeney now represents APPA on the SchoolAid Board. Dennis Yarrington has recently stepped down off the Board and a new marketing communications consultant has recently joined the Board.

2021 Planning has continued:

Consideration is being given to running **NAC Meetings as hybrid events** and relevant quotes and advice have been obtained as part of this process.

Linda Fleming attended the **Associations Forum Events Summit** Key points shared here included:

- Digital components of conferences are here to stay
- It is anticipated that by June / Sept 2021, 40% of businesses will be returning to conferences as hybrid events
- Recovery of the conference industry could take up to 5 years
- Presenters were clear about the need to educate your audience on how to best to interact with virtual platform / connection
- Attendance patterns are shifting towards 50% watching live and 50% watching later on demand
- Provision of on-demand sessions would allow principals to take specific sessions back to the staff for staff meeting / training
- Hybrid sessions have time zone implications
- There is a strong trend towards recording the presentation and then going live for a Q&A session. This safeguards against any internet connection issues and has been well received.
- Hybrid Conferences. Many had stripped back concurrent sessions, picked key speakers & essential workshops
- Pricing varied for in-person and on-line attendance. Some charged the same price, others charged 20%- 50% less than in person attendance.
- Virtual conferences have the reach, but they don't have the depth.
- Taboo: continuous on-line / all day meetings
- Length of sessions - needs to be designed to the membership
- Sponsors at hybrid events - chasing more details re attendees, background data of attendee patterns
- Setting up a sponsor boot camp. How to do this in this new world. Give aways don't work in this space.
- Virtual trade shows do work. The content has to be important enough to make them want to attend.
- Engagement - doesn't apply in the digital space. It is a different experience.
- 25% of virtual attendees were members who had not previously attended a conference in person.

**NSWPPA President Robyn Evans presented the NSWPPA State Conference model for 2020.*

Finance

Net Position at Bank (09.11.2020)

National Australia Bank (NAB) = **\$ 394,926**

Teachers Mutual Bank (TMB)

- Everyday A/C = **\$9,401**

Fixed Term Account = **\$ 400,000** (Matures 13 August 2021)

NATIONAL COUNCIL MINUTES

Monday 9 November 2020

Attendees:, Robyn Evans and Bob Willetts

AGPPA made a submission to the [Disability Standards Review](#) and this is available on our website. Thank you to Michael Fay for collating the information from surveys completed by Government Primary leaders across Australia.

Key themes and issues:

- System navigation: students, parents, carers and schools
- System Capability: educators, providers, communities
- System accountability: policies, regulations, frameworks
- Early childhood education and care (ECEC)

DESE/AGPPA

Issues discussed:

- National Teaching Narrative (Overarching framework for further decisions. (Combines 8 previous papers)
- Conran Review
- Teacher Workforce Survey
- LOTE
- Mobility and Teacher Registration Review – AITSL
- Post COVID – being well prepared
 - What is working well?
 - What do we need to do for the most disadvantaged (catch up)
 - Wellbeing of teachers and leaders

TREASURERS REPORT

Treasurers report was presented with the following points:

- Good financial position.
- Only had internet expense last month.
- \$399,000 credit with credit also of \$10,000.
- Not in position to fund offline President, could do for 12 months, how would we go longer? Should consider offline officer on part time or permanent basis to help drive the AGPPA Agenda but couldn't afford a Principal salary.

PHIL RILEY, DR MARK RAHIMI AND BEN ARNOLD - UPDATE ON HEALTH AND WELLBEING REPORT FOR AGPPA

Phil Riley, Dr Mark Rahimi and Ben Arnold attended the meeting and gave an update on Health and Wellbeing Report for AGPPA.

Phil advised that they are hoping to have the report finished in a couple of weeks. Once it is ready they will call this document a draft. Another meeting will then be set up with AGPPA to have further discussions around what is needed to ensure this document is powerful for leveraging to support the voice of all.

NICK WEIDEMAN - OVERVIEW OF THE ONFAI AND POSSIBLE IMPACT ON STATES

Nick advised us of his role as Deputy CEO at Education Services Australia and for last 15 years education has been his focus and passion.

He advised of the project progress and that they currently at the alpha phase in project. Further discussions and information was provided along with a demonstration of spindle.

STRATEGIC PLAN

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

JENNY DONOVAN – OVERVIEW OF THE NEI AND DISCUSS POSSIBLE AGPPA INVOLVEMENT.

David Boyd presented with Jenny Donovan.

Jenny Donovan advised that they are not where they hoped to be but 2020 has brought many challenges to everyone.

Jenny discussed and advised the following:

- No Board yet
- Next board meeting due to meet in December where hopefully a decision will be made
- New name to be approved once Board picked – Australian Education Research Organisation (AERO)
- Board is being chosen by Ministers and is comprised of 7 Board Members chosen for their expertise.
- Working on foundation documents to go on website once Board has approved.
- Working on strategic plan and research agenda ready for Board's approval.
- Once Board is chosen this may move quickly with regards to putting documents on website, however consultation in future will be sought.

Jenny queried the best way to work with AGPPA. It was discussed and agreed the best way to get a collective overview of Government schools is to come back to AGPPA as they have the best representation of all states, eg remote areas which vary from state to state. The importance of obtaining this information is key.

Planning for 2021

Ian Anderson (President AGPPA) suggested that the 2021 meetings be set out as today's meeting, two meetings on one day in two hour blocks.

Dates of meetings are suggested as below:

Term 1 - Monday 22 February 2021

Term 2 – Monday 24 May 2021

Term 3 – APPA in Melbourne – 20 to 23 July 2021

Term 4 – Dates to be confirmed.

During 2021 NSW will be represented by:

Michael Burgess: Vice President

Robyn Evans: President