

NSW Primary Principals' Association Inc.

State Council Meeting

Term 4

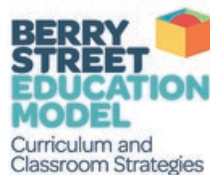
26 and 27 November, 2020

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 Picton	Western NSW: Jody Hall	Sydney: Joanne Graham
New England: Julianne Crompton	Illawarra/ SC: Adam Zanco	W Sydney: Kerry Bryan
SW Sydney: Tammy Anderson	North Coast: Paul Byrne	N Sydney: Tina Lee
Riverina: Sean Scott		
DoE Personnel/ Visitors in attendance & role		
<ul style="list-style-type: none"> Karen Jones – Executive Director Aboriginal Outcomes & Partnerships (AOPD) 	<ul style="list-style-type: none"> Michele Hall – Executive Director Connected Communities 	
<ul style="list-style-type: none"> Jason Wilkins – Acting Principal Education Officer Aboriginal Outcomes & Partnerships (AOPD) 	<ul style="list-style-type: none"> Sam Ricketts – Rel. Director Learning School Strategy Aboriginal Outcomes & Partnerships (AOPD) 	
<ul style="list-style-type: none"> Emma Wenham (AOPD) 	<ul style="list-style-type: none"> Rowan Savage (AOPD) 	
Summary of Matters:		
Regional Reports <ul style="list-style-type: none"> The Aboriginal Education module for the Leadership Credentials has been trialled and looks good. Will be part of the training from 2021 onwards. Schools have been making up hampers and sending them home and then holding virtual lunches with elders. Great initiative which has been well received. Attendance still a major concern in some communities. HSLOs and ASLOs are overwhelmed with the numbers. Discussion of two-way science and the impact it has on student learning. Has been used in some parts of the state. Hopefully as restrictions ease it may become more widely implemented. 8 Ways PLP template has been updated to include the progressions and is available for all schools to use. 		
Michele Hall – Connected Communities <ul style="list-style-type: none"> The next group of schools in the new phase know who they are and are awaiting confirmation from Premier and Cabinet in mid-November. Some current Connected Communities schools are working together on joint initiatives to be included in their new SIP. Connectivity for rural and remote schools and communities. An initiative to provide internet access for whole communities as the gap has definitely been highlighted during the COVID break and learning from home experiences. 		
Jason Wilkins – Wellbeing Pilot Program <ul style="list-style-type: none"> Has been working with select group seeking input regarding the formation of a pilot program which will target wellbeing. Three years of attendance and TTFM data is being analysed to assist in this process. Possibly identifying a number of high potential schools which will then be refined to three to trial with. The idea is to have an “Instructional Leader” work as part of the school Executive team, but focus squarely on attendance, community connections, upskilling staff, student engagement, etc... Jason will take the RG’s input back to his team and then put together a draft proposal to present to his working party for endorsement before beginning the process of identifying the schools. 		
Aboriginal Outcomes & Partnerships Directorate Update <ul style="list-style-type: none"> Karen Jones confirmed Jason’s pilot program intentions and spoke about it being a cycle that could be embedded into the new school plans. Cultural awareness training to be done over a 3-year cycle and be managed within the schools’ framework and budget. SINSW and the AOPD are working together to ensure that schools, particularly new ones, have a designated space for Aboriginal education, parents and community. Co-designing taking place. 		

- Rowan Savage updated us on Language and Culture Nests. We will know who the successful deliverer will be in November. Looking at developing language and culture outside of the nest areas. Grants of up to \$40K available for pre-schools. Info in SchoolBiz.
- Emma Wenham spoke about Closing the Gap. Currently focusing on child care and housing with an eye to building capacity. First workshop is to develop the assessment of needs as well as develop initiatives. Looking at having them up and running in the coming months.
- The AERG will continue to work very closely with the AOPD to assist and provide input in the development of initiatives, training and pilot programs.

Matters for delegates to take back to PPC's:

- The new module for the Leadership Credentials is currently being trialled with a view to full implementation in 2021.
- The first group in the next phase of the Connected Communities strategy will be confirmed shortly. It currently sits with Premier and cabinet. Executive Principal positions for those schools will be advertised in Term 1 2021.
- The AOPD has created a working party which involves all key stakeholders with a view to building a 10-year plan for Aboriginal education in NSW. The NSWPPA has a significant role to play and has already provided valuable input into a range of areas which are currently being discussed.
- The new Partnership Agreement between the NSW DoE and the NSWAECEG has been signed and launched. Be aware that there is an agreement for ongoing cultural training for all staff. The AOPD are working on what that training will look like and how it will be delivered.

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

N/A

Draft Position paper for Council this term

Yes / No

Collaboration with another RG/SC/WP? (who) Chairs of the Aboriginal Education and Student Wellbeing Reference Groups have been working with the NSWPPA Exec Liaison and the AOPD re. the formation of the wellbeing initiative/pilot program currently led by Jason Wilkins.



Reference Group: Assessment, Planning & Accountability

Chairperson: Scott Sanford **Email:** scott.sanford@det.nsw.edu.au **Executive Liaison:** Bob Willetts

Regional Representation:

Hunter/Central Coast: Leonie Clarkson	Western NSW: Scott Sanford	Sydney: Olivera Mateski
New England: Julianne Crompton	Illawarra/ South Coast: Glenn Daniels	Western Sydney: Kerrie Beeby
South West Sydney: Hamish Woudsma	North Coast: Narelle Kessey	Northern Sydney: Matthew Fuller
Riverina: Grant Beard	NSWPPA Executive: Bob Willetts	

DoE Personnel/ Visitors in attendance & role

• Dr Paul Wood, Director, Literacy & Numeracy	• Rustum Abdurahman - Director, Innovation and Digital Services
• Shirley Becker – Leader, Literacy & Numeracy Action Plan	• Kristie O'Neill – Professional Learning Co-ordinator, Literacy & Numeracy
• Rob Johnston – Director of Analytics	• Emma Kriketos – Principal School Leadership & External Validation
• Luke Clarke, Acting Group Director, CESE	• James Brigden – Director Strategic School Improvement

Summary of Matters:

Issues received from members related to reporting to Check In Assessments, SCOUT and school based assessments.

Early Action for Success: 93% acceptance of Instructional Leader extension into 2021. Literacy & Numeracy Action Plan evaluation is ongoing, report due Mid-2021. Re-modelled Lead Specialist roles - K-6 support, emphasis on coaching and building capacity of ILs and 21 positions located in base schools strategically chosen around improvement in learning data.

Literacy & Numeracy: Team is working to align existing resources to What Works Best. Trying to find the best way to support schools in meeting the system targets. 519 schools completed Phonics Check, 181 838 assessments lodged (end Term 3) for the Phonological awareness assessment and new assessments in development (number sense and place value – aiming for a March 2021 release then additive strategies).

Annual Report: Not too many changes for 2020, awaiting on appropriate wording to be pre-populated for NAPLAN and attendance (COVID impact). Schools due to complete by end of Term 1 2021.

External Validation: All 2020 schools completed by 19th November. 2020 schools to commence from Week 5 Term 2. Virtual panels will run again in 2021. Updated EV Guidelines are due for release in Week 8 of this term. There will be a simplifying of the EV process for 2021 through an increased SPaRO functionality; more guidance, sample evidence sets and a reduction in the evidence to be annotated and uploaded by schools (evidence for 6 elements will be provided directly to the panel by the system).

Curriculum Policy Monitoring: 2020 schools carried forward in 2021 (unless EV). Schools should have been notified.

SCOUT: Reshuffled school dashboard – should be available for schools in Term 1. Student progress project update - first trial with importing Sentral Markbook data into SCOUT and matched to outcomes. Pdf to online assessment item trial in Term 1 in Dubbo area, Learning Tools – first providers expected by end Term 1. Purchase and deploy via DoE Ed Buy and ITD.

Matters for delegates to take back to PPC's:

SCOUT: Contact SCOUT and let them know directly if there is incorrect data

(Scout.Support@det.nsw.edu.au). The SCOUT newsletter and SCOUT showcases are highly recommended.

External Validation: Virtual panels will continue for 2021, updated guidelines to become available in Week 8, Term 4.

Annual Report: Very little change for the 2021 report with the exception of the pre-population of wording for NAPLAN and attendance as mentioned above.

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

Draft Position paper for Council this term No

Collaboration with another RG/SC/WP?



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 Ruzgas
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"> Glenn Downie – Director AMU 	
<ul style="list-style-type: none"> Brian Frankham – Director Assets Performance John Marfleet / Russell Lister - FM review team 	<ul style="list-style-type: none"> Anthony Manning – Chief Executive SINSW Terry Stevens - ED Asset Management

- All planned maintenance works are based on the latest LCC data + school validation
- Schools must ensure that any school funded works are communicated to the AMU to update their database
- COVID / cleaning –
- The three extra cleaning measure will stay for the remainder of 2020 – deep cleaning, enhanced cleaning and day cleaning
- Health have downgraded cleaning so DoE will follow suit in 2021
- There will be a reduction in enhanced cleaning but a retention of day cleaning at least to the end of term 1 – 2021
- Deep cleaning as per need. So far 50 schools in NSW have had deep cleaning
- Day cleaning costing 200m per term
- Share our Space –
- This initiative will go ahead for the 2020 / 2021 Summer holidays. 200 schools have been targeted
- You can lodge an appeal to be a part of the program through your AMU – e.g. major capital works, vacation care, already agreed to Community Use Agreements. No guarantee of success.
- New Whole of Government Waste contract to be implemented.
- All schools will be included. Implementation from Dec 2020 -2021
- Rural and metropolitan partnership funding will be based on previously applied for joint funding projects. Please check with your ASO if you think you have applied previously. It is based on “school” applications not Principal applications.

Matters for delegates to take back to PPC's:

- Rural and metropolitan partnership funding
- New Waste contract
- Planned Maintenance 2020 / 2021 funding and process

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

- SPC / PPA School Maintenance Expenditure Survey

Summary of Matters:

- Overall Communication – SINSW (state and regional). All facets
- Covid impact Update – e.g. Share Our Space - SINSW 2021
- Tree work Funding supplementation confirmation
- AMU funding capabilities – overview from AMU
- **SPC / PPA School Maintenance Expenditure Survey**
- School Playground equipment safety check/ audit of cooling systems
- Facility management review – PPA / SPC response
- Planned maintenance funding advice / procedures 2020 – 2021
- Delivering School Infrastructure Audit review – PPA / SPC response
- state policy/process for the identification of what constitutes a GLS, workshop etc.
- Other: FM Web new sign in; Regional renewal program.

Speaker summary:

Anthony Manning:

- Development of customer service teams – single front door
- FM review- broader facility maintenances service provision
- Metro and regional partnership funding \$240m
- Led lighting initiative – complete approximately 50% schools \$160m
- Contemporary space initiative - updating current learning spaces.

John Marfleet / Russell Lister

- Structured Assets across all SINSW. 2-3 year implementation process
- Communication upgrade, a consistent level of service across all SINSW
- Stage 1 Facilities Maintenance review
- All systems upgrade to ensure uniformity of information
- FMWeb to be redeveloped from an all of government systems to uniquely SINSW

Glenn Downie / Terry Stevens

- Planned maintenance 2020/2021
- Maintenance budget reduced from \$650m - \$80m
- Not all schools will receive planned maintenance funding this financial year
- This information to be communicated individually to school by the ASO



New South Wales Primary Principals Association State Council Report

Term 4 2020

Curriculum Reference Group Report

Chairperson: Norma Petrocco

email: norma.petrocco1@det.nsw.edu.au

Executive Liaison: Bob Willetts

Regional Representation:

Hunter/ Central Coast: Lee-Ann Saurins	Western NSW: Denise Toohey	Sydney: Narelle Smith for Ross Angus
New England: Jennifer Cox	Illawarra/South Coast: Michelle Fahey	Western Sydney: Norma Petrocco
South West Sydney: Lisa Ritherdon	North Coast: Heather Wright	Northern Sydney: Julie Organ
Riverina: Cheryl Glyde for Bouts Sayasenh	Early Childhood Representative: Jacqueline Murphy-Cann (Apology)	

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

Curriculum Reforms: Work has begun in this area. By the end of this year:

- Finalise the K-12 professional learning framework.
- Prepare professional learning schedule for 2021 to support familiarisation with K-2 English and Mathematics syllabuses.
- Complete audit of departmental policies impacted by the reforms.
- Release a schools use of time webpage.
- Finalise a model for networks to support curriculum implementation.

Curriculum Early Years and Primary Learners: Restructure: Executive Director, Educational Standards; Five Directors – Literacy and Numeracy; Curriculum Early Years and Primary Learners; Curriculum Secondary Learners, Student Assessment and Online Learning; Educational Support.

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

New Child Protection Resources:

Updated and live.

www.education.nsw.gov.au/teaching-and-learning/curriculum/key-learning-areas/pdhpe/child-protection-and-respectful-relationships-education

Designed for ease of use. Familiarisation in Term 4.

Primary Curriculum Hub:

Formal launch in Term 1. It is live now.

www.education.nsw.gov.au/teachers-and-learning/curriculum/key-learning-areas/primary

Early Learning – Transition to school updates:

Strong and successful start to school guidelines.

Orientation and transition 2021 – COVID safe advice, webinars and podcasts.

Transition to school statement.

Links to SIP, planning tool and resources.

Teaching Quality and Impact Directorate:

Key Changes - no longer School Services. Four Directors. Align with School Performance Networks – teaching, leading & support.

Key Functions – quality teaching practice; strategic delivery and online implementation support.

Strategic Delivery: Curriculum Support Staff – Learning, Teaching and Leading Coordinator (PEO); Teacher Quality Advisor; Curriculum Advisor; Literacy and Numeracy Advisor; P-2 Officers; Aboriginal Education Team; Senior Pathways & Road Safety.

Strategic Tailored Support – evaluate and finalise current agreements with a 2020 end date. 2021 school identification via system data. Fewer topics that are aligned to executive priorities and school targets.

Specific matters of which the NSW PPA Exec/ State Council need to be made aware: NESA Curriculum Committee Meeting held on 11/11/20 attended by Norma Petrocco.

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 4 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 Anje Schuett		

DoE Personnel/ Visitors in attendance & role

Disability Strategy Sarah Hanson (Director)- Lana Muncaster, Brydan Lenne, Anne Yusef, Tracey Winfer	Neville Bryce- Leader ASTP Tracey Todd Principal Project Officer
<ul style="list-style-type: none"> Robert Goodman R/Dir Disability Learning and Support 	Louise Farrell Director Disability and Support

Summary of Matters:

Review of the Disability Criteria – This is continuing and we hope believe it will have benefits for students and schools. We do believe it will mean that there are more students that will be recognised as having a disability and there has been no talk of increased funding. This will however help us present a case for increased funding/ support for students and schools

Disability Royal Commission

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. The executive is coming up with a strategy to coordinate representation. The Post panel communication is a sticking point as at this point the Principal has to relay the news if a student does not receive a placement. We disagree with that we should be doing this as it will affect our relationship with parents and that we are not part of the decision making process. The executive of the PPA have taken up this issue with Secretary. Another area of concern is that students can only be deferred for 3 panels and with 2 panels a term this will be only 12 weeks and there will have to be a new application. I would encourage the Principal Rep and the nominee (basically the reserve principal) to share the workload for the panels as in some areas placement panels can go for two days.

The new procedures can be found at <https://education.nsw.gov.au/inside-the-department/disability-strategy-resources/improving-the-learning-and-support-journey/accessing-specialist-provisions>

Drop in sessions- There are very short drop in sessions and these are recorded, they go for about 10 – 15 minutes. I would encourage principals and their LST's to watch these so they understand the process.

<https://education.nsw.gov.au/inside-the-department/disability-strategy-resources/improving-the-learning-and-support-journey#Drop-in7>

Restrictive Practices Framework (Draft). This is continuing to be developed

Inclusive Education Statement I encourage Principals to make their staff aware of the statement, maybe on SDD's.. Resources can be found at

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

Integration Funding Support As of next year Access Requests for Funding Support will be processed by a Central Office . There will be a designated person looking after each area so hopefully these will be processed much quicker than at the moment. One of the main things I follow up is the time taken for these to be processed. It has been a good outcome.

Student Voice. Both the Disability Strategy and Assisted Transport are developing materials to assist students with a disability on giving their views etc. These may be useful for future planning.

Disability Standards Training A reminder that all Executive staff have to complete the Disability Standards Training by January 31 2021. This can be found on MyPL

Access Requests There has been a team put together to reform the ACCESS Request process which needs to be done, it is only early days and we have not had any input as yet.

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

Draft Position paper for Council this term	No
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Collaboration with another RG/SC/WP? (who)
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New South Wales Primary Principals Association State Council Report

Term 4 2020

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 Giesekam – Chief Financial Officer	Carmel Senese – Director, Customer Experience and Account Management
Vanessa Felton – Director, Shared Services	Sandi Simkins – Director, Service Design
Brett Ogier – Director Finance Analysis and Partnerships	Rory Johnson - Product Owner Online Enrolment
Brienne Roberts - Finance Manager	Andries Treurnicht – Group Director, HR/Payroll and HCM
Cathy Broadbridge - R/Director, SSR	David Nosworthy -Schools Implementation Manager
Jessica Horn – Finance Manager	Elizabeth Gledhill - Schools Implementation Manager
Jamie Fenech – Director, Finance Shared Services	Robyn Evans – President Elect, NSWPPA
Andrew Winarczyk – Director, Finance Systems Improvement	

Summary of Matters:

- COVID costs for the system = 345 Million so far this year – expected to reach 500 million
- Increase in RAM loading – 1.6 Billion for 2021
- Principal Classification is not impacted by SBAR utilities change – a separate report determines principal classification (all utilities included in this).
- SFLM – has been updated. Non-attendance is now automated again – this means that schools are not charged for non- attendance of employees (this was switched off during COVID work from home period).
- SCOUT dashboard future directions and new iterations – PPA consultation opportunities to co-design and give

Matters for delegates to take back to PPCs

- SCOUT app - Six new report in Scout – Please download the additional App to access the sick / recreation leave reports.
- There will be an automatic carry forward amount to allow for variances in budgets. Carry Forward Policy – Still determining how this will be worked out (4 years to spend).
- HCM Project is close to going to showcase this links to removing multiple systems like TALEO and TALEO corporate. (removing 19 areas that are no longer necessary in streamlining the department in this area. Update from Week 5: The HCM team has been disbanded.

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 – Legal Issues



Meeting details:	
Date and time	Thursday, 12 November 2020 – 1:30pm to 4pm
Location	Zoom meeting
Attendees - Department of Education	<p>Caroline Reed, Executive Director, School Workforce</p> <p>Leah Anderson, Director School Recruitment & Placement, School Workforce</p> <p>Sarah Barrett-Reid, Director, Teacher Supply & Workforce Strategy, School Workforce</p> <p>Kylie Campbell, Director, New Teachers and Programs, School Workforce</p> <p>Sorcha O'Neil, Director, Corporate Recruitment and Employment, People and Culture</p> <p>Rian Thompson, Director, People Data & Analytics, People and Culture</p>
Attendees - NSW PPA HR Reference Group	<p>Skye Seymour, Barrack Heights Public School (Chair)</p> <p>Robyn Evans, NSW PPA President</p> <p>Michael Trist, Narranga Public School (NSW PPA Executive)</p> <p>Neil Atwell, Malabar Public School</p> <p>Kerry Maxwell, Glenhaven Public School</p> <p>Kathryn McNee, Aldavilla Primary School</p> <p>Kirrilee Post, Tarcutta Public School</p> <p>Debbie Pritchard, Dubbo Public School</p> <p>Terrie Kay, Tamworth West Public School</p> <p>Kelly Deakin, Hamilton North Public School</p> <p>Steven Hooke, Claymore Public School</p>
Apologies	Carol Firth, Faulconbridge Public School; Stephen Manser, The Channon Public School
Minutes	Kelly Deakin
Item	
<p>Welcome and acknowledgement of country – <i>Steven Hooke</i></p> <p><i>Robyn Evans</i> – President addressed the HR Ref group.</p>	
<p>1) Human Resources Restructure</p> <ul style="list-style-type: none"> There are now two main arms in what was known as HR. People and Culture and School Workforce. School Workforce – Develops and implements strategies to support school workforce recruitment, planning and development, including industrial relations. Owns relationship with ITE providers, and leads school workforce performance management and development systems and support. Incorporates the School Leadership Institute. Executive Directors: Gabi Carrigan and Caroline Reed People and Culture - Responsible for corporate and broader departmental human resources activity. This includes: culture, talent frameworks, corporate performance and development, delivery of Great Place to Work program, and establishment of corporate business partners. Supports other departmental operational workforces. Executive Director: Kara Collins Professional and Ethical Standards is the new name for EPAC. 	

2) HCM Human Capital Management Update

- There has been a massive shift in this space and the DoE are re-assessing the productivity of the HCM project.
- The latest review found many positives but also revealed that for successful improvements to be made there is the need to go back in to the replanning phase. This will ensure the program is the best model.
- DoE are looking to collaborate with schools at point of roll out.
- There have been many lessons learned from past projects and rollouts so they want to make sure it fits the need.
- Looking in the space of how to best resolve the issues and where it will land for schools.
- No determination if the in-house principals are being kept as part of the re-planning.
- RG voiced concern if there are no in-house principals; we will not get the best model in to our schools. Leaders in schools are under the pump and the feedback will not be accurate if money is not spent on in-house collaboration.

3) Staffing Operation Update

- Incredibly busy time in Teaching and SASS recruitment, but they are on track to have all vacancies (submitted by due date) filled by the end of the year.
- Advised date for submit of vacancies was 16 October. We can continue to submit vacancies after this date, just not guaranteed they will be filled by the end of the year.
- Teacher Recruitment are working through over 1600 requests TR at the moment.
- Big numbers for SASS recruitment as well (over 400).
- School Workforce Team are hosting regular catch ups with PPA to raise issues with Skye, Michael and Robyn – to ensure we are on top of any issues and to have a stronger voice in collaboration and consultancy.

4) SASS Award Implementation

- The School Workforce are still working on finalising the new recruitment procedures with the PSA.
- September saw the start of the new award. 11% increase in pay for staff – this was the first movement in the new recruitment procedures.

Current key pieces

- Transition of BM to SASS award (beg. 2021).
- Working with schools with current BM (230 or so schools) to transition well. No impact on school – just about how to support employee.
- Few BM whose temporary engagement due to expire – principal advised would be ceasing so those people will see out their contract and then return to their previous role.
- Other key change – further flexibility for principals.
- May use SAM FTE to create a BM, but only when SAM position is substantively vacant. Principals can choose either/or.
- RG raised the idea that BMs should just be an entitlement for schools and this has been discussed but no current movements in this area at the moment.
- Long-term temp to permanent SASS conversions. Status remains at the moment. No additional requirements for principals.
- SASS can ask for move from LTT to FT, however is not an entitlement.
- Ongoing transitions on SLSO and student health support allowance is happening.
- Intensive work in this space with SEPLA, SPC and PPA.
- Work in this space is continuing.

5) Scholarships update

- Application trends numbers are declining, wanting to generate more interest in this area.
- Pre-service teachers are being sought as opposed to current teachers.
- School Workforce are looking deeply into how we generate more interest in these programs.
- Two waves for scholarships – offers made in Jan 2021.
- Rural scholarship numbers highest for scholarship applications.
- There will be an opportunity for temps to become permanent as part of incentive and push for people to take on scholarships.

- The recruitment in the scholarship space is robust. The DoE only want to attract the best and brightest.
- The process is not quota driven.
- Teacher in rural and remote areas – 60 spots available and have over 600 applications. This is a very lucrative scholarship in comparison to other scholarships.
- *RG asked who are on the panels to assess?* Interview questions developed with Delta – suitability for teacher profession, also about why would you want to teach in rural? Trained panel members – work through rubric – cross section of people working through standard rubric such as teacher quality advisors, members of the HR corporate team. *RG asked have the people on the panels had recent experience in schools? Getting back to the group on this...*
- This space is a massive shift for the HR Team – taking on challenge to attract more people to the profession of a high standard. Watch this space.

6) Rural and Remote Incentive

- Currently undergoing an update to capture some views of the HR group.
- Review on this incentive is at the request of the Minister.
- Focus on attraction and retention in school.
- Incentives are effective to move to rural areas but need to be targeted and coordinated.
- Data indicates less experienced teachers are more motivated by financial incentive.
- Looking to tailor, but still considering equity around incentives, e.g., finance and transfer points.
- Teaching Principals predicated on intention to leave.
- Corporate asked What HR group thinks would work the most effectively?
 - * *Idea of trying to attract kids straight out of high school – has connection to the area.*
 - * *Scholarships – pay HECS.*
 - * *Homegrown – yr 13 – gap year and then come back to do teaching/scholarship.*
 - * *Partnerships - this could work for primary schools as well as high schools.*
 - * *example of teachers being bonded – previous strategy for country towns.*
- This has also discussed with SPC.
- We realise we will never get a full solution but great ideas being presented and happy to support giving them a go.
- School Workforce want to look into what the ideal timeframe of expecting people to stay in role is?
- *RG -how is information getting out to people?* Need to be spoon fed as so much coming through.
- The information going out at the right point in time is critical.
- Has there been contact with R&R Standing committee about this? – yes.
- Zoom meeting recommended to have the rich and immediate discussion.
- Discussion paper will be sent to RG.

7) Teacher Supply Strategy

- Supply and Demand factors are the main points in this conversation area.
- Retirements, movement out of class and into non-teaching roles is affecting flow.
- Recruitment looking at maintaining supply and considering population growth, etc. that has an impact on teacher demand.
- There has been a 28% decrease in people taking up Primary teaching roles.
- The problem is in NSW, other states has had an increase in general.
- *RG – is retirement number high?* Relatively low in relation to other industries. First 5 years is higher and high leave without pay.
- There are such a high numbers of temps in the system struggling to get a job.
- Low uni entries may be tied up with pay, changes to the role, pressure in the role, etc.
- Predicting a 1% increase in student enrolment each year.
- Making a focus point on getting the distribution right across the state – rural and remote attraction.
- COVID impact – unknown as yet; there are so many variables.
- There has been a big shift in families moving to the public system as result of economic pressure but then a reduction in international enrolments, etc. Keeping close eye on this – complex space.
- Monitoring impact of changing cost of uni degress.
- There also has been a shift in many families looking to move to the country to support living conditions due to COVID impacting work and personal finance. Interesting to see if availability for people to work from home may attract some people to the country.

- Next steps – working out/on initiatives to address incentives/scholarships for rural and remote. Keen to hear reflections – happy for contact with ideas and thoughts.
- Innovation is valuable if we can tap into this and share across the state, especially with teacher supply.

8) Drought and Bushfire supplementation

- Are maintaining positions for affected schools for next year.
- Communications went out to both groups last week.
- Rian Thompson is happy to address any issues or concerns directly.
- School Workforce is updating advised enrolments – maintenance positions will not automatically update.
- Maintenance positions are manually calculated.

9) Questions and other business

Tutoring for COVID.

- *Is that happening after school?* No – during school hours.
- A lot of work to see how that will work out. Paul Wood leading that work.
- HR implications are massive and therefore a big discussion space at the moment.
- Discussions with PPA and SPC will continue.
- *Do principals get to choose or just be assigned someone?* Still unknown – came out in the press and first everyone had heard about it.
- Intention that principals have flexibility to engage who suits their setting.
- Consultation with HR for this issue is going to be very important.
- *When will it start / be funded?* Not sure but anticipated Term 1 2021.
- *Will it impact principal classification?* This is still unknown, but doubtful.

Lit/Num consultant just signed another contract.

- Does she get right of return as she will have been out of school for 3.5 yrs. This will be addressed and tabled at next meeting.

HR General Business

- Do we have a delegate from Western Sydney?
- HR Reference Group to continue to use Teams. Minutes to be added there. Store slides on there as well.
- Standardised PPA agenda allows you to enter into template easily.
- Issues log – what's happening? MT has meeting next week and will follow up. Should issues come to us or to the PPA and then to us. Problem with that is the time lag if the PPA first. Who's who in zoo – org structure will help us to know who to contact.
- Celebrations for 2020 – reflect on what we have achieved. SS to collate and send through for State Council

CLOSE 3:45pm



Reference Group: *Principals Support*

Chairperson: Grace Palamara (Rel)

email: grace.palamara@det.nsw.edu.au

Executive Liaison: Lyn Davis

Regional Representation:

Hunter/ Central Coast: Cindy Sadler	Western NSW: Angela Lewis	Sydney: Gai 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: Judy Goodsell
Riverina: Mark Peterson		

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

- Unreasonable requests and demands re ZOOM meetings by DELs eg 7.45 am starts and inequities in the way Teaching Principals are being treated.
- DEL inconsistencies of their approach eg dropping in unannounced, difficulties when they become the line manager of their former school.
- Workload of all Principals but in particular Teaching Principals.
- Inconsistent approach to the expression of interest (Eoi) process for relieving Principal roles. Teaching Principals are not getting the opportunity to relieve in larger schools. Many roles are being filled internally without a transparent process.
- Concern re the impact of COVID on environment centres.
- DELs' inconsistent approach to endorsing activities under COVID restrictions. Some DELs have allowed schools to bend the rules. A consistent approach is needed.
- Expectation that principals participate in the "Bites" professional learning, which is very demanding.
- Positive outcome that the behaviour strategy implementation has been delayed, however advanced information regarding what the next stage in the consultation and implementation might look like, is required.
- Concern that DCJs are outing the school and principal as the source of notifications.
- Impact of the late notice of change of SDD's in 2021.
- Panels for support class placements are making decisions without a consultation process. More transparency required.
- SAM's have been told that the Principal should use their Principal Support funds to buy a Business Manager or admin staff.
- EDConnect- frustration of being passed between operators. Inefficiency because they are working from home and often cannot connect to others or transfer calls.
- Impact of an increased workload unwittingly created by DoE personnel working from home.
- PSL's should have been considered "essential". When will they be able to return to providing support face to face?

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

- Geoff Scott, Professional Support Officer with the PPA advised that we should acknowledge that the interpersonal skills, capabilities and professionalism of DELs is varied and this impacts on the relationships with Principals across networks. Geoff suggested that Principals need to raise their issues with DELs in the first instance, where appropriate.
- The PPA can take specific examples of our concerns to the executive level of the DoE. Principals are encouraged to raise issues in the PPC and to the regional reps.
- Professional Support Officers-Wendy Buckley and Geoff Scott provide valuable support to colleagues and there may be ongoing support for colleagues when they leave the service.
- Professional Support Officer, extra 0.4 position/allocation has been filled. Awaiting notification of contact details.
- Legal Services can provide advice for a number of issues that arise eg CTJ
- Role of the PSL and support for Principals clarified. PSL's are back in schools. Contact your PSL for support with the SIP, EV and welfare issues. They work in confidence.
- EV will be made clearer in 2021. Schools that will be participating in the EV process in 2021, should wait for guidelines.

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

- Professional Support Officers-Wendy Buckley and Geoff Scott deal with many complex cases where colleagues are requiring a lot of support. Their work is constant and on-going for many of our colleagues.
- Covid-19 communication needs to be more forthcoming, timely, clear and consistent. DEL's need to be consistent in their interpretation of the guidelines, messages to Principals and expectations.
- NSW data from the Phil Riley survey is to be extracted and areas of wellbeing addressed.
- The reference group thanks Lyn Davis for her significant contribution to the Principals Support Reference Group as PPA Executive Liaison over many years.
- Regular discussions with Dep Sec's re DEL's needs to continue. Issues include the negative impact of DEL's on Principals, inconsistencies, differences in their expectations across networks and the filling of EOI's.

Draft Position Paper for Council this term? NO

Collaboration with another RG/WP/SC? NO



SSP Reference Group

Chairperson: Mark Gosbell

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

Executive Liaison: Stuart Wiley

Regional Representation:

Hunter/ Central Coast: Graham Finch	Western NSW: Jane Crosland	Sydney: Michelle Gomes
New England: Brett Pearson	Illawarra/South Coast: Katrina Eyland	Western Sydney: Kylee Thorson
South West Sydney: Anne Flint	North Coast: Helen Rea	Northern Sydney: Mark Gosbell
Riverina: Marianne Mitchell		

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

Disability Strategy Implementation Team- Accessible TTFM - Brydan Lenne Senior Project Officer

- Linked to Inclusive Education Statement - student agency and self-determination
- Accessible survey – Version 1 (43 questions) and Version 2 (18 questions) [Regularly TTFM survey has 100+ questions.] Similar domains as the TTFM survey. 22 SSPs and 2 mainstream schools participating in trial
- Initial feedback from teachers has been positive. Challenges – for some students with higher support needs it can be very time consuming and tricky with understanding what is required.

Inclusive Education Policy and school planning tool for Inclusion -Kim Singleton, Becka Smith & Kylie Walsh

- Inclusive Education Statement: Outlines DoE aspirations, Clarifies the DoE position on inclusion – in all settings, Clarifies components of inclusive practice including 6 principles of inclusive practice for students with disability
- Six principles of inclusive practice: Students agency and self-determination, Family and carer inclusion, Curriculum inclusion, Social and cultural inclusion, Workforce capacity for inclusion, System inclusion
- School planning for inclusion tool being developed that will assist schools to reflect and evaluate inclusive education with links to different policies to support delivering of inclusive education in their school
- Inclusive Education Policy currently in draft (no new requirements), still in consultation

Inclusive Education Update-Louise Farrel Director Disability Learning and Support

- Disability Criteria review – currently significant work and consultation being done in this area Training. Allied Health pre-qualified panel results – greater in SSPs than in mainstream schools.

SSP Supplementary Funding SMR Update- Sarah Barrett-Reid Director SMR, Jim Ridge Principal Data Analyst, Kathy Powell Manager, Strategic Projects

- Feedback has been widely appreciated, Changes to 2021 – same funding (\$37m) but increase in classes and 2 additional schools. 2020 funding was allocated based on “4 by 4 executive rule” for every 4 established classes you get an AP. For every 4 APs you get a DP.
- 2021 funding was allocated: Loss moderation i.e. no school will receive less than 90% of 2020 funding, Will contribute to Principal classification, Modelled on the number of SLSOs in a school (rather than exec as in 2020). Additional 0.4 FTE for each SLSO (established class). No date as yet for roll out of SMR

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

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

- Concern raised about how supplementary funding communicated to the Delivery Support Teams as there was “push back” when schools requested additional funding for complex students/situations?

Draft Position Paper for Council this term? NO
Collaboration with another RG/WP/SC? NO



Reference Group: *Student Wellbeing*

Chairperson: Helen Craigie- 0411440915 Email: helen.craigie@det.nsw.edu.au Executive Liaison: Trish Peters

Regional Representation:

Hunter/Central Coast: no rep	Western NSW: Kylie Green	Sydney: Ruth Bradfield Ling
New England: Melinda Partridge	Illawarra/ SC- no rep	W Sydney: Sandra Martin
SW Sydney: Teresa Gosche	North Coast: Helen Craigie	N Sydney: Dany Coehlo
Riverina: Susan Bourne		

DoE Personnel/ Visitors in attendance & roles

Karen Hodge- Director/ Behaviour and Participation	Kylie Turner- Complex Behaviour Coordinator
Traci Prendergast- Leader Wellbeing Strategy, Maria Casbolt- rel Director Child P, Health & Wellbeing	Kylie Walsh and Kym Singleton- Inclusion project team reps

DoE Personnel/ Visitors in attendance & roles

Karen Hodge- Director/ Behaviour and Participation	Kylie Turner- Complex Behaviour Coordinator
Traci Prendergast- Leader Wellbeing Strategy, Maria Casbolt- rel Director Child P, Health & Wellbeing	Kylie Walsh and Kym Singleton- Inclusion project team reps

RG's participation in the following working groups: Behaviour Strategy, 'Attendance Matters' support documents and resources, Inclusive Education Project, Flexible funding for Wellbeing services review, Links to Learning audit and review, Professional Practice Framework- School Counselling Service, and Aboriginal Outcomes and Partnerships Project.

Student Behaviour Strategy- professional discussion and dialogue included: 900 feedback responses being consolidated. Feedback is continuing- focus on being student centred, collaborative, evidence informed, timely and effective and constantly improving.

Policy and procedures are still in development/ in school suspension optional.

Key changes for 2021:

Term 1: Strategy to be launched, Behaviour Specialists to be deployed/ 1-8 self paced PL to be available, for teaching and non teaching staff (SLSOs, Gas, Office staff), to include Foundational, Advanced and Specialist Behaviour courses such as continuing PBL, Care Continuum, Managing Challenging Behaviours, Bullying, School home and Community partnerships, Mental Health, Early Ch and Primary Behaviours.

Access to services- behaviour service providers being added to database (profiles, details of service coverage)

Term 1 and 2- Interrelated wellbeing support roles to be aligned and strengthened/ targeted tiered systems of support to schools/ interagency and integrated service response model

Term 3- Policy and Procedures to be launched.

Questions raised- availability as schools need to plan now/ does this mean more admin work for principals to check evaluations? Hierarchy and responsibilities of NSPs, Behaviour Specialists, APLaS, LaSTs, HSLOS, ACLOs, school counsellors- What would a good service response look like? How will schools be adequately supported?

We need-access request and counselling support strengthened across the state, services available at 'point of need', family support, training for pre service teachers, genuine integrated service support, allied health providers & health services to be available and integrated, **improved comm's and messaging of services**

All current services under review including 22 Suspension centres.

Psychological Services: School Counselling service Professional Practice Framework will be implemented in T1 2021. Flexible modes of delivery and support being discussed and reviewed.

Disability Strategy update- see useful links

Child Protection update: many changes of personnel still occurring. Term 4 meeting cancelled so no updates available. Looking at separate working parties to replace the CP Steering Committee (has worked extremely well until recently) which is a concern. PPA need to monitor as it is vital that PPA / SPC have representation on any potential disparate groups.

Flexible funding for Wellbeing Services: best use of funding still under review. Considerations include Wellbeing evidence based programs/ partnerships and support and methodology to provide the most equitable resourcing model. Work continuing

Inclusive Education: Draft school Self Reflection planning tool being finalised to assist schools in building inclusive practice into school plans. Consultation will continue as process develops. The policy is based on existing standards and legislation.

Useful links for delegates to take back to PPC's

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

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

Attendance Matters policy and resources- <https://education.nsw.gov.au/inside-the-department/attendance-resources>

Safeminds link- <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>

Disability Strategy updates, including Resource Hub and database of current providers -
<https://education.nsw.gov.au/teaching-and-learning/disability-learning-and-support/our-disability-strategy>

Psychological & Wellbeing Services- <https://education.nsw.gov.au/student-wellbeing/counselling-and-psychology-services/student-mental-health-and-wellbeing-support-in-schools>

Disability Royal Commission updates: disabilityroyalcommission@det.nsw.edu.au

Para professionals database link- <https://education.nsw.gov.au/student-wellbeing/external-wellbeing-providers>

PAX Good Behaviour Game-
https://www.youtube.com/watch?v=t952q7_BJLE&list=PLxmb2gVkOvyAqstsGda8CLrmlAZjaW-0I

Matters the NSWPPA Executive/ State Council need to be aware- as above



New South Wales Primary Principals Association State Council Report

Term 4 2020

Reference Group: Teaching Principals'

Chairperson: Bek Zadow Email: rebekah.zadow@det.nsw.edu.au Executive Liaison: Stuart Wylie (apology)

Regional Representation:

Hunter/Central Coast: Kristen Kime	Western NSW: Shelley Darcy	Sydney: Deborah Maxfield
New England: Rebecca Dowe	Illawarra/ SC: Michael Schwetz	W Sydney: Bek Zadow
SW Sydney: Doris Herrmann	North Coast: Leanne Parker	N Sydney: apology
Riverina: Julie Eason		

DoE Personnel/ Visitors in attendance & role: n/a

Summary of Matters:

1. Associate Principal Classification still printed on TP1 and TP2 SBAR.
2. Full time SAM – every school needs this as a base requirement.
3. Workload
4. Disaster Relief Funding – much appreciated but difficult to use when it is tied solely to teaching and you can't source teachers. Greater flexibility for small schools would make the money more beneficial.
5. PSL/H&S still not allowed onsite. When will this be eased?
6. External Validation – continuation of 4 days of funding – will this happen?
7. Principal Support money vs supplementation: Principal Support money is counteracting the need for supplementation, meaning small schools are not actually getting additional funding.
8. Counsellor Allocations
9. EOI for long term Temp Principal positions. Inconsistent around the state. Some Directors continue to fill positions all in-house, meaning TPs don't even get a chance to apply for the EOI.
10. SEF – how can small schools achieve excellence without using NAPLAN?
11. COVID Administration – significantly increased workload for all schools, particularly for small schools who don't have a SASS member to manage this. TPs in this situation are required to stop the learning of students to make sure all COVID compliance measures are met.
12. School Improvement Plan – a very involved process. TPs need additional administration time for this. Cost of paying SASS to stay for SA & School Planning is costly.
13. Attracting high quality temps/casuals – impossible, particularly in remote areas of the state.
14. GA Allocation – is not meeting the needs of our sites. Our sites are aging and many of us are lucky to have big sites. Allocation needs to move away from being based purely on student numbers.
15. Bushfires staffing maintenance good for 2021, but what happens long term? This maintenance doesn't occur for a school being put in to recess.
16. Assets – aging facilities & EURs (through Spotless) are taking a long time to solve.
17. SCOUT – targets setting locked at 60%-100%. This is a fault in the tool as communicated by Director – Christopher Charles. Directors can change these targets. Directors unable to do this need to seek permission from Scout to do so.

Matters for delegates to take back to PPC's:

- SCOUT – targets setting locked at 60%-100%. This is a fault in the tool as communicated by Director – Christopher Charles. Directors can change these targets. Directors unable to do this need to seek permission from Scout to do so.

Matters the NSWPPA Executive/ State Council need to be aware of: 1, 4, 9, 12, 13, 17

Draft Position paper for Council this term: No

Collaboration with another RG/SC/WP? Nil



Reference Group: Technology

Chairperson: Drew Janetzki Email: drew.janetzki@det.nsw.edu.au Exec Liaison: Ian Reeson

Regional Representation:

Hunter/Central Coast: Drew Janetzki	Western NSW: Glen Bourke	Sydney: Clint White
New England: Luke Norman	Illawarra/ SC: Leah Martin	W Sydney: Robert Linas
SW Sydney: Chris Whitten	North Coast: Allison Mitchell	N Sydney: Mark Chaffer
Riverina: Richard Busby		

DoE Personnel/ Visitors in attendance & role

<ul style="list-style-type: none"> Michelle Michael - is now under Learning Improvement (Jane Simmons) and Kay Smith. 	<ul style="list-style-type: none"> Stephen Loquet - Chief Information Officer, DoE
<ul style="list-style-type: none"> Stu Hasic: T4L Communications Manager 	<ul style="list-style-type: none"> Mark Greentree - Director, T4L
<ul style="list-style-type: none"> Shane Gandy - Identity and Access Management – Automated Application process 	<ul style="list-style-type: none"> Tribal Dependency Management System: Nachiket Desai Business Analyst NSW Department of Education & Hugh Twomey Group Director, Student Manager.
<ul style="list-style-type: none"> Andries Treurnicht - Group Dir, HR/Payroll/HCM & team (Libby Gledhill, David Nosworthy) 	<ul style="list-style-type: none"> Scott. Thomson Executive Director, Cyber Security, ITD, Corporate Services
<ul style="list-style-type: none"> Peter Coppola-Director, Digital Experience Solution 	<ul style="list-style-type: none"> Mona Sidhu Online Coordinator, Educational Support
<ul style="list-style-type: none"> Robyn Evans – President 	<ul style="list-style-type: none"> Yvette Poshoglian Senior Officer – Utilisation and Innovation , Technology 4 Learning,

Summary of Matters:

2.1 CIO Update and Issue Log Presenters: Stephen Loquet and Mark Greentree

- ITD fits into Operations group under Anthony Manning as Dep Sec (potentially new person starting in this role)
- Telstra upgrade signoff – 5megabits of bandwidth for every student in a school across NSW eg 20 kids, you'll have 100 mb
- Telstra has partnered with DoE and the agreement means we pay less than previously for a significantly improved service **TIMEFRAME??**
- Rural access gap funding will mean upgrades for 1002 rural schools. This will start with a pilot of 26 schools. In those schools each teacher gets a device, 4:1 for students, lighting up learning space for cameras, speakers and teachers to be beamed in to offer subjects more broadly. This will include training and upskilling for teachers and schools, more details to come.
- Working closely with 3rd party companies to provide a fully integrated solution for those schools who choose to engage those companies ie Sentral. Timeframes?
- Teacher devices have been rolled out for TP1 & TP2 schools.**
- T4L will be rolled out in March further details to come. (Timeframes tbc) Discussion around allocation will be needs based- further information to come and a lot of consultation on how to determine allocations equitably.
- Consideration to move towards having online mobile devices on T4L eg no desktops. Request for the group to reach out to PPC groups and seek feedback.

3.1 Human Capital Management Program Update Presenter: Andries Treurnicht- Group Director, HR (Libby Gledhill, David Nosworthy)

- Program currently funded to December. DoE has not yet made a decision around future commitment. At present there is no funding committed beyond December. (Been advised via an email that the program will not continue)
- The Department has already invested 42% of the cost. If they do not fund further, this is sunk cost
- If the HCM project doesn't proceed, TALEO will remain, however, many other departments will not continue with it so the cost of TALEO will increase for NSW DoE

4.1 Digital Experience Solution- Presenter: Peter Coppola-Director

Single Sign On

Single sign on has now been implemented across the board. Saving of hours per year- principal 4.7, admin 3.4 and teacher 2.6
NSW PPA Reference Group position is that there are still issues that need to be resolved. Sites just do not load.

Staff App

- Released iOS version. Designed to complement staff portal. (16000 users)
- Now released for Android version of app (4000+ users)
- Please give feedback in app stores

5.1 Cyber Awareness - Cyber Awareness - Password Security-Information Security Awareness

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

New training for cybersecurity coming for all staff.

6.1 Identity and Access Management – Automated Application process

Presenters: Shane Gandy

- Automated Application Access has been in place for about a month and there have been 4000 uses. So far this is around 1000 hours saved
- Request for SAM to have auto access to OEM (online enrolment). Shane will speak to developer and come back to the group with a timeframe
- Encourage staff to download staff portal app and go into MMA to request access for approval

7.1: Communications & EduTech Conference: Planning for 2021

- There was a dedicated NSW DoE Streams (Inspiration and Deep Dive) and the sessions will be available for schools to use on demand for Staff Development Days
- New mag for kids- T4L Kids, activity based for stages 3 and 4
- <https://t4l.schools.nsw.gov.au/resources/teaching-and-learning-resources/t4l-kids.html>

8.1 Tribal Dependency Management System: Discussion on Court orders - Suspensions migration.

- Shifting away from enterprise solutions, moving towards establishing a panel of vendors with an evaluation team

Seeking further clarification around legal ramifications of having court orders in ERN.

9.1 T4L Communications Manager: T4L updates including Adobe and single Sign On Information Technology Directorate Presenter:

Stu Hasic: T4L Communications Manager Adobe Sign On

- Simple, reliable and effective is the mantra
- <https://sites.google.com/education.nsw.gov.au/nswppatrg> has all of the info from Stu
- Commended Yammer to us as a great source of info and collaboration
- For the latest versions of Adobe's Creative Cloud Suite, Adobe requires individual users to sign in.
- From the start of Term 4, 2020 - All NSW DoE staff and students will access new Adobe Creative Cloud applications differently
- Work-at home access for students and staff no longer requires a Kivuto/OnTheHub annual redemption code. Home access is free via SSO.
- Can we add school email accounts to mobile devices? Not yet, but once we migrate to Mail 365 this will become possible
- This migration will happen over a period of around 6 months so there will be an interim where some people will be on the cloud and some won't. The order for this is yet to be determined. This will give everyone more storage

10.1 Mona Sidhu Online Coordinator, Educational Support

You Tube Pilot currently proceeding

YouTube pilot-update


- Pilot started in Week 1 T3, will end week 10 of T4
- 25 schools in this pilot.

PL course for leaders on using the tool MyPL RG13905

Peter Buckmaster & Chris Denton- Parent App

- News items published to both website and app
- Integration into website – POP payment
- Next step is to add sign on so forms can be filled out, excursion permission etc
- Know that many schools already use 3rd party apps for this. Looking into how the Sentral calendar feed can be integrated into SWS

Schools Video- Syed Mahmood

- Can get free postproduction of a number of videos
- They will edit it for you and upload to Brightcove. On Youtube/ facebook once you upload you don't own the content. With Brightcove you maintain the content
- Auto upload to school website
- Brightcove also has a livestream that all schools can use eg for end of year assemblies
- <https://education.nsw.gov.au/teaching-and-learning/learning-from-home/celebration-toolkit>
- All principals have admin rights and can add up to 8 others
- Access with SSO- usual DoE email and a password
- To access Shootsa, add Schools Video to My Essentials, and upload footage which will be returned to you within 24 hrs
-  Live streaming how to:
- <https://education.nsw.gov.au/teaching-and-learning/learning-from-home/celebration-toolkit/getting-started/live-streaming>
- <https://education.nsw.gov.au/inside-the-department/schools-video>
- <https://doe.app.shootsta.com/inspiration>

11.1 Michelle Michael

Explained her new position and wanted to still emphasise the importance of the technology reference group as technology is in everything we do. Michelle has the following portfolios in the re-structure.

- Michelle Michael is now under Learning Improvement (Jane Simmons) and Kay Smith.
- Role is Rural and remote, high performing and gifted, EALD, New Arrivals, part of Maths marketplace portfolio
- Team stills works with TRG as Mona and IOS team (learning from home) work with Michelle.
- Covid has put an amplified lens on many issues that were in existence, particularly in rural and remote schools and communities

Rural Access Gap

- Fantastic initiative which will
- <https://education.nsw.gov.au/campaigns/schools-digital-strategy/rural-access-gap>
- One day per week was a non- negotiable and we sincerely thank Mark Greentree for his advocacy in ensuring this happened in support of all schools.

Matters for delegates to take back to PPC's.

Please see the highlighted sections above: re Topics Covered:

- Telstra upgrade signoff – 5megabits of bandwidth for every student in a school across NSW eg 20 kids, you'll have 100 mb?
- T4L will be rolled out in March- details TBC- Survey to be issued out to all members. Survey data will help drive what T4L would look like.
- Brightcove also has a livestream that all schools can use eg for end of year assemblies
<https://education.nsw.gov.au/teaching-and-learning/learning-from-home/celebration-toolkit>
- Live streaming how to links:

<https://education.nsw.gov.au/teaching-and-learning/learning-from-home/celebration-toolkit/getting-started/live-streaming>
<https://education.nsw.gov.au/inside-the-department/schools-video>
<https://doe.app.shootsta.com/inspirati>

- All principals have admin rights and can add up to 8 others. This is a free product supported by the NSW Department of Education.
- **Parent App**- News items published to both website and app, Integration into website – POP payment
- Next step is to add sign on so forms can be filled out, excursion permission etc
- Know that many schools already use 3rd party apps for this. Looking into how the Sentral calendar feed can be integrated into SWS
- Can we add school email accounts to mobile devices? Not yet, but once we migrate to Mail 365 this will become possible
- This migration will happen over a period of around 6 months so there will be an interim where some people will be on the cloud and some won't. The order for this is yet to be determined. This will give everyone more storage.
- Single sign on has now been implemented across the board. Saving of hours per year- principal 4.7, admin 3.4 and teacher 2.6
- NSW PPA Reference Group position is that there are still issues that need to be resolved. Sites just do not load.
- Encourage all staff to download staff portal app and go into MMA to request access for approval.

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

- TRG investing into how ICT can improve their processes, we are also trailing a new way to share the following communications. TRG working with Senior ITD Team to help streamline our Communications.
- Technology Reference Group still wants issues logged to continue the tracking of issues which are listened to please keep logging your ICT issues:
- TRG are issuing a survey re T4L rollout and would like this to be shared through SchoolZine.
- TRG wanted to work with Pasi re work presented at the NSW PPA State Conference.
- TRG working closely with the T4L team on the recently announced Digital Strategy for Rural and Remote Schools.
- In those schools each teacher gets a device, 4:1 for students, lighting up learning space for cameras, speakers and teachers to be beamed in to offer subjects more broadly. TRG would like further timeframes and what this would look like,
- It was noted there will be lot of training and upskilling for teachers and schools, again more details to come.
- **TRG are very disappointed that the HCM Project has ceased:** Here are some statements from Andries at our last meeting held:
- The NSW Department of Education has already invested 42% of the cost. If they do not fund further, this is sunk cost.
- If the HCM project doesn't proceed, TALEO will remain, however, many other departments will not continue with it so the cost of TALEO will increase for NSW DoE.
- The gains for schools through HCM will be immense and many benefits that schools may not have even dreamed of.
- Mark Scott continues to state that there is a focus on lessening the administrative burden on schools and HCM does this very well.
- Single sign on has now been implemented across the board. Saving of hours per year- principal 4.7, admin 3.4 and teacher 2.6. (unsure of where these figures come from)- Make sure to thank your TRG for saving you 4.7 hours per year.
- NSW PPA Reference Group position is that there are still issues that need to be resolved. Sites just do not load.

<ul style="list-style-type: none"> 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 as well as computational thinking.	No Planning for 2021 Re T4L to review baseline data and measurement
Collaboration with another RG/SC/WP? (who) Re Pasi Salberg.	Yes Rural & Remote- Re Minister announcement, Legal re Tribal Systems, WellBeing-



Annual Conference Standing Committee Report

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

Representation:

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

Meeting Observers

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Summary of Matters:

- Thank you to the small team who assisted to pull this conference together.
 - Sponsorship was done twice with the first sponsorship rollout (for The Star) being refunded and then a very limited offering given.
 - Registration had to be entirely changed.
 - Many challenges resulted in developing a virtual conference in such a short time frame after the exec gave the go ahead. MC had to be changed to one who was used to working to camera; performances were being recorded by The Arts Unit who did not finish editing. Alternatives the had to be sourced on the Friday before conference week.
 - Cameron deserves particular recognition for the work he did with the Go live Team.
 - Deborah Claxton from Claxton Speakers International dedicated her time to us at no charge. She organised The Citadel at Crows Nest (venue) and the Go Live Team who we had worked with earlier in the year delivering Adam Fraser's Term 2 SDD PL. Deb organised the catering when the quotes were ridiculous. Deb also worked with us for 5 hours the night before rehearsal to ensure the Assets folder for two days was correct to the second, for the virtual presentation.
 - Huge thanks to Mark, Karen and Daryl for packing the conference packs over several days (never to be repeated) and to Rona Transport for moving these to Austral PO.
- Feedback:
 - Venue/studio was an outstanding space. The Go Live team led by Jamin were professional and highly skilled. Mike Munro didn't realise that Cameron was a Principal he was so good!
 - The speaking program was very strong. Many highlights. Stan Grant was simply brilliant. All keynotes are available until the end of term for a fee structure similar to T2 PL. CSI is taking on that risk: speakers have to be paid, in addition to editing fees and registering and payment. Only one speaker is not available, Rabia Siddique.
 - TIYL segment was a genuine surprise for Phil and just about everyone else. Significant time was spent working with Mike Munro to research, write the book, develop the layout and review the final edit before sending to the publisher in Melbourne. Thanks to Skye Seymour for helping with research when the going got tough.
 - An overwhelming request for a hybrid style conference for all future conferences. We can do this with the in-house equipment at The Star. We would look at two registration streams: regular (face-to-face) and virtual (only the program, no conference pack).
- The Star contract for 2021 has been adjusted for dates and payment schedule.
- 2021 conference dates: Term 4, week 3: 20, 21, 22 (Wed-Fri) October, 19th is registration and welcome drinks, 20th is cocktail reception, 21st is conference dinner.
- Theme is 2021: Time To Star Together

Matters for delegates to take back to PPC's:

- 2021 conference dates: Term 4, week 3: 20, 21, 22 (Wed-Fri) October, 19th is registration and welcome drinks, 20th is cocktail reception, 21st is conference dinner. A virtual conference will be offered too.
- Theme is 2021: Time To Star Together
- All keynotes are available until the end of term for a fee structure similar to T2 PL. Only one speaker is not available, Rabia Siddique. An email from PPA with the details was sent in week 6 to all members.

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

Draft Position paper for Council this term

Yes / No

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



Standing Committee Report: *Communication & Engagement*

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

Representation:

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

Meeting Attendees (*DOE or Key note speakers remove red text*)

Carmen Michael – ED C&E (r)	Jackie Kuek - Director, Internal and Corporate Communications
Daniel Otto – Acting Director of News & Events	
Ian Quintos – Manager Communications	
Kay Chrystal-Lord – Communications lead	

Summary of Matters:

- Schools update app – only used for school closures
- Schoolbiz review ongoing and should improve useability
- Master Schedule – work is being done on this but we need some input.
- Yammer is still being developed as a cornerstone for use by department staff – we have asked for feedback on usage stats and follow up to the survey of 200 Yammer users.
- Code of conduct review and implications for social media use by all staff.
- Raised concerns over shift towards extremely personal information contained in the this years PMES

Matters for delegates to take back to PPC's:

- Covid updates in W8T4 for Week 1 T1 2021
- Covid updates are coming out – but the website is populated first and should be considered the most accurate advice
- New campaigns - #mathstrainsbrains, #StayhealthyHSC, #Australiareads
- Schoolsvideo – its free and can support livestream. Send them content and they produce it for you.

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

- Social Media Policy – official accounts for school staff to come out soon. Issue is who posts – reposts are ok. The policy is in place to protect the teacher.

Draft Position paper for Council this term

Yes / No

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



Chairperson: Cath Larkman **Email:** catherine.larkman@det.nsw.edu.au **Executive Liaison:** Lyn Davis

Representation: Karen Maraga, Margaret Charlton, Peter Flannery, Jodie Paterson, David O'Connor, Louise Challis Graeme Ross, Corinna Robinson, Estelle Southall, Cath Larkman

Meeting Attendees

- Joanne Jarvis – School Leadership Institute
- Stacey Quince – A/Executive Director, Teaching Quality and Impact

Summary of Matters:

Matters for delegates to take back to PPCs: Updates from School Leadership Institute, Teacher Quality and Impact, PPA Professional Learning Officer updates

Committee members moved a motion to include **Lyn Davis** as part of ongoing team meetings. We recognised Lyn's invaluable contribution to PPA through her Executive Liaison role in the Leadership Standing Committee.

Welcome to Jude Hayman, our new Executive Liaison.

Margaret Charlton – Professional Learning Officer: Updates on professional learning options

The team would like to recognise the outstanding dedication of Margaret Charlton, Professional Learning Officer, who has been so innovative and hard working with changing the mode of professional learning through the pandemic restrictions. Some of our high-quality learning was unable to be re-designed for an online platform, but other learning was made available to our leaders and aspirants.

All plans for 2021 will be dependent on guidelines.

- Principal Credential – Face to Face conference 23rd – 26th May 2021. Online platforms have gone ahead with quality support but participants have missed the face to face component – we would also like to acknowledge their flexibility.
- Contingencies for 2021 will still be considered in case of restrictions
- Margaret is setting up meeting with Franklin/Covey to investigate more PL options
- HIPL guidelines will be necessary for Margaret to embed her plans for professional learning in 2021.
- Principals Australia Research Foundation (PARF) evaluation survey to go out next week to participants of PPA Leadership Credential (all cohorts) to inform research.
- The much-anticipated Art of Leadership will include contingency plans for 2021. There is the potential for loss of funds here as the learning is not conducive to going online.

Joanne Jarvis (Director School Leadership Institute)

The School Leadership Institute (SLI) have been moved to the School Workforce section which is located within the People Group.

Program updates

Middle leadership – the SLI have entered into a partnership with Uni of Newcastle led by Prof Jenny Gore and Uni of Wollongong, led by Dr Kylie Lipscombe to codesign a program to support formal middle leaders (assistant principals and head teachers in substantive positions). There will be a pilot in 2021 with a Semester 2 implementation. A Middle Leadership report is imminent, which will inform the codesign of the program and a future middle leaders role description.

- Principal Facilitator Report has been completed indicating the positive impact on principals who participate with programs in the role of a Principal Facilitator. It develops them as system leaders.
- A Systems Leadership research paper is also on the website.
- Principal Leadership Framework – focus groups containing principals and a DEL will be taking place, focus on use as a development tool.
- Role Descriptions – are complete but their release is expected to be Term 1 2021. (mid-term)
- Selection of facilitators is planned to take place early 2021 for a 2021 delivery.

Stacy Quince (A/Executive Director, Teaching Quality and Impact)

Stacey shared updated directions and a power point will be made available.

HIPL (High Impact Professional Learning) – to be released in November, officially launching SDD Term 1 2021.

Questions were posed by the team around purpose, use in schools, risks and potential. Also timing around school planning and whether there is funding to support its delivery. This will be put forward at State Council.

I have been informed that Mark Scott may be launching early next year.



New South Wales Primary Principals Association State Council Report

Term 4 2020

Standing Committee Report: **LEGAL ISSUES**

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

Representation:

Andrew Doyle	Jeff Lie a	Greg Grinham
Greg Wells	Ginny Latta a	Ben Matthews

Meeting Observers

• Geoff Scott (PPA Support Officer & Life Member)	• Wendy Buckley (PPA Support Officer)
• Grace Palamara (acting Chair, Principal Support RG)	

Meeting Attendees

• Veronica Kapsimali (Director, Employee Performance)	• Margaret Baker (DoE Principal Legal Officer)
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Summary of Matters & Matters for delegates to take back to PPCs:

Legal Services Directorate

- Principals are discouraged from using private providers (eg sport/perf arts companies) to solely supervise students for teachers' RFF. We cannot delegate duty of care of students to employees of private providers.
- Legal Services will provide advice with contracts relating to privacy & the use of third-party online services.
- Integrated Birth Certificates for adopted people (brief to appear in School Biz for enrolment guidance).
- Guidelines for managing Problematic & Harmful Sexual Behaviour of Students link on directorate's website.
- Performance and Ethical Standards (PES formerly known as EPaC)

- Acting Executive Director, Daryl Currie, DEL & fmr secondary Principal -brought positive vibe to the meeting.
- Code of Conduct final draft soon to be released to PPA. Training package planned for release for T1, 2021.
- Recommend viewing PES website for new resources: management of conduct issues & underperformance.
- Utilise for guidance with underperforming staff seconded Principals & DPs in school performance unit -TPMI
- Resources being regularly included on PES website with handling difficult staff and community complaints.

Health & Safety Directorate (H&SD)

- Upgrade to Incident Report & Support Hotline: new options to be introduced & teams working for each SPD
- Obvious inconsistency in implementation of COVID-19 communications between schools, advice from DELs.
- Committee acknowledged the dedication & tireless work from the H&SD during bushfires, floods and COVID
- Committee member, Andrew Doyle, has established a bushfire support Principal contact within all 43 PPCs.
- CPR & Anaphylaxis training can be conducted via blended learning (see 15/10/20 COVID email from H&SD).

** 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 Phil Seymour. Details on PPA website or PPA mobile: 0429 547 617.*

Thank you, Principal colleagues, for your support since I became chair of Legal Issues SC in 2013.

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

- Occupational violence from colleagues and community on the rise as per data from Legal Services & H&SD.
- Complaints against Principals from staff and from staff to staff on the rise.
- Strongly suggest further commitment to training and genuine support for school leaders dealing with parents/carers with challenging behaviours should be implemented by our employer.
- Disability Royal Commission recommendations will have impact on Principals on how to apply reasonable adjustment and unjustifiable hardship.
- Legal Issues SC looking at legalities with charging parents for curriculum related school activities as this does not reflect the Education Act NSW. Further discussion with General Counsel before T4 State Council.
- Ongoing concerns with DCJ & Police not observing confidentiality with mandatory reporting by school staff.

Note: SPD refers to School Performance Directorate - 8 now exist in DoE (eg Regional South West & Metro South etc)

Note DCJ is Dept of Community & Justice (formerly FaCS & DoCS)

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



Reference Group: <i>Rural and Remote Standing Committee</i>	
Chairperson: Stephen de Roos	Email: Stephen.deroos@det.nsw.edu.au Executive Liaison: Michael Trist
DoE Personnel/ Visitors in attendance & role <ul style="list-style-type: none"> • Mark Greentree • Michelle Michael • Adrian Campbell 	
<p>Summary of Matters:</p> <p>Mark Greentree The RAG is looking like being a positive influence on student learning and teacher quality. Many of the features of the initiative were positively acknowledged. Access to better internet services. Support for teachers and students is practical. Members of the group had positive.</p> <p>Major fibre infrastructure improvement. Satellite connections to be replaced where possible. Norfolk Island Central School has had a major upgrade.</p> <p>Every school will receive one day per week for a Digital Classroom Officer (DCO) to be employed. This replaces a "Computer Coordinator".</p> <p>Michelle Michael New Director with Rural and Remote as one of her 5 areas. When questioned about the effectiveness of doing that role and giving it the urgency we thought it needed Michelle assured us she had a very good team committed to the strategies planned.</p> <p>Michelle was sent a list of questions so she could prepare for the meeting. Most of her responses were wait and see or I can't do much due to constraints of the role description. Reinforced the powerful role PPA had in determining directions within the DET and urged us to continue to pressure where we thought improvements and accountability processes could be applied within the new Rural and Remote Strategy developed by Laurie Campbell. Reinforcing the depth of consultation</p> <p>Assured the group that we can be "bold" in our requests and approach to rural and remote.</p> <p>Adrian Picolli Adrian is linked to the Gonski Institute for research. He can develop background in to how the DET systems perform and can be changed to support schools/teachers/students. Adrian constantly reinforced the idea of why are still doing the same things and complying with processes even though we know the system is not performing. Adrian is making representation to Michelle using the research already done by the Gonski Institute. A lot of what he is already feeding to her supports our concerns.</p>	
Matters for delegates to take back to PPC's:	
Matters the NSWPPA Executive/ State Council need to be aware of:	
Draft Position paper for Council this term	Yes / No
Collaboration with another RG/SC/WP? (who)	



Working Party Report: School Viability		
Chairperson: Grant Schaefer Email: Grant.Schaefer@det.nsw.edu.au Executive Liaison: Robyn Evans		
Representation:		
Meeting Observers		
•		•
Meeting Attendees		
•		•
<p>Summary of Matters:</p> <p>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.</p> <p>Also looking at 'other educational provision model' for a school currently in recess.</p> <p>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.</p> <p>Recent continuation staffing decisions around Drought and Bushfire has helped a couple of schools.</p> <p>Thank you to all NSWPPA delegates and Presidents who have continued to get the message back to their PPC's about the protocols. Thank you to Phil and Robyn for their intervention when situations got above my pay grade.</p>		
Matters for delegates to take back to PPC's:		
<p>PPC Presidents please let me know of any schools in your council areas that may be even rumoured to be talked about to with respect to entering the process of assessing a schools viability and educational provision. Please notify PPC Presidents of any schools that are having discussions with Directors Educational Leadership around any areas of current or future School Viability. I can be contacted on the above email address, at Lakelands Public School on 4261 1540 or on my mobile 0420 499 895.</p>		
Matters the NSWPPA Executive/ State Council need to be aware of:		
<p>Draft Position paper for Council this term</p> <p>Collaboration with another RG/SC/WP? (who)</p>		
		No



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

Report to the NSWPPA State Executive and State Council

Observer Group: CENTRAL SCHOOLS

Observer: Michael Windred

Contact number: 0447626886

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

Executive Member: Robyn Evans

The Central Schools had a substantial 'win' after all central schools were left off the governments promise to provide all secondary schools with a full-time counsellor and a fulltime Wellbeing Officer. After bringing the oversight to Murat Dizdar's attention, Central Schools with a secondary enrolment over 100 will receive a Student Wellbeing officer. Central Schools with an enrolment over 200 will receive a full-time counsellor and schools with a secondary population over 100, will receive a fulltime Wellbeing Officer.

We will pursue the right for all central schools to have a full-time counsellor considering that the smallest enrolment in a secondary school is 107, the next smallest is 130 ... 132, 139 and so on. There also needs to be a pro-rata for schools that have a secondary population less than 100 students.

We will pursue the right for all primary schools to have access to a full time Wellbeing Officer.

We are all aware that mental health issues do not commence in Year 7, we have children in Kindergarten with significant mental health issues that prevent them from engaging with the curriculum.

Central Schools that are in drought affected areas received a free workshop from Batyr via drought relief school programs ... the idea behind using Batyr was to hook students and staff who live with depression and mental illness to have an advocate and someone to listen. A common issue throughout the central schools was that the 'one day workshop' caused more anxiety within the students which triggered behaviour outbursts in the playground and classrooms.

We also pursued Murat Dizdar to announce whether the Drought and Disaster relief would be extended into 2021. It was good to receive this news in Term 3 so that we could organise staffing for 2021.

There were mixed reports from principals around the technology distribution during COVID. A common issue brought up by principals during COVID was that due to everyone being home using the internet that the poor bandwidth caused systems to intermittently drop out. The poor bandwidth disabled schools to perform multiple Zoom lessons and meetings. It was great to hear from Stephen Loquet that the bandwidth in rural schools is being increased.

We would like to thank Robyn Evans for supporting us at our meetings. It is great to have the PPA invested in our schools.

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: **Environmental Education Centres**

Observer: Peter Jones

Email: peter.j.jones@det.nsw.edu.au

Contact Number: 0249 558673

Summary of Matters:

- **Relocation of Kamay Botany Bay EEC** - The Principal of Kamay Botany Bay EEC has been notified by NPWS (as the landlord) to vacate the premises by the end of Term 1, 2021. The DoE response in relocation and support has been lacking and the Principal is under considerable stress at this time. Plans for the future of this EEC are very uncertain.
- **EEC Staffing Campaign** - The major push from EEC's continues to be two teachers in every EEC (a Teaching Principal and a full-time teacher). Currently some EEC's have a Teaching Principal and 1.0 Classroom Teacher, others have a Teaching Principal only.
- **GA Allocation in EEC's** – some EEC's operate on extensive grounds with multiple buildings including camping facilities and find that the small GA allocation provided is insufficient to maintain safe operations. A larger GA allocation or supplementation is needed for these locations.
- **Inconsistent COVID information** continues to be provided to schools and parents regarding restrictions on excursions. This has caused great confusion to schools and teachers planning excursions to an EEC.

Matters the NSWPPA Executive/ State Council need to be aware o

- Urgent support and assistance required for the Principal of Kamay Botany Bay EEC in regard to the relocation and future operations

Draft Position paper for State Council this term
If Yes please supply further information

Yes / No



Observer Group Report: Principals, School Leadership	
<p>Delegate: Peter Flannery Email: peter.flannery@det.nsw.edu.au .edu.au Phone: 0416185131/66235920</p>	<p>Rel Delegate: Carolyn Nugent carolyn.nugent@det.nsw Phone: 0429953306</p>
<p>Summary of Matters:</p> <p>1) Recruitment and PSL Business Plan</p> <p>a) A significant number of current PSLs are coming to the end of their contracts. The recruitment process for both PSLs and PC-Ms for 2021 has just about been completed. Thank you to the PPA reps who were on panels this term for the PSL and PC-M positions.</p> <p>b) Key focus areas of the PSL Business Plan moving into 2021 are:</p> <ul style="list-style-type: none"> i) Growing School Leadership Capacity ii) A highly skilled and well supported workforce iii) Strengthening Partnerships and Innovation iv) Supporting Schools to pursue Excellence <p>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.</p> <p>2) School Excellence</p> <p>a) The PSL and PC-M team have been supporting the development and delivery of the School Excellence in Action materials for 2021-2024. Feedback on the impact of PSL support to Principals has been very positive. Most networks are moving into the delivery and workshoping of Bite 5, namely Implementation and Progress Monitoring.</p> <p>b) The PSL team have worked 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.</p> <p>c) The PSL/PC-M team continuing to undertake detailed PL in additional areas of SEiA and in particular the improved functionality within SPARO.</p> <p>3) External Validation</p> <p>a) The running of External Validation panel meetings for 2020 has been completed, and credit must go to the PSL management team for managing 416 External Validations through the pandemic. The panel meetings were conducted virtually via the Microsoft Teams platform. Feedback on the virtual panels has been positive, and this mode of delivery may feature in 2021.</p> <p>4) Principal Support</p> <p>Currently there are 532 principals across all school settings being formally coach matched to PSL/P C-Ms.</p> <ul style="list-style-type: none"> • 360 are newly appointed, first time principals (NAFTP) • 49 are experienced or outside the 2 year NAFTP category • 3 are principals of new build schools • 120 are relieving in the principal role <p>a) Data regarding Principal support shows significant areas requested include coaching of newly appointed Principals, mentoring and advice, EV and School Excellence support, network and PPC meeting presentations and contentious issues support. In light of Covid-19, PSL support included taking on the role of co-principal or indeed relieving as principal in some contexts.</p> <p>b) Data regarding the number of activities PSLs and PCMs have undertaken during 2020 has significantly increased. This is due to support offered during the COVID 19 pandemic and the capacity to deliver via alternative platforms.</p> <p>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.</p> <p>Matters the NSWPPA Executive/ State Council need to be aware of: nil</p>	



New South Wales Primary Principals Association State Council Report

Term 4 2020

Professional Learning Officer Report

Chairperson: Margaret Charlton

Email: mcharlton@nswppa.org.au

Executive Liaison: Lyn Davis

Email: lyn.davis@det.nsw.edu.au

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

The *Empowered Leadership Series* successfully delivered core professional learning programs throughout the period of Covid 19 restrictions. These programs were effectively transitioned onto online platforms. 464 school leaders across NSW participated in NSWPPA professional learning opportunities.

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

7 Habits of Highly Effective People

- 11 programs (4 x PL on Demand for specific school groups)
- 236 participants

Leading at the Speed of Trust

- 9 programs (2 x PL on Demand for specific school groups)
- 161 participants

All programs delivered via Zoom with experienced Principal presenters contextualising the content for schools. All our facilitators have been highly valued for their experience and expertise.

Our program evaluation indicated:

- **96.36%** would recommend these programs to a colleague.
- **97%** indicated the professional learning met their expectations.
- Strong support for the online platform came from rural and remote leaders, citing that accessibility to quality professional learning was enhanced for them.

Testimonials:

The 7 Habits of Highly Effective People course was exceptional and highly valuable professional learning for me. It enabled me to look closely at various aspects of my professional and personal life, identify my strengths and work on strategies for developing my weaknesses. I would highly recommend the program to any colleague.

I would highly recommend anyone in an executive role to attend this course - it will change the way you think, speak and do things on a daily basis - absolutely amazing! (7 Habits)

I have participated in a lot of high-quality leadership professional learning and this rates in my top five. As a Principal I thought I knew a lot, but this consolidated my learning and stretched me in other ways. I am thrilled that my entire executive team is completing this professional learning. This will ensure consistent language and will make it easier for us to interact with each other and with staff. An excellent program. (7 Habits)

The Speed of Trust program is a must do for every school's leadership team that is serious about growing their school's teaching, learning and collaborative culture. The program provides a

framework for growing trust in a school and evidences how trust can speed growth in all areas of the school organisation.

If I can improve on all the components from this course (Speed of Trust) - build trust in others, increase my personal credibility, align my teams and inspire others on the journey of lifelong learning in education - what an amazing journey it will be!

'Leading at the Speed of Trust' is an extremely valuable journey to take with your executive team. Delivered with a sense of challenge, this course took us on a deep dive into self, examining elements of trust all around us in life. We individually identified areas for growth and were given the most amazing resources to build a 'smart trust' approach to our leadership. The ongoing growth from this collegial experience will provide us with scope for a four-year personal management plan.

NSW Principal Credential Program

- 67 participants / 15 experienced Principal facilitators
- A blended learning model has enabled the delivery of the original face to face conference content via a range of strategies including; podcasts from Ann McIntyre, videos from experienced Principals focussing on the professional practices from the Principal Standard, scaffolded discussions/activities via Zoom, facilitated Learning Teams led by experienced principal facilitators.
- Zoom Conference with Ann McIntyre and provocation discussions within their Learning Teams.
- Zoom session with Murat Dizdar focussed on the agile leadership necessary for our current climate.

Flourish

Flourish continues to operate on identified need. The program continues to support the wellbeing of Principals across NSW, with a successful transition to an online delivery for school leaders. Current group underway and two planned for 2021.

Art of Leadership / AOL Masterclasses

The planned delivery of these programs was cancelled for 2020, due to DoE Covid restrictions. All 2020 programs have been rescheduled to commence from Term 2 2021. Our commitment to 2020 programs will take priority. New programs will only be rescheduled once these are completed.

Venues are currently being confirmed and a schedule of events will be distributed to all participants by email this term.

Professional Learning on Demand

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 and enabled school groups to tailor learning to their context.

- 4 x school groups accessed 7 Habits
- 2 x school groups accessed Speed of Trust

The Middle Leadership Imperative

The planned courses within this program have been postponed to 2021 due to the DoE restrictions. A trial of this program, transitioned to online, is planned for Term 1 2021.

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 Term 2 2021.

Matters for delegates to take back to PPC's:

It's extremely important for PPCs and Principal colleagues to support the PPA Professional Learning initiative and engage with the PL programs. Please promote with colleagues as they plan for 2021.

Information flyers for **7 Habits of Highly Effective People & Leading at the Speed of Trust** online programs are included in the Council kit as well as on the PPA website.

A general information sheet, NSWPPA Professional Learning Program 2021, will detail the NSWPPA professional learning opportunities. The delivery of these program will be dependent upon the DoE advice regarding professional learning. This information sheet is also included in the Council kit.

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

Professional learning on demand – the PPA is keen to work with local PPCs or networks of schools wishing to run a specific program in their area. Please contact me to discuss how we can match the program to your needs. Get in early if you would like a program to run in your local area.

Margaret Charlton
mcharlton@nswppa.org.au
0408 905 051

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

Draft Position paper for Council this term

Yes / No

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



NSWPPA Professional Learning Program 2020

Empowering school leaders through quality professional learning.

The NSWPPA plan to offer the following range of professional learning programs for Principals and school leaders throughout 2021. The delivery of face to face programs is dependent upon the Department of Education's advice for professional learning. As each course is opened for registrations course information flyers and links will be provided on the PPA website under the [Professional Learning](#) tab. Information will also be provided to your PPC President and Delegate at each State Council meeting and through PPA email.

7 Habits of Highly Effective People

<https://www.nswppa.org.au/the-7-habits-of-highly-successful-people>



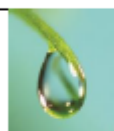
No matter how competent a person is, he or she will not have sustained and lasting success unless they are able to effectively lead themselves, influence, engage and collaborate with others, and continually improve and renew their capabilities. These elements are at the heart of personal, team, and organisational effectiveness. The 7 Habits will enable you to intentionally align values, behaviours, norms and systems toward a central strategy where culture becomes a force to drive results. You will learn how to grasp the 7 Habits as a powerful tool for creating a great culture and model and reinforce the 7 Habits to create an operating system for effectiveness in your teams and school.

Audience: Principal, school executive
Duration: 2 days
Accreditation: 15 NESA registered hours at Proficient
Cost: \$1100 (GST inclusive)

Online programs available throughout Semester 1 2021.

Leading at the Speed of Trust


<https://www.nswppa.org.au/leading-at-the-speed-of-trust>




When trust is low, suspicion is high, and communication is guarded. With high trust, communication, creativity, and engagement improve. Trust is one of the most important aspects in today's school environment and like any other discipline, creating trust is a learnable skill. With increased trust our attention is redirected towards improving student learning outcomes. Leading at the Speed of Trust will provide the mindset, skillset, and toolset that will measurably increase a participant's ability to deliver results in a way that inspires trust.


Audience: Principal, school executive
Duration: 2 days
Cost: \$1075 (GST inclusive)


Online programs available throughout Semester 1 2021.

Flourish https://www.nswppa.org.au/flourish	
<p>Helping school principals flourish not just cope. Flourish aims to improve the productivity, job satisfaction and overall sense of health and wellbeing of school principals. It has been co-designed with Principals for Principals. Flourish is a strategic and consciously designed experience to support principals through the process of embedding new work and lifestyle habits. The program provides support and space for principals to work on their wellbeing. Please follow the link on our webpage to access further information about this outstanding program.</p>	
<p>Information regarding the Flourish program can be found through the above link.</p>	

The Art of Leadership https://www.nswppa.org.au/art-of-leadership	
<p>The Art of Leadership is structured upon a leadership effectiveness framework that identifies and builds the capabilities that both school experience and relevant research shown to be essential to successful school leadership. This framework encompasses four dimensions; Leadership of self, Leadership of others, Leadership of teams and Strategic school leadership. This practical, interactive program addresses the skills, processes and knowledge needed to lead a successful school with participants applying and refining skills in their own workplace context.</p>	
<p>Audience: Principals, school executive Duration: 6 days (2 x 3-day seminars), with an 'in school' practicum phase between the 2 seminars Accreditation: 37 hours at Lead Cost: \$3750 (GST inclusive)</p> <p>2021 programs dependent on DoE professional learning advice. Priority will be given to completing 2020 programs.</p>	

The Art of Leadership Masterclass https://www.nswppa.org.au/art-of-leadership	
<p>The AOL Masterclass builds on the knowledge and skills developed in the Art of Leadership program. Completion of the Art of Leadership is a requirement.</p>	
<p>Audience: Principals, school executive (Completion of Art of Leadership is a requirement) Duration: 3 days Accreditation: 20 hours at Lead Cost: \$2500 (GST inclusive)</p> <p>2021 programs dependent on DoE professional learning advice. Priority will be given to completing 2020 programs.</p>	

The Middle Leadership Imperative https://www.nswppa.org.au/professional-learning	
<p>The role of the middle leader has become increasingly important to the work of schools through increased accountability and responsibility of principals (Dinham 2016). This course will empower middle leaders through a practical understanding of the environmental and personal inputs into middle leadership, the key roles middle leaders play and the potential impact in relation to teachers and students. The program addresses three key themes:</p> <p>Middle Leading - Leadership structure, role of the middle leader; interdependent skills of leading and managing; leadership qualities and character strengths</p> <p>Collaborative professionalism - leading a team, communicating effectively, managing difficult conversations, importance of relationships and building trust, and feedback</p> <p>Ideas in action – Narrowing the focus on improved student learning outcomes, how to lead for improved practice, Data - how and where to dig deeper</p>	
<p>Audience: Assistant Principals Duration: 4 days - 2 x 2-day seminars delivered over 2 terms</p> <p>A pilot of this program will commence in Semester 1 2021.</p>	

NSWPPA Principal Credential https://www.nswppa.org.au/principal-credential	
<p>This program provides a substantial pathway of learning for school leadership. The Principal Credential enables leaders to focus their influence and their learning on the core business of teaching and learning to have the greatest influence on student learning outcomes. Within the program, formal learning is provided through residential seminars that enable access to international best practice, educational research and thinking. The key learning within the program is led by Ann McIntyre. The program includes facilitated collegial learning and focused individual learning with an experienced principal coach. The Principal Credential is founded on the Australian Professional Standard for Principals and provides personalised professional learning that is evidenced through a professional learning portfolio.</p>	
<p>Audience: Principals, experienced APs and DPs, school leadership teams Duration: 3 x 2-day seminars over 18 months Accreditation: 50% Masters of Education (Educational Leadership), University of Wollongong 6 hours, 45 minutes at Lead (Additional hours to be confirmed for 2020) Cost: \$3600 (GST inclusive)</p> <p>The next intake for this program will be 2022.</p>	

The Tao of Team

<https://www.nswppa.org.au/professional-learning>



Creating, sustaining and energising an effective team.

Effective teams are built around a clear and compelling purpose where trust and connected relationships enable an effective team culture. This program will work through the purpose and process of forming a team, creating a team culture and effective team practices. This is a practical and interactive program that will replicate team-creation and team-building practices as well as trust and connected relationships that are enablers of effective team cultures. Participants practise the skills learned and begin to apply these in their own workplace context.

Audience: Principals, school executive

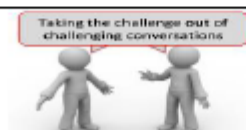
Duration: 2 days

Accreditation: In development

2021 programs dependent on DoE professional learning advice

Powerful Performance Conversations

<https://www.nswppa.org.au/professional-learning>



Taking the challenge out of challenging conversations.

This program will focus on the common features of challenging conversations that are critical for school leader effectiveness. This focus will include four conversation types; Performance, Boundaries, Alignment and Coaching conversations. Although some conversations require a certain level of assertiveness, the design of these conversations embodies the intent that each party in the conversation will leave it with greater clarity, a positive forward direction and with the relationship enhanced. The program is experiential, and participants will practise the skills learned and begin to apply these in their own workplace context.

Audience: Principal, school executive

Duration: 2 days (2 x 1-day seminars, 1-2 weeks apart is recommended but is negotiable)

Accreditation: In development

2021 programs dependent on DoE professional learning advice



Professional Learning on Demand

The intent of the NSWPPA is to provide professional learning opportunities for school leaders across NSW. Whilst programs will be advertised at determined venues, the opportunity to respond to local need is welcomed. If your local PPC or network of schools wishes to run a specific program in your area, please contact us to discuss how we can match the program to your needs.

Margaret Charlton, Professional Learning Officer



The 7 Habits of Highly Effective People® Online Program

Be more productive, strengthen your relationships, improve your communication skills, solve problems more creatively, all through the world's premier personal development program.

Cost \$1,100.00 per participant (inclusive of GST).

All payments must be made on registration using Pcard or credit card.

Who will benefit

Principals, school leaders, staff

Program Overview

How do you build the culture of your school? Is it left to chance? A healthy culture exists when people have the ability to work effectively together to achieve results that matter.

As participants learn, model and reinforce The 7 Habits they develop high levels of character and competence and ultimately, trust. Using The 7 Habits, participants will effectively lead themselves, influence, engage and collaborate with others, and continually improve and renew their capabilities and so create a system for effectiveness in their teams and school.

Content

Phase 1 – Benchmark Assessment (self or 360°).

Phase 2 – Online program examining principles you can apply to become more efficient and achieve a balanced life, including the ability to take initiative, prioritise and communicate more effectively.

Phase 3 – After Program Follow-up, use Living the 7 Habits app, and resources to help you embed the Habits in your daily life, and in your school's culture.

I would highly recommend anyone in an executive role to attend this course - it will change the way you think, speak and do things on a daily basis - absolutely amazing!

I have participated in a lot of high-quality leadership professional learning and this rates in my top five. As a Principal I thought I knew a lot, but this consolidated my learning and stretched me in other ways. I am thrilled that my entire executive team is completing this professional learning. This will ensure consistent language and will make it easier for us to interact with each other and with staff. An excellent program.

Please register using the links below

Program 1: Feb 23, March 2 & 9

<https://cvent.me/vvqANe>

Program 2: March 16, 23, 30

<https://cvent.me/3EneND>

Program 3: March 11, 16, 30

<https://cvent.me/bVv3NM>

Program 4: April 21, 28, May 5

<https://cvent.me/DIZqoG>

Program 5: May 20, 27, June 3

<https://cvent.me/2PnZ5q>

Program 6: June 8, 15, 22

<https://cvent.me/vvqAny>



Completing The 7 Habits of Highly Effective People will contribute 15 hours of NSW Education Standards Authority (NESA) Registered PD addressing 6.2.2 from the Australian Professional Standards for Teachers towards maintaining Proficient Teacher Accreditation in NSW.

For further information contact

Margaret Charlton

NSWPPA Professional Learning Officer

0408 905 051

mcharlton@nswppa.org.au



Leading at the Speed of Trust® Online Program

By behaving in ways that build trust with one, you build trust with many.
Increase your personal credibility and practice specific behaviours that increase trust.

Cost \$1,075.00 per participant (inclusive of GST).

All payments must be made on registration using Pcard or credit card.

Who will benefit

Principals, school executive

Program Overview

Trust is one of the most important aspects in today's school environment and like any other discipline, creating trust is a learnable skill. Teams and schools that operate with high trust are significantly more effective than those who do not cultivate trust at the core of their culture.

Through this program participants will be able to better manage change and lead high-performing teams that are agile, collaborative, innovative, and engaged.

Content

Phase 1 – Benchmark assessment (self or 360°).

Phase 2 – Online program. Participants will increase their personal credibility and practise specific behaviours that increase trust. They will practise communicating transparently, respectfully, and directly and identify how to extend appropriate levels of trust with co-workers.

Phase 3 – Post program. Participants receive powerful tools and processes to sustain further learning for 52 weeks, embedding new learning.

Online Program Delivery

This program will be delivered online via Zoom. Each program will run over two professional learning days, from 8.30am-3.30pm.

The Speed of Trust program is a must do for every school's leadership team that is serious about growing their school's teaching, learning and collaborative culture. The program provides a framework for growing trust in a school and evidences how trust can speed growth in all areas of the school organisation.

Register using the links below.

Online Program 1: February 25 & March 4

<https://cvent.me/eber5P>

Online Program 2: March 25 & 26

<https://cvent.me/Kb4g2r>

Online Program 3: April 29 & May 6

<https://cvent.me/wzRA7o>

Online Program 4: May 25 & June 1

<https://cvent.me/Axn71x>

Online Program 5: June 17 & 18

<https://cvent.me/oPOMmL>

If I can improve on all the components from this course - build trust in others, increase my personal credibility, align my teams and inspire others on the journey of lifelong learning in education - what an amazing journey it will be!

For further Information contact

Margaret Charlton

NSWPPA Professional Learning Officer

0408 905 051

mcharlton@nswppa.org.au



Professional Support Officer Report	
<p>PSOs: Wendy Buckley, Geoff Scott, Phil Seymour</p> <p>Email: wendy.buckley@det.nsw.edu.au geoff.scott@det.nsw.edu.au phil.seymour@det.nsw.edu.au</p>	
Executive Liaison: TBA	
<p>Summary of Matters:</p> <p>Ongoing:</p> <p>The PSOs have continued to support many colleagues in a variety of circumstances during the past term. The individual support provided is confidential, but ranges from telephone conversations, referrals to appropriate support sources, meetings with Principals, representations and advocacy to DoE senior officers and on-site visits. The work of relieving Chairperson Grace Palamara (Principal Support RG) and Greg McLaren (Legal Issues SC) and that of the members of these groups is acknowledged as extremely valuable for the ongoing wellbeing of Principals. We congratulate Greg on his recent election to the NSWPPA State Executive as Secretary and we look forward to working alongside the new Chairperson of Legal Issues SC in 2021.</p> <p>Because of the increased workload and the requests for support made of the PSOs, State Council agreed that the appointment of a third PSO was required. Following an EOI early in Term 4, the successful applicant was announced as the Immediate Past President of the NSWPPA, Phil Seymour. We welcome Phil to the team and we are confident that with his vast amount of experience and previous role as President, he will be a huge asset to our team.</p> <p>Complaints and allegations directed at Principals remain one of the major areas of concern, whether managed by DELs or PES (formerly EPAC). Some of these are anonymous, some attributed to a disaffected staff member or member of the community, or a 'fixated person', exacerbated by misuse of social media, with its associated lack of accountability and authenticity.</p> <p>The unique circumstances of 2020 have simply added to the stresses faced by Principals and everyone will agree that this extraordinary year has tested even the most resilient and experienced amongst us.</p>	
<p>Matters the NSWPPA Executive/State Council need to be aware of; matters for delegates to take back to PPCs:</p> <ul style="list-style-type: none"> • Continue having a regular session at all Area Council meetings on 'looking after each other', particularly but not only, for newly-appointed and relieving colleagues. Contact should be made with Principals who regularly 'miss' Area Council Meetings to support them in their role. It is acknowledged that in 2020, Zoom meetings have been the primary form of communication. It is hoped that we can resume face to face meetings and discussions in 2021. • Remind Area Principals to check the now regular section in What's Hot, which will make reference to any Legal Issues updates and policy updates (with appropriate hyperlinks). All Principals should be mindful of the procedures where a conflict of interest potentially arises. • Invitations to DoE senior officers in Legal Directorate, Health and Safety and PES to attend and present at Area Council meetings. All of these suggestions are to assist Principals to keep abreast of policies and procedures, be pro-active and minimise the risks of 'making a wrong call'. • The current Principal Support Access Flowchart is on the website homepage under Principal Support – encourage all colleagues to refer to this and keep a copy handy in their offices. Remember to contact and engage with PSL, as an important resource person. 	
Draft Position Paper for Council this term: No	
Collaboration with another RG/SC/WP: - Principals' Support RG; Legal Issues SC.	



Primary Principal Representation on State PSSA Report

Executive Liaison:

Principal representation on State PSSA: Andrew Hooper and Brett Thurgate

email: Andrew.hooper@det.nsw.edu.au or Brett.thurgate@det.nsw.edu.au

Hunter/ Central Coast:	Western NSW:	Sydney:
New England:	Illawarra/South Coast:	Western Sydney:
South West Sydney:	North Coast:	Northern Sydney:
Riverina:		

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

A new role has just been created where 2 principals from PPA have been elected to represent the PPA and Principals at the State PSSA level. The two representative are Andrew Hooper from Emu Heights Public School and Brett Thurgate from Port Macquarie Public School. Our role is to Liaise between the two organisations and represent PPA and Principals and support sport in our schools. We attended the 2020 AGM on Thursday 19th November via zoom.

Tracey McKinnier the President and Jason Wilesmith the Executive Officer for NSW Primary Schools Sports Association made special mention of the support of Principals with Primary School Sport and how important it will be as we come out of COVID restrictions. The relationship and support is vital and appreciated.

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

Matters arising that principals need to be aware of

- Motion to add 7's Girls Rugby Union to 2021 Knockout calendar which was supported.
- Soccer representatives for state carnivals are going from 14 representatives to 12. On the field will be 9 v 9 and reserves will go from 5 to 3 for both boys and girls for 2021. This aligns with Saturday soccer and supported by soccer NSW. Knockouts stay the same 11v11 and 5 reserves.
- A couple of minor changes with athletics. 1500 metres to a pack start instead of a waterfall start. Multiclass events will be determined by Baseline performance instead of Multi Disability Standards.
- Swimming NSW have started competition again. The biggest hurdle is the negotiation of spectators, officials and competitors in venues. Schools, zones and regions need to negotiate these with local pools for 2021.
- Draft sports calendar drafted and adopted for 2021.

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

Role of principal Rep on State PSSA.



ARPP

Association of Retired Primary Principals

REPORT to NSWPPA STATE COUNCIL **26 & 27 November 2020**

On behalf of the Association of Retired Primary Principals may I offer our congratulations to the recently elected Executive Officers. President Robyn has been a tremendous supporter of our Association and we have every confidence in Robyn's leadership as she takes over the reins of from Phil. We offer our best wishes to the new Executive as they confront the many challenges facing the PPA and the schools across NSW.

To our friend and outgoing President Phil and the other retiring Executive we say thank you for supporting us. We are very appreciative of the opportunity to be part of State Council and being able to meet with Senior Executive on various matters involving our Association.

NSWPPA AWARDS

Our special congratulations to the recipients of this year's Awards. We would like to acknowledge their significant contributions to public education and their schools.

We welcome Phil Seymour as the most recent Life Member and becoming a member of our retired Principals Association.

OUTINGS and EVENTS UPDATE

We are delighted that our Xmas Celebration Lunch will be going ahead on 3 December at the Epping Club. WE are looking forward to being able to come together for this special occasion which will be our only Lunch event for 2020.

We have 46 retirees attending together with our guests Phil and Robyn.

ARPP WEBSITE

Further to our last Report to the PPA, I can advise that the rebuild of our new website is nearing completion and we are working on the details covering various topics and areas of Interest for the revised site.

We have had to register a new name for the website on the domain which will be **rppa.com.au** (Retired Primary Principals Association). Rppa.org.au is to be added later.

Our new Webmaster has advised that the site will be up and running early December.

We are currently preparing details on the About Us, Life After the Principalship, Health & Wellbeing completion of the history of PPA from 1991.

Our Working Party 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 very grateful for the support that the PPA has extended to ARPP for the redevelopment of the site.

WELFARE UPDATE

VALE

John McMillan, our Past ARPP President who passed away on 13 October. John was the NSWPPA President from 1999-2003. He became a Life Member in 2004. Renowned as a great warrior for public education of great strength & commitment.

Colin Labrie past Secretary NSWPPA 1995-6 and the inaugural Secretary of ARPP. Life member of PPA and former principal of Parramatta East PS.

Health Watch:

Retiree **Bruce Morton** has just completed follow up treatment following the removal of nasty malignant tumors in his parotid gland on his face. He reports he is recovering well.

Warren Marks has had extensive skin cancer surgery and is now undergoing follow up radiation treatment.

Jim Cooper Past NSWPPA President, 2012-16, is also suffering ill health and is currently on new medication which we hope will assist with his recovery..

Our best wishes to them and to those whom we are not aware of for a speedy return to good health.

WELFARE OFFICER

We are moving to appoint a Welfare Officer to be a point of contact for members who are doing it tough. Further it will enable us to keep 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 especially as it emerges from the COVID 19 lockdown. Stewart House has resumed taking in students with a modified program and restricted numbers up to 20 which will progressively increase in the new year.

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

A big thank you to the PPA for the wonderful gesture of support arising from the Adam Fraser Principals Wellbeing Online course.

At the last count, the donation of the Course fees to Stewart House has reached \$7,310.00 from almost 400 participants. Well done PPA.

ENCOURAGING NEW MEMBERS We continue to search for recent retirees and to encourage them to join with us as new members in our Association. Your support through the Principals' Networks for the opportunity to identify future retirees is much appreciated. 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.

Stay safe & take care,

Tom Croker
President