**NSW Primary Principals’ Association Inc.**

**State Council Meeting**

**Term 1**

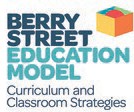
## 11 and 12 March, 2021

**Reports Kit**

## CORPORATE PARTNERS



**BUSINESS PARTNERS**





1

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| Hunter/Central Coast: John Picton | Western NSW: Jody Hall | Sydney: Joanne Graham |
| New England: apology | Illawarra/ SC: Adam Zanco | W Sydney: Kerry Bryan |
| SW Sydney: Tammy Anderson | North Coast: Paul Byrne | N Sydney: Tina Lee |
| Riverina: Sean Scott |  |  |

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**New South Wales Primary Principals Association**

**State Council Report**

Term 1 2021

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| Reference Group: Aboriginal Education | | |
| Chairperson: Paul Byrne Email: [paul.byrne@det.nsw.edu.au](mailto:paul.byrne@det.nsw.edu.au) Executive Liaison: Jude Hayman | | |
| Regional Representation:  DoE Personnel/ Visitors in attendance & role   * Karen Jones – Executive Director  Michele Hall – Executive Director Aboriginal Outcomes & Partnerships (AOPD) Connected Communities * Sally Kubiak (AOPD)  Sam Ricketts – Director Learning School Strategy * Emma Wenham (AOPD) Aboriginal Outcomes & Partnerships (AOPD) | | |
|  | Summary of Matters:  **Regional Reports**   * Local AECG meetings are back up and running - face to face in most areas. Attendance has been great. Definitely assisting schools in the consultation and partnership process in developing their new SIP. * Language and culture embedded in school practice across the state. Definitely seeing the impact of the establishment of Nests. Other regions are seeking the establishment of formal nests in their area to better support the delivery of language and culture. * Establishment of Junior AECGs can be done with the endorsement of local AECG. An outline of how to do this can be obtained from the Reference Group if required. * Concern that a large number of Aboriginal students are diagnosed with a disability, yet there’s no IFS available for DoE pre-school students and when in primary school, IFS seems difficult to obtain in some areas of the state. Panels vary across NSW which is a bit of a concern re. accessing necessary support.   **Aboriginal Outcomes & Partnerships Directorate Update**   * Karen Jones and team highlighted the successes of 2020 and provided an update on programs and initiatives for 2021 and beyond which include AECG STEM camps in March 2021, a Virtual NAIDOC Week Celebration from June 21 2021 (school participation is encouraged. Look out for SchoolBiz), pilot of Instructional Leader – Aboriginal Programs in four schools plus a SEF resource to support Aboriginal students. * Cultural awareness PL currently under development. It will need to be done every 3 years. Piloted in Terms 3 and 4 this year and looking at full implementation by late 2022. Five modules involved. Eight schools from the Reference Group have volunteered to be a part of the pilot. * State wide data suggests that from the 65000 Aboriginal students in NSW, a high proportion are placed in special placement classes. Attendance numbers drop significantly as they move from primary to secondary school. TTFM - Aboriginal students’ positive responses to culture, inclusion and support reflected in primary schools.   **Michele Hall – Connected Communities**   * Tranche 1 of Phase 2 Connected Community schools are currently going through the recruitment process. Five schools on the North Coast, three on the South Coast plus Walgett being advertised. * A further 8 schools will be involved in Tranche 2. Michele is working with current DELs. It will be a mix of rural and metro schools. * Goes back to Premier and Cabinet on July 27. Needs to be signed off by a number of departments before it gets there. On a tight timeframe to get it all done. * 74 vacancies across 16 Connected Communities schools at the moment. Michelle wants some input into what would work to get these vacancies filled. Happy to think outside the square and take ideas to HR. |  |



**New South Wales Primary Principals Association**

**State Council Report**

Term 1 2021

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|  | **Reference Group Priorities 2021**   * Roles of AEO – working with AOPD and HR * Professional learning for Aboriginal Education * Staffing – getting teachers to rural and remote schools to support communities who need it the most. |  |
| Matters for delegates to take back to PPC’s:   * There may be an opportunity for schools to opt in for the pilot of the new Cultural Awareness PL which will eventually become mandatory in all schools. If interested, keep an eye out for more information. Five modules involved and will be delivered face to face. Casual teachers will be able to access it online. * The Reference Group and AOPD will be working with Leah Anderson (HR) to resolve long standing issues with access to/establishing AEO roles in schools. Invited to Term 2 RG meeting. * Potential for metro teachers to “swap” with rural schools for experiences in an attempt to build a larger pool of staff willing to work in hard to staff communities. The AERG will continue working with the AOPD and Connected Communities Directorate in an attempt to provide ideas and possible solutions to their current staffing issues. |
| 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) |
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| Hunter/Central Coast: Leonie Clarkson | Western NSW: Scott Sanford | Sydney: Olivera Mateski |
| New England: Julianne Crompton | Illawarra/ SC: Glenn Daniels | W Sydney: Kim Smith / Kerrie Beeby |
| SW Sydney: Hamish Woudsma | North Coast: Paul Haste for Narelle Kessey | N Sydney: Matthew Fuller |
| Riverina: Grant Beard |  |  |

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**New South Wales Primary Principals Association**

**State Council Report**

Term: 1 2021

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| **Reference Group**: Assessment, Planning & Accountability | | | |
| **Chairperson**: Scott Sanford **Email**: [scott.sanford@det.n](mailto:scott.sanford@det.nsw.edu.au) | | [sw.edu.au](mailto:scott.sanford@det.nsw.edu.au) **Executive Liaison**: Norma Petrocco |  |
| Regional Representation:  DoE Personnel/ Visitors in attendance & role   * Paul Wood – Acting Executive Director, Literacy & Numeracy * Rustum Abdurahman – Director, Student Assessment & Online Reporting * Annalies van Westenbrugge – Manager, Assessment & School Liaison * Duncan Auld – COVID Taskforce * Jayne Schmarr – COVID Taskforce | | * Daniel French - Director, School Excellence * Luke Clarke – Acting Group Director CESE * James Brigden – Director, Strategic School Improvement * Mary-Lou O’Brien * Mark Fisher-Hoad – Leader, Policy Implementation & System Registration |  |
|  | Summary of Matters:  **School Excellence:** The team led by Dan French has four staff members, a shared accountability space – looking outwards to schools but also inwards to ensure quality and excellence. Resulted in the development of a curated Professional Learning Selector. Feedback from SiP review tool will be available to principals in SCOUT.  **COVID Intensive Learning Support Program**: Website is constantly being updated and is point of truth. Almost 1000 schools signed up for Check In assessments. Team is looking to develop case studies of practice. A group has been set up in PLAN2 for schools to use to track students (not mandatory, easy to use) – accessed under manage group and has specifics (ie number of sessions per group, length of time, etc) for the program – quite flexible.  **CESE**: Targeted Early Numeracy (TEN) evaluation to be released soon. Principal survey results from 2020 has been sent to DELs but not principals. The 2021 survey will ask principals to identify potential areas of research for CESE. WWB downloads have broken records, high download numbers around Term 1 Staff Development Days. Expectation that all eligible schools will complete TTFM survey in 2021, concerns with mixed communications to schools around expectations. Work in CESE pipeline is high school focussed, will be addressed. Case studies in development linked to transition to school.  **Curriculum Monitoring:** 78 schools selected for participation in 2021. HSIE is KLA and schools have been notified of stage focus, policy focus is child protection and supporting students with special education needs. Schools can opt in to trial the PC-SaS (previously advertised in Schoolbiz).  **School Excellence in Action**: Peer principal notifications have not been announced yet, revised EV processes communicated to 2021 EV schools. Still working to make SPaRO more flexible to support ongoing collection in preparation for EV. Less is more but high level in regard to evidence, aim is to move away from event with volumes of evidence. Six elements where elements not required. | |  |
| Matters for delegates to take back to PPC’s:  **School Excellence:** Share link to Professional Learning Selector - [https://education.nsw.gov.au/teaching-and-](https://education.nsw.gov.au/teaching-and-learning/professional-learning/priority-professional-learning?q) [learning/professional-learning/priority-professional-learning?q=](https://education.nsw.gov.au/teaching-and-learning/professional-learning/priority-professional-learning?q)  **COVID Intensive Learning Support Program:** Schools will be required to report on students supported, frequency of sessions, focus areas, model and specific intervention and programs. Teams space for COVID ILSP, contact team for support – can work directly with schools to support. PLAN2 can be used to create specific groupings for COVID ISLP. **CESE:** Able to ask DEL to share Principal Survey results. TEN evaluation to be released soon.  **Curriculum Monitoring:** Schools are still able to access trial, email [registration@det.nsw.edu.au](mailto:registration@det.nsw.edu.au) | |
| Matters the NSWPPA Executive/ State Council need to be aware of:  Currently revising the previous Ed Measurement position paper and planning for a Reporting to Parents position paper. | |
| Draft Position paper for Council this term | No (Term 2) |
| Collaboration with another RG/SC/WP? (who) N/A | |

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| Hunter/Central Coast: Kevin Greaves | Western NSW: Trish Forsyth | Sydney: Rob Jennings |
| New England: Murray Cox | Illawarra/ SC: Phillip Katen | W Sydney: Alternate |
| SW Sydney: Brent Kunkler | North Coast: Anthony Buckley | N Sydney: Megan Lockery |
| Riverina: Kerry Barker |  |  |

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**New South Wales Primary Principals Association**

**State Council Report**

Term: 1 2021

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| Reference Group: Assets |
| Chairperson: Brent Kunkler Email: [brent.kunkler@det.nsw.edu.au](mailto:brent.kunkler@det.nsw.edu.au) Executive Liaison: Stuart Wylie |
| Regional Representation:  DoE Personnel/ Visitors in attendance & role   * Glenn Downie – Director AMU  Debbie Hocking- CEO Learning and Business Systems * Brian Frankham – Director Assets performance  Kathleen Donohoe – Director School Learning   Environment   * Anthony Manning – CEO SINSW    **Summary of Matters Anthony Manning:**  Stimulus package for Regional roof replacement program (100 schools) and 1600 projects overall  (Design for Manufacture and Assembly) DFMA schools completed and further development is looking positive. Could eventual replace the need for demountables.  Metro and regional renewal projects have created more positive learning environments  **Glenn Downie:**  *43million for backlog projects in 2021/22. Maintenance program funding for roofing EUR funding available for urgent work.*  *Possible that some schools will have no planned maintenance work carried out this year.*  Line items on priority 1-9 will be undergoing work in 2021 but priority 10 on will not New life cycle assessment possibly later in 2021. New data will reset condition ratings.  Request for more information to principals about priorities 1-9 maybe through ASOs to principals. New life cycle assessment possibly later in 2021. New data will reset condition ratings  Enrolment cap: 80 schools have questioned current cap. Principals can apply for special consideration for additional demountable based on individual case.  School Funded works should not be affected by renewal projects – external trades to be engaged  **Brian Frankham:**  School Cleaning Hours reduction: After an assessment of all schools in terms of space/ learning areas, 480 schools had hours reduced after March -December 2019Schools were advised day 1 2020 but reductions were put on hold due to COVID. Schools were topped up with additional cleaning until T4 2020. Contractors have since |



**New South Wales Primary Principals Association**

**State Council Report**

Term: 1 2021

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|  | **Summary of Matters: (cont)**  **Debbie Hocking:**  *Sharing School facilities: Ready Reckoner has been developed to guide/ support principals Review of Policies relating to sharing of school facilities*  *Provide principals with a centralised source of consolidated advice into a single policy for sharing school facilities Boundary changes for intake areas are occurring with apparent consultation with affected schools.*  *Information not to be made public until further notice More information to be shared via Coms in the next couple of days*  Looking for principal nominees to test new website/processes; time commitment questioned. Suggestion for bullet points to help principals decide if they would like to participate  **Kathleen Donohoe:**  *School Learning Environments and Change (SLEC)*  *Schools to focus on affordances; break out spaces to support learning Short and long-term flexibility of schools*  *Work with schools to provide PL working with leadership Learning Modes are considered for learning environments*  *SLEC is designing a planning tool for schools (year long process) Happy to talk to schools to help with planning* |  |
| **Matters for delegates to take back to PPC’s:**  2021/2021 Planned maintenance information Enrolment Cap information  PPC Assets representatives can get more information relating to each presenter from their Regional Assets representative.  School now responsible for maintaining nature strip (individual council decision)  **Matters for PPA Executives:**  Cleaning hours reduction |



**New South Wales Primary Principals Association**

**State Council Report**

Term: *(enter term)1*

Reference Group: ***Curriculum***

### Chairperson: Lee Saurins Email: [Lee-ann.saurins@det.nsw.edu.au](mailto:Lee-ann.saurins@det.nsw.edu.au) Executive Liaison: Norma Petrocco

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| Regional Representation:  Hunter/Central Coast: | Western NSW: | Sydney: |
| New England: | Illawarra/ SC | W Sydney: |
| SW Sydney: | North Coast: | N Sydney: |
| Riverina: |  |  |

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

|  |  |
| --- | --- |
| Natalie Jonas- ACARA |  |
| Megan Kelly and Samantha Wilson- Strategic Delivery and | Literacy and Numeracy Team |

James Hoffman, Ananda Horton and Melanie Hargraves- NSW DoE Summary of Matters:

ACARA

* Review of Australian Curriculum8 learning areas, 7 General Capabilities and 3 cross-curriculum priorities remain- timeline on website- depends on NSW teacher consultation frame
* 2022- new website introduced to save teacher time
* Special Primary Teacher Reference Group
* Program of research- international comparison- found Aust Curriculum consistent with best curricula internationally

Literacy and numeracy Team

* provide system support to assist schools to meet reading and numeracy targets
* School Reading and Numeracy Guides-
* The Reading and Numeracy Hub resources- release 4th March for all schools to access.
* Literacy and Numeracy Professional Learning Hub**-** access via portal – Curriculum
* NAPLAN 3, 5, Check-in Year 2 is on hold at the moment, Check-in Yr 4, Check-in assessment in Yr 6 and Yr 8.

DoE

* Teachers need to see the support documents at the same time as introducing the new syllabuses.
* Update on curriculum reform- NESA is looking at support for schools, develop a PL schedule of what the package support will be for mathematics and English
* Teacher Expert Network- These networks have been formed to provide feedback of level of support as well as sharing ideas - Have your say online information session on 15th March 2021

Matters for delegates to take back to PPC’s:

ACARA

▫ raise awareness of ACARA’s resources and information with our staff

▫ concern with the short turnaround of timeline of the new curriculum Literacy and Numeracy -

▫ NAPLAN 3, 5, Check-in Year 2 is on hold at the moment, Check-in Yr 4, Check-in assessment in Yr 6 and Yr 8.

▫ The Reading and Numeracy Hub resources- release 4th March for all schools to access.

DoE

▫ The SIP and the new curriculum reform concerns-thoughts on including the new reform in the SIP. There has not been support in this area.

▫ Teacher Expert Network- These networks have been formed to provide feedback of level of support as well as sharing ideas on - Have your say online information session on 15th March 2021

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

 Curriculum-Support recommendations of the curriculum review, quality PL for all staff for the implementation of the new curriculum, ongoing support, sustainability

 Concern with consistency across the state of information and message for teachers in the implementation of syllabuses particularly with the new curriculum that will be coming. How will the department ensure consistency?

 The following increases for EALD 2021 budget:

New minimum (flexible funding): $2,400 New minimum (FTE): 0.2

New maximum (FTE): 6.0 New cap (FTE and flexible funding): $700,000

Draft Position paper for Council this term Yes / **No**

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

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| Hunter/Central Coast: Graeme McLeod | Western NSW: Sharon Murray | Sydney: Lesley Bruce |
| New England: Denise Smoother apol | Illawarra/ SC Karen Brown | W Sydney: Denise Lockrey |
| Riverina: Andrew Pryor apology | North Coast: Jenni Smedley | N Sydney: John Paterson |
| SW Sydney Anje Schuett |  |  |

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**New South Wales Primary Principals Association**

**State Council Report**

Term:*1 2021*

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| Reference Group: *Disability Programs* | | |
| Chairperson: Graeme McLeod Email: [Graeme.n.mcleod@det.nsw.edu.au](mailto:Graeme.n.mcleod@det.nsw.edu.au) Executive Liaison: Rob Walker | | |
| Regional Representation:  DoE Personnel/ Visitors in attendance & role  Disability Strategy Nic Danta, Michael Miller, Liz Slakey Inclusion Greg Noonan  Disability Royal Commission DET Trisha Lagona IFS Centralised Team Chris Vandenberg | | |
|  | Summary of Matters:  **Disability Royal Commission.** The Royal Commission is moving to NSW later in the year and the focus I believe is Restrictive Practices in Education and there may be some issues related to our schools. If there is the contact to the school will be by the Director. There are support structures in place to assist schools. My advice is to keep records of plans etc so that if you are contacted you have materials to support you.  **Short Term emergency Funding (RSSP) –** This is still available contact your Wellbeing coordinator **Placement Panels-** Panels are now held in Week 3 and Week 7 each term. We are concerned about the workload of Principals Reps on these panels and the timeframe that they are receiving the Access requests to read. Our advice is to share the workload between the Principal that is nominated and the alternate.  There are reps for SSP’s and Primary Schools. If there is a two day panel take one day each. We have also raised the concern about schools in the Western Division with the one panel and the rep covering a huge area of the state with no opportunity to know the context of the schools. The PPA rep is a full member of the panel and this should not be a tick a box process but to put our students in the most appropriate placement possible. There is a 28 day timeframe for parents to be informed of the outcome. We will survey a number of our reps on panels after the next panel to help identify any issues. We are still advocating that we do not believe that Principals should be giving a negative outcome to parents.  **Inclusive Access Project.** There is a team that has been put together to look at the whole Access Request Process and identify solutions etc . They are looking for a number of schools to assist them to understand the day to day roles of schools users and to test potential features, this will be done in a 45- 60 minute interview. The development of this system will not be rushed and I am fairly confident they will come up with the right solution.  **Integration Support Centralised Team** Everyone should have received an email from the IFS Wellbeing Officer in the Centralised team who will be responsible for processing and supporting the application for an IFS Access Request. They will be processed as they come in as this is their only role. There are 10 wellbeing officers across the state so they do have a large number of schools each but we believe that the timeframes for a response will be much faster. There are also two SEO’2 and a designated Aboriginal SEO2 and a PEO allocated for the IFS.  **NCCD** The NCCD is further becoming a vehicle for determining some aspects of funding for students with a disability so it is really important that students are recorded as having the correct level of adjustment and that we engage with the support materials. |  |
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| Matters the NSWPPA Executive/ State Council need to be aware of |
| Draft Position paper for Council this term No |
| Collaboration with another RG/SC/WP? (who) nil |



**New South Wales Primary Principals Association – State Council Report**

**Finance and Administration Reference Group**

### Chairperson: Karen Mortimer Email: [karen.mortimer@det.nsw.edu.au](mailto:karen.mortimer@det.nsw.edu.au) Executive Liaison: Michael Burgess

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| Regional Representation: | Owen Dalkeith (H/CC), Wayne Osbourne (I/SC), Vanessa Cavanagh (NC), Pete Baum (NE), Theresa Kane (R), Ryan Shepheard (NS), Karen Mortimer (Chairperson, SWS), Wanita Bowles (S), Rob  McPherson (W), Nick Thomson (WS), Michael Burgess (PPA Executive) |
| DoE Personnel / Visitors in attendance and role | Gerard Giesekam – Chief Financial Officer, Brett Ogier – Director, Financial Analysis and Partnerships, Vanessa Felton - Director Finance Excellence, Mary-Lou O’Brien – Director, Strategic Schools Resourcing, Nathan McMIllian – Finance Manager, Nick Devine - Finance Manager, Jessica Horn - Finance Manager, Finance Excellence, Brienne Roberts - Finance Manager, Finance Excellence, Andrew Winarczyk – Director, Finance Systems Improvement, Jamie Fenech – Director, Finance Shared Services, Carmel Senese **-** Director, Customer Experience, Paul Hannan - Group Director, Chief Procurement Officer, School Infrastructure NSW, Lyn Corkett - R/Director, Procurement and Finance, School Infrastructure NSW |

Summary of Matters:

**Budget deficit** - Currently government is looking at a 16-billion-dollar deficit in 2021, aiming to reduce to 6.8 billion in 2021 - 2022 financial year.

**COVID-19 Program** – Raised numerous concerns over staffing, issues with not able to utilise SLSOs. Reviewing the rushed nature of the project, concerns over potential of handing back funds. A conversation with your DEL about possible Semester 1 spending in this area, could resolve fund adjustment.

**Additional sections in SBAR** – GTIL / Sustainability Grant / EV / conservatorium payment – these sections are individualised.

**EdConnect update** – EDConnect Partnership Agreement Framework and Customer Charter introduced to us, reminder of the new PO policy; No Purchase order – no payment, improved communication coming with reasoning to reduce workload long term. Flexibility around predicting amounts in the PO space.

**Procurement team** is being amalgamated within Infrastructure.

**Summary**: Michael requested the best hope (vision) for our schools is that finance system changes and upgrades become intuitive, where no training is required.

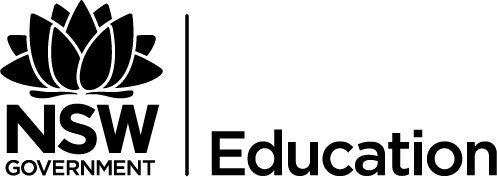
Matters for delegates to take back to PPCs:

1. Written plan would support gaining full Semester 2 allocation. Discuss this with your DEL.
2. Importance of tracking COVID costs against dedicated internal order.
3. Carry Forward fund codes – working on an exercise to include with the consumption rules. Process will be 6100 then 6101 then 6300. Policy now pushed to Term 2.

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

1. Financial Hardships in relation to ongoing COVID costs – Principals need to be aware they should be talking to DELS.

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| Draft Position paper for Council this term? N/A | Collaboration with another RG/SC/WP? No |



***New South Wales Primary Principals Association***

***Human Resources Reference Group Meeting***

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| --- | --- | --- |
| ***Hunter/Central Coast:*** *Kelly Deacon* | ***Western NSW:*** *Debbie Pritchard* | ***Sydney:*** *Neil Atwell* |
| ***New England:*** *Terrie Kay* | ***Illawarra/ South Coast:*** *Skye Ramsay* | ***Western Sydney:*** *Carol Firth* |
| ***South West Sydney:*** *Steven Hooke* | ***North Coast:*** *Kathryn McNee* | ***Northern Sydney:*** *Kerry Maxwell* |
| ***Riverina:*** *Kirrilee Post* | ***NSWPPA Executive:*** *Michael Trist* | |

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| **Reference Group**: Human Resources |
| **Chairperson**: Skye Ramsay **Email**: [skye.seymour@det.nsw.edu.au](mailto:skye.seymour@det.nsw.edu.au) **Executive Liaison**: Michael Trist |
| Regional Representation:  ***DoE Personnel School Workforce Team***  *Caroline Reed*, Executive Director, School Workforce *Gabi Carrigan*, Executive Director, School Workforce *Leah Anderson*, Director School Recruitment & *Sarah Barrett-Reid*, Director, Teacher Supply & Placement, School Workforce Workforce Strategy, School Workforce  *Kylie Campbell*, Director, New Teachers and Programs, *Paul Wood*, Executive Director, COVID Learning School Support Taskforce  *Rian Thompson*, Director, People Date & Analytics, *Erik Maranik*, Chief Operating Officer, People People and Culture and Performance  **Summary of matters currently working on:**  ***2021 Focus:***   * ***Staffing methodology:*** Need to push this continually and see more progress in this area. * ***Consultation and collaboration:*** Big push in 2021 for more collaboration and authentic consultation, not just information sharing. * ***Increased accountability:*** what will this look like in the HR space? Clear line of sight needs to be evident and we will continue to watch this space.   ***Rural and remote strategy***   * 2019-55 students out to rural setting as part of their practicum experience but not as successful in 2020 due to COVID. * Expansion of rural experience program has been successful with nearly half who go out actually stay working their post placement. * R and R incentives. Review has been going since Sept last year and looking at whole range of evidence of best practice. * Review continuing, final draft stage maybe late March.   ***Staffing operation update***   * 1300 vacancy similar or less to last year. 72 principal positions being recruited. * Of 1108 FTE school counselling service positions, 1.5% are currently substantively vacant. * *On-boarding issues:* merit selection takes time and is lengthy, remains a huge frustration but processes are being continually looked into to tighten. Many issues due to user error, but can be criminal record check etc.   ***SASS Award Implementation***   * SASS recruitment. 731 vacancies (657 same time last year). * New statements of duties. * New merit based recruitment and appointment procedures have come into play. * No more **service** transfers for SASS staff since last September. * Safeguards need to be put in place for transfers into primary schools with knowledge or understanding experience in this setting. |

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| ***Teacher Supply Strategy***   * DoE are exploring option to address teacher supply strategy as part of a long term strategy. * Exploring potential solutions to increase supply through three themes: Grow our workforce; meet our subject gaps; support our rural and remote schools. * DoE are beginning discussions with Teach for Australia to co-design a mid-career pilot program. State budget has allocated $400,000 to TfA to design this initiative. The HR team are going to try and remain involved in this initiative to ensure it heads in a direction which will work work our system.   ***HCM update***   * The move at the moment is to go through a validation process and migration of data to steer the replanning process. * Solid view of where we are by the end of March. * In residence Principals have stopped for the moment but once it is determined exactly where the processes are up to they will be brought back in.   ***COVID intensive Support update***   * 0ver 2000 staff have been engaged and over 80 percent are teachers. * Guidelines are always updated and schools need to be aware to check for the most up to date guidelines. They are being re-written constantly based on feedback from schools. * SLSO/Paraprofessional space: there will be a form available to accelerate the approval process. * SSLOs are not considered eligible at the moment, however there is room for movement here. * There is a dedicated Ed Connect team to help with any issues or advice: **1300 338 679** * Teams platform is being seen as useful as a sharing of practice and success stories. |
| ***Matters the NSWPPA Executive/ State Council need to be aware of:*** HR team would like to invite the Principal Support Officers to a meeting to run through any HR related items they are continually supporting principals in. This will provide scope to address common themes with the School Workforce Team. |
| ***Review of Position Papers***  **Relieving positions**.   * Created in 2013 and needs an update. * When a vacancy for Principal or DEL for less than a term it should be someone local if appropriate. If more than a term should go to EOI.   **Teacher Quality**.   * Written in 2009, mainly still valid and required. * Consensus students aren’t getting into schools until 3rd year and do not enough practical experience when they graduate.   **Performance Pay**   * Written in 2013, HR team to work further on this and re-word to meet current needs.   1. **staffing**      + In summary, wanted school staff separately K-2 and then 3-6 to reflect the class size guidelines.      + Minimum two teachers per school site is needed.      + Formulas don’t always work and this needs to be further looked into.   **Release for Exec and teaching Principals**   * + - Adjustments to be made to reflect the new SIP. Still stands, but to be updated with appropriate terminology.   **Specialist teachers in primary schools.**   * + - We need great teachers in schools. But the paper doesn’t really say what this would look like.     - HR team will continue to look at this paper to reflect needs of our schools. |
| ***Collaboration with another RG/SC/WP*** No |



**New South Wales Primary Principals Association**

**State Council Report**

Term 1, 2021

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| **Reference Group: *Principals Support***  Chairperson: Grace Palamara (Rel) email: [grace.palamara@det.nsw.edu.au](mailto:grace.palamara@det.nsw.edu.au) Executive Liaison: Bob Willetts  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: Louise Green |
| Riverina: Mark Peterson |  | |
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#### Summary of matters/issues received this term:

* DEL inconsistencies continue-Sit Analysis feedback, unreasonable and inflexible timelines, workload expectations, lack of general support for wellbeing, lack of support with PDP, Enrolment Policy interpretation between DELs in neighbouring networks inconsistent and contradictory.
* Covid ILSP-lack of casuals, pressure to have funds spent, support for use of SLSO’s required.
* SIP-DELS’s with differing expectations, assurance tool being used by DEL’s not communicated to Principals prior.
* Efpt-Some Principals got email reminders from Admin and Finance prior to 26th Feb notifying of work required placing pressure.
* Role of the Principal-most likely will require further consultation but no communication or information, delay in distribution and required in order to create authentic PDP’s.
* Assets-Heritage schools are finding it very difficult to have necessary work completed.
* Leases eg Canteen, OOSHC and other services-causing concern to schools that have had their fees wavered, reducing possible revenue on which schools rely.
* MyPL system issues was not communicated to staff caused much time lost due to trying and re-trying to complete mandatory training. This and other systems that go down can add frustration and hours to tasks.
* H&S incidents being reported to the Incident Report and Support Hotline-details automatically change due to circumstances that are reported and don’t always reflect the incident accurately. All injuries need to be reported.
* Behaviour Strategy-the anticipation of implementation, lack of information to plan and prepare is causing concern.
* Teacher and casual shortage across the state-causing school closures, split classes, programs not being able to be implemented impacting on finances and curriculum delivery. Some schools are being directed to remain open but if staff are unwell, this is not possible. Covid ILSP is not able to be implemented adequately, no casuals to cover release for exec and Principals.
* EdConnect-Principals are still experiencing difficulties getting issues resolved, being kept on hold for unreasonable lengths of time.
* Workload this term-Efpt, SIP, Covid ILSP, ASR, Mandatory Training, Check-in training, EV prep, LEED, BiTES PL with DEL’s and PSL’s, increasing number of networks mtgs requiring time away from school which may include extensive travel, policy updates (Beh Strategy, HPGP, PL Policy, Child Protection), surveys, process changes (Covid, support class placement, new resources), ongoing Covid SitRep’s…. etc, unreasonable expectations of the Consolidated Schools Schedule Term 1, 2021.
* Stress levels rising.

#### Guest Presenters:

* Mark Thomson and Sue French, Principals-in-residence, Bushfire Relief Strategy for remainder of 2021. Their work will focus on Principal wellbeing and support, understanding the issues, developing principles and themes and building a strategy for support.
* Daryl Currie, Director Professional and Ethical Standards (PES). Eight Directors within PES are willing to attend PPC mtgs to discuss processes and procedures of the aspects for which they have carriage. All Tedeschi recommendations have been implemented. Time taken to resolve cases has decreased.
* Murat Dizdar and Leanne Nixon, Deputy Secretaries, School Performance. They acknowledged the significant requirements of the School Excellence in Action tasks-Sit Analysis, SIP, target and directions; Expenditure needs attention; ASR extension; School Success Model-support from DEL’s, PSL’s; universal support, intensive support and guidance support; ambassador school; Covid ILSP; Gallop Inquiry. Particular attention was drawn to teacher vacancies, steps that will be taken to manage and reduce stress and actions as a result of the Phil Riley research; workload; negotiating SIP targets; actions taken by the DEL and ED when determining “alternative duties” and/or removal of a Principal has led to inconsistencies in approach due to the lack of guidelines. Both Murat and Leanne are keen to hear our issues and more regularly.

#### Working on:

* Providing the PPA with position on the recommendations from the *Deloitte Principal workload and time use study 2017* by DoE*, The Australian Occupational Health, Safety and Wellbeing Survey 2019 Data* by Philip Riley & Sioau-Mai See and *The Flourish Movement Helping school principals flourish not just cope 2019* by Dr Adam Fraser*.*
* Analysing the NSW data from *The Australian Occupational Health, Safety and Wellbeing Survey 2019 Data* when available. PPA has been successful in retrieving this data.
* Supporting Mark Thomson and Sue French in their work to identify issues and further support Principals. 13

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

* Professional Support Officers-Wendy Buckley, Geoff Scott and Phil Seymour providing valuable and ongoing support to Principals.
* 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.
* Minutes to the Term 1 mtg includes the Principals Support flowchart and Presidents are asked to distribute with relevant contact details for your PPC.
* Presidents are also asked to ensure all members know the area contact and who to contact if necessary.

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

* The reference group welcomes Bob Willetts to the Principals Support Reference Group as PPA Executive Liaison.
* 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. Inconsistencies with how Principals are treated is evident. Actions taken by the DEL and ED when determining “alternative duties” and/or removal of a Principal has led to inconsistencies in approach due to the lack of guidelines.
* Consolidated Schools Schedule needs to be revised as it inaccurately underestimates hours required to each task and is over burdening Principals.
* NSW data from *The Australian Occupational Health, Safety and Wellbeing Survey 2019 Data* (Phil Riley)-availability pending.
* Regular discussions with Dep Sec’s re DEL’s need to continue. Issues include the negative impact of DEL’s on Principals, inconsistencies, differences in their expectations across networks, unreasonable deadlines, lack of support and approach to supporting Principals who are allocated “alternative duties” or are removed from their schools due to investigations or allegations.
* Critical teacher shortage needs to be addressed and a plan by DoE created.

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

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| **New South Wales Primary Principals Association State Council Report** | Term : 1 2021 |



Chairperson: Mark Gosbell

Executive Liaison: Trish Peters Regional Representation:

**SSP Reference Group**

email: [mark.gosbell@det.nsw.edu.au](mailto:mark.gosbell@det.nsw.edu.au)

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

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

**Disability Strategy Implementation Team – program update Nic Danta, Liz Slakey, Belinda Stedman**

Inclusive Education for students with disability

* 2021 priorities – Heads, Hands & Hearts in supporting and delivering the inclusive education policy
* Streamlining the AR process
* PPA view is that Principals should not have to be the bearers of bad news ie telling families they don’t have the requested service
* Innovation Program

Now looking at which projects could be scaled for other schools to use

* Trauma-informed practice

Great response to request for facilitators. Will be trained soon to implement foundation course in local areas. Berry Street designing two additional Leadership courses.

* Inclusive Access Project

From the 2016 Parliamentary inquiry – identified the need to overhaul the current Access Request Process.

**Trisha Ladogna – Principal Policy Officer – Disability Royal Commission Lauren Judge - Project Lead – Disability Strategy Implementation Team Outcomes framework for students with disability**

**Regional Issues Discussion:**

**New Panel Procedures:** What has been the impact of the new panel processes on schools. Consider a point for discussion in Term 2 once new elements are bedded in.

**ICT:** MAC platform issues and lack of DOE support experienced by several schools. Issue noted and referred to ICT reference group. **COVID Costs**: Significant impact on some SSPs schools around PPE. In larger IO/IS settings PPE costs have been 400-500% more than ever before. These costs are ongoing.

**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:**

**SSP Supplementary Funding** – The Staffing Methodology Review HR SSP Supplementary Funding package was rolled out in 2019 as an interim solution to a widely understood clear shortfall in resourcing for SSPs when compared to Primary and High School Settings. The funding purpose was to address the equity gap in the staffing methodology and provide a step toward adequate staffing for SSPs. The allocation was a timely allocation, a breathe of life for critically under resourced schools. The funding was continued in 2020. The funding has continued as a flexible allocation with the language ‘once off’ being used as a primary descriptor. Schools have been given no confirmation of this $37 million package continuing. SSPs would appreciate the executive of the PPA seek clarification on the rollout of the SMR and confirmation of SSP supplementation being incorporated as a long term resource allocation.

**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:1

*2021*

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| Reference Group: *Student Wellbeing* | | | |
| Chairperson: Helen Craigie Email: [helen.craigie@det.nsw.edu.au](mailto:helen.craigie@det.nsw.edu.au) Executive Liaison: Trish Peters | | | |
| Regional Representation: | | | |
|  | Hunter/Central Coast: Lesley Burley | Western NSW: Kylie Green | Sydney: Ruth Bradfield Ling |
| New England: Melinda Partridge | Illawarra/ SC- no representation | W Sydney: Lyn Welsh for Sandra Martin |
| SW Sydney: Teresa Gosche | North Coast: Helen Craigie | N Sydney: no representation |
| Riverina: Susan Bourne |  |  |
| **DoE Personnel/ Visitors in attendance & role:**  **\***Trisha Ladonga- DoE Principal Policy officer for Disability Royal Commission  \*Inclusion Team- Nic Danta( Engagement Lead/Disability), Belinda Steadman – Change Manager, Liz Slakey- Program manager inclusive access program, Jessie Kingston- Senior Policy officer  \*Behaviour & Student Participation team: Kylie Turner- Complex Behaviour Coordinator, Daina Aspin- Manager Strategy & Policy Inclusion & Wellbeing team, Keiran Sainsbury- Comms and Engagement **Issues received this term**:  Multiple reports from colleagues in relation to counsellor shortages and ongoing consequences, elevated complex mental health, physically inappropriate behaviours and lack of appropriate expertise and support. Many staff in wellbeing positions do not have the skills to adequately support schools and the time from requesting assistance to receiving any, if at all; Behaviour Specialists- where and who; **Consultations and reviews:**  Inclusive Education policy, Student Behaviour Policy and Procedures, Links to Learning program audit and review continuing  **Disability Royal Commission update:** schedule for 2021 hearings include- NDIS and service providers, First nation and Out of home care, restraints in education, health and safety of girls with a disability, employment and disability workforce issues. DoE is preparing for ‘restraints in education’ focus preparing case studies.  **Restrictive Practices:** draft legislation aligning with Gov in working towards reducing and removing restrictive practices. All Gov agencies must report restrictive practices annually. Comments- we need a definition of what is ‘reportable’/ and a systems response with clear guidelines-a way to collect info in an efficient and effective way.  **School counselling services:** retraining program funding extended with more than 70 teachers currently retraining. A tailored pathway includes scholarship options, targeted recruitment to fill ‘leave’ positions and additional employment options without the necessity for teaching qualifications. Online counsellor records system being redesigned- to improve availability at ‘point of need’.  **Inclusive Access Project:** looking for consistency and quality/ timeframe end of 2021/ currently gathering data and feedback. Socialisation processes being collated and further investigated  **Behaviour Policy and procedures update:**   * DoE is working towards MOU with DCJ, Health, Youth Justice and Police- prioritised as a gov. directive. * Behaviour specialists to be based with School Services to handle complex support and specialist intervention support.   \*Development and delivery of PL to improve teacher capacity in responding to challenging behaviours. (see link)- feedback requested.  \*PPA and SPC reps meeting weekly to provide professional guidance – draft policy and procedures  **Links to Learning program:** currently being audited/ purpose re-engagement with school. Concerns about the money invested in this program and Year 5/6 now being dropped from the program.  **Child Protection update:** restructure in this area with current PPA/SPC representation being placed on hold which is most disappointing. This is currently being investigated | | | |



**New South Wales Primary Principals Association**

**State Council Report**

Term:1

*2021*

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|  | **Matters for delegates to take back to PPC’s**  Behaviour and attendance resources - [https://education.nsw.gov.au/student-wellbeing/attendance-](https://education.nsw.gov.au/student-wellbeing/attendance-behaviour-and-engagement/student-behaviour) [behaviour-and-engagement/student-behaviour](https://education.nsw.gov.au/student-wellbeing/attendance-behaviour-and-engagement/student-behaviour)  Behaviour Support and professional learning modules [https://education.nsw.gov.au/student-](https://education.nsw.gov.au/student-wellbeing/attendance-behaviour-and-engagement/student-behaviour/behaviour-support-toolkit/support-for-leaders/s) [wellbeing/attendance-behaviour-and-engagement/student-behaviour/behaviour-support-toolkit/support-for-](https://education.nsw.gov.au/student-wellbeing/attendance-behaviour-and-engagement/student-behaviour/behaviour-support-toolkit/support-for-leaders/s) [leaders/s](https://education.nsw.gov.au/student-wellbeing/attendance-behaviour-and-engagement/student-behaviour/behaviour-support-toolkit/support-for-leaders/s)  NSW School-Link- responding to Mental Health Complexities / a resource for schools- <https://www.swslhd.health.nsw.gov.au/services/ICAMHS/pdf/SL_Resource.pdf> [https://education.nsw.gov.au/teaching-and-learning/disability-learning-and-support/programs-and-](https://education.nsw.gov.au/teaching-and-learning/disability-learning-and-support/programs-and-services/specialist-allied-health-service-provider-scheme.html) [services/specialist-allied-health-service-provider-scheme.html](https://education.nsw.gov.au/teaching-and-learning/disability-learning-and-support/programs-and-services/specialist-allied-health-service-provider-scheme.html)  Evidence Based mental Health and Wellbeing Programs for Schools: [https://education.nsw.gov.au/student-](https://education.nsw.gov.au/student-wellbeing/counselling-and-psychology-services/student-mental-health-and-wellbeing-support-in-schools) [wellbeing/counselling-and-psychology-services/student-mental-health-and-wellbeing-support-in-schools](https://education.nsw.gov.au/student-wellbeing/counselling-and-psychology-services/student-mental-health-and-wellbeing-support-in-schools)  SAFEMinds- Responding to Self Harm PL, an excellent free resource [https://education.nsw.gov.au/student-](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-) [wellbeing/counselling-and-psychology-services/student-mental-health-and-wellbeing-support-in-](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-) [schools/mental-health-partner-providers/safeminds--schools-and-families-enhancing-minds-](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-)  Wellbeing for School Excellence link [https://education.nsw.gov.au/student-wellbeing/whole-school-](https://education.nsw.gov.au/student-wellbeing/whole-school-approach/wellbeing-framework-for-schools/wellbeing-for-school-excellence) [approach/wellbeing-framework-for-schools/wellbeing-for-school-excellence](https://education.nsw.gov.au/student-wellbeing/whole-school-approach/wellbeing-framework-for-schools/wellbeing-for-school-excellence)  **URGENT REQUEST**: Check that all staff have completed the **annual Child Protection module** and make sure records match staff employed. This is an auditable requirement. |  |
| Matters the NSWPPA Executive/ State Council need to be aware As above. |
| Draft Position paper for Council this term: No |
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**New South Wales Primary Principals Association**

**State Council Report**

Term: 1, 2021

Reference Group: Teaching Principals’

Chairperson: Bek Zadow Email: [rebekah.zadow@det.nsw.edu.au](mailto:rebekah.zadow@det.nsw.edu.au) Executive Liaison: Gregory Grinham Regional Representation:

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| Hunter/Central Coast: Kristen Kime | Western NSW: Shelley Darcy (apology) | Sydney: VACANT |
| New England: Andrew Rodgers | Illawarra/ SC: Peter Claxton | W Sydney: Bek Zadow |
| SW Sydney: Doris Herrmann | North Coast: Leanne Parker | N Sydney: Paddy Rich |
| Riverina: Helen Duncan |  |  |

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| DoE Personnel/ Visitors in attendance & role:   * School Leadership Institute – Amanda Conray (CEO) & Chris Lukins (XXX) – Rural and Remote Leadership Development Program * Covid Taskforce – Duncan Auld (Director), Jayne Schmarr (PSL), Annalies van Westenbrugge (Manager, Assessment and School Liaison), Rustum Abdurahman (Director – Student Assessment and Online Reporting), Jason Wilkins (PEO), Claudia Ranieri (Manager Teacher Recruitment) and Paul Wood   (Director) |
| Summary of Matters:   1. School Improvement Plan – workload, initial examples released were not exemplars = time wasting. Time required for this process is too much. 2. Full time SAM – every school needs this as a base requirement. 3. Workload 4. Maintenance of land at small schools = excessive. Some Riverina schools wish to have additional paddocks sold to save wasting money on slashing paddocks etc. To date, DoE say no. 5. Covid ILSF – no casuals available to employ and use the money. Inflexibility re ways to use these funds in small and rural and remote settings. 6. Covid QR codes – some remote schools have poor reception. Director told Principal to have school ipad available to check visitors in. These check-in procedures are not suitable for schools without a full time SAM. 7. Lack of career progression for TPs. 8. HR – unable to staff small schools in rural and remote areas – have advertised through iworknsw and schoolbiz but have had no applicants. 9. External Validation – are we going to get funding to help with this process given that we have no off-class executive? 10. Concern for colleagues who have gone from fire and flood to covid – their whole school has been living with high anxiety. Concern about to impact of this. 11. Concerns that unless staffing entitlements change during this year's negotiations, our jobs are going to be untenable. Workload and demands of our time are increasing not decreasing. 12. Lack of support for TP1/TP2 schools who have students with extreme behaviours. 13. Many TPs unhappy about the Rural Education Experience moving to a model where the user pays 70%. Very few TPs have this amount of money ‘spare’ sitting in their budget. This change essentially shuts TP schools out of this. 14. Assets – extensive time it takes to replace mould ridden buildings & maintenance costs for older schools = extensive. 15. GA allocation for old schools with large land is not enough. This formula needs to be revised. 16. Principal Role Statement. |
| Matters for delegates to take back to PPC’s:   1. Form for Principals to fill out to have tutors fast-tracked in to the pool where they verify the eligibility of the employee – Covid team review these and approve within a couple of days. [https://education.nsw.gov.au/inside- the-department/covid-intensive-learning-support-program/recruitment-and-engagement](https://education.nsw.gov.au/inside-the-department/covid-intensive-learning-support-program/recruitment-and-engagement) 2. Rural & Remote – Please keep up to date using the following web address: [https://education.nsw.gov.au/teaching-and-learning/school-leadership-institute/leadership-development- programs/the-rural-and-remote-leadership-development-program](https://education.nsw.gov.au/teaching-and-learning/school-leadership-institute/leadership-development-programs/the-rural-and-remote-leadership-development-program) |
| Matters the NSWPPA Executive/ State Council need to be aware of: All |
| Draft Position paper for Council this term: No |
| Collaboration with another RG/SC/WP? Nil |

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| Reference Group: *Technology* |
| Chairperson: Drew Janetzki [Email:drew.janetzki@det.nsw.edu.au](mailto:drew.janetzki@det.nsw.edu.au) Executive Liaison: Michael Burgess Terrigal PS |
| Regional Representation:  C:\Users\lmartin65\AppData\Local\Microsoft\Windows\INetCache\Content.MSO\F8BC42DF.tmp |
| **Summary of Matters:**   * Mark, Steve and Michelle Michael will be presenting at State Council in week 7 * Issue Log feedback- Mark will seek info from Directors and send back to the group. * ***Chrome is the preferred browser*** across all platforms. * ***2020 T4L Rollout coming in March***- mobile devices only in response to Covid. Info to come to schools ASAP. * ***Rural Access Gap*-** 29 schools in Dubbo (Proof of Concept- POC), 81 started in release 2 this week   + Schools involved in POC and next phase would have received an email   + There are 14 educators in the support team   + First piece of work with each school is the Digital Maturity Planner- around learning, teaching and leading   + Digital program officer- 1 day casual relief for each school in RAG for 12 months, with mentor from digital support   + Group has requested more comms around which school are involved, what will be provided and details of devices to allow schools to plan. Watch this space- email to all RAG schools is imminent * ***Portal colour changes***-There was a decision made to shift portal design to NSW gov colours and brand. There is an aim to remediate this. Acknowledgement that people do currently use colours for wayfinding and categorizing. Communication was not provided and from a user experience perspective this was a ‘bold move’ * ***Three numbers for new student usernames***- e safety commissioner recommended more complex usernames as younger students often have simpler passwords. Now it is firstname.lastname123 * ***PPATRG is working with Scott Thomson on sharing resources schools are using to respond to and be proactive around elements of cyber safety and security.*** First step is sharing a bank of comms schools have created and working with a range of other parties to identify opportunities for schools to engage and parents in supporting students’ digital citizenship * ***Court orders migrating from Synergy to ERN*** in 2021. ***Uploading of suspension data also being streamlined***   from 3rd parties eg Sentral to ERN.   * ***Stay up to date with all T4L news and professional learning via: T4L Magazine***, Stu Hasic: T4L Communications Manager also set up a dedicated T4L website for the NSW PPA. Can be found at: [https://T4L.link/PPATRG](https://t4l.link/PPATRG)   ***The Technology Reference Group are trialling video summary records of key messages***: Links can be found below per speaker a swell as the length of the video:  **Summary is below: Happy for feedback on this initiative:**  **Issue Log** :Keep them coming through. Make sure you log the incident via the Get Support section on your Portal: <https://servicemanagement.det.nsw.edu.au/kinetic/DisplayPage?name=Identify_Client&form=SelfService>  **2.1 CIO Update and Issue**  **Video Recording: Stream: Summary: Can be found at:** <https://web.microsoftstream.com/video/d0932084-0bd2-432e-bbcf-4caad3229958?list=studio> **Matters for delegates to take back to PPC’s:**  **3.1 Peter Coppola-Director, Digital Experience Solution & Peter Buckmaster, Director of Digital Experience Design Video Recording: Stream: Summary 4:55**  <https://web.microsoftstream.com/video/e583dd6f-028f-45e3-a4d0-4b72c1743787?list=studio> |
| **4.1 Cyber Awareness - Phishing -Cyber Awareness - Password Security-Information Security Awareness** |

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| Presenter: Scott. Thomson Executive Director- **Cyber Safety Video Recording: Stream: Summary 1:58**  [**https://web.microsoftstream.com/video/7478d589-a36b-406b-92ff-b30977e43728?list=studio**](https://web.microsoftstream.com/video/7478d589-a36b-406b-92ff-b30977e43728?list=studio) | |  |
| **5.1 Tribal Dependency Management System: Discussion on Court orders -Suspensions migration.**  **Video Recording: Stream: Summary 2:31**  [**https://web.microsoftstream.com/video/0a0b4069-21c6-4360-91c5-35574c624d0d?list=studio**](https://web.microsoftstream.com/video/0a0b4069-21c6-4360-91c5-35574c624d0d?list=studio) | | |
| **6.1 Mona Sidhu Online Coordinator, Educational Support Michelle Michael**  **Director of Rural and Remote Initiatives &Jayne Schmarr- Covid ILSP- Principal School Leadership, Leadership & HighPerformance**  **Video Recording: Stream: Summary 2:31**  https://schoolsnsw.sharepoint.com/:p:/s/OnlineAdvisoryGroup/EbCOglK5121NhMb\_g6c9D1kB4lep4sNiZl2PkH\_L | | |
| 20Ge\_g?e=jDddMD |  | |
| **7.1 Identity and Access Management – Automated Application process**  **Presenters: Shane Gandy- Director-Identity Management Video Recording: Stream: Summary 2:51**  <https://web.microsoftstream.com/video/c2fa5208-1e9b-40bd-9cec-2022c60c04f0?list=studio> | | |
| **7.1 T4L Communications Manager: T4L updates including Adobe and single Sign On Information Technology Directorate.**  **Video Recording: Stream: Summary 2:51**  [**https://web.microsoftstream.com/video/2cabac1d-9316-4224-8b20-cf05d36a87cb?list=studio**](https://web.microsoftstream.com/video/2cabac1d-9316-4224-8b20-cf05d36a87cb?list=studio) | | |
| * Chrome is now the preferred browser across all platforms. Some schools concerned about using Flash-based Smart notebook objects. Flash is outdated due to security risk-Smart notebook is from 2008/2009, in 2021 we need to move forward. * There are some excellent resources through T4L that Mark asks our group to promote- T4L newsletter, Yammer Hot Spots, https://t4l.schools.nsw.gov.au/ * T4L Rollout held off from 2020 will be happening in March 2021. Mobile devices only- in response to Covid 19 and need to be prepared for any future remote learning scenario. Schools should be prepared to order in a short turnaround so start considering your need and plan. * JAMF issue- this is a broad issue, there is a parent ticket. Apple team headed by Amy Phillips. There is a solution in a school that has worked and will hopefully be pushed out. * Internet at the Edge- where is this rollout up to? Still working through the process. JJ centres are next on the list as a priority. Further updates to be provided as available. * Disposal of devices- Acer, Dell & HP are supposed to offer some disposal of devices for schools. (one for one) * Portal is being updated and a new experience is coming to better suit the needs of all staff. * Court orders migrating from Synergy to ERN. System design and development work is complete. Currently in quality assurance and the user acceptance testing at end of Feb. 19 Pilot Schools rollout on 12 March, will be a phased rollout to be completed by Term 3 Week 7. * Stay up to date with all T4L news and professional learning via: T4L Magazine, Stu Hasic: T4L Communications Manager also set up a dedicated T4L website for the NSW PPA. Can be found at:   [https://T4L.link/PPATRG](https://t4l.link/PPATRG) | | |
| Matters the NSWPPA Executive/ State Council need to be aware of:   * **Rural Access Gap-** 29 schools in Dubbo, 81 started in release 2 this week. * The Technology Reference Group are trialling video summary records of key messages to be shared with PPCs- feedback welcome. * Reference Group looking to review current position papers on BYOD and Technology for Learning * TRG working with Scott Thomson, ED Cyber Security on resources and initiatives throughout 2021. * Working Parties and key contacts in the Technology Reference Group for 2021: T4L: Robert, Neil   Cyber Safety: Leah/ Drew Rural and Remote: Drew  Student Admin Software: Luke, Drew BYOD: Caroline, Alison  Professional Learning: Glen, Neil | | |
| Draft Position paper for Council this term Yes / No | | |
| Collaboration with another RG/SC/WP? (who) | | |

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

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**New South Wales Primary Principals Association**

**State Council Report**

Term: 1

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| Annual Conference Standing Committee Report |
| Chairperson: Kylie Donovan Email: [kylie.donovan@det.nsw.edu.au](mailto:kylie.donovan@det.nsw.edu.au) Executive Liaison: Greg Grinham |
| Representation:  Meeting Observers        Summary of Matters:   * Conference dates:   Term 4, week 3: 20, 21, 22 (Wed-Fri).  Tuesday, October 19: registration and welcome drinks Wednesday, October 20: cocktail reception  Thursday, October 21: conference dinner Friday, October 22: Breakfast with the Sponsors   * Theme is *2021: Time To Star Together* * Full registration cost to Principals: $950. Principals are responsible for booking and paying for their own accommodation. The Star will provide a booking code for Principals and this will be included in the next What’s Hot communication. * Virtual conference package will also be offered at a reduced rate. * Conference colours: gold, bronze, black. * Registration will open on Monday, 12 July (Term 3, week 1). * Investigated Eventbrite as an alternative to the current registration database. The main difficulty is they hold the registration cost that delegates have paid for one month after the event until they pay out. We have to pay the Event Centre 30 days prior to our event. This is standard practice. We have to also pay speakers costs, entertainment, etc. It was decided that this year we are staying with the current database which will be updated. * The same sponsorship packages will be offered to sponsors as last year. Their information pack will be sent to all sponsors on our distribution list on 31 March. Expression of Interest for sponsorship packages will be released 30 April. * Have had conversations with Claxton Speakers International to design the speaking program. * We are organising the conference as if we can all be together in October. If DoE still has restrictions in place which impact on numbers of delegates and (for the venue), the number of sponsors that can attend, we would have to run a virtual conference. |



**New South Wales Primary Principals Association**

**State Council Report**

Term: 1

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|  | Matters for delegates to take back to PPC’s: |  |
| Matters the NSWPPA Executive/ State Council need to be aware of:  Will need to consider alternate meeting rooms for RGs during conference week.  Student performance numbers may be limited with the current discussion coming from The Arts Unit around state dance festival restrictions, etc. |
| Draft Position paper for Council this term Yes / No |
| Collaboration with another RG/SC/WP? (who) |

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| Simon Mulready | Amanda Kowalczyk |  |
| Carolyn Nugent | Benjamin Carter |  |
| John Goh | Robyn Evans – Exec Liaison |  |
| Andrew Smee |  |  |

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**New South Wales Primary Principals Association**

**State Council Report**

Term: 1

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| Standing Committee Report: *Communication & Engagement* | | | |
| **Chairperson:** David Munday **Email:** [david.munday@det.nsw.edu.au](mailto:david.munday@det.nsw.edu.au) **Executive Liaison:** Stuart Wylie | | | |
| Representation:  Meeting Attendees *(DOE or Key note speakers remove red text)* | | | |
|  | Darren Goodsir Executive Director C&E | Carmen Michael - apology |  |
| Daniel Otto – Acting Director - News & Events |  |
| Elisa Bland - Acting Director – Strategic Communication |  |
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| Summary of Matters:  Principal In Box: Email categories and what is avoiding the gatekeeper – collected a sample set of emails that are coming direct to Principals. Looked at the variety of categories and grouped them accordingly. We now have a baseline to compare to the next sample we collect. Increase the sample group size.  Master Schedule –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. Preliminary feedback from our survey indicates that our membership doesn’t want to use it  Introduction to NSWPPA structures and protocols, introduction of new ED and Directors. Looking forward to working together. Initial meetings very positive. | |
| Matters for delegates to take back to PPC’s:  Thanks you for your support with the Communication survey we sent out – over 300 responses. Results with executive now for release to PPC in Term 2.  Ed Week 2021 theme is being developed – any ideas send them through to our committee. We would laso like to advise on 2022 and beyond. | |
| Matters the NSWPPA Executive/ State Council need to be aware of:  Social Media Policy – still waiting for information about how school accounts will work over a variety of social media platforms.  Yammer is being championed by DoE as a platform to get staff off Facebook. Issues around training, yet a new platform, ease of use, moderation. | |
| Draft Position paper for Council this term No | |
| Collaboration with another RG/SC/WP? Technology Reference Group | |



**New South Wales Primary Principals Association**

**State Council Report -** *summarised*

Term: 1, 2021

**Leadership Standing Committee Report**

Chairperson: Cath Larkman Email: [catherine.larkman@det.nsw.edu.au](mailto:catherine.larkman@det.nsw.edu.au) Executive Liaison: Jude Hayman Representation:

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| Karen Maraga | Margaret Charlton | Lyn Davis |
| Jodie Paterson | David O’Connor | Louise Challis |
| Graeme Ross | Corinna Robinson | Estelle Southall |
| Cath Larkman | Jude Hayman |  |
| DoE Personel/ Visitors in attendance & role | | |
| Joanne Jarvis – School Leadership Institute & Alex Mandel (PSL) Open to Learning (PL to be considered) | | |
| * Congratulations to Graeme Ross for his outstanding role in the PPA Leadership Standing Committee and the Department of Education. He will be greatly missed. * Congratulations to Peter Flannery, now in DEL position and Jodie Paterson, now PSL * \*professional readings shared by group members\* * Review of Media Release: New Pathway for State’s Best Teachers to become Principals: Concerns about some of the assumptions behind this strategy. What will be the enablers contributing to building potential leadership capacity and support processes? No consultation yet from the LSC however Robyn, Cath and Jude to work on this. SLI have involvement. * Professional Learning update (Marg Charlton) – see Professional Learning Officer’s Report. Our recognition of Marg’s flexible work leading on from Covid. * School Leadership Institute (Joanne Jarvis)   School Leadership Identification Framework (SLIF) Pilot program. 91 schools involved in the development of 1,627 teachers by 485 executive staff. Pilot to be evaluated during 2021 for full implementation in 2022.  Rural and Remote Leadership Development Program. Pilot Program participation 54 RnR Leaders, 24 Mentors, 41 RnR Supervisors  Middle Leadership Co design commenced with University of Newcastle and University of Wollongong. Middle Leader online induction 386 participants in 2020, 400 plus enrolled so far applications open via SLI website.  Aspiring Principals Leadership Pogram 260 participants and 60 facilitators have engaged in this program. Currently EOI’s are being sought for Principal Facilitators and participants in SchoolBiz and the SLI website.  Principal Induction Conference will be held over three days in March. Deputy Principals Induction will be held in May. Growing Great Leaders Program is for newly appointed first time principals, over 230 have participated in this professional learning.  Principal Role Description and Deputy Principal Role Description along with the Companion Resource will be published in early March.  Principal Scholarships 102 participants are studying a Masters of Education through the scholarship program.   * Open to Learning (OTL) consideration given to possible professional learning opportunity | | |
| Matters for delegates to take back to PPCs   * Professional Learning Opportunities from Professional Learning Officer | | |
| Matters the NSWPPA Executive/ State Council need to be aware of:   * Consultation for New Pathway for State’s Best Teachers to become Principals | | |
| Revision of Position papers for Council: Teacher Quality and Professional Standard for Principals | | |

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**New South Wales Primary Principals Association**

**State Council Report**

Term: 1, 2021

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| Standin | | g Committee Report: **LEGAL ISSUES** | | | | |
| Chairperson: **Greg McLAREN** *#* Email: | | [greg.mclaren@det.nsw.edu.au](mailto:greg.mclaren@det.nsw.edu.au) | | Executive Liaison: | **Greg McLaren** | |
| Representation:  **Andrew Doyle Jeff Lie Ben Matthews**  **Greg Wells Ginny Latta Robyn Evans (State President)**  Meeting Observers   * **Geoff Scott OAM** (PPA Support Officer & Life Member)  **Wendy Buckley** (PPA Support Officer) * **Phil Seymour** (PPA Support Officer & Life Member)  **Grace Palamara** (Chair, Principal Support RG)   Meeting Attendees | | | | | | |
|  | * Margaret Baker (DoE Principal Legal Officer) | |  | | |  |
| **Summary of Matters & Matters for delegates to take back to PPCs:**  **Legal Services Directorate**  -Directorate website updated with many new resources esp. detailed legal support toolkit for Principals. Included are templates and suggestions for newsletter items.  -Rollout of online request for Legal Services advice will not replace phone option. PPA Legal Issues Standing Committee welcomes Principal feedback about the standard of service with online or phone advice.  -Legal Issues Bulletin on Disability Discriminations released this term. Defines disability and DoE commitment to inclusive education to support students thus avoiding direct and indirect discrimination.  -Schools should not apply an ‘opt out’ as a means to obtain permission from parents/guardians. To have this in place in a school community it requires evidence of full community consultation before a school practice. **Performance and Ethical Standards Directorate** (PES formerly known as EPaC)  -Principals are encouraged to use PES Reporting Guide on website rather than calling PES for minor misconduct notification. Do call PES intake phone line for Child Protection or serious misconduct matters.  -Employee Performance Management & Improvement (EPMI) to replace term TPMI to capture underperformance for both teaching service and SASS/GSE personnel. Principals are encouraged to contact EPMI to address underperforming staff. Seconded EPMI Principals and DPs will offer specific options.  - New Code of Conduct (2021 version) in place. All employees must complete an eLearning module annually. More case studies will be released in term 2 with a QR code option to access.  -School Community & Consumer Complaint Procedures has eLearning module available (45 minutes course).  -Any Principal subject to allegations should contact a \*NSWPPA Principal Support Officer (PSO)  **Health & Safety Directorate (H&SD)**  -Principal Dashboard listing reported school WH&S incidents for last 12 months is now available on Scout. A survey to Principals in March from H&SD will evaluate Principal Dashboard.  -H&SD willing to attend PPC meetings to explain Principal Dashboard or any other WH&S related matters.  -Being Well framework on H&SD website. Offers weekly wellness page. Wellbeing posters for staff currently on website for downloading with a QR code option to be released in term 2.  -Complex/tricky case management of staff esp for return to work or guidance to another vocation is being addressed by case conferences in all School Performance directorates. It includes cross portfolio experts.  -Development of school specific safety plan is now ‘live’ on H&SD website.  -Safeguarding Kids Together is a program available to be proactive, risk manage to reducing the likelihood and impact of high risk-taking student behaviours (8 primary schools at the moment in 10-week program).  *\* 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. Looking forward to supporting the incoming Chairperson.* | | | | |
| **Collaboration with another RG/SC/WP?** | Principal Support RG | | | |



**New South Wales Primary Principals Association**

**State Council Report**

Term: 1 2021

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| Michael Trist | Michael Fisher | Trish Webb |
| Michael Ostler | Brad Hunt | Sue Ruffles |
| Mark Thomson |  |  |
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| Michelle Michael Director Ed Support & Rural Ed | Mark Greentree ED (Act) Customer Experience |
| Amanda Conray CEO Leadership Development SLI | Chris Lukis Leadership Development SLI |

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| Rural Education Standing Committee | | |
| Chairperson: Michael Ostler Email: [michael.ostler@det.nsw.edu.au](mailto:michael.ostler@det.nsw.edu.au) Executive Liaison: Michael Trist | | |
| Regional Representation:  DoE Personnel/ Visitors in attendance & role | | |
|  | Summary of Matters:  Rural and Remote Strategy 2021-2024 Launched by Minister in late January. |  |
| Four key areas: People, Practice, Participation and Partnerships 16 page brochure but no actual implementation plan as yet.  Rural Access Gap (Direct Intervention Package to overcome inequity of access to digital technologies that support schools). 210 000 students in 1002 schools. 29 pilot school in Dubbo, Narrabri and Northern Border Region. 81 school by end of June 2021, with the remainder over the subsequent two years.  Rural and Remote Hub website coming soon.  Rural and Remote Leadership Development Program |
| New cohort commencing this year. All details to be in Schoolbiz  Rural and Remote Incentives Review |
| Rural Ed have completed a submission to respond to this review. These include:   * Critical need to provide adequate housing. * Expand the areas where incentives are available to better reflect the existing shortages. * Allow teachers to use the “rental” subsidy to purchase their own property in the location. * Have a one stop shop for advice and support regarding rural placement. * Establish a Rural and Remote Directorate to oversee all things rural including incentives. * Have universities reinstate 10 week internships. * Have greater inter departmental co-operation for work opportunities for spouses of teachers. |
| Matters for delegates to take back to PPC’s: |
| Matters the NSWPPA Executive/ State Council need to be aware of:   * Chronic lack of staff in many areas. * Lack of School counsellors remains a critical issue |
| Draft Position paper for Council this term No |
| Collaboration with another RG/SC/WP? (who) |



**New South Wales Primary Principals Association**

**State Council Report**

Term:*1*

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| Tom Moth: Acting Director Northwest Strategy |  |
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| Working Party: New Build and Rebuild | | |
| Chairperson: Tracy Anderson Email: [Tracey.Anderson@det.nsw.edu.au](mailto:Tracey.Anderson@det.nsw.edu.au) Executive Liaison: Robyn Evans | | |
| Representation:  Dany Coelho: Waitara PS  Lisa Whitfield: Gledswood Hills PS  DoE Personnel/ Visitors in attendance & role | | |
|  | **Overview:**  The New Build and Rebuild Working Party is a bespoke group that will have a focus which acts as a conduit to inform Reference Groups and Standing Committees when working with senior Departmental personnel.  The aim of the group is to provide strategic advice regarding the delivery of new builds and rebuilds. Consideration will focus on;   * Integration into existing buildings * Review of funding structures * Staffing * Technology * Procedural documents (EFSG, Health & Safety)   Work from this party has the potential to inform and seek support from the following groups: Assets Human Resources  Curriculum Communication and Engagement Finance Technology  **Tom Moth:**  Provided an overview of the work that is being undertaken in this role. Discussions were had regarding how the working party and the Directors role could work together to improve service delivery. |  |
| Matters for delegates to take back to PPC’s:   * Encourage members to complete survey that will be sent out within the next week |
| Matters the NSWPPA Executive/ State Council need to be aware of: |
| Draft Position paper for Council this term No |
| Collaboration with another RG/SC/WP? (who) |

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**New South Wales Primary Principals Association**

**State Council Report**

Term: 1

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| Working Party Report: School Viability | | | |
| Chairperson: Grant Schaefer Email: [Grant.Schaefer@det.nsw.edu.au](mailto:Grant.Schaefer@det.nsw.edu.au) Executive Liaison: Robyn Evans | | | |
| Representation:  Meeting Observers        Meeting Attendees | | | |
|  |  |  |  |
|  |  |
| Summary of Matters:  Currently working with five Primary schools in NSW, through various sections of the protocols that may lead to schools closing permanently, entering a recess of up to two years, one of amalgamation and one with respect to change of boundaries.  Also looking at ‘other educational provision model’ for a school currently in recess.  Phone conversations with NSW Infrastructure, Executive Directors and NSW Directors Public School around the HR issue of Teaching Principal placement when a school is placed into recess. The discussion around above establishment placements if suitable position is not found, usually around travel time/distance for rural and remote schools.  COVID relief funds have been of benefit to Small Schools and staffing these positions has helped schools maintain staff they had been lost due to loss of student numbers. | |
| Matters for delegates to take back to PPC’s:  PPC Presidents please let me know of any schools in your council areas that may be even rumoured to be talked about to with respect to entering the process of assessing a schools viability and educational provision. Please notify PPC Presidents of any schools that are having discussions with Directors Educational Leadership around any areas of current or future School Viability. I can be contacted on the above email address, at Lakelands Public School on 02 4261 1540 or on my mobile 0420 499 895. | |

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| **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](mailto:michael.windred@det.nsw.edu.au)  Executive Member: Robyn Evans / Rob Walker |
| Most of the Central School current issues lie with the difficulties attracting staff to their schools, lack of casuals and the ongoing issue that all secondary schools were allocated a fulltime School Counsellor and a Wellbeing Officer whereas Central Schools were only allocated a pro-rata of counsellors and wellbeing officers if their secondary enrolment was over 100 students. We are working on a solution through the SPC and Murat. Because this is a very delicate issue for Primary principals who missed our all together in attaining school counsellors and wellbeing officers, I will put this to rest in this forum.  A lot of central schools have significant wellbeing issues and a high proportion of students with learning needs. They don’t have the resources to manage these.  In relation to the Rural Access program that Steven Loquet and Mark Greentree are rolling out. The schools that have already received their technology have spoken about how helpful this program is going to be for their schools and that the transition period where there school’s technology was replaced was quick with limited problems.  There were a couple of concerns around the schools who had already purchased technology for their classrooms, staff and students … but all agree that it is very rare that schools have received so much for nothing. An issue in many towns is the lack of towers and infrastructure to support wifi services.  We do have a question or three for the Staffing reference group in relation to the ‘Drought and Disaster’ supplementation. It is our understanding that the supplementation will remain in place until 2023. This is great news for schools whose population has suffered due to lack of employment in their townships, however there have been whispers around, schools whose population numbers have increased, will have the supplement taken away from them. Can this be clarified? I suppose it makes sense that it is taken away.  We have also heard that the subsidy was being gradually phased out. What will this look like. Some certainty around supplementation would be appreciated. What would also be good is if this information could be given to us early in Term 3 so we could actually plan for that staffing loss.  Mr Trist might be interested in the knowledge that no secondary schools’ principal classification drops below a P2 level and as I have stated many times that there are secondary schools that have enrolments as low as 107, 130, 131 … as with primary schools, central schools are given the same status as the secondary schools even though they have a secondary enrolment. Equity here would be appreciated by all 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:** |



**New South Wales Primary Principals Association**

**State Council Report**

Term: 1, 2021

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| Observer Group Report: **Environmental Education Centres** | | |
| Observer: Peter Jones  Email: [peter.j.jones@det.nsw.edu.au](mailto:peter.j.jones@det.nsw.edu.au) Contact Number: 0402821244 | | |
|  | | |
|  | Summary of Matters:   * **Thanks for the support of Kamay Botany Bay EEC Term 4, 2020** – Thanks to Robyn and Brent who were very quick to support and advocate on behalf of Kamay Botany Bay EEC following an issue I raised at Term 4 State Council. * **Utilities in leased premises –** some EEC’s located on leased sites have encountered an issue since utilities were centralised. They are being invoiced by their landlord for electricity use although the school no longer receives a utilities allocation in their SBAR. * **Staffing review / Two teachers in every EEC –** still waiting on the outcome of this review. The EEC stance remains for a minimum of two teachers in every EEC (a Teaching Principal and a teacher). Of our centres, 15 centres (EEC2s) are allocated a teacher entitlement of 2.0 including the teaching Principal, seven (EEC1s) are allocated one teacher (two of which receive some supplementary teacher allocation) and one centre is allocated just 0.4 in total (without a teaching Principal allocation). * **Re-establishment of DoE Sustainability Curriculum Officer/s** - DoE has a long history of supporting environmental and sustainability education at a state curriculum level. Until the positions were removed as part of the state-wide restructure of the department six years ago, the two Sustainability Curriculum Officers developed a range of teaching and learning support for NSW public schools and enabled collaboration for best practice sustainability education across the state, nation and globally. The re-establishment of this position/s would improve state-wide school curriculum support for the Learning Across the Curriculum (LAC) priority - Sustainability and provide opportunities to create a culture of innovation and change for environmental citizenship in NSW school students. * **Meeting with Education Minister** – Sara Mitchell is holding a Zoom round table with a few EEC Principals from Rural North to discuss any issues and possible solutions. There will be a combined network response, namely Two teachers in every EEC and the re-establishment of a Sustainability Curriculum Officer. |  |
| Matters the NSWPPA Executive/ State Council need to be aware of:   * Staffing review / Two teachers in every EEC * Re-establishment of DoE Sustainability Curriculum Officer/s |

**New South Wales Primary Principals Association State Council Report**

Term 1 2021



Observer Group Report: Principals, School Leadership

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|  | Chairperson: Tanya Whyte  Email: [tanya.whyte@det.nsw.edu.au](mailto:tanya.whyte@det.nsw.edu.au) Contact Number: 0413008131 |  |
|  |  |  |
|  | Summary of Matters:   1. **Recruitment and PSL Business Plan**    1. The Director, PSL is Emma Kriketos. Mary-Lou O’Brien relieving Director for Week 6-10 Term 1 whilst Emma is on leave.    2. 2021 significant turnover of PSL position. Alignment to School Performance Directorate (SPDs) and Networks.    3. Three PSL managers: Metropolitan- Joanne Gardiner, Regional- Angela Crowe and Rural- Mandy Crocker.    4. Professional learning for all PSLs/PCMs to support induction, School Excellence in Action (SEiA) and the Strategic School Support Model. 2. **School Excellence**    1. PSLs have a key role alongside DELs in supporting schools in developing Strategic Improvement Plans (SIPs).    2. The PSL team are working with the Evaluation Capacity Building (ECB) Team and DELs with the Leading Evaluation, Evidence and Data (LEED) Project, further assisting schools targeted for intensive support in strategic planning. 3. **External Validation**    1. EV panels in 2021 will be conducted via Microsoft Teams. Panels commence in Week 5 Term 2-Week 6 Term 4. The panels will run on Tuesday, Wednesday and Thursday with two scheduled sessions 9:30am and 1:00pm.    2. PSLs have two roles- Lead Panelist and Network PSL. PSLs may be invited to attend an EV panel by the school team to assist with both the development of school determined next steps and school determined future directions to support school improvement and the creation of future strategic planning including implementation and progress monitoring. 4. **Principal Support**    1. Coaching of newly-appointed principals. Aim to improve their professional practices with a focus on strategic school improvement and contribute to effective and sustainable leadership practices of principals by strategically supporting them to operate effectively in a complex and dynamic role.    2. Experienced principals were exited from formal coaching at the end of 2020 so that a new system, based on an Expression of Interest through SchoolBiz could be phased in. This is expected to commence in Term 2.    3. PSLs supporting ‘Growing Great Leaders’ (GGL). A school leadership program delivered by the School Leadership Institute (SLI). 5. **Strategic School Support**    1. PSLs have a significant role in the new Strategic Support Model. They are heavily involved in assisting schools co-diagnose their specific focus of improvement. PSL will support schools to analyse the relevant data to identify the specific focus of improvement in reading or numeracy and understand contributing factors. They will guide the school through drafting their Theory of Action so that the principals are well supported   to have discussions with their DEL around their focus on reading or numeracy support. |  |
|  | Matters the NSWPPA Executive/ State Council need to be aware of: nil |  |
|  | Draft Position paper for State Council this term No If Yes please supply further information |  |



**New South Wales Primary Principals Association**

**State Council Report**

Term:

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| **Professional Learning Officer Report** | | |
| Chairperson: Margaret Charlton Email: [mcharlton@nswppa.org.au](mailto:mcharlton@nswppa.org.au) | | |
| Executive Liaison: Jude Hayman Email: [judith.hayman@det.nsw.edu.au](mailto:judith.hayman@det.nsw.edu.au) | | |
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|  | Summary of Matters:  **Key NSWPPA Professional Learning programs for 2021:**  The following range of programs will be offered for **Principals and school leaders** throughout 2020. As each course is opened for registrations course information flyers and links will be provided on the PPA website under the **Professional Learning** tab. Changes to restrictions around professional learning have enabled our professional learning opportunities to resume face-to-face delivery, with most of our programs delivered in small groups, under 30.  **Art of Leadership** – 9 programs from 2020 will be delivered from Term 2. New programs to be offered from Term 4.  **AOL Masterclass** – 3 programs from 2020 will be delivered from Term 2. Spaces available in Newcastle Masterclass only.  **7 Habits of Highly Effective People – Now open for registrations**  Online programs delivered for Semester 1. Face-to-face programs will be offered from Term 3.  *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.*  **Leading at the Speed of Trust – Now open for registrations**  Online programs delivered for Semester 1. Face-to-face programs will be offered from Term 3.  *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.*  **The Middle Leadership Imperative**  Pilot program with Penrith network of schools delivered Term 2 & 3. The program will then be opened up to other school networks. Both Illawarra and Central Coast have expressed interest for the second half of the year.  **The Tao of Team** – Training of presenters in Term 2. Courses advertised in Term 3. Face-to-face delivery.  **Taking the challenge out of challenging conversations** - Training of presenters in Term 2. Courses advertised in Term 3. Face-to-face delivery.  **NSWPPA Principal Credential, 2020/21 program**  The Credential program has been progressing well. This term has seen Zoom session with Karen Jones focusing on ***Leading diverse communities***. Next term we will hold the two-day Credential Conference. The Validation process will run in Term 3. |  |



**New South Wales Primary Principals Association**

**State Council Report**

Term:

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|  | **Flourish**  Flourish continues to operate on identified need supporting the wellbeing of Principals across NSW. Current group underway and two planned for 2021, awaiting numbers to proceed.  Included in the State Council kit will be:   * the general information sheet, **NSWPPA Professional Learning Program 2021,** * **The 7 Habits of Highly Effective People** – information and registration flyer * **Leading at the Speed of Trust** - information and registration flyer   All the above information will be available on the PPA website and will be emailed out to all members. Please check PPA emails. |  |
| Matters for delegates to take back to PPC’s:  **It is extremely important for PPCs and Principal colleagues to support the PPA Professional Learning initiative and engage with the various programs.**  See the information flyers for ***Leading at the Speed of Trust*** and ***7 Habits of Highly Effective People***. Please distribute to colleagues and discuss at next PPC meeting. Get in early if you would like a program to run in your local area.  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 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. |
| 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 2021**

# 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.

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| **7 Habits of Highly Effective People**  [https://www.nswppa.org.au/the-7-habits-of-highly-successful-](https://www.nswppa.org.au/the-7-habits-of-highly-successful-people) [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  Cost: $1100 (GST inclusive)  **Online programs available throughout Semester 1 and 2 for 2021. Face to face programs dependent upon DoE advice to commence form Term 2.** |

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| **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 and 2 for 2021. Face to face programs dependent upon DoE advice to commence form Term 2.** |

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| **Flourish**  <https://www.nswppa.org.au/flourish> |
| **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 outstandingprogram. |
| Audience: Principals  Duration: 12 months; 1 day per term Cost: $2950 (plus GST)  Information regarding the Flourish program can be found through the above link. |



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| **The Art of Leadership**  <https://www.nswppa.org.au/art-of-leadership> |
| 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. |
| Audience: Principals, school executive  Duration: 6 days (2 x 3-day seminars), with an ‘in school’ practicum phase between the 2 seminars Cost: $3750 (GST inclusive)  **2021 programs dependent on DoE professional learning advice. Priority will be given to completing 2020 programs.** |

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| **The Art of Leadership Masterclass**  <https://www.nswppa.org.au/art-of-leadership> |
| 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. |
| Audience: Principals, school executive (Completion of Art of Leadership is a requirement) Duration: 3 days  Cost: $2500 (GST inclusive)  **2021 programs will be dependent on DoE professional learning advice. Priority will be given to completing 2020 programs.** |

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| **The Middle Leadership Imperative**  <https://www.nswppa.org.au/professional-learning> |
| 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:  Middle Leading - Leadership structure, role of the middle leader; interdependent skills of leading and managing; leadership qualities and character strengths  Collaborative professionalism - leading a team, communicating effectively, managing difficult conversations, importance of relationships and building trust, and feedback  Ideas in action – Narrowing the focus on improved student learning outcomes, how to lead for improved practice, Data - how and where to dig deeper |
| Audience: Assistant Principals  Duration: 4 days - 2 x 2-day seminars delivered over 2 terms  **A pilot of this program will commence in Semester 1 2021. If you have a network of interested schools, please contact Margaret Charlton to run a program in your area. We have plans for this program to run online as well as face to face.** |



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| **NSWPPA Principal Credential**  <https://www.nswppa.org.au/principal-credential> |
| 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. |
| Audience: Principals, experienced APs and DPs, school leadership teams Duration: 3 x 2-day seminars over 18 months  Accreditation: Pathway to 50% Masters of Education (Educational Leadership), University of Wollongong Cost: $3600 (GST inclusive)  **The next intake for this program will be 2022.** |

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| **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  **2021 programs dependent on DoE professional learning advice.** |



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| **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)  **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**

Email: [mcharlton@nswppa.org.au](mailto:mcharlton@nswppa.org.au) Mobile: **0408 905 051**



**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.

**NSW Primary Principals’ Association**

**Empowered Leadership Series Semester 1 2021**

**Who will benefit**

### Principals, school leaders, staff

**Program Overview**

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

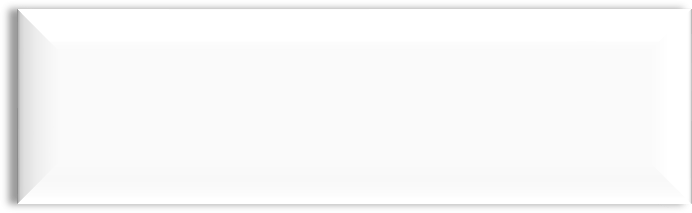
As participants learn, model and reinforce The 7 Habits they develop high levels of character and competence and ultimately, trust. Using The 7 Habits, participants will effectively lead themselves, influence, engage and collaborate with others, and continually improve and renew their capabilities and 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!*

**Please register using the links below**

**Program 1: Feb 23, March 2 & 9**

[**https://cvent.me/vvqANe**](https://cvent.me/vvqANe)

**Program 2: March 16, 23, 30**

[**https://cvent.me/3EneND**](https://cvent.me/3EneND)

**Program 3: March 11, 16, 30**

[**https://cvent.me/bVv3NM**](https://cvent.me/bVv3NM)

**Program 4: April 21, 28, May 5**

[**https://cvent.me/DlZqoG**](https://cvent.me/DlZqoG)

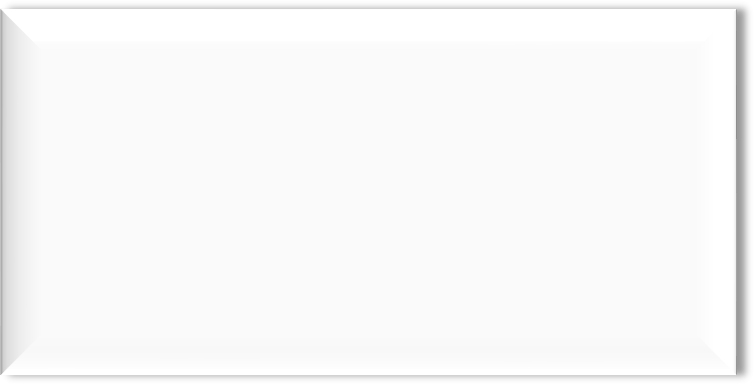
**Program 5: May 20, 27, June 3**

[**https://cvent.me/2PnZ5q**](https://cvent.me/2PnZ5q)

**Program 6: June 8, 15, 22**

[**https://cvent.me/vvqAny**](https://cvent.me/vvqAny)

**For further Information contact**



*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.*

Margaret Charlton

NSWPPA Professional Learning Officer 0408 905 051

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



**NSW Primary Principals’ Association**

**Empowered Leadership Series Semester 1 2021**

**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°).

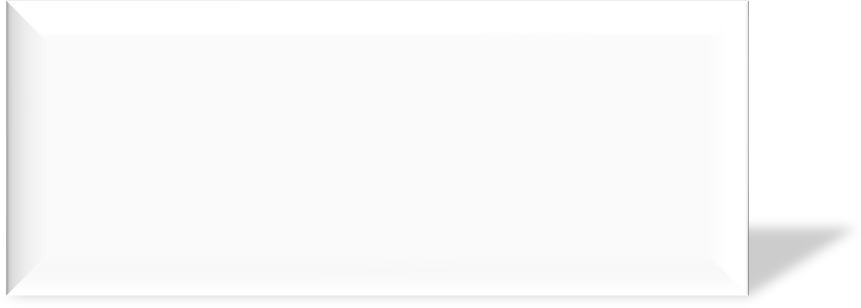
### **Phase 2** – **Online program.** Participants will increase their personal credibility and practise specific behaviours that increase trust. They will practise communicating transparently, respectfully, and directly and identify how to extend appropriate levels of trust with co-workers.

**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.

**Register using the links below.**



*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.*

**Online Program 1: February 25 & March 4**

[**https://cvent.me/eber5P**](https://cvent.me/eber5P)

**Online Program 2: March 25 & 26**

[**https://cvent.me/Kb4g2r**](https://cvent.me/Kb4g2r)

**Online Program 3: April 29 & May 6**

[**https://cvent.me/wzRA7o**](https://cvent.me/wzRA7o)

**Online Program 4: May 25 & June 1**

[**https://cvent.me/Axn71x**](https://cvent.me/Axn71x)

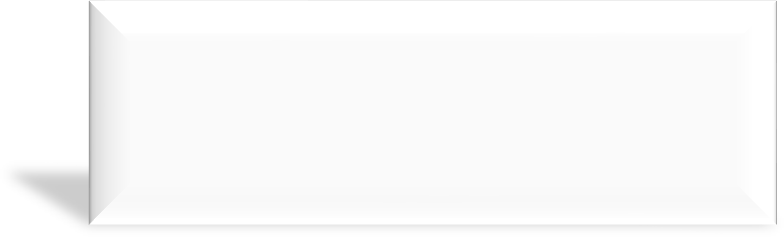
**Online Program 5: June 17 & 18**

[**https://cvent.me/oP0MmL**](https://cvent.me/oP0MmL)

**For further Information contact**

Margaret Charlton

NSWPPA Professional Learning Officer 0408 905 051



*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!*

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





**New South Wales Primary Principals Association**

**State Council Report**

Term: *1 2021*

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| **Professional Support Officers’ Report** |
| **PSOs: Wendy Buckley, Geoff Scott & Phil Seymour**  **Email:** [**wendy.buckley@det.nsw.edu.au**](mailto:wendy.buckley@det.nsw.edu.au)[**geoff.scott@det.nsw.edu.au**](mailto:geoff.scott@det.nsw.edu.au)[**phil.seymour@det.nsw.edu.au**](mailto:phil.seymour@det.nsw.edu.au) **Executive Liaison: NSWPPA President** |
| **Summary of Matters: (Ongoing)**  The PSOs have continued to support many colleagues in a variety of circumstances since our last State Council Meeting. 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 PSOs respond to individual requests from Principals and referrals from the NSWPPA Executive and are available throughout holiday periods and school terms.  We acknowledge the work of Chairperson Grace Palamara (Principal Support RG) and Greg McLaren (Legal Issues SC) and that of the members of these groups, as their ongoing time and advocacy are extremely valuable for the ongoing wellbeing of Principals. We extend a warm welcome to the 2021 Executive Liaison Officers: Greg McLaren (Legal Issues SC) and Bob Willetts (Principal Support RG). We also look forward to welcoming the new Chairperson of the LI SC when these positions are finalised.  Complaints and allegations directed at Principals remain one of the major areas of concern, whether managed by DELs or PES. 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.  An emerging concern this Term that has been raised by individual colleagues, as well as groups of Principals, is the pressure being felt to meet the ‘deadlines’ for school improvement plans and targets for student outcomes. Schools are still deeply engaged in recovering from the circumstances of 2020. There is a need for non-school- based DoE staff, at all levels, to be cognisant of stress levels of staff in schools as teachers and Principals prioritise the needs of students, after 12 months of disrupted learning. The capacity of the DEL and the Principal to work collaboratively, not antithetically, will see the School Success Model either succeed or fail.  Regular meetings each Term between the PSOs, relevant Chairs and Executive have been organised to discuss issues and current trends. We acknowledge the participation of senior DoE officers Murat Dizdar, Leanne Nixon (Dep. Secs) and Daryl Currie (R/ED PES) in working together with the NSWPPA. The PSOs also work collaboratively with senior officers of the NSWTF, where appropriate, in individual cases. |
| **Matters the NSWPPA Executive/State Council need to be aware of and matters for Delegates to take back to PPCs:**   * 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 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 potential ‘Conflict of Interest’ arises and keep their DEL informed in these matters. * 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 also contact and engage with relevant Principals School Leadership (PSL), as an important resource person. |
| **Draft Position paper for State Council this term:** No |

**Reference Group/Standing Committee/Working Party/ Observer Delegates Report**

Executive Liaison:

Principal representation at NSW PSSA: Andrew Hooper and Brett Thurgate Email: [Andrew.hooper@det.nsw.edu.au](mailto:Andrew.hooper@det.nsw.edu.au) [brett.thurgate@det.nsw.edu.au](mailto:brett.thurgate@det.nsw.edu.au)

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Term : 1

**New South Wales Primary Principals Association**

**State Council Report**

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| 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:**

* State PSSA meeting was held on Thursday 4th March 2021 via Zoom. Both Andrew and Brett attended.

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

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

* Transgender athletes – advice from NSW PSSA - ‘each enquiry to be dealt with individually and with

respect’. Area Executive Officers and NSW PSSA there to support you.

* Livestreaming of State Championships
* School Sport Australia events – decision to be made soon if these will go ahead in 2021 – seems to be

still highly unlikely. NSW merit teams may be chosen if SSA events don’t go ahead.

* State Swimming Championships – relay events will be spread throughout the two days – this year they

will be timed finals. This is due to COVID venue numbers restrictions.

* Sport convenors at all levels are under increased pressure to ensure that COVID guidelines are met. Principals asked to support convenors where appropriate. NSW PSSA will be prioritising support for convenors in use of DASH platform as well as convenor wellbeing.

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



**REPORT to NSWPPA STATE COUNCIL**

11 & 12 March 2021

Thank you for the opportunity to provide an Update on the activities and events of our Retired Principals Association 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.

**2021-22 EXECUTIVE COMMITTEE ELECTIONS**

The elections were conducted during February and we are now able to advise the following:

**Executive:** President -Tom Croker, Vice Presidents – Heather Causley & Rick Riddle, Secretary – Kerryanne Knox, Treasurer – Noel West, Events Coordinator – Maurie Bird, **Committee** – Geoff Scott, Jackie Malecki, Chris Worthington & Ray Gentles.

Our long-standing Treasurer, Graham Hayton, did not stand for re-election. Graham provided outstanding service and we have valued immensely his support for our organisation.

**HONOURS LIST**

Our special congratulations to member Geoff Scott on being awarded the OAM in the Australia Day Awards. This is wonderful recognition of Geoff’s outstanding contributions to the profession, Principals Associations and to public education.

**OUTINGS and EVENTS UPDATE**

Last Wednesday we came together for our first event for 2021 at the Sydney Rowers Club, Abbotsford. While our numbers were restricted due to the Covid restrictions it was a wonderful occasion and so good to be able to meet and chat. It was great to have our latest member, Phil Seymour, join with us.

Our next City Luncheon is set down for the Kirribilli Club on Thursday 3 June.

Our Annual Golf Day has been set down for Friday 23 April at Royal Massey Golf Club, Concord. Plans are underway for our annual luncheon in Newcastle to be held in Adamstown.

**ARPP WEBSITE**

I can now advise that our new website is has been completed and at this stage features several topics and areas of Interest in the revised site. The site features Membership information, About Us, Events, Newsletters & Notices. The new website is registered as **rppa.com .au** (Retired Primary Principals Association). Access to the site will be via a Member’s Only login.

We are currently preparing details in relation to topics such as Health & Wellbeing, Keeping in Touch, Retirement Options, Stories & People including the history of PPA.

Our Working Party includes colleagues such as Warren Marks, Kerryanne Knox, Jackie Malecki, Geoff Scott, Tom Croker along with the ARPP Executive Committee.

We are very grateful for the advice & financial support that the PPA hasoffered to ARPP for the redevelopment of the site.

**WELFARE OFFICER**

We can now confirm that Chris Worthington, Executive Committee member, has been appointed as our 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 these critical times it is more important then 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 5 Day program and restricted numbers of up to 20 per session which will progressively increase during the year.

COVID 19 has caused a huge drop off in support from teachers & schools. Such funds are critical to the operation of Stewart House and there will need to be a major drive to ensure such support is ongoing to maintain Stewart House.

To assist with the promotion a Special Power Point Message has been prepared for both the NSWPPA and SPC for promotion to principals and schools (Copy sent to Robyn). We seek PPA support with the delivery of the message.

**ENCOURAGING NEW MEMBERS** We continue to search for recent retirees and to encourage them to join with us as new members in our Association. We will be reaching out through the Principals’ Networks for the opportunity to identify future (and past) retirees enabling us to make contact and invite them to join our Association.

We realize that many retirees live outside of the Sydney area but would like to keep as many as possible in contact through news, the website and communication networks around the state. We have also introduced a reduced special Non-Metropolitan membership Fee in support of such retirees.

We are expanding opportunities for our retirees and, although it has primarily been a social connection, we are looking for other ways to engage our colleagues.

Stay safe & take care,

Tom Croker President